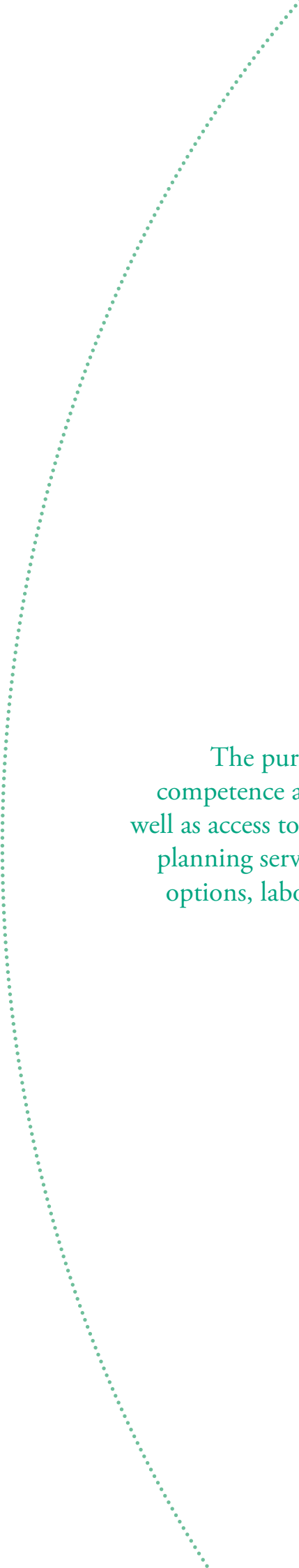




An overview
of vocational
development
services 2005



The purpose of vocational development services is to improve the competence and motivation of clients of the Labour Administration as well as access to the labour market by providing a high standard of career planning services, information on working life, education and training options, labour market training and vocational rehabilitation services.

Index

<u>Vocational development services in labour market transition</u>	<u>4</u>
<u>Educational and vocational information service</u>	<u>7</u>
<u>Vocational guidance and career planning</u>	<u>10</u>
<u>Labour market training</u>	<u>12</u>
<u>Vocational rehabilitation</u>	<u>20</u>

Vocational development services in labour market transition

Briefly with regard to the labour market

In many respects, Finland's economic development in 2005 was twofold. The growth of gross production decelerated from the previous year, but employment improved rapidly. Production increased on average 2%. Economic growth was based primarily on the demand for consumption by households as well as construction activities within the private sector.

The average total of the employed was 2 401 000 people, i.e., 36 000 more than the previous year. The employment rate rose 0.8 percent from the previous year to 68.0 percent. The total number of the employed increased the most in the 60–64 age group (+13 200) and in the 55–59 age group (+11 700), in like manner to the previous year. Growth in employment amongst the older age groups is largely explained by the fact that those at work remained in working life, since the number of older unemployed job applicants has not declined.

Labour demand was most vigorous in the private services sector, in which the total number of the employed increased by 30 000 people. Jobs increased by 10 000 in the outlets of the fields of commerce, accommodation and restaurant/catering fields; in transport and communications by 1 000; in the services related to financing, insurance and business by 7 000; and other services by 11 000. Jobs in the public sector declined in public administration, but showed an increase in the social services.

According to the employment study conducted by Statistics Finland, the unemployed totalled 220 000 people on average. The total of those unemployed decreased from the previous year by approximately 9 000. The unemployment rate was 8.4% and unemployment declined 0.4 percent.

According to the Ministry of Labour's employment statistics, an average of 275 300 unemployed job seekers registered at employment offices in 2005, i.e., 13 100 fewer people than one year before. Over half of unemployed job seekers were those severely employment-challenged, such as the long-term or repeatedly unemployed, the disabled, the aged and immigrants.

Long-term unemployment showed a mild upturn. Those without work for over a year totalled 72 400 on average, i.e., 600 fewer than the previous year. Long-term unemployment is particularly focused on older individuals. Over 60% of those without employment consecutively for over a year were over 50 years of age.

Recruiting problems and labour shortages became slightly more prevalent in 2005, during which approximately 27% of places of business seeking personnel experienced difficulties in recruiting and 10% of the same remained either entirely or partially without the labour sought. During 2005, there was a monthly average of 2 600 jobs listed at the employment offices in which recruiting problems emerged. The number of 'problem' workplaces grew, by reference to the previous year, by almost 300.

The challenges of vocational development services

Age structure-related population development, the impact of information and communications technology, multifaceted forms of transition in work life and the advance of globalization and regional development present significant challenges for the working-age populace. By the year 2015, approximately one million of those currently belonging to the work force will retire or leave the world of work for other reasons. The

decrease in these age groups will accelerate attempts to ensure the availability of the labour force, the retention of careers and a rise in the employment rate. Improved expertise as well as its sustained development, together with the ability to adapt continuously to changing circumstances, will be required of the labour force as time goes on.

In the future, an ever-growing part of the population shall have, as they enter work life, a strong general education as well as vocational or basic college/university-level training. In the attempt to achieve further career retention and to promote professional mobility, there will have to be sufficient emphasis on the maintenance and renewal of the know-how obtained through education. On the other hand, there will still be an abundant number of people without upper secondary vocational education and training for a long period in working life. The educational level of the unemployed is more deficient than that of the rest of the populace. For this reason, elevating the level of education will exert a pivotal role in adult education policy and labour policy in the future as well. Growth in the immigrant population and multiculturalism also represent increasing challenges.

The continuous change going on in work and in the labour market is reflected in, among other things, the fluctuating requirements directed towards the labour force and individuals. New possibilities are being offered to persons, but the speed of development and competition are also spawning elements of friction. Due to social change, uncertainty in work life has increased, and maintaining control by individuals over their own lives has, as a consequence, become more challenging. Finding one's place, the continuous development of expertise and confronting unemployment or health-related limitations are demanding challenges, creating uncertainty in life. The course of life and career require more individual solutions these

days than those required by traditional study-based, professional and work-related careers. Whereas formerly one changed after the study phase to the work world, now employment, unemployment and educational stages alternate. The repetitive and sustained provision of education represents an element in one's career development.

The purpose of the employment offices' vocational development services is to improve the competence and motivation of clients of the Labour Administration as well as access to the labour market by providing a high standard of career planning services, information on working life, education and training options, labour market training and vocational rehabilitation services. Through services which are free-of-charge and available to all, answers are provided to questions connected with working life and one's own career development which citizens must find solutions for at various phases of their lives. In addition to job seekers, these services can be utilized by all who need the services concerned: pupils, students, those intending a return to working life, the employed and those undertaking a change in occupation.

The significance of vocational development services shall continue to be emphasized. From the perspective of labour market viability, it is necessary to be able to react simultaneously to the growing labour force demand in addition to the assimilation of structural unemployment. In order to promote professional and regional mobility, readily available and easy-to-use information distribution, counselling and guidance services should be ensured for all. Work-related training should be developed on a more working life-oriented foundation while improving, at the same time, its quality and influence. The numbers of those in need of vocational training has grown and is expected to increase further.



