

# Workplace Learning and Assessment (WLA) Series Insights from Good Practices in Finland

Workshop Programme



## Towards Future Working Life

Chair

Ms Ulla Nyrönen, Vocational College Spesia, Finland

Facilitator

Ms Mari Kontturi, Luovi Vocational College, Finland

Ms Marika Mäkinen, Vocational College Spesia, Finland

# Education system and VET in Finland

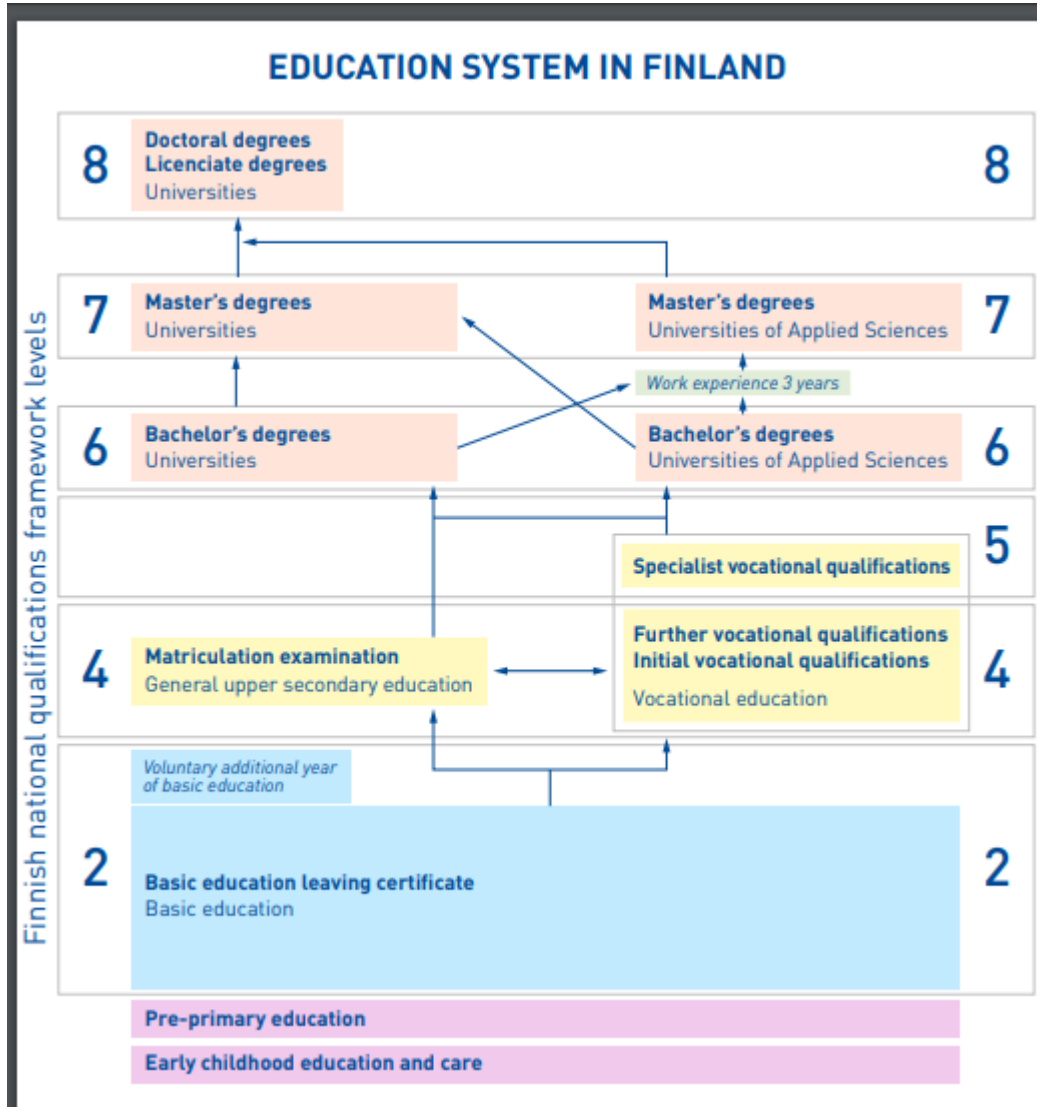
Mari Kontturi, Master of Laws, eMBA,  
Manager of International Affairs  
Luovi Vocational College, Finland  
Train-the-trainer workshop VTC  
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## Some characteristics of the Finnish Education system

