

Work-based learning is integrated into vocational education and training in Finland



Photo: Juhon Paavola

In vocational education and training, work-based learning is planned as part of the student’s personal competence development plan. For work-based learning, students have either an apprenticeship agreement or a training agreement. As they find new work opportunities, students can flexibly switch between work-based learning agreements. The employer always appoints a workplace instructor who is responsible for the student.

Students in apprenticeship training by age group and qualification type in 2017

	Initial vocational qualification	Further vocational qualification	Specialist vocational qualification	Total
15 to 19 years	1,635	108	9	1,752
20 to 24 years	4,017	1,917	489	6,423
25 to 29 years	3,435	2,850	1,614	7,899
30 to 34 years	2,589	2,886	2,412	7,887
35 to 39 years	2,265	2,694	2,865	7,824
40 to 44 years	1,779	2,316	2,697	6,792
45 to 49 years	1,443	1,974	2,319	5,736
50 to 54 years	1,260	1,713	2,046	5,019
55 to 59 years	681	996	1,146	2,823
60 years and older	96	144	243	483
Total	19,203	17,598	15,843	52,644

Source: Vipunen Education Statistics Finland

In addition, 3,638 students were entrepreneur apprentices. Of these, 752 agreements were made for a initial vocational qualification and 2,886 for a further or specialist vocational qualification.

Training agreements have been available since 1 January 2018. Statistical data on the agreements is not yet available.

APPRENTICESHIPS:

- Students who are in apprenticeship training sign an employment contract and are paid for their work.
- The employer may be eligible for training compensation. The amount of the compensation is agreed between the employer and the education provider, taking into account the student's skills and experience and the guidance and support measures that the student may need.
- An entrepreneur's apprenticeship agreement can be made for a self-employed person.
- The education provider, the employer and the student agree on the apprenticeship training together.
- In apprenticeship training, students gain most of the skills by completing practical job-specific tasks at the workplace.
- The apprenticeship agreement can be made to cover the full qualification or a module, or to meet specific skills needs.

TRAINING AGREEMENT:

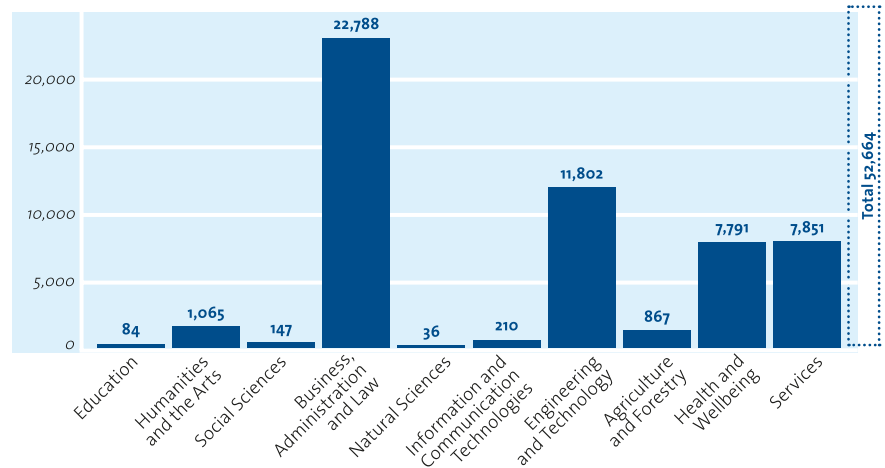
- Students who have a training agreement are not employed. As students, they may be eligible for student financial aid.
- Employers who sign a training agreement are not paid compensation for the training they provide.
- The education provider and the employer sign the training agreement.
- The agreement can be made for a qualification module or for meeting specific skills needs.

Students who learn skills at work during weekends, evenings or summer holidays may have them recognised as part of their studies.

Most popular fields in apprenticeship training

1. Business, Administration and Law
2. Engineering and Technology
3. Services
4. Health and Wellbeing

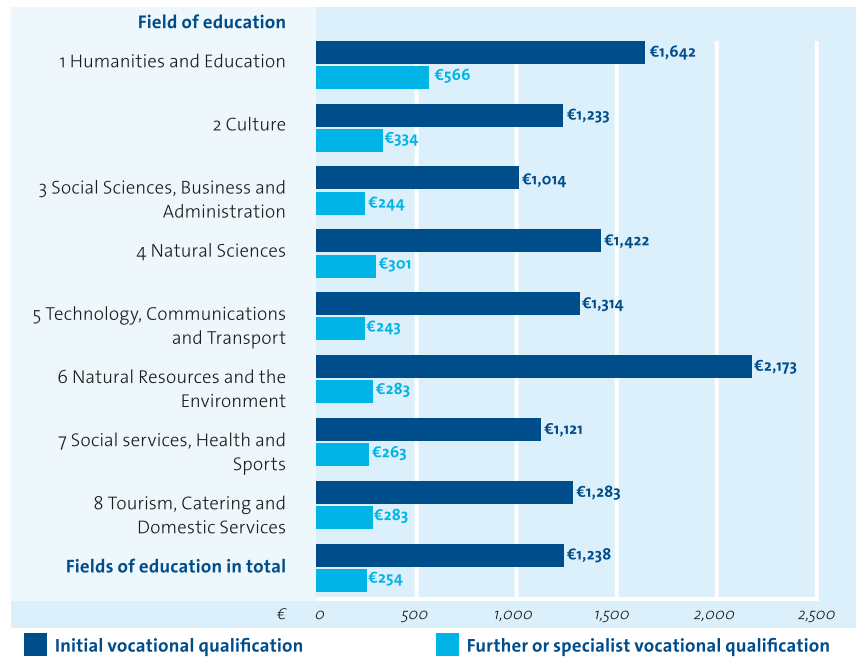
Students' in apprenticeship training by field of education in 2017



Source: Vipunen Education Statistics Finland

¹Excluding students in labour market training or in education other than that provided under the education administration. Including students who are not intending to complete a full qualification.

Training compensation paid for apprenticeship training in 2017, € per student by type of qualification and field of education



Source: Finnish National Agency for Education

Access to employment and postgraduate studies after vocational qualification in 2017, one year after graduation

1 year after graduation %	In full-time employment	Combining work and study	In full-time education	Unemployed	Conscript or non-military serviceman	Pensioner, incl. disability pension	Other or not known	Moved abroad
Qualification gained in apprenticeship training	80%	12%	2%	4%	0%	0%	2%	0%
Qualification not gained in apprenticeship training	57%	9%	8%	16%	1%	1%	7%	0%
Total	60%	9%	7%	15%	1%	1%	6%	0%

Source: Vipunen Education Statistics Finland, Statistics Finland