



FINNISH NATIONAL
AGENCY FOR EDUCATION

The Future of Job Training Anticipating Skills and Education Needs: Data and Development in Finnish Education Administration

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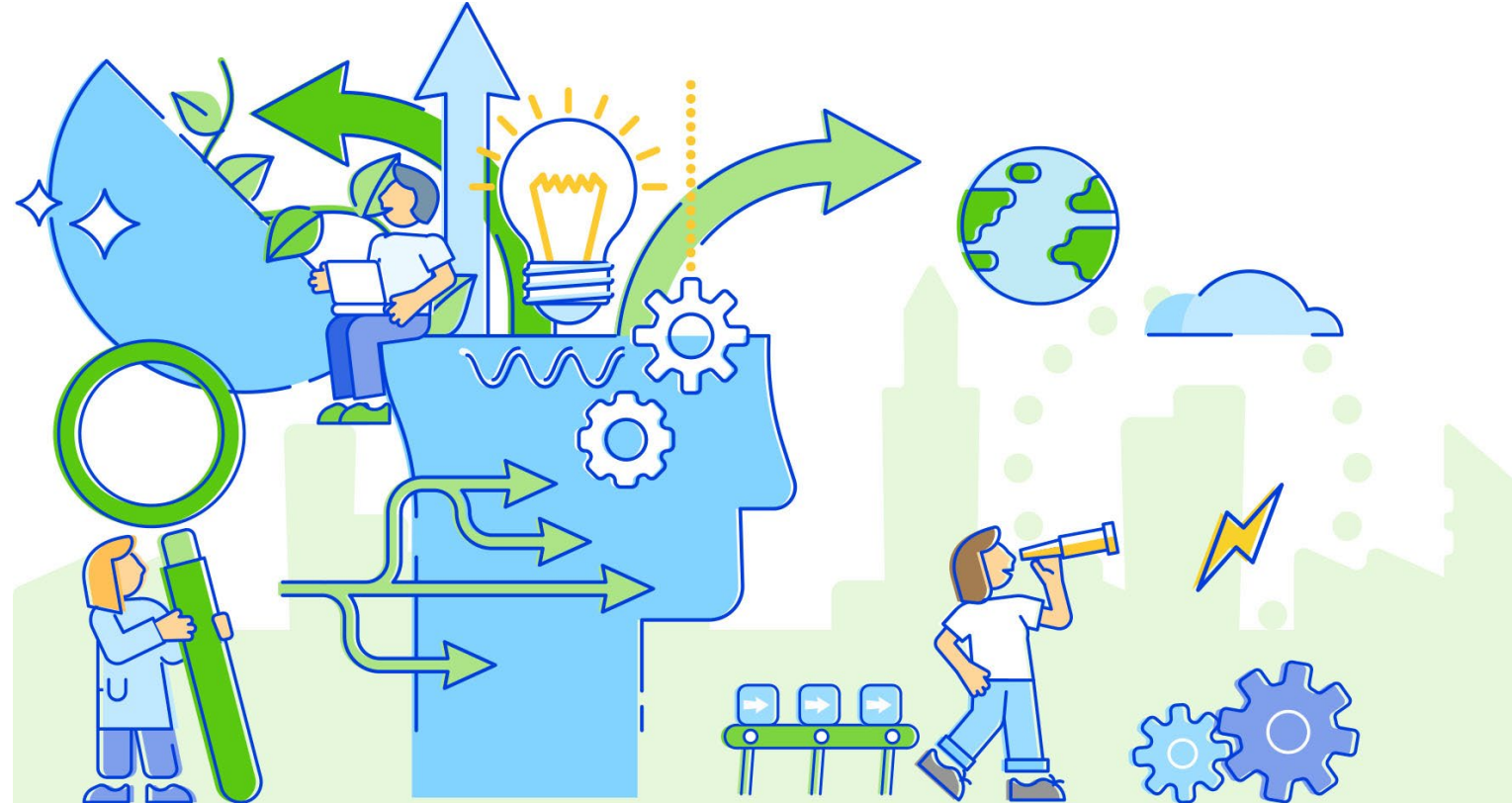