Table 1. Pivotal figures characterizing the operational environment and vocational development services during the years 2000–2005

During the year	2000	2001	2002	2003	2004	2005	Change from prev. yr. %
job vacancies	302 000	318 900	327 600	338 300	344 800	414 000	+20,1
job seekers	849 300	816 500	810 700	808 800	804 600	783 000	-2,7
unemployed job seekers	628 600	593 500	578 600	572 500	571 000	557 000	-2,5
- over 45 years of age	216 400	210 900	207 200	206 100	208 200	209 400	+0,6
- below 25 years of age	134 400	125 100	121 200	121 100	120 400	114 200	-5,2
- long-term unemployed	169 700	155 300	147 500	139 200	137 500	138 100	+0,4
- basic level; without vocational training	238 400	223 500	214 600	206 500	201 300	195 300	-3,0
disabled job seekers	83 000	84 600	85 600	87 400	89 900	91 100	+1,3
foreign job seekers	30 800	32 400	34 200	35 700	37 600	39 300	+4,4
<i><u>Vocational development services:</u></i>							
- personal educational advising situations	478 900	438 600	411 300	379 900	355 400	310 600	-12,6
- those who have received vocational guidance	36 300	34 200	33 200	30 500	31 600	32 000	1,0
- those who have started labour market training	65 100	58 500	64 400	64 100	69 800	64 300	-7,9
- active measures for vocational rehabilitation	57 600	61 700	63 400	53 700	56 100	57 300	+2,1

Educational and vocational information service

The Labour Administration conveys details about training and produces publications on professions and the labour market

Working life solutions which are durable, realistic and motivating from the individual's point of view necessitate in making decisions that citizens have, alongside the job information, up-to-date and comprehensive knowledge with respect to working life as well as educational opportunities which increase expertise. The Ministry of Labour arranges for and produces publications itself on education and working life as support for the counselling and guidance work of the employment offices, for the use of partners and independent information acquisition by clients. Printed publications and video supplies make up the materials collection of the employment offices' educational and vocational information service.

Publications supporting, in particular, the acquisition of training are the educational manuals produced by the National Board of Education, those concerned with the foundations of secondary level vocational training and the selection and study guides obtained from the polytechnic institutes and universities. The appropriation of instruction information material, which is concentrated on the Ministry, enables large amounts of distribution, reduces publication prices and cuts down on distribution costs. Through this service, which covers the entire country, equal opportunities to obtain up-to-date and comprehensive information and working life-related developmental perspectives by the citizens of the information society are supported. In 2005, publications describing training were obtained for the employment offices under 200 different names, and approximately €121 000 was applied to their purchase and distribution.

Material production-related products containing vo-

educational and labour market information include the Internet-based vocational and professional field descriptions as well as videos and publications. At the moment, descriptions found in electronic form comprise 827 occupations and 58 fields. Approximately 170 interviews with professionals have been made. A total of 60 Finnish-language and 27 Swedish-language videos have been produced. The publications readied come to 16 in Finnish and 9 in Swedish. Clients can acquaint themselves with this printed matter and videos at the employment offices, which also lend them in accordance with certain conditions. Publications are also distributed to schools and libraries.

Information materials are generated and updated so that they cover the pivotal vocational fields and the data is current. The data information is presented in such a form that clients are able to utilize them beneficially in their decision-making. The details are gathered from various specialist organizations, e.g., labour market associations, and information produced by various prediction-based systems are taken into account in the descriptions.

The Ministry of Labour's vocational description integer is being renewed in 2006. In the European Social Fund (ESF) project, "Tulevaisuuden työt" ["Work of the Future"], a new sort of product family presenting professions and working has been developed. During the summer, a renewed educational and vocational information website, Ammattinetti, is being opened. Ammattinetti contains, among other things, vocational descriptions, professional field characterizations, interviews, career stories and contemporary articles on working life.

Educational advisors know both the educational alternatives and the study financing possibilities

In the client-oriented work of educational advisors, both broad familiarity with educational alternatives and the evaluation of the client's expertise-related development relative to what is offered by training are given emphasis. In 2005, clients made contact with educational advisors approximately 310 000 times – either by office visit, telephoning or email. The share of phone calls of the above is about one-third, and it is estimated that guidance was requested by email approximately 5000 times. In addition to study possibilities in Finland, educational advisors replied about 4000 times to client enquiries with regard to studying and preparatory training opportunities abroad.

Details about educational programmes, vocations and study-related financing can also be sought independently by reading publications compiled in the employment office's library-like reading room, watching video presentations on various fields and professions, or by gaining familiarity with the services on the Internet through the use of self-service work stations.

The clients can also participate in public information events arranged by the educational advisors, the themes of which are, for example, youth or adult education possibilities. The goal of guided educational counselling-based group services is to increase the participants' knowledge and attitude-related readiness for being trained, as well as an increase in professional skill. In 2005, over 52 000 people took part in slightly over 3 000 group events organized by educational advisors.

Table 2. Educational and vocational information services: educational advisors, advisory appointments and group services in 2005

EMPLOYMENT AND ECONOMIC DEVELOPMENT CENTRE	FULL-TIME EDUCATIONAL ADVISORS*	ADVISORY APPOINTMENTS	%	GROUPS	%	PARTICIPANTS IN GROUPS	%
Uusimaa	30	47 200	15	504	16	9 730	19
Southwest Finland	9	25 500	8	158	5	2 810	5
Satakunta	7	25 600	8	198	6	2 970	6
Häme	7	19 100	6	190	6	3 380	6
Pirkanmaa	10	30 800	10	255	8	4 390	8
Southeast Finland	3	14 000	5	76	2	1 420	3
South Savo	6	12 600	4	134	4	2 510	5
North Savo	5	19 400	6	244	8	3 440	7
North Karelia	3	16 400	5	184	6	3 610	7
Central Finland	4	17 200	6	173	6	2 790	5
Southern Ostrobothnia	4	14 600	5	256	8	4 100	8
Ostrobothnia	4	12 100	4	63	2	1 590	3
North Ostrobothnia	6	29 300	9	240	8	3 760	7
Kainuu	2	12 000	4	171	6	2 060	4
Lapland	8	14 800	5	233	8	4 010	8
ENTIRE COUNTRY	108	310 600	100	3 079	100	52 570	100
2004		355 400		3 003		52 500	

* 'full-time' refers to those educational advisors who use 50% or more of their work time in educational and vocational information services



The clients of these educational advisors are working adults or those outside the work world as well as the unemployed and students from all levels of education. Job-seeking clients, which make up about half of the clients generally, are substantially older than the other groups of clientele.

Individual advisory appointments vary time- and content-wise from brief and informative sessions to guidance-based discussions that are longer in duration. The number of individual advisory appointments has decreased from year to year during the entire period (up to this point) of the 2000-2009 decade. On the one hand, this development is explained by the increasing prevalence of electronic services and the expansion in personal group services and, on the other hand, by the reduction in the number of training counsellors and augmented part-time work in educational counselling. Impact is also exerted by the favourable employment circumstances and the increase in the relative share of adult clients.

