

Vision for Finland's educational system  
– *Achieving success*



**The Association of Finnish Independent  
Education Employers (AFIEE)**

*Vision for the Finnish educational system –*

# Achieving success together

Predicting the future is notoriously difficult, but there is one thing that we can be sure of: knowledge and skills, as well as knowledgeable and skilful people will be needed in the future. A large part of the required skills and knowledge involves things that do not yet exist. Even that is something that we need to be capable of preparing for. For this reason the educational system must be in good shape, and all of its components need to work seamlessly together.

Education and research offer tools for visualising and creating the future. With the world around us changing at an accelerating pace, the educational system must give us all support in learning constantly. It needs to offer opportunities. It also needs to create an attitude for us - an attitude of learning.

Finland can have a first mover advantage in the world. The educational system can be the reason. Finland succeeds through skills and knowledge, and success is made together. Simple, yet at the same time quite complicated.

The Association of Finnish Independent Education Employers has listened to stakeholders and drafted a vision for Finland's educational system. Included in the work have been representatives of all levels of education. The vision covers all educational levels from early education to university, as well as free adult education and basic education in the arts.

Education system as a whole is a key issue. Cooperation is a key issue. If we only look at one part of the educational system at a time we will not achieve a system that is the best possible for everyone, i.e., an entirety that really works.

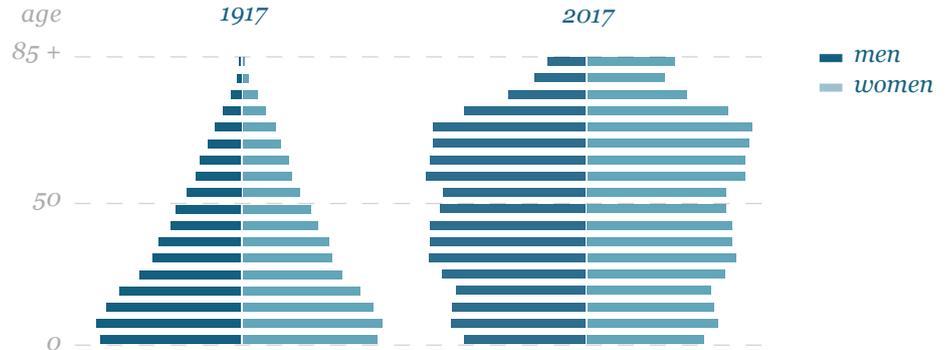
We also have a message for the workplace. Business and industry should act together with our educational system, complementing each other to form a whole that secures success and well-being in our country.



# Some of the most important forces for change in the future

## Demographic change

*The Finnish population is getting older and birth rates are declining. The role of work-based immigration and experts from abroad in propping up the welfare society is growing.*



## Expansion of global competition

*The aim is to turn skills and knowledge into a competitive edge in other countries as well - success requires more than ever. Competition applies to products and services in addition to attracting skilled labour and students.*



## The growing amount of information

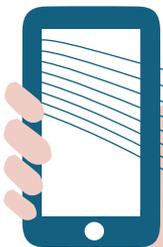
*In 2025 the amount of data that will be produced worldwide is expected to be 10 times what it was in 2016. The ability to collect and utilise significant information is getting increasing emphasis. Information is more open and it is produced together.*

## Work at a turning point

*Active updating of skills and knowledge needs to be a part of everyday activities. A balance in time involving the end of earlier professions and the birth of new ones is a decisive factor. Work is less and less dependent on time and place. The content of work and the relationship between employee and employer are changing.*

## Technological development

*Technological development brings with it massive opportunities for society. Their utilisation requires skills and knowledge, completely new types of action, and flexible structures.*



# Critical factors of the success of an educational system

## Developing the education system as a whole

- When an educational system is developed, all customers are taken into consideration: society, business and industry, students
- Education policy is for the long term and is predictable
- The steering system sets the main goals, but enables different types of action for educational institutions
- When educational level-based reforms and measures are taken, consideration is also given to how they affect the entire education chain
- When changes are made in different administrative sectors, their effects on the educational system are evaluated

## Cooperation and openness in practice

- Educational institutions operate openly, not with an institutional focus
- Educational institutions are networked with other educational levels, business and industry, and different actors in society
- Guidance and funding practices encourage educational institutions to engage in cooperation
- Business and industry recognise the possibilities of collaboration with educational institutions
- Shortcomings in preparedness among learners when in the transition from one educational level to another are resolved through collaboration among institutions

## Individual solutions throughout life

- The educational system raises individuals to constant learning and taking responsibility for their own skills and knowledge
- Educational institutions offer flexible opportunities for learning that spans a lifetime
- Those needing support, and those who are especially gifted can move ahead at their individual pace
- Educational institutions help individuals keep pace with changes in the world of work
- The educational system has no dead ends for learning and advancement

*Education system as a whole, cooperation, openness, flexibility, renewal*



## Utilising global possibilities

- The educational system works across borders and utilises technological development
- Internationalism is a natural part of the activities of educational institutions
- The educational system flexibly welcomes those moving to Finland from abroad
- The Finnish educational system attracts foreign experts to Finland
- Education is a significant export industry

## Personnel renewal and good leadership

- The potential skills and knowledge of personnel are available to the entire working community and networks
- Managing educational institutions and a multiprofessional approach keep the operating methods of the institutions up to date
- Personnel success is recognised and taken into consideration
- The attraction and respect for teaching is secured
- Managing educational institutions attracts people with skills and knowledge

***Success is achieved together.***

**The Association  
of Finnish Independent  
Education Employers (AFIEE)**

Eteläranta 10, FI-00130 Helsinki, Finland

PL 30, FI-00131 Helsinki, Finland

Tel. (+358) 9 1728 5700

[www.sivistystyonantajat.fi](http://www.sivistystyonantajat.fi)

Twitter: @SivistysTA