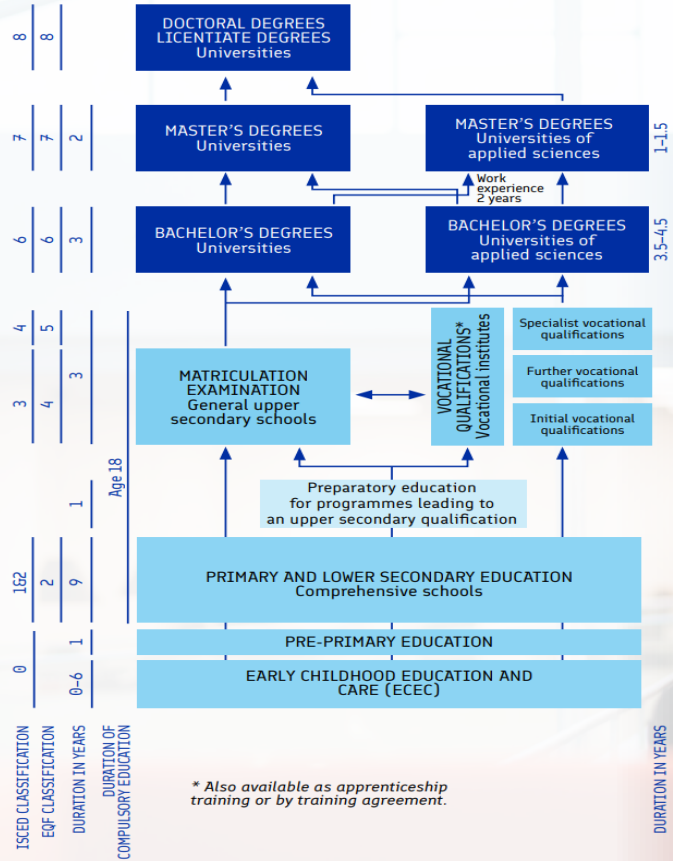


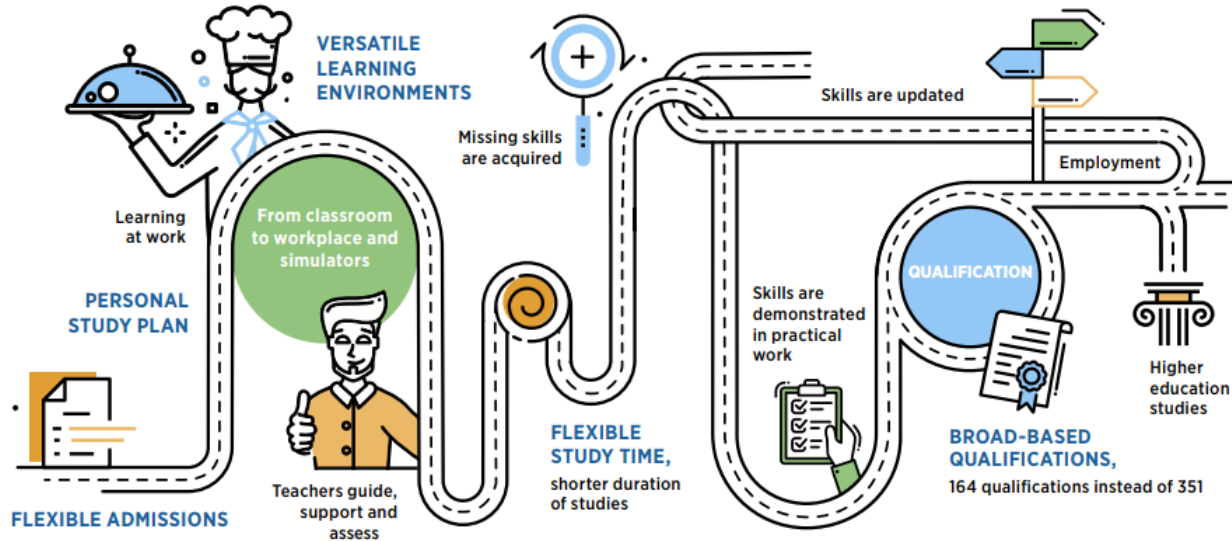
APPRENTICESHIP TRAINING IN FINLAND IS UNIQUE AND FLEXIBLE

Education system in Finland



NEW VOCATIONAL EDUCATION AND TRAINING as of 1 January 2018

Working life is undergoing changes. New occupations keep emerging and old ones disappear. Technology advances. Earning logics are renewed. Students' needs are becoming even more individualised. Skills need to be updated throughout careers.