- Equal opportunities to all to receive education
- Education is free
- Life-long learning
- No dead ends
- Education providers have a lot of autonomy
- Highly educated teachers
- Trust on teachers and teacher education
- Teachers have an extensive freedom in developing their own work and to decide which teaching methods and learning materials they want to use
- Instead of controlling there is steering
- Special needs education for those who need support in their studies, also in VET

## Education in Finland

- Pre-primary education (6 years old)
- Basic education (7-16 years old)
- General upper secondary education (16 +)
- Vocational education and training, VET (16+)
- Higher education provided by universities of applied sciences and universities
- Adult educational and training is available at all levels, with the exception of pre-primary education
- Student's eligibility to move from one level of education to the next is guaranteed by legislation



Source: Finnish National Agency for Education

## VET in Finland

- VET is attractive in Finland and not a second choice
- New legislation of VET since 1.1.2018
- Flexible admissions
- Personal competence development plan
- Versatile learning environments
- Flexible study time, shorter duration of studies
- Broad-based qualifications
- From classrooms to workplace
- Learning at work
- Skills are demonstrated in practical work
- Teachers guide, support and evaluate
- Funding based on outcomes, efficiency and effectiveness

## VET in Finland

- Vocational qualifications, 164 VQs, include
  - vocational upper secondary qualifications,
  - further vocational qualifications
  - specialist vocational qualifications.
- besides there is preparatory training
  - education for vocational training (VALMA)
  - preparatory education for work and independent living (TELMA).

# Assessment

- Vocational qualifications are independent of the way the vocational skills have been acquired
- As long as the individual's competences meet the national qualification requirements, they can be acquired in different learning environments and ways, at different times
- No exams, only competence demonstrations
- Students demonstrate their skills in competence demonstrations at practical work
- The education provider is responsible for the education but the student will also be appointed a workplace trainer who must have the required competences for the task
- Competence requirements are the same in all learning environments, also in workplaces
- Qualifications are the same for young people and adults
- Student has an active role in assessment, self evaluation



# Thank you

Contact:

Mari Kontturi

Manager of International Affairs

Luovi Vocational College

Phone: +358403193264

[mari.kontturi\(at\)luovi.fi](mailto:mari.kontturi@luovi.fi)





Vocational College  
**SPESIA**

# Quickly changing working life

Ms Marika Mäkinen

Special teacher, Master of Education

Doctoral Studies of Education

Postgraduate Diploma in Solution Focused Therapy

## Future reading order (Pölönen 2020)

<b>Future and technology</b>	<b>curiosity and experimentation</b>	<b>creativity and improvisation</b>	<b>problem-solving skills and adaptability</b>
passions and character	communication and storytelling	critical thinking and interpretation	entrepreneurship and teamwork
perseverance and patience	well-being and self-awareness	compassion and honesty	moral courage and ethics

# Work based learning in VET

## Junior Achievement

### JA Company Program

## Learning entrepreneurship at work

Hannu Pahajoki

Vocational special education teacher

Henry Garnet

Student

Joachim Palmros

Student

## JA Company Program

- “Entrepreneurship education is a growing trend in education and a part of the curriculums at all levels of education. It is used to reinforce people’s skills, information, and attitudes that they need to succeed in the global economy and the changing working life.” (European Commission)
- The JA Company Program combines theory and practice for the purpose of learning entrepreneurial **skills, competencies** and **attitude**. The program provides educational institutions a turnkey solution for entrepreneurship education and the students a fun and practical tool for learning entrepreneurship and working life skills.

Read more

<https://vuosiyrittajana.fi/en/program/>





# Learning Outcomes

- The student recognizes the requirements of entrepreneurship and is able to evaluate own strengths and areas that require development
- The student develops entrepreneurship skills, which include sales, teamwork, problem solution, communication, and public speaking, among others
- The student builds cooperation networks business operations
- The student recognizes and evaluates operation within the company as part of a team
- The student plan the business operation of the company
- The student use tools related to the planning of business operations and to draw up the documents related to establishing a company
- The student can create a business model and plan to support idea, as well as develop during the operation
- The student understands the basic principles of business and develops the operation of the company



# Yard boys NY Jyväskylä

Best yard work for your property

## **Greetings from Jyväskylä to everyone!**

We briefly present the real property management study and the tightly-connected NY business activities.

Our studying is as work-oriented as possible.

NY's business is part of our professional training and study.





# Yard boys NY Jyväskylä

## Best yard work for your property

### How we work

We do snow-work and gritting as well as other yard work, both with hand tools and work machines.

We have good work machines and hand tools available.

We also do some minor repairs and various maintenance work on HVAC furniture.



# YARD BOYS NY

# Seasonal jobs in property employ us



Falling and splitting of plot trees  
- yes we can!



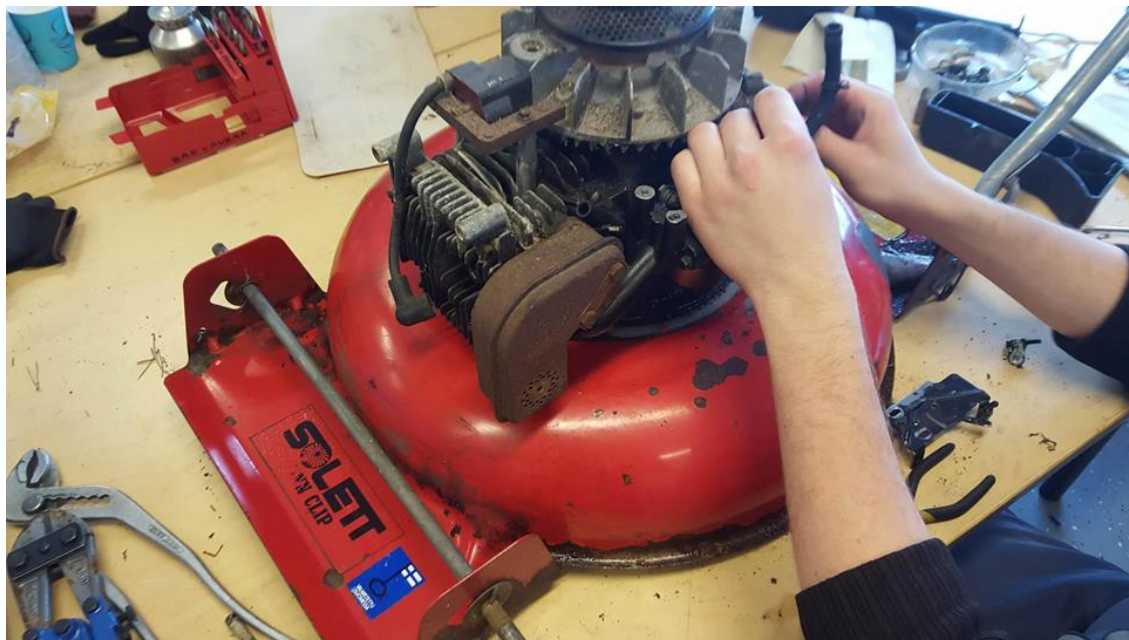
We also work on running machines



## Seasonal jobs in property employ us



In spring and autumn we are doing garden work.



We maintain our machines for ourself.

## What we have learned?

- Salary motivates you to work
- We learn customer service
- We get to work for the right customers
- Common subjects are easier to learn in the workplace
- Learning is easier by doing
- There is always a wide variety of jobs
- Skills demonstration is nice way to show what I can do
- Competence demonstration at work





# Transition from school to work

Eeva-Maija Joonas-Vuorenmaa

Special teacher, Master of Education



## Preparatory education for upper secondary VET

VALMA, 60 cp (competence point = indicates competence and the extent of performance)

For students who need:

- Support for making career choices
- Information about occupations, the world of work and programme options
- Insight into their own strengths and support needs
- Work experience
- Everyday life skills for independent living