Educational counselling services now easier to obtain

Koulutuslinja [Education Line], a nationwide educational counselling telephone service, began its operations in spring 2005. With this service, the accessibility of educational advisors is being increased as well as the recognition of training and vocational information services. Accuracy and quality-related demands are being targeted on client-counselling, the response to which is to be ensured by concentrating on services.

Concentration on telephone services also enables the development of service processes specific to the employment offices.

Of those who responded to the client survey, 85% were of the view that the information obtained from the telephone service provided assistance in making educational plans. A general average of 8.8 (on a scale of 4–10) was given to the service. Of the clients who called, the largest proportion were working individuals. Those on various forms of family leave as well as temporary retirement have also found this new service.

In addition to nationwide accessibility, the quality of educational counselling services has been advanced in projects proper to the Employment and Economic Development Centres. In Lapland, a combined project of the Labour and Educational Administrations is being implemented from 2003 to 2006, in which the accessibility of educational counselling has been heightened by opening Koulutustorit [Education Squares] in Rovaniemi and Kemi. These are situated directly in the core of the cities concerned and thematic days are arranged there almost every week with schools and other partners. These Koulutustori events are also being circulated elsewhere in the area of Lapland. By arranging general training events during the project, the counselling-related readiness of labour advisors and counsellors is also being increased, in addition to familiarity with working life on the part of vocational guidance counsellors working on various levels in the school system.

Koulutuslinja [Education Line]: 010 60 76888 Mon-Fri 9.00-17.00h



Vocational guidance and career planning

The vocational guidance and career planning services of the Labour Administration help to resolve questions related to vocational selection, professional development and job acquisition. These concerns must be considered during the various stages of life: e.g., in planning continuing or supplementary education, reflecting on a change of field or in confronting problems connected with unemployment, health status or coping with work. This service is based primarily on discussions between the client and psychologist, in which the life circumstances, educational background and work experience of the client are segmented as well as the hopes and requirements linked with work and profession. The goal is to help the client to formulate a plan suitable for his/her situation with a psychologist who supports the finding of solutions by bringing her/his expertise linked with people and the work world into the discussion. As support for the discussions, various reports as required are utilized based on, e.g., suitability-related evaluations, work/educational experiments or medical checkups.

A total of 268 psychologists under various job-related titles and emphases worked at employment offices during 2005 at 119 offices in vocational guidance and career planning services. Measured by reference to person-years (231), customer service resources declined 8% from the year 2004.

Demand for adult career guidance services

In 2005, almost 32 000 counselling sessions were completed, in which individual clients totalled 30 500. Moreover, over 5 000 clients were counselled in single-incident duty-type encounters. The majority of the clients (64.3%) were at least 25 years of age. During the last ten years, the proportion of those

under 20 years of age has diminished to half (from 32.6% to 16.4%) and correspondingly the share of those 40 years and older virtually doubled (from 16.6% to 30.5%). The share of unskilled youth (28.4%) – including those pupils and students – has declined somewhat. The shares of comprehensive school and secondary school pupils (10.4%) as well as those studying at mid- and high-level institutions (5%) have also slightly decreased.

Almost every second client (47%) was unemployed, whereas those in gainful employment totalled 20% and three-quarters were simultaneously in the employment exchange as job seekers. Primary education had been completed by 36% of the clients, mid-levels by almost half (48%) and a minimum of a high-level degree/diploma 16%. The proportion of disabled clients (20%) grew from the previous year, which actually may be explained by more careful data-recording procedures than before.

Counselling methods and results

Total completed counselling increased slightly despite the reduction in resources. The volume of service activity also grew, especially in proportion to work-related person-years. The number of counselling discussions (almost 70 000) showed a clear increase. Individual clients were counselled on average 2.27 times: the counselling processes have therefore slightly lengthened. The total number of client negotiations (approximately 18 000) as well as that of statements provided (almost 1 350) has increased since 2004, but the number of support procedures utilized in counselling (approximately 7 200) decreased. The work experiments arranged at the workplace (almost 4 700) increased, however.

The majority (42%) of clients prepared, with counselling support, an educational plan for themselves; plans connected with work were formulated by 21%. The rest of the 37% proportion of counselling culminated with some other sort of solution: e.g., the surveying of various alternatives and transfer of a solution to the future (15%), interruption of counselling (6%), steering to other service systems for counselling (5%) or a retirement solution (4 %).

According to the clarifications of the Ministry of Labour, the client work including peripheral operations takes, on average, approximately two-thirds of the psychologists' work time. In addition to personal counselling, the psychologists also indirectly participate in the support for individuals' career plans: client consultations were offered for slightly fewer than 9 400 client-related matters, and discussions regarding cooperation with various partners were engaged in over 22 000 times. Moreover, vocational guidance psychologists took part in the planning, student selection and follow-up meetings connected with labour market training 1 165 times and in the planning and realization of client groups 1 195 times.

Since the need for counselling services is growing, electronic services in vocational guidance have been developed within the Labour Administration.

Services on the Internet

www.mol.fi/avo

AVO Vocational Guidance Program: information about almost 300 occupations as well as training leading to various professions. Evaluation tasks to measure one's own interests and aptitudes. One can also clarify one's own professional hopes and study how well different kinds of occupations respond to them.

www.mol.fi/aura

A career-planning service intended for adults: information on work, professions and training. Evaluation of one's own circumstances and exercises to support the making of plans.

www.nakoaloja.info

A service designed for adults at work to accommodate various career-based change-related situations.

Table 3. Background information on clients completing counselling according to each Employment and Economic Development Centre area

EMPLOYMENT AND ECONOMIC DEVELOPMENT CENTRE	PSYCHOLOGISTS (PERSON-YRS)	COMPLETED COUNSELLING	BELOW 20 YRS OF AGE	OVER 45 YRS OF AGE	UNEMPLOYED	EMPLOYED	DISABLED
Uusimaa	58	6416	15,8	19,2	37,7	29,1	18,7
Southwest Finland	15	2111	10,8	21,8	47,7	21,9	22,3
Satakunta	13	1547	17,6	15,1	54,1	15,2	15,8
Häme	18	3059	14,6	22,5	55,6	16,7	22,1
Pirkanmaa	21	3644	14,4	15,4	50,0	20,2	17,7
Southeast Finland	14	1913	25,6	15,6	38,1	18,3	26,8
South Savo	7	1432	22,8	16,6	45,5	12,8	19,6
North Savo	14	2074	16,2	17,3	46,9	16,6	21,7
North Karelia	12	1449	20,2	19,3	40,2	14,4	17,9
Central Finland	13	2261	12,6	19,6	52,1	16,0	16,6
Southern Ostrobothnia	10	1381	13,5	22,5	49,5	19,5	28,8
Ostrobothnia	10	971	18,5	17,9	49,1	17,0	24,2
Northern Ostrobothnia	14	1829	19,2	14,8	49,6	17,8	17,6
Kainuu	4	710	18,3	22,0	46,8	12,9	19,3
Lapland	8	1177	14,3	19,5	57,1	12,7	22,4
Entire country	231	31974	16.4	18,6	46.8	19.5	20.2
2004	250	31728	16.5	18,0	47.6	18.9	18.4

Labour market training

Labour market training represents education for the populace of working age, whose goal is to improve the potential of participants to remain on the labour market or return to the same. For this reason, the instruction is mainly vocational in character. Training is also organized as a combined acquisition with employers, whereby it is tailored to the purchase costs of the instruction to correspond to the needs of the employer. The training-based instruction is geared to various vocational fields and advances the participants' job-seeking and information technology-related readiness as well as supporting the personal adjustment into Finnish society of immigrants.