FUNDING THAT ENCOURAGES EFFECTIVENESS
Students complete their studies, graduate, find jobs or continue studying



A SINGLE ACT, A SINGLE LICENCE TO PROVIDE EDUCATION
No boundaries between young people and adults



LESS BUREAUCRACY AND MORE AUTHORITY
for education providers



THE CHANGES AFTER THE REFORM IN 2018

- ✓ Enhanced Employer Collaboration: Employers have a more significant role in planning and implementing students' study paths.
- ✓ Quality Assurance: The reform introduced stricter quality control standards for apprenticeship training to ensure the quality of education and protect students' rights.
- ✓ Competence-Based Approach: The reform emphasized competence-based education and training, where education and qualifications are based on the individual's acquired competence. This provides students and employers with more flexibility and enables personalized study paths.
- ✓ Varied Length of Apprenticeships: The extent of apprenticeship training can vary significantly. It is up to students' and employers' needs as well as students' prior experience, if there is such.
- ✓ All these changes aimed to make apprenticeship training more flexible, learner-centered, and effective, better aligned with the needs of the labor market. They also encourage lifelong learning and provide students with improved opportunities to develop their skills and find employment in various fields.

THE REQUIREMENTS OF APPRENTICESHIPS

- ✓ Apprenticeship is a temporary employment contract.
- ✓ All those who are at least 15 years old can study through an apprenticeship.
- ✓ Skills are mainly or entirely acquired at the workplace, but often studies at school or/and online are included as well.
- ✓ Work is done for at least 25 hours per week according to the qualification requirements.
- ✓ The student receives salary according to the collective agreement used in industry.
- ✓ At the workplace, the student is guided and taught by an experienced workplace instructor.
- ✓ Skills are proven with competence demonstrations at the workplace.

APPRENTICESHIP TRAINING FOR THE STUDENTS

- ✓ Through an apprenticeship, student will complete second degree vocational qualifications, which give the same eligibility for further studies as a vocational college and an upper secondary school and the same qualifications as a vocational college.
- ✓ There are more than 160 qualification options → Vocational upper secondary qualification, further vocational qualification, and specialist vocational qualification.
- ✓ Apprenticeship contract: entire degree, part degree, season
- ✓ Salary and benefits

APPRENTICESHIP IS AN EFFECTIVE WAY TO RECRUIT OR TRAIN CURRENT STAFF

- ✓ Cost-effective and flexible
- ✓ Employers' needs can also be taken into account when planning students' studies.
- ✓ Good way to commit students by offering apprenticeships during summer jobs or possibility for eg second year students to complete studies through apprenticeship at workplace → Especially companies, who suffer lack of employees, use this a lot.
- ✓ Compensation to the employer for training the apprenticeship student
Possibility to get monetary support for employing unemployed through apprenticeship.

ENTREPRENEUR'S APPRENTICESHIP

- ✓ An entrepreneur's apprenticeship offers flexible opportunities for an entrepreneur to study, whether you have just started or have already gained more experience → growing company, updating professional skills etc.
- ✓ An entrepreneur studying apprenticeship training is guided by a workplace tutor, mentor. → Mentor Bank
- ✓ The entrepreneur demonstrates competence in the company.
- ✓ Costs for entrepreneurs

WINNOVA, October 2024

- This year 902 students have started the apprenticeship
- We currently have 1,455 apprentice students (so many apprenticeships are valid right now).
- The total number of apprenticeship contracts this year is 2,927.



Read more in English

<https://oppisopimus.fi/en/>

THANK YOU! Elise Hovi, elise.hovi@winnova.fi