

## Occupational Barometer

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Ammattibarometri

### Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The Occupational Barometer is provided by the employment offices to understand the development prospects in key occupations in the near future. The occupational barometer is carried out twice a year. It aims to increase the balance between job seekers and vacancies and promote occupational and regional mobility.*

**Link**

<https://www.ammattibarometri.fi/kartta2.asp?kieli=en>

**Implementation level****NATIONAL****Legal base**

Other. Link is not available.

**Starting period** It appears to have been launched in 2010.

**Policy area****EMPLOYMENT****Funding****FUNDED BY NATIONAL GOVERNMENT**

# Skill mismatch

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## Skill mismatch target

**SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)**

## OTHER

*Regional mobility of skills to ensure the utilization of workers' skills*

## Skills matching focus

### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The Occupational Barometer delivers information about the skill shortage/surplus in different sectors and regions of Finland*

### ADDRESS MISMATCH BROADLY

*The Occupational Barometer delivers information about the skill shortage/surplus in different sectors and regions of Finland*

## Methods

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### Methods

#### SKILLS FORECASTING

*The Occupational Barometer uses labour market prospects of professions to make assessments of skills needed within the near future*

#### EMPLOYER SURVEYS

*The Occupational Barometer uses company interviews to make assessments of skills needed within the near future*

#### SKILLS FORESIGHT

*The Occupational Barometer uses labour market prospects of professions to make assessments of skills needed within the near future*

#### REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

*The Occupational Barometer uses information from employer- and jobseeker interfaces to make assessments of skills needed within the near future*

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### Use of skills intelligence

#### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*Because the Occupational Barometer visualizes regional and sectoral skill shortage/surplus, jobseekers can enhance the likelihood of getting a job by being strategic according to the information in the Occupational Barometer.*

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## Stakeholders

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### Main responsible body

#### NATIONAL PES

*Employment office*

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### Other involved organisations

#### NATIONAL MINISTRY

*Ministry of Economic Affairs and Employment. Deliver statistics for the assessments.*

# Sustainability

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**Success factors** The Occupational Barometer aims to increase the balance between job seeking and job vacancies, and promote occupational and regional mobility. However, these criterias are not being evaluated.

**Barriers** The education level of the public can be a barrier, the same goes for reluctance to move to another region.  
<https://www.finnwards.com/working-in-finland/what-type-of-workers-finla...>

**Monitoring and evaluation** There is no evaluation of the Occupational Barometer.

**Updates** NO

**Effectiveness** Since there is no evaluation of the Occupational Barometer, it is not possible to assess the effectiveness of it.

**Sustainability** The Occupational Barometer was introduced ten years ago. It is a well-used barometer among several actors and it is referred to among the governmental institutions - especially during the covid-19 pandemic.

# National foresight Network

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Kansallinen ennakkointiverkosto

# Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The Government Foresight Group lends support to national skills foresight work, joint foresight processes and the development of national foresight activities. Its key objective is to help foresight activities and foresight-based information forge a connection with decision-making processes.*

**Link**

<https://vnk.fi/en/government-foresight-group>

**Implementation level****NATIONAL****Legal base**

Other

**Starting period** It is not possible to find the year that the Network commenced.

**Perspective**

Yes, the National Foresight Network creates and uses foresight activities to inform decision-making.

**Policy area****OTHER**

*The National Foresight Network is situated in the Prime Ministry, and its task is to inform decisions regarding many aspects, which occasionally may include the above-mentioned policy areas. 'Other' is found as a better category because the main purpose is informing decision-making about challenges in the Finnish society.*

**Funding****FUNDED BY NATIONAL GOVERNMENT**

# Skill mismatch

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## Skill mismatch target

### OTHER

*The National Foresight Network does not explicitly aim to address skills mismatch, but it can be used to inform policy areas regarding mismatch. Therefore, 'Other' is the most appropriate category.*

## Skills matching focus

### OTHER

*It informs decision-making in many policy areas, including, but not limited to, skills mismatch. Therefore, 'Other' is the most appropriate category.*

# Methods

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## Methods

### SKILLS FORECASTING

*The main task for the National Foresight Network is to engage in foresight activities.*

### SKILLS FORESIGHT

*The main task for the National Foresight Network is to engage in foresight activities.*

## Use of skills intelligence

### OTHER

*The National Foresight Network and its foresight work is used to inform decision-making.*

# Stakeholders

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**Main responsible body**

**NATIONAL MINISTRY**

**Other involved organisations**

**OTHER**

*The Finnish Innovation Fund, Sitra*

# Sustainability

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**Success factors**

The National Foresight Network has not explicitly stated any success criteria. However, due to its purpose being to inform governmental decisions about education and employment, a success criteria that the National Foresight Network is able to deliver is information that helps decision-making in these areas.