For the most part, labour market training represents continuing and supplementary education to improve professional skills obtained earlier either by studying or acquired through on-the-job instruction. Personal study plans are prepared for those participating in such training. Labour market training also suits individuals in need of a change of profession. A large part of the training leads to a vocational diploma or provides part of the same. Applications are made for thousands of instruction programmes each year in over a hundred different occupations.

Through labour market training, there is also an effort to improve the employability of the long-term unemployed, older and disabled persons as well as prevent social displacement. Individual solutions are assembled by linking the instruction with, for instance, rehabilitation or subsidized employment.

Labour market training is financed by means of both national and European Social Fund monies. In this publication, only that training realized with national financing is examined. In 2005, the total costs of labour market training reached 376 million euros. Instruction was appropriated at a cost of slightly over 184 million euros, and those participating in the train-

ing were paid 190 million euros in the form of various educational benefits. The use of acquisition grants declined 6.6% and the grants utilized for educational benefits declined 8% from the year 2004.

An average of 25 880 persons or in other words 5% less than in 2004 were involved in this training. Of all the student workdays (5 991 600), 52% were obtained from adult vocational education centres, 20% from other educational establishments, 22% from the providers of private instruction and 5% from institutions of higher education. Student workdays totalled 10% less than the previous year (6 625 500).

Labour market training for others besides the unemployed

Application for labour market training goes on actively. About half of those applying for training succeeded in obtaining such instruction in 2005. A total of 37% of the applicants managed to obtain vocational training. Approximately 154 000 applications were submitted. Slightly over 64 000 people began training.

The labour market position of those starting the instruction has changed (Annex 2). Training has been arranged more and more for those at work who are threatened with unemployment. The aim of transition security in circumstances of redundancy is to accelerate and facilitate the entry of those dismissed to new jobs. The transition security operational model was launched in July: by the end of the year, 860 individuals had taken part in this training required by law. The numbers of those initiating training from outside the labour force have grown during the 2000s.

Men and women who have started this instruction are almost the same in number, though the proportion of females grew slightly. The share of youth aged 15–24 is also on the rise, whereas that of the older age groups is slightly declining. It is still the case that the largest part of those people who have begun training were 35–44 years of age. Slightly less than half had completed mid-level diplomas, whereas those who had completed primary education were one-third and high-level graduates totalled one-fifth.

The duration of unemployment on the part of those beginning the training has shortened. The proportion

of those unemployed for one month at maximum has increased, while the share of long-term unemployed – i.e., over one year without work – has decreased.

Preparatory training

Of the vocational training, preparatory labour market training, which is considerably shorter in duration, 49% was directed towards a specific vocational field and instruction intended to advance job search readiness, 18% was information technology-related basic

Table 4. Grants used in labour market training (€1 000) during the years 2000–2005

	2000	2001	2002	2003	2004	2005
appropriation	142 842	129 345	147 355	177 354	197 155	184 023
- vocational labour market training			120 878	134 881	149 909	139 621
- preparatory labour market training			26 477	42 473	47 246	44 402
student selection costs	315	319	444	386	426	420
training-related information distribution	1 076	1 069	1 527	1 604	1 368	1 350
educational benefits	152 495	142 363	166 408	197 292	206 312	190 315
- training subsidies	59 557	54 963	59 165	70 525	77 297	73 114
- upkeep and accommodation-related compensation	29 093	26 069	36 333	46 630	53 508	50 416
- labour market subsidies	63 845	61 131	70 910	80 137	75 507	66 786
total	296 728	273 096	315 734	376 636	405 261	376 108

¹ Statistical definition: A job seeker who is not in gainful employment and is generally unavailable for immediate fulltime work is regarded as outside the labour force. In registering as a job seeker, this sort of person is still, for example, at school, studying, a conscript or in non-salaried household work, but will be available for employment later.

training, 30% was immigrant-directed instruction and 2% was language training.

The target of preparatory training is to support the individual's search for work and instruction. In this education, vocational planning and the development of work life-related prerequisites are given emphasis. The goal can also be the completion of comprehensive school and secondary school studies or their supplementation, in addition to the study of the fundamentals of information technology. Participants in the instruction for immigrants develop their language-related, social, cultural and life-management prerequisites.

In immigrant training, there is a possibility to complete the National Certificate of Language Proficiency. In 2005, 694 people financed by the Labour Administration took part in the intermediate-level language examination, while the previous year the corresponding figure was 811. Of those who completed the intermediate level, 86% received a general average of 3-4. The proportion was the same as the year before. 13% remained below the score of 3 amongst those completing the examination (2004: 15%). With respect to its components, reading comprehension was best managed, as has been the case previously. The weaker areas also remained constant: the most difficulties were caused by writing and speaking, language structures and vocabulary.

In 2005, a total of 44.4 million euros was utilized towards the appropriation of preparatory labour market training, through which altogether 1 738 300 student workdays were purchased. The average price rate for a student place during the year was €6 400. In 2005, preparatory labour training was started by 29 500 people: i.e., as many as the previous year.

Professional specialists are trained for the fields in demand

Vocational labour market training is focused on labour-related fields in demand and to correspond to the

development in the labour market. Vocational labour market training was purchased in 2005 to the amount of 139.6 million euros. The average price rate for a student place was 8 233 euros, and the total number of student workdays was 4 253 300.

Of those initiating this training, 73% studied the content respective to the group of the 11 largest target occupations. The total of vocational groups is slightly over 90. The largest field is that of machine shops and construction-related metal, whose share of all those who began their vocational labour market instruction in 2005 was 21.7%. Next largest – i.e., those who began studying in the health and nursing field – was 9.4%. The share of the eleven largest fields of all who initiated studies in vocational labour market training grew 2.3 percentage units.

Those who completed the road transport field training were most successful in obtaining employment. Of these, 67% already had jobs two months after the end of training. The wood field also provided considerable employment (63%), as did the health care and nursing field for those who had studied it (58.5 %). Employability in the ADP field was poorest (34%) as well as in the accommodation and industrial/large kitchen field (39%) for those who had participated in the instruction. The employment-related results improved the most compared to the previous year in the wood field (+18 percentage units), electricity (+11 percentage units) and the ADP field (+7 percentage units). The results weakened only in the property management and cleaning field (-5 percentage units) in addition to the sale of goods (-3 percentage units).

