

ANTICIPATING RESTRUCTURING

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PARTNERSHIP FOR ANTICIPATING RESTRUCTURING: MUTUAL LEARNING
FINLAND & BALTIC COUNTRIES

Finnish model for Anticipating Change and Restructuring: key aspects and challenges

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ARNKIL DIALOGUES

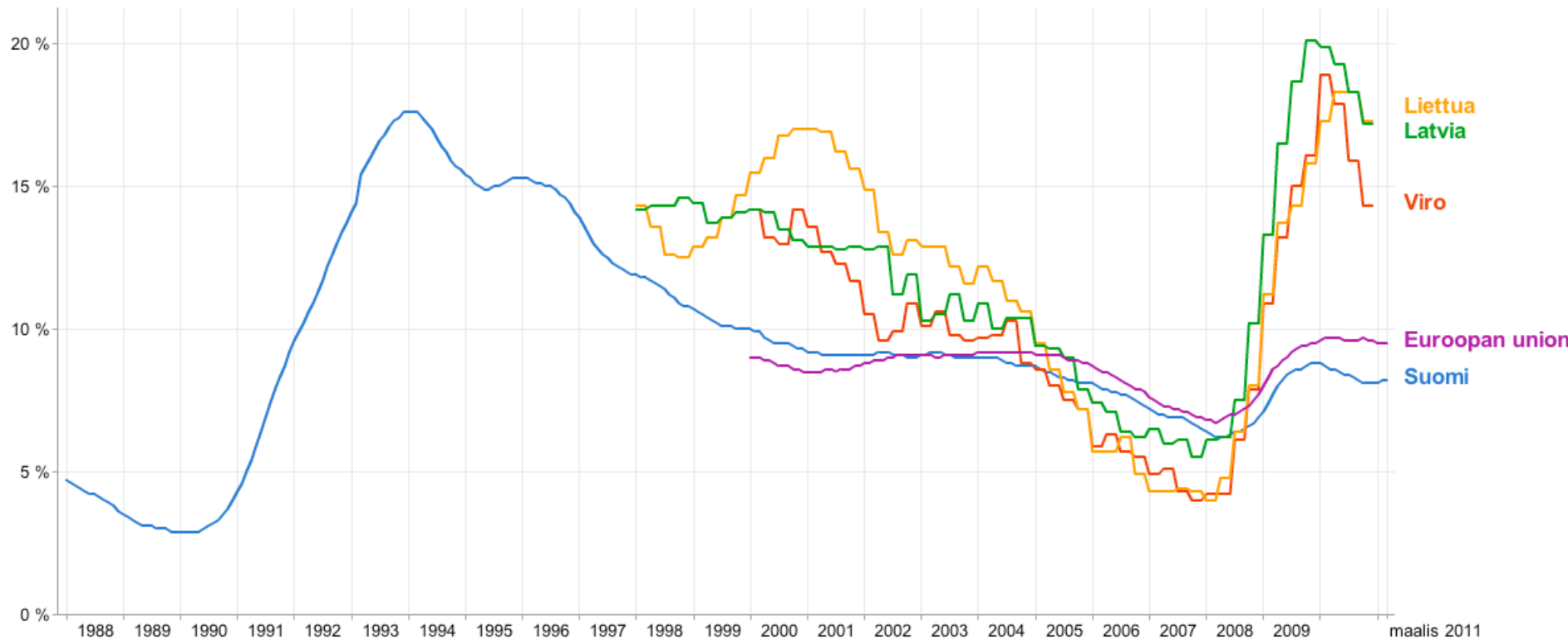


Context I: success but precarious

- Finland has been successful in the global market, and as a society ranking high in quality of life, education, democracy, transparency, trust and low corruption.
- But Finland is also vulnerable because of high dependency on exports and the global market, with a small domestic market, a limited workforce resource, rather limited natural resources and one of the most aged populations in the world.

Unemployment in Finland, Estonia, Latvia, Lithuania and EU

Unemployment rate



Context II: good anticipation needed

- To survive Finland needs to take the “high road” of development as a society and labour markets. **Social resources need to be mobilised and upgraded effectively.** This calls for efficiency, effectiveness and sustainability in taking care of people and the labour force, matching demand and supply and developing skills and innovation capability.
- For this good knowledge about the changes in the labour market, economy and society are needed. Good **methods** to produce reliable data for anticipating changes, good **networking in producing and interpreting data**, and good cooperation in putting the findings into practice, are needed.

Anticipation "system" in Finland I: rich and participative

- In terