

Reforming skills requirements for workplace instructors

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 FINLAND

Timeline

2015 Implementation 2016 Implementation 2017 Implementation
2018 Implementation 2019 Completed

ID number 28212

Background

To become workplace instructors, learners in all IVET qualifications may follow the relevant optional module.

Description

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:

- (a) identify tasks suitable for on-the-job learning and prepare plans for it;
- (b) provide induction training on duties, practices and rules in the workplace;
- (c) work with different learners and colleagues;
- (d) receive and give feedback.

The three modules recommended by the Finnish National Agency for Education now cover:

- (a) planning workplace training, vocational skills demonstrations and competence tests;
- (b) supporting and assessing learning;
- (c) assessing the learner's/candidate's competences.

EDUFI has recommended that VET providers implement the training for workplace instructors flexibly by considering the current situation and competence needs of workplace instructors, as well as their prior learning/knowledge and skills. These are to be assessed and recognised (supporting material is provided by EDUFI). Achieving the training objectives takes an average of three weeks. The three modules may be completed individually and in the order that suits participants. State subsidies, which are annually allocated from the Finnish National Agency for Education, can be used for the training of workplace instructors. Also, EU structural funds (Rakennerahasto) can be partly allocated to train workplace instructors.

In 2017-19, the Parasta osaamista project supported further training for VET teachers, using newly developed models and materials on how to familiarise workplace instructors to guide and instruct learners at the workplace. During the project about 30 workplace instructor training events were organised, about 400 workplace instructors trained and about 50 VET providers familiarised with the workplace instructor training.

2015 Implementation
2016 Implementation
2017 Implementation
2018 Implementation
2019 Completed The Parasta osaamista teacher training projects were completed in 2019.

Bodies responsible

- Finnish National Agency for Education (EDUFI)

Target group

Education professionals

Teachers
Trainers

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

Subsystem

IVET CVET

Related policy developments

2021 Completed

Systematic and coherent continuous teacher training

In 2016, the Teacher education development programme (*Opettajankoulutuksen kehittämisohjelma*) was launched by the Ministry of Education and Culture and coordinated by Jyväskylän Educational Consortium Gradia.

 FINLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Reforming skills requirements for workplace instructors: Finland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28212>