Number of competence-based examinations rising vigorously

The number of competence-based examinations has vigorously increased in accordance with the aims. In 2004, the entire examination programme was completed by 5 460 people, which represents 29% more than the previous year. In addition, the partial examination programme or sections of the same were

Table 5. Those who have started labour market training according to target vocational group, 2004 – 2005

professional group	started 2004	%	started 2005	%
machine shop and construction-related metal work	8 779	21.9	7 555	21.7
health care and nursing	2 913	7.3	3 249	9.4
house-building	3 439	8.6	3 234	9.3
business management (entrepreneurial training)	2 202	5.5	2 182	6.3
accommodation and industrial/large kitchen work	2 208	5.5	1 585	4.6
sale of goods	1 459	3.6	1 494	4.4
road transport-related work	1 796	4.5	1 402	4.0
ADP field	1 833	4.6	1 284	3.7
woodwork	845	2.1	1 170	3.4
property maintenance and cleaning	1 336	3.3	1 111	3.2
electrical work	1 546	3.9	1 089	3.1
other vocational	11 729	29.3	9 384	27.0
vocational total	40 085	100.0	34 739	100.0

completed by 3 660 students.

The fields of study in which the share of examination programmes completed as labour market training are significant are mechanical and metal engineering; energy technology; process, chemical and material engineering; cleaning services; construction; and electrical as well as automation technology. In addition, labour market training examination programmes in the accommodation and tourist field in addition to the vehicle and transport field were completed to a large extent. In these fields, there is also continuous demand for labour with expertise.

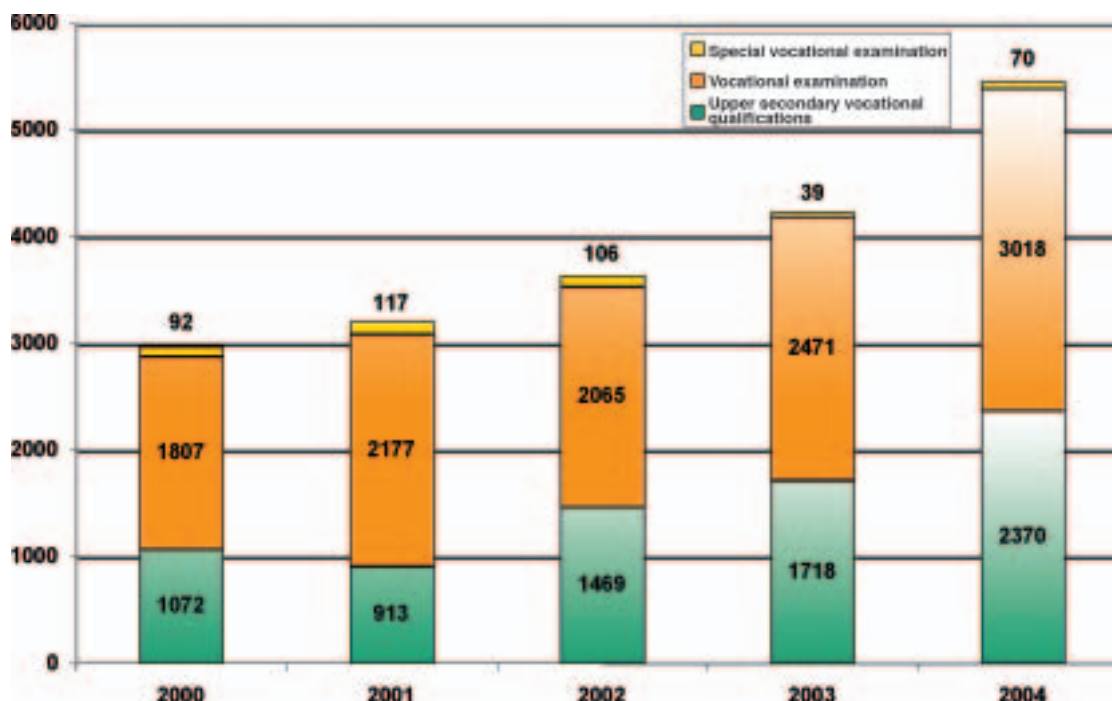
The most examination programmes were completed in the fields of engineering and transport, totalling over 1 900. Of these, basic vocational examination programmes came to slightly over 1 200 and vocational examination programmes 670. The second most examination programmes were recorded in the statistics in the manner of previous years in the area of busi-

ness and administration, i.e., 1 550 examinations. Of these, the largest proportion were vocational examination programmes. In the tourist, restaurant and house-keeping fields, vocational examination programmes were also completed a great deal.

The most commonly completed examinations in the labour market training were the basic examination in social welfare and public health care, vocational examination for institutional caretaker and various sales field examinations. Popular fields also included data processing, the electrical field, construction, motor vehicles, financial administration and the mechanical and metal fields. Almost 200 entrepreneurial examination programmes were concluded.

The numbers of competence-based examination programmes were the highest in Pirkanmaa (756), Uusimaa (635), Häme (595), Southwest Finland (543) and Northern Ostrobothnia (537).

Table 6. Examination programmes completed according to type, 2000-2004



² Statistics Finland produced data concerning the completion of part-examination programmes for the first time in 2004.

Labour market training towards a higher education degree

Since 2003, the Labour Administration has appropriated instruction leading towards a higher education degree for student groups. Up to this point, acquisition agreements or plans have been made for 76 educational programmes with 28 training service producers. Projects aspiring to the completion of a higher education degree (Master's) totalled 27; a lower (Bachelor's) degree was completed in the pharmaceutical field within one programme. Instruction was realized by seven universities or further university education centres.

A total of 48 training programmes leading to a polytechnic degree have been realized. Instruction in the commercial field dominated the various fields of education: in 2005, the Finnish Bachelor's degree in business was being studied in 23 education programmes. Other types of instruction included polytechnic nurse

(12), polytechnic-level degree in health care and social services (5), polytechnic engineer (3) and hotel and restaurant field polytechnic-level degree (2) examination-directed programmes as well as 2 separate education programmes, in which specialized studies in library and information services were completed.

During 2005, 1 485 people studied in higher education degree programmes: slightly less than 600 students were in Master's degree programmes, and about 900 students were studying towards the acquisition of a polytechnic degree. Approximately 200 examination programmes were completed by the end of the 2005, of which 180 were polytechnic degree programmes and 20 higher education degree programmes. Since the appropriation of training was initiated as late as 2003, the total number of degree recipients is set to clearly rise only during 2006.

About one-third of the applicants to the degree programmes carried out by the universities have achieved entry: hence, there is still a substantial need for this

Table 7. Most commonly completed entire examination programmes: 2003 and 2004 as well as part-examination programmes: 2004

MOST ENTIRE EXAMINATION PROGRAMMES	2003	2004	PART-EXAMINATION PROGRAMMES 2004
Vocational field:			
preparatory nurse, basic examination in social welfare and public health care	208	541	631
institutional caretaker	436	509	132
sales field	304	404	111
vocational examination in computers, data processing	232	284	90
electrical field	153	268	155
construction	227	262	422
motor vehicles	19	262	29
financial administration	186	256	188
vocational examination in entrepreneurship	50	188	19
mechanical and metal field	172	177	238
school assistant vocational examination	88	141	73
bus driver, combination vehicle driver	56	42	342
other vocational fields	2097	2124	1233
total	4228	5458	3663
	2003	2004	2004
12 top vocational fields	50.4	61.1	66.4
other vocational fields %	49.6	38.9	33.6
total %	100.0	100.0	100.0

education. According to the account completed in spring 2005, the examination programme for those participating in Master's level instruction had remained unfinished several years prior. One-fifth of those who started their studies had originally interrupted them over ten years ago. Those selected for instruction tend to be selected from people at a prime working age: over half of those completing a Master's degree programme as labour market training were 35–44 years of age, but there were also many others continuing their studies who were older than this age group. There is significant deviation in this respect between those completing their degree in the form of labour market training and the universities' own target group for their programmes.

Employers involved in planning and realization of instruction

The requirements for expertise directed towards personnel are increasingly company-based. Combined acquisition training is designed to correspond to the needs of the business enterprise and is flexibly implemented in a suitable manner for the firm, in collaboration with the selected training organization. The Labour Administration generally pays half of the purchase fees for such instruction.

Combined acquisition training can be utilized in the recruitment of new labour as well as in those operational change and development circumstances in which there is an attempt to preserve jobs by raising the expertise level of the staff. In situations of dismissal, this training improves the possibilities of employees to be placed in new employment or a profession.

In 2005, the share of combined acquisition training was 5.7% of all labour market training-related student workdays: i.e., 343 816 student workdays. Nevertheless, the goal is to raise the amount of combined acquisition training significantly. According to the client feedback survey, employers still are poorly aware of the combined acquisition training format: for this reason,

its marketing was expanded. Those companies which have used it have, however, been quite satisfied.

Individual solutions to the requirements of working life

The labour market training process has been modelled and evaluated in the related quality project as a personal client path: counselling prior to instruction in initial stage of training, during the course of the study process, at the close of studies and after they are finished. The pivotal observation is that the readiness of all actors in labour market training must be developed: that of the purchasers, clients and producers of such education and its learners. The manual containing the project recommendations, Oskarista Osajaksi, which deals with labour market training as a process and as cooperation amongst its actors, has been published and is also available on the Ministry of Labour Internet website at www.mol.fi > Research and Development > Acquisitions and Projects > AIKOO: Good Procedures [categories in Finnish].

Since 2001, the quality of labour market training and its development has been followed by means of the Opal Internet-based student feedback system. In 2005, feedback was obtained from over 43 000 people – in other words, 81% of the students. Three out of four of the respondents assigned a general score of 'good' or 'excellent', and the feedback provided by the students has continuously improved in all areas measured.

Those participating in vocational training were of the view that they were capable of utilizing what they learned in working life. Of these students, over one-third were of the view that they had obtained good or excellent readiness for the vocational competence-based examination: for 73% of the students, the training also included learning at the workplace. Three out of five participating in preparatory training said that their career planning and life circumstances had been better clarified. Favourable feedback was also given

about information distribution with respect to the instruction, and better feedback than before was also offered with regard to the personalization of the studies and related counselling.

Following the training, employability is further improved. In the economic assessment for 2005, it was established as an impact-based target that a maximum of 40% of those who finish vocational labour market training will still be unemployed at three months after

this completion. This goal was achieved successfully, and for the first time in five years, the share of those without work declined to 37%. With the exception of Northern Ostrobothnia, the proportion of the unemployed amongst those who have completed training has clearly diminished by reference to the data in 2003. Unemployment has most obviously declined in Southern Ostrobothnia, Southwest Finland and North Karelia.

Table 8. Information on those who have started labour market training, combined acquisitions, student feedback and grants utilized for instruction according to each Employment and Economic Development Centre: 2005

Employment and Economic Development Centre	45 yrs. and older	unemployed for over a year	completed basic level	combined acquisitions, share of student workdays	unemployed at end of 3-month period after training ended**	instruction corresponded to expectations set for it well / excellently**	vocational and preparatory training acquisition
	%	%	%	%	%	%	(1 000 €)
Uusimaa	24.7	12.6	33.0	3.9	36.0	72.3	35 336
Southwest Finland	25.5	13.7	34.7	5.3	28.1	72.2	20 801
Satakunta	26.1	14.2	36.7	8.3	39.4	74.1	10 268
Häme	31.3	10.5	33.5	9.8	41.5	76.8	14 666
Pirkanmaa	22.5	11.6	29.8	18.3	41.6	77.2	17 791
Southeast Finland	29.5	12.1	26.5	6.1	38.4	71.4	12 919
South Savo	29.9	8.4	29.4	2.0	35.7	70.8	5 014
North Savo	28.2	9.6	28.6	12.6	34.3	78.2	12 059
North Karelia	26.2	9.7	30.1	6.0	35.0	78.2	7 841
Central Finland	25.3	11.4	27.8	0.5	39.5	76.1	8 636
Southern Ostrobothnia	22.7	11.2	30.3	2.2	26.7	70.4	7 109
Ostrobothnia	20.3	7.2	33.3	1.4	32.8	72.2	5 964
Northern Ostrobothnia	26.2	12.5	31.7	7.8	43.4	70.6	17 403
Kainuu	29.6	10.4	33.0	3.6	36.1	73.7	-
Lapland	25.5	9.8	31.7	9.6	42.6	73.9	8 216
TOTAL 2005	26.5	11.6	31.5	5.7	37.4	74.1	184 023
Total 2004	27.4	12.3	32.5	5.2	41.1	73.3	197 155
Total 2003	27.2	13.7	32.9	6.0	43.9	69.9	177 354

*) This information is based on student feedback (Opal). **) Of all those who have completed the vocational training.



Vocational rehabilitation

Wide spectrum of those receiving and giving vocational rehabilitation

With vocational rehabilitation, the attempt is to improve the occupational readiness and professional skill of the disabled, raise their working capability and promote their job potential and integration into working life and society. Vocational rehabilitation and subsistence security are organized and financed by the accident and traffic insurance institutions, Social Insurance Institution of Finland (KELA), employment pension institutions and Labour Administration.

Rehabilitation services offered by the Labour Administration

The Labour Administration arranges vocational rehabilitation services and support measures for vocational planning, development, employment and promoting the capability to remain at work. Persons are considered 'disabled' when their potential for gaining suitable work, retain their jobs or advance at work has diminished significantly due to an appropriately diagnosed injury, illness or disability.

