

Roadmap for skills and learning until 2040

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 FINLAND

Timeline

2020 Approved/Agreed

2021 Completed

ID number 38893

Background

The Government Programme 2019-23 states: 'By the end of 2020, the government will draw up a roadmap for skills and learning in 2040, outlining the shared long-term measures to increase the level of education and competence in Finland, to increase equality in education, and to reduce the differences in educational achievement.'

Objectives

The roadmap sets out a vision for education and research extending to 2040. It outlines the changes in resources, structures and guidance that will be needed to respond to, and to influence, the factors changing the national and international operating environment and to create the conditions for a meaningful life for everyone.

Description

The targets presented in the roadmap and the measures needed to achieve it are based on the state of play in education and research as well as on key factors for changing the education and research environment. Finland's demographic trend is the most significant factor affecting the education system. The birth rate is dropping, age groups are smaller, and people live in growth centres in increasing numbers. The report (roadmap) outlines the guidelines for the future of the Finnish education system under the sharp changes caused by these demographic trends.

According to the report, cooperation between VET and general education is to be harnessed in upper secondary education and existing legislative and other obstacles in this area are to be removed. In VET, general knowledge and basic skills need to be strengthened, without undermining the acquisition of vocational competence. In this way it can be ensured that students have genuine opportunities for pursuing further studies and for upskilling during their working life.

In upper secondary education, new technologies and practices are to be harnessed to build personalised study paths for each learner. A suitable model of positive discrimination is also to be developed for VET.

2020 Approved/Agreed

After a broad round of consultations, the roadmap was agreed and published in 2021 and submitted to parliament in April 2021.

2021 Completed

The roadmap as part of the education policy report was approved in 2021. It set government guidelines for the advancement of education, training and research to match the needs of the country, the people and the international community, while securing sustainable development. The report presented the targets for education, training and research, extending to the 2040s. It described the changes in resources, structures and steering that are now required to respond to, and impact on, the drivers of change in the operating environment, and also to create the conditions for a meaningful life for everyone. The targets and the measures needed to achieve them were based on an analysis of the current state of education, training and research and the key changes in the operating environment.

The development measures according to the report have been integrated into the national implementation plan.

Bodies responsible

- Ministry of Education and Culture

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Learners with migrant background, including refugees
Learners at risk of early leaving or/and early leavers
Learners with disabilities
Adult learners
Older workers and employees (55 - 64 years old)
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons
Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Education professionals

Teachers
Trainers
School leaders
Adult educators

Entities providing VET

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Modernising VET infrastructure

Modernising infrastructure for vocational training

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

VET as an attractive choice based on modern and digitalised provision of training and skills

VET promoting equality of opportunities

Osnabrück Declaration

Sustainability - a green link in VET

Subsystem

IVET CVET

Further reading

[Government education policy report \(in Finnish and Swedish\)](#)

[Education policy report: equitable education of high quality essential for growing skills requirements and shrinking age cohorts in Finland, Ministry of Education and Culture press release](#)

[Education policy report \(roadmap\)](#)

Related policy developments

2022 Completed

Programme for quality and equality in VET

The programme to develop quality and equality in VET is mainly implemented through comprehensive development projects funded by the Ministry of Education and Culture and the Finnish National Agency for Education. The projects are mainly wide-ranging network

projects with one coordinator.

 FINLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2023 Completed

Reinforcing the 2018 VET reform

A new Act on VET was adopted in June 2017 and entered into force in January 2018. The focus of the implementation of this latest reform is on the following elements:

 FINLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2025). Roadmap for skills and learning until 2040: Finland. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/38893>