**Barriers**

The National Foresight Network has not explicitly stated any barriers. Despite this, it is likely that an implementation barrier could be to ensure the network's information is used in decision-making in a systematic way.

**Monitoring and evaluation**

Due to the absence of explicit success criteria, there has been no evaluations of the initiative. Furthermore, the National Foresight Network's term is from 2020-2023, which means that it will first be evaluated after the term has ended.

**Updates**

**NO**

**Effectiveness**

Due to the absence of success criteria, there has been no evaluation of the effectiveness of the initiative.

**Sustainability**

There seems to be demand for foresight in decision-making, so it seems likely that the National Foresight Network continues.

# Common competence and training needs cards

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Yhteiset osaamis- ja koulutustarvekortit

## Description

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**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

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## 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

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## 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

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**Main responsible body**

**NATIONAL AGENCY**

*Finnish 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.*

# Sustainability

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**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.

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**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.

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**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.

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

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**Effectiveness** Since there are no explicitly stated success criteria or evaluation, the effectiveness of the initiative is difficult to assess.

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**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.

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## The Competence Foresight Forum (OEF)

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Osaamisen ennakkointifoorumi (OEF)

### Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The purpose of the OEF is to promote dialogue between the education sector and working life. The OEF produces foresights/skills anticipation and educational needs. These skills anticipations are the starting point for the dialogue between education and working life partners. The OEF has 9 foresight groups that specializes in different sectors, and these groups consist of experts in the area and they make the skills anticipation analyses.*

**Link**

<https://www.oph.fi/fi/palvelut/osaamisen-ennakointifoorumi-oef>

**Implementation level****NATIONAL****Legal base**

The OEF has been established by a decision in the Ministry of Education and Culture in Finland.

**Starting period**

The OEF is temporary and its term of office is 1/1-21 to 31/12-24 (4 years)

**Perspective**

No, the OEF supplies these skills foresights to enable an informed dialogue between ministries and other actors that concern themselves with education and working life.

**Policy area****EDUCATION****TRAINING****EMPLOYMENT****Funding****FUNDED BY NATIONAL GOVERNMENT**

# Skill mismatch

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## Skill mismatch target

### OTHER

*The OEF addresses skills mismatch in general by informing the dialogue between work life and education. This means that the type of skills mismatch depends on, which tasks the OEF is addressing. The OEF's task is to come up with recommendations, initiatives and proposals based on foresight analyses that national authorities can use when administrating and developing policies related to education and work life.*

## Skills matching focus

### ADDRESS MISMATCH BROADLY

*The OEF has 9 foresight groups that each inform education and work life policies and dialogues in different sectors. How they do so depend on the sector, the groups' tasks from the Ministry of Education and Culture etc.*

# Methods

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## Methods

### SKILLS FORECASTING

*The OEF's tasks in this matter are to anticipate skills and training needs, analyse the changing and emerging skills needs in the Finnish work life. To do so, they use both qualitative and quantitative data.*

### SKILLS FORESIGHT

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## Use of skills intelligence

### OTHER

*The knowledge obtained in the skills foresights of the OEF are used to inform national authorities' decisions regarding policies concerned with education, work life and the coherence between the two.*

# Stakeholders

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**Main responsible body**

**NATIONAL MINISTRY**

*Ministry of Education and Culture*

**Other involved organisations**

**NATIONAL AGENCY**

*National Board of Education. Its role is to organize the activities of the foresight groups and making the foresight plan for the OEF.*

# Sustainability

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**Success factors**

The foresight groups in the OEF have identified areas for development on the basis of skills anticipation and they have made recommendations etc.

**Barriers**

Lack of clarity and direction provided to the foresight groups by the steering group in the OEF.

**Monitoring and evaluation**

There is no available information about monitoring and indicators. An evaluation of the previous OEF has been carried out, and that is based on whether or not the OEF follows the plan set out by the National Board of Education.

**Updates**

**NO**

*The current OEF has only been operating since 1/1-21, so it is too new to have been updated.*

**Effectiveness**

There is no evidence of the effectiveness of the current OEF.

**Sustainability**

The OEF has a term of 4 years, and it has a predecessor that ran from 2017-2020. Therefore, it is expected that the initiative will continue.

