

Systematic and coherent continuous teacher training

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

FINLAND

Timeline



ID number 28213

Objectives

To improve VET teachers' continuous professional development (CPD) overall and, more specifically, to support education staff during the implementation of the 2018 reform.

Description

In 2016, the Teacher education development programme (*Opettajankoulutuksen kehittämisohjelma*) was launched by the Ministry of Education and Culture and coordinated by Jyväskylä Educational Consortium Gradia. The programme recommends that training should emphasise its capabilities for:

- (a) working as a teacher in different operating environments;
- (b) promoting learner-centeredness;
- (c) creativity.

It supports:

- (a) developing coherent practices;
- (b) unifying quality criteria;
- (c) promoting competence-based and customer-oriented VET in cooperation with the world of work;
- (d) mapping the competence needs of VET staff;
- (e) developing tools and operational models for workplace learning;
- (f) inducing the workplace instructors.

The aim is to embolden teachers to make experiments and mainstream working methods that stem from learners' needs. Mentoring and induction is to become a more systematic part of the start of a teacher's career. The training of peer group mentors is to be further expanded. The programme affects all levels of teacher education from initial training to competence development during a teacher's career. A budget of EUR 60 million has been allocated over 3 years.

The 2016 Teacher education development programme also aims at adopting a systematic and coherent structure for teachers' competence development during their careers. It is recommended that education institutions prepare competence development plans, which

will be underpinned by strategic plans and evaluations of competence by education providers. Particular attention is being paid to building up the vocational skills of young teachers and the possibilities for receiving support. CPD, promoting the integration of Finnish language learning into vocational studies, language awareness-focused teaching and collaborative instruction, is being organised.

The Ministry of Education and Culture has also appointed a teacher education forum to continue the reform of teachers' initial and further education for 2019-22. The tasks of the forum are to promote the implementation of the Teacher education development programme, to support teacher education development projects and to deal with actual questions of teacher education and research. The forum consists of almost 100 experts from the field.

2016 Implementation
2017 Implementation
2018 Implementation
2019 Implementation The measure was operational and ran as a regular practice. The teacher education forum organised three national seminars during 2019.
2020 Implementation EDUFI has granted EUR 3 million to 56 development projects to improve VET teachers' CPD. The projects strengthened management/leadership, equality, sense of community, safety and wellbeing, support of learning and personal learning paths, assessment competence and quality assurance, cultural and linguistic competence, digital skills, sustainable ways of living, continuous learning, sex and equality education.
2021 Completed The measure was operational and ran as a regular practice. In 2021, EDUFI granted approximately EUR 4 million in two batches to CPD projects for VET teachers. The total subsidy each year for teacher CPD training for all levels of education amounts to around EUR 15 million.

Bodies responsible

- Jyväskylä Educational Consortium Gradia
- Ministry of Education and Culture
- Finnish National Agency for Education (EDUFI)

Target group

Education professionals

Teachers
Trainers
School leaders
Adult educators
Guidance practitioners

Entities providing VET

VET providers (all kinds)

Thematic categories

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Supporting teachers and trainers for and through digital

Subsystem

IVET CVET

Further reading

[56 new projects for in-service training of vocational training staff \(in Finnish\)](#)

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

2019 Completed

Reforming skills requirements for workplace instructors

In summer 2015, reforms to regulations for the 52 vocational qualifications came into force. They included amendments to the skills required for workplace instructor training to:

 FINLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” **Cite as**

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