

Common competence and training needs cards

Yhteiset osaamis- ja koulutustarvekortit

POLICY INSTRUMENT

 Finland

Description

Country

 Finland

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The training cards are produced by Finland's National Board of Education and the Competence Foresight Forum (OEF). The cards are produced for several sectors and regions and contain sets of future skills and competences listed and assessed by the anticipation groups of the National Forum for Skills Anticipation (FSA).

Implementation level

NATIONAL

Legal base

No information available

Starting period

The information and knowledge used for the cards have been produced from 2016 and onwards.

Perspective

Yes, the cards are created based on foresight activities. Even though there are several cards, most of these show data on the future working life (e.g., the most important skills and job openings in 2035).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

Skills matching focus

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The cards address sectoral/occupational skill shortages by anticipating the needs of the future working life.

Skills delivered

The cards does not deliver these types of skills but provide an overview of which ones of these are needed in the future

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

Methods

Methods

SKILLS FORESIGHT

The cards are based on skill foresight (qualitative and quantitative foresight). For example, surveys have been conducted to help creating this knowledge.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The information regarding the needs of education, skills and working life in the future can be used, for example, to support the development and orientation of education. The cards might, therefore, benefit VET-institutions.

Stakeholders

Main responsible body

NATIONAL AGENCY
Finish National Agency for Education

Other involved organisations

NATIONAL MINISTRY
Ministry of Education and Culture has appointed those in charge of creating the cards (i.e. the National Board of Education)

NATIONAL AGENCY
The National Board of Education is involved in creating the cards.

OTHER
Expert body: The Competence Foresight Forum (OEF): They help produce the training cards and promotes a dialogue between education and working life together with the Ministry of Education and Culture and the National Board of Education.

Beneficiaries

OTHER
The information regarding the needs of education, skills and working life in the future can be used, for example, to support the development and orientation of education. The cards might, therefore, benefit VET-institutions.

Sustainability

Success factors

Although there are no explicit stated success criteria, the purpose of the initiative is to inform about the skills needed in the future. Therefore, a success criteria could be, whether employment rates increase in these areas.

Barriers

No implementation barriers are explicitly stated. However, it could be argued that a barrier could be to ensure the relevant people use the cards in order to adjust skills to the future labour market.

Monitoring and evaluation

There are no evaluations conducted. Since the OEF is responsible for the cards, and the OEF have a term running from 2021-2024, it is unlikely that an evaluation will take place before the current OEF term is over.

Updates

NO
The cards are concerned with skills needed in different sectors in 2025, which means that an update is not yet necessary.

Effectiveness	Since there are no explicitly stated success criteria or evaluation, the effectiveness of the initiative is difficult to assess.
Sustainability	The instrument seems pretty sustainable since the cards are produced for several sectors and regions and contain sets of future skills and competences. Furthermore, it's a pretty new initiative (2016) and it produces foresights of the needs of future working life for 2035, which is a long-term prospect.

Other instruments in Finland

- [National foresight Network](#)
Kansallinen ennakointiverkosto
- [Occupational Barometer](#)
Ammattibarometri
- [The Competence Foresight Forum \(OEF\)](#)
Osaamisen ennakointifoorumi (OEF)