Overview of My Presentation

- My connection to the PANTOUR project
 - Through the National Forum for Skills Anticipation
- Anticipating skills and education needs
 - Anticipation work at the Finnish National Agency for Education (EDUFI)
- Developing anticipation
 - Working Group on the Development of Foresight of Education and Training Needs

National Forum for Skills Anticipation

- Was a joint expert body for anticipation of the Ministry of Education and Culture and the Finnish National Agency for Education (EDUFI).
- Terms: 2017 – 2020 and 2021 – 2024
- The Forum consisted of a steering group, nine anticipation groups representing different sectors, and the anticipation groups' networks of experts.
- The task of the Forum was to produce information on the future skills and education and training needs of working life to support decision-making and knowledge-based management by different actors in society.



Anticipation groups



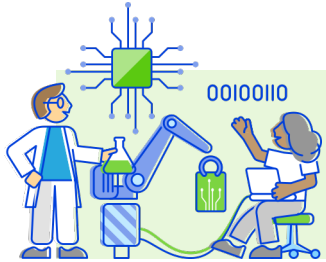
Process industry and production



Natural resources, food production and the environment



Business and administration



Technology industry and services



Education, culture and communications



Social, health and welfare services

STEERING GROUP

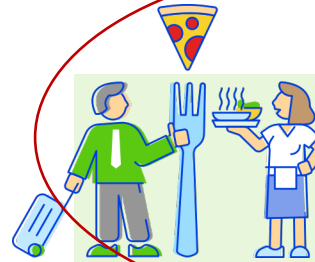
- planned and guided the anticipation groups' work
- chaired by the Ministry of Education and Culture



Transport and logistics



Built environment



Hospitality services

About Anticipation Groups

- Main tasks:
 - To participate in anticipating skills and education needs
 - Based on this information, to analyse the changing and new skills needs in working life
- Anticipation work was coordinated by EDUFI
- Composition of the groups:
 - Each anticipation group had 25 members.
 - Each anticipation group had two members from EDUFI. One of them was an expert in vocational education and training and the other in anticipation



Every group had representatives of

- employers and entrepreneurs
- employees
- teaching staff (VET and higher education)
- VET providers and higher education institutions
- research in fields relevant to the anticipation group's work
- educational administration.

In 2024, the anticipation group for hospitality services served as Finland's **PANTOUR** National Skills Group.

We collaborated mainly through exchange of insights on skills needs and by sharing the results of our analyses.

Anticipation work at the Finnish National Agency for Education (EDUFI)

- Based on national legislation
- Anticipation of skills and competence needs (qualitative anticipation)
- Anticipation of labour demand and education and training needs (quantitative anticipation)
- Long-term (10-15 years) and medium-term (5-9 years) anticipation
- National level anticipation

Main foresight outputs of EDUFI

- Anticipation of labour demand and educational needs (long term)
- Anticipation of transversal skills (long term)
- Anticipation of skills needs by occupations (medium term)
- Anticipation of the match between labour demand and supply by occupation (medium term)
- Thematic reports
- Anticipation processes are supported by the ENNI digital system
- Most of the results are available in the Vipunen service <https://vipunen.fi/en-gb/foresight>