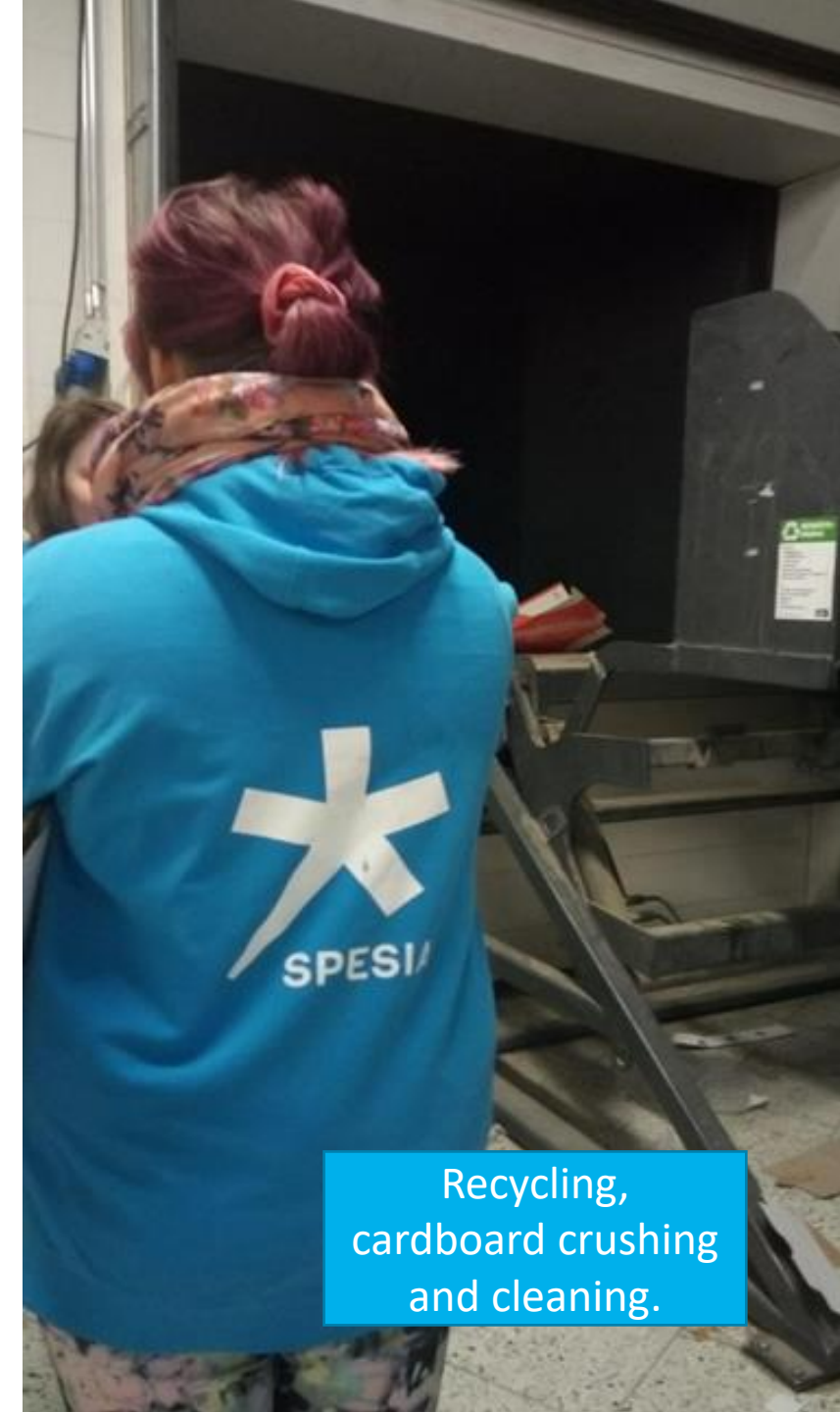
# Preparation for working life?

- Learning at work, for example animal care, trade work
  - Suitable profession
  - Appropriate form of training
  - Own strengths
- Orientation to vocational training and acquisition of basic skills for working life
- Learn to make career choice decisions, preparing to study in vocational degree-oriented education
- On-the-job training
  - Working rules
  - Occupational safety
  - Work community skills
  - Social skills
  - Guidance and feedback



Shelving and shelf  
space cleaning

**Preparatory education  
for upper secondary VET ->  
the best path to postgraduate  
studies and working life**



Recycling,  
cardboard crushing  
and cleaning.





## Various learning environments bring learning closer to real life

- Learning is not limited to classrooms.
- We have different types of learning environments both at school area as well as outside of it.
- Some of our learning environments and situations: Spesia Shop, teaching car repair shop Autosynergia, training office, caretaking and cleaning, recycling station, storage, computer repair shop, students' kiosks and felling trees from the site, among others.



## Learning environments – case Spesia Shop

- Spesia Shop (Spesia Puoti) is located in Järvenpää campus and it's also a web store.
- It sells local produce and products made by Spesia students.
- Students get to learn and demonstrate their skills in a secure, open learning environment that is similar to a real workplace.
- Versatile environment that supports studies ranging from business to logistics, home economics and cleaning services to preparatory training.



## Cooperation with working life

- Learning does not take place only at educational institutions, but also at real workplaces performing real tasks.
- We cooperate with employers and support them in guiding students. Employers also participate in assessment of skills demonstrations.
- A key element is building pathways to life after studies in terms of both work and the type of accommodation.



## Transition

- Job coaching
  - Planning employment with the teacher and the student
  - Jobs are selected from an employment perspective
  - At work with student
  - Financial support for employment
  - Job planning in accordance with the objectives of the degree
  - Cooperation with the home community
  - Housing planning
  - Workplace instructor training





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