In 2005, clients of the Labour Administration totalled some 91 000 disabled job seekers. New clients

Table 9. Vocational rehabilitation: arrangers and clients

Rehabilitation requirement and target group	Primary party with responsibility and number of disabled clients (data: 2004)
Accident at work, occupational disease or damage caused by road accident	Accident or traffic insurance institution 3 000
Threat of disability for work or occupational disability - mainly employees currently at work	Authorized pension provider 6 200
Threat of disability for work or capacity for work and earning potential essentially weakened due to illness, defect or injury - the disabled who have no right to vocational training on the basis of the Employee Pension Act: for instance, disabled youth	Social Insurance Institution of Finland 17 000
Due to injury or illness, the possibilities to obtain suitable work or maintain employment have decreased substantially - mainly unemployed disabled persons	Labour Administration 67 000
Need for special vocational instruction - students requiring special support in vocational training including the disabled	Educational Administration 11 600

amongst this group numbered 13 500. The disabled unemployed came to approximately 67 000, and of these, those who were long-term unemployed made up about 40 percent. The largest proportion of vocational rehabilitation recipients were 55 years of age or older. The share of the unemployed disabled from all without jobs was 12%. Slightly below 1000 people received a disability pension. Women amongst the disabled job seekers comprised 56%.

More usual factors weakening working capacity are orthopaedic injuries and illnesses, disturbances in mental health, diseases of the respiratory organs, neurological and sensory diseases, skin diseases, blood-vascular system-related ailments and metabolic disturbances. The proportion of disabled job seekers over 45 years of age was about 60 percent, but their relative share of the entire client base should most likely continue to grow.

About 120 rehabilitation counsellors provide guidance and direction in work placement and in applying for training. Vocational guidance can also be part of the vocational rehabilitation process. Clients can participate in preparatory and vocational labour market training.

There were primary attempts to find appropriate work-related opportunities for disabled job applicants on the available labour market. Indeed, about 50% – i.e., 20 000 – disabled job seekers remaining at the end of the job search were placed in vacant positions. A total of about 41 000 completed their job search. All in all, rehabilitation recipients joined the labour market 40 800 times – for the most part in fixed-period or temporary employment. By means of Labour Administration salary-based subsidy measures, approximately 9 800 disabled job applicants were placed in the private sector, state and municipalities. On-the-job working trials, practical training and work life-related coaching were arranged about 8000 times.

Clients receiving rehabilitation are guided to instruction on similar grounds to other employment office clients who have a need for training: all educational formats directed towards adults are taken into account (labour market training, instruction for personnel, voluntary tuition). About 5 700 people initiated labour market training, half of whom participated in careers guidance-based instruction. Other training was initiated by approximately 1 200 disabled job seekers.

At the employment offices, the same support procedures are arranged for disabled job applicants as for those receiving vocational guidance, but the weight of emphasis in this case is on job placement and support for remaining at work. In 2005, these measures were arranged approximately 13 200 times, with specialist consultations totalling 1 960, health status and working capability check-ups 5 390, rehabilitation-related check-ups 820, work trials at the workplace and working clinics 4 200, work and training trials at vocational schools 13, and job-coaching at work clinics and job-coach services in other service units 800. The employer can be granted subsidies for reorganizing the relevant parts of the working environment to accommodate the disabled.

Rehabilitation matters for about 1000 disabled job seekers were handled in a local rehabilitation client cooperation group. When rehabilitation recipients require not only public employment services but, for example, municipal social welfare and health services as well, they are guided as required to, e.g., multiprofessional combined services under the labour force service centres.

Approximately 10 000 disabled job seekers participated on a monthly average in labour policy-based measures, and the activation rate was about 21%. The activation rate comprises labour market procedures (work trial, practical training and work life coaching), labour market training and work placement by means of employment subsidies.

Table 10. Vocational rehabilitation: key figures, 2005

Employment and Economic Development Centre	disabled job-seeking clients	1. work placements in the available labour market	2. started labour market training (ESF pl.)	3. started other training	4. disabled clients in vocational guidance and career planning	total of 1-4
Uusimaa	17 853	5 637	1 132	264	1 200	8 233
Southwest Finland	6 666	4 469	400	95	471	5 435
Satakunta	4 442	1 979	258	50	646	2 933
Häme	8 166	3 287	818	66	512	4 683
Pirkanmaa	10 078	4 819	680	115	281	5 895
Southeast Finland	5902	2 829	432	78	235	3 574
South Savo	3 792	1 552	158	76	376	2 162
North Savo	6 158	2 881	427	100	451	3 859
North Karelia	4 042	1 944	248	52	260	2 504
Central Finland	4 767	2 643	276	71	137	3 127
Southern Ostrobothnia	3 226	2 406	81	51	321	2 859
Ostrobothnia	3 547	1 785	107	41	264	2 197
Northern Ostrobothnia	6 413	3 977	414	114	244	4 749
Kainuu	1 776	924	138	17	676	1 755
Lapland	4 241	2 733	149	49	398	3 329
Entire country	91 069	43 865	5 718	1 239	6 472	57 294

ANNEX 1. Information describing labour and vocational development services according to Employment and Economic Development Centre, 2005

Employment and Economic Development Centre	Population 15 - 64 yrs of age	%	Unemployed job seekers	Unemployment rate %	Employment rate %	EDUCATIONAL AND VOCATIONAL INFORMATION SERVICE	CAREER GUIDANCE	LABOUR MARKET TRAINING	VOCATIONAL REHABILITATION
						Advising situations ****	Clients **	Those who have started*	Active measures ***
						%	%	%	%
UUSIMAA	1 000 600	28.6	59 969	6.2	73.9	47 178	6416	13 948	10 274
SOUTHWEST FINLAND	301 700	8.6	20 471	7.0	70.8	25 509	2111	4 892	6 432
SATAKUNTA	149 500	4.3	14 369	9.1	66.2	25 632	1547	3 102	4 005
HÄME	239 900	6.9	20 588	8.8	66.9	19 111	3059	7 310	5 850
PIRKANMAA	311 400	8.9	26 072	8.9	68.1	30 767	3644	5 857	7 196
SOUTHEAST FINLAND	209 700	6.0	19 676	9.1	65.0	14 043	1913	6 198	4 222
SOUTH SAVO	102 900	2.9	9 447	10.2	63.0	12 525	1432	1 959	3 494
NORTH SAVO	163 800	4.7	14 368	10.0	63.3	19 360	2074	3 446	4 862
NORTH KARELIA	110 600	3.2	12 314	13.2	60.0	16 415	1449	3 106	3 203
CENTRAL FINLAND	176 900	5.1	17 092	11.9	61.5	1 205	2261	3 459	3 740
SOUTHERN OSTRO-BOTNIA	123 200	3.5	8 106	6.6	66.8	14 596	1381	1 079	3 227
OSTROBOTHNIA	156 600	4.5	9 681	6.8	69.8	12 083	971	1 477	2 539
NORTHERN OSTRO-BOTHNIA	247 300	7.1	21 645	10.4	65.1	29 304	1829	4 459	5 620
KAINUU	55 600	1.6	6 867	16.9	56.9	12 047	710	1 815	1 881
LAPLAND	122 800	3.5	14 342	14.1	58.1	14 794	1177	1 998	3 986
ENTIRE COUNTRY 2005	3 495 700	100.0	275 317	8.5	68.0	310 629	31974	64 105	70 531
2004	3 485 500		288 402	8.9	67.2	355 352	31 728	69 801	68 036
2003	3 483 800		288 843	9.0	67.3	379 896	30 497	64 066	53 651