Examples from Vipunen: Skills needs

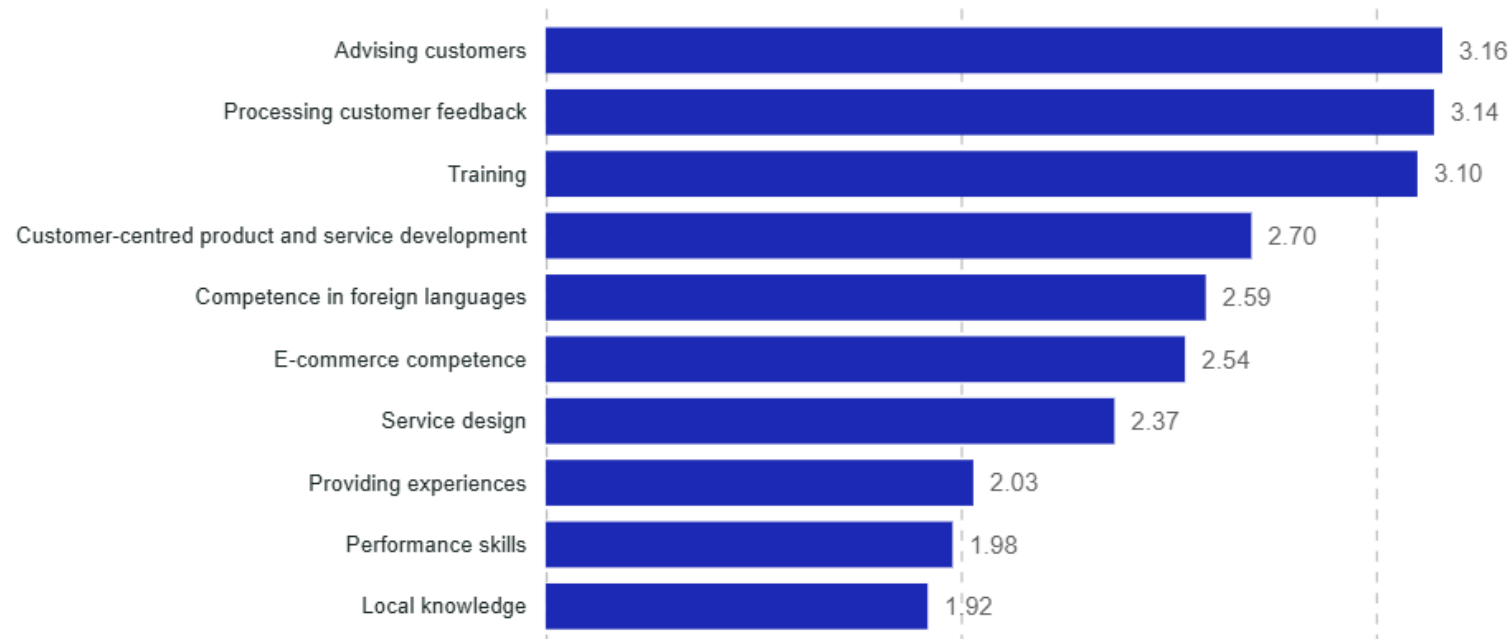
Significance of vocational field-specific skills in the labour market by 2031

1 = Significance of the skill will not change – 5 = Significance of the skill will grow

Source: www.oph.fi/e

Select vocational field 130 vocational fields to select from)

