

# Anticipation of skills and education needs in Finland



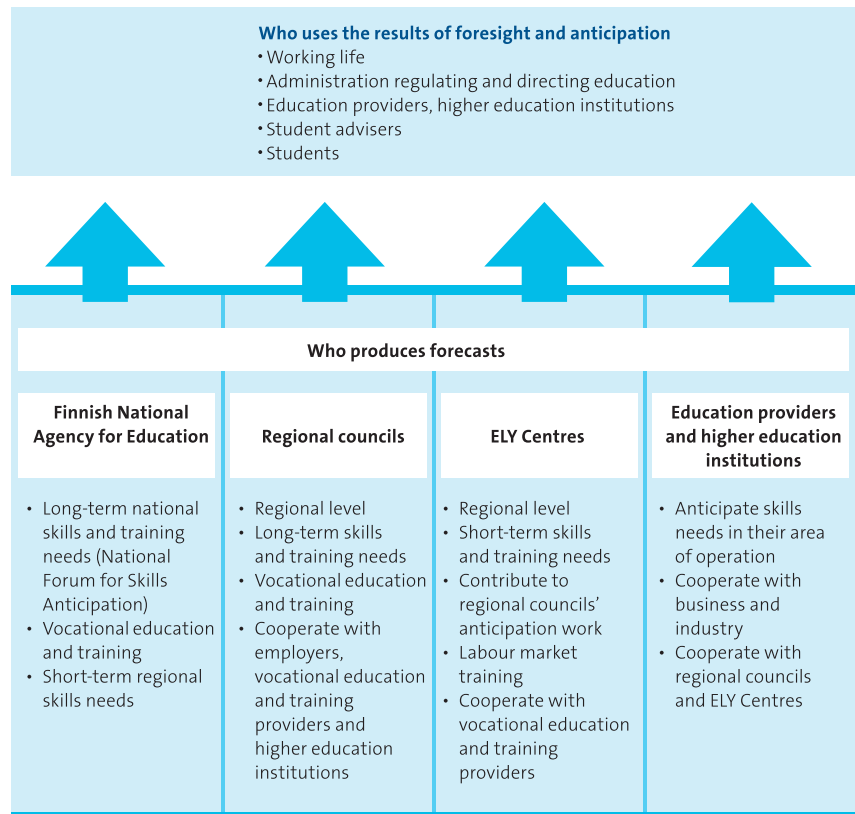
Photo: Juho Paavola

Finland anticipates skills and training needs at national and regional level. Anticipation data is used to develop the content of education and to work out education provision to match demand. It is also useful for students and student advisers when planning training and career choices.

The time span for anticipating skills and training needs varies from a couple of years to anything up to thirty years. In upskilling and reskilling, the time span for anticipation is often short, because the purpose of anticipation is to produce information on and respond to sudden changes in working life. In contrast, the time span in vocational upper secondary education and training is 10 to 15 years. Foresight and anticipation helps to develop training that will serve people entering the labour market in the early years of their careers for as long as possible.

For foresight and anticipation, the key national organisations are the Ministry of Education and Culture, the Ministry of Economic Affairs and Employment and the Finnish National Agency for Education. Regional anticipation is carried out in regional councils and centres for economic development, transport and the environment (ELY Centres). Education providers, higher education institutions, chambers of commerce, labour market organisations, research institutes and companies also produce forecasts.

## Anticipation and roles of organisations



**THE FINNISH NATIONAL AGENCY FOR EDUCATION AND THE NATIONAL FORUM FOR SKILLS ANTICIPATION OUTLINE FUTURE SKILLS STRUCTURES**

Anticipating skills and training needs is a statutory task of the Finnish National Agency for Education. In particular, the Agency anticipates long-term labour and education needs (quantitative anticipation) and skills needs (qualitative anticipation).

The Ministry of Education and Culture has appointed the National Forum for Skills Anticipation to produce national long-term foresight and anticipatory views, sights and calculations. The Forum has been appointed for a term of three years between 2017 and 2020. It consists of nine sectoral anticipation groups whose members represent working life, vocational education and training providers, higher education institutions, teachers and the administration of the education sector.

The groups participate in the anticipation work and analyse the data from the perspectives of working life and education. Based on the data analysis, the groups produce outlooks and distribute them to those responsible for education development. The anticipation groups may, if necessary, call upon expert networks to support their work. The work of the National Forum for Skills Anticipation and the anticipation process, during which the groups' outlooks are compiled into forecasts, are coordinated by the Finnish National Agency for Education.

**The basic process of anticipation produces long-term data on:**

- crucial changes of future operational environment
- changes in labour demand
- natural wastage of labour
- demand for skilled labour
- education and training needs
- skills needs related to generic competence, skills generally needed in working life or occupationspecific skills.

**Foresight and anticipation results are used in education policy decision-making and in the development of education.**

Results are used by organisations such as:

- Ministry of Education and Culture when issuing authorisations to provide education, in the direction of higher education institutions and when deciding on degrees
- The Finnish National Agency for Education when drawing up the national qualification requirements
- education providers and higher education institutions in targeting their own education provision.

Anticipation and related methods and practices are continuously developed in order to better respond to changes in working life and to the challenges of digitalisation. Cooperation between organisations involved in anticipation is also developed.

**Basic anticipation process**