* Those starting in Åland 86; abroad 89 persons

** Counselling of clients completed by vocational guidance and career-planning services

*** Includes active measures: working in general labour market, began labour market training or other instruction, participated in vocational guidance and career-planning services, took part in work placement support measures

**** Number of individual advisory appointments

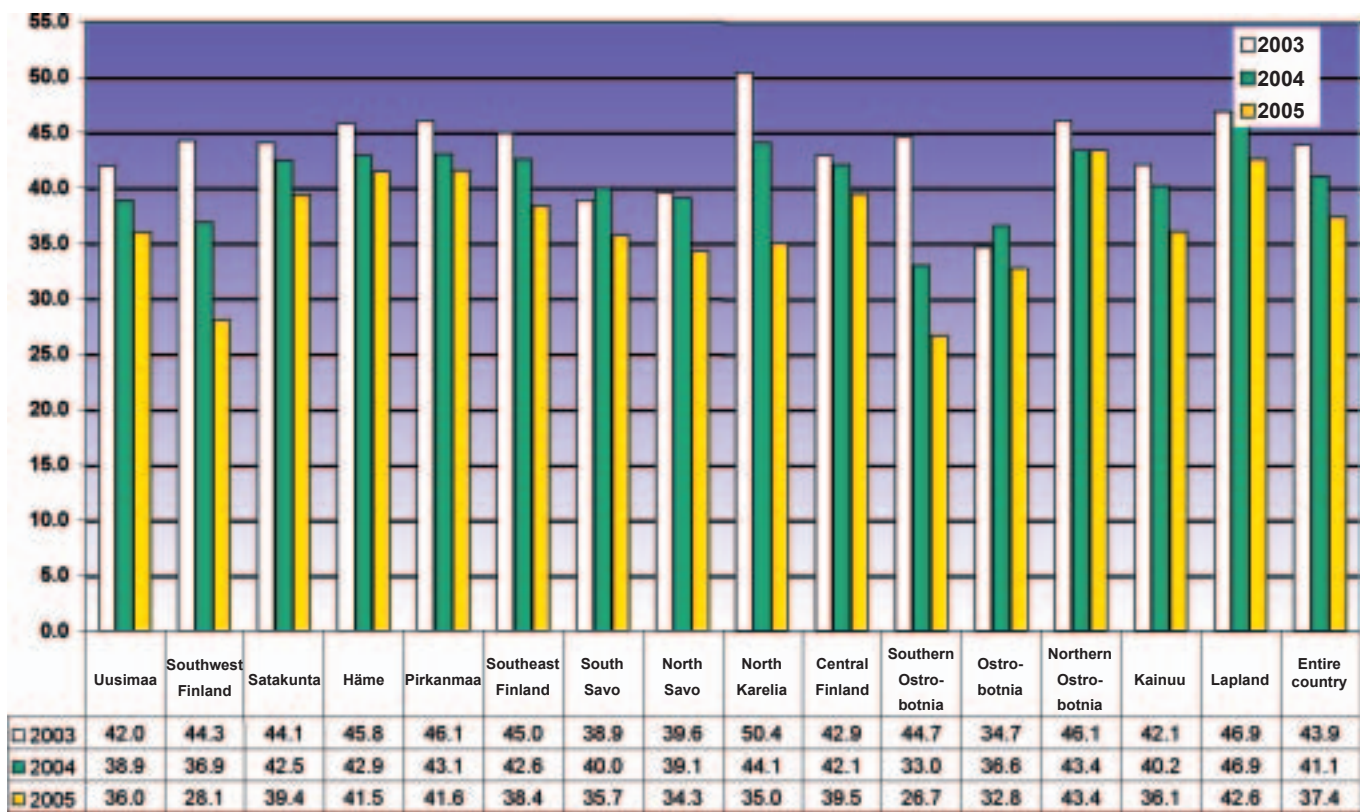
Population of working age (15-64 years of age), figures concerning unemployment and employment rates from Statistics Finland; labour employment research. Unemployed job seekers incl. those laid-off; average at end of month; Ministry of Labour employment service statistics.



Annex 2. Backgrounds of those starting labour market training (N= 64 214), 2000-2005 % (not incl. ESF)

	2000	2002	2003	2004	2005
Gender					
women	52.1	52.3	51.8	50.9	51.9
men	47.9	47.7	48.2	49.1	48.1
Age					
15-24	17.5	16.3	15.9	16.5	17.9
25-34	26.7	26.7	26.7	26.5	26.6
35-44	28.9	30.1	30.1	29.7	29.1
45-54	23.4	23.4	23.5	23.2	22.6
55-	3.3	3.4	3.7	4.2	3.9
Situation prior to training					
Unemployed	83.6	81.6	78.5	75.7	76.8
Laid-off	1.4	2.4	2.8	3.4	2.1
Threatened with unemployment	4.0	4.4	4.9	4.9	5.3
Outside labour force	5.5	6.9	7.4	7.7	8.3
At work	3.5	2.7	2.6	4.7	4.1
Data unavailable	2.0	2.0	3.8	3.6	3.4
Basic education					
Comprehensive/middle school	33.1	33.5	32.9	32.5	31.5
Secondary (secondary or vocational school graduate)	52.9	43.0	42.7	43.4	44.1
Lowest high level (vocational technical college)	4.6	11.6	10.8	10.6	10.0
Lower high level (polytechnic, etc.)	-	4.2	4.9	5.0	5.4
Higher college level university	5.3	3.1	3.7	3.5	3.6
Educational standard unknown	4.1	4.4	5.1	5.0	5.3
Duration of unemployment in weeks					
1-4	19.1	20.2	21.5	22.3	24.7
5-12	23.2	23.7	23.9	25.0	25.6
13-26	23.1	23.1	23.5	23.4	22.4
27-52	18.3	18.2	16.6	17.2	15.8
53 or more	16.4	14.7	13.7	12.3	11.6

Annex 3. Percentage unemployed 3 months after end of vocational labour market training: 2003-2005, according to each Employment and Economic Development Centre







www.mol.fi

Postal address: P.O. Box 23, 00023 Government

Street address: Eteläesplanadi 4, 00130 Helsinki

Mikonkatu 4, 00100 Helsinki

Tel: 010 60 4001

Fax: 010 60 48990

Graphic design: Tarja-Leena Helin

Pictures on pages 4,12: Kari Ylitalo/Pokastudios Ltd

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