Tourism and event services experts and workers



Top 10 Skills

Examples from Vipunen: Education and training needs

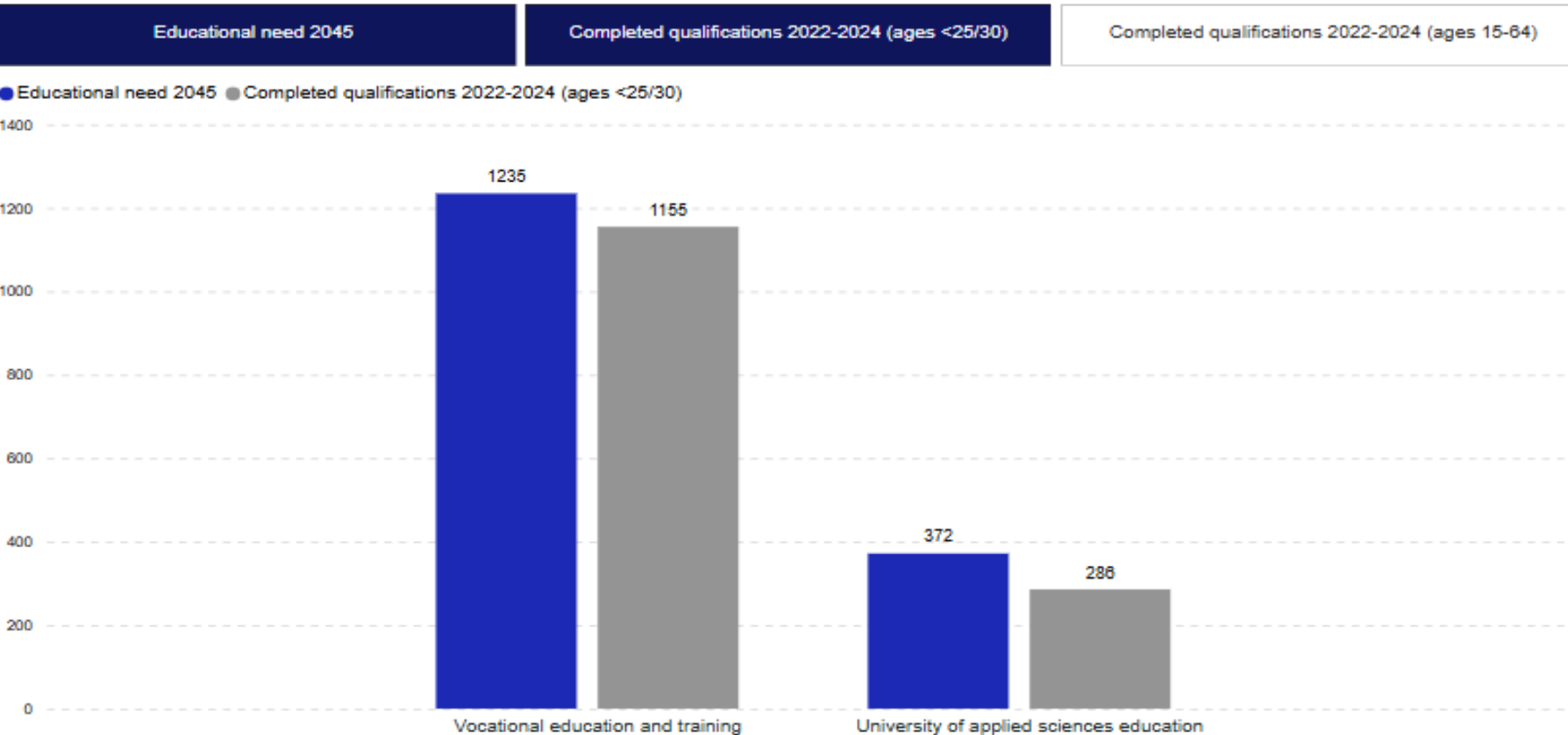
Average annual educational need 2023–2045

Anticipated need for persons graduating from education

Source: www.oph.fi/ennakointi

Select field of education

Services (Koulutusala, taso 1) + Personal services (Koulutusala, taso 2) + Hotel, restaurants and catering (Koulutusala, taso 3)



Working Group for the Development of Foresight of Education and Training Needs, Purpose and Approach

- Established by the Ministry of Education and Culture for the period February 2026 to January 2027
- Aims to strengthen the anticipation of future education and skills needs
- Supports better alignment between education provision and labour market needs
- Aims to develop a foresight approach combining:
 - quantitative analysis of labour market change
 - demographic analysis
 - qualitative expert insights
- The work builds mainly on existing foresight models

Working Group for the Development of Foresight of Education and Training Needs, Governance Structure

- Core group (public authorities)
 - Ministry of Education and Culture
 - Ministry of Economic Affairs and Employment
 - Finnish National Agency for Education
 - Service Centre for Continuous Learning and Employment (JOTPA)
- Steering group:
 - chaired by the Permanent Secretary of Ministry of Education and Culture
- Extended group:
 - social partners and education providers (VET, UAS, universities)
 - The purpose of the extended group is to ensure broad stakeholder engagement

Working Group for the Development of Foresight of Education and Training Needs, Tasks and Outputs

- The working group will produce proposals on:
 - organisation of foresight and anticipation
 - stakeholder cooperation and societal dialogue
 - regionalisation and Swedish-language education
- AI and international foresight approaches are taken into account in the work
- The work supports evidence-based education policy and planning



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Thank You!

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EDUFI: <https://www.oph.fi/en>

Explore foresight results and the methods behind them in the
Vipunen online service <https://vipunen.fi/en-gb/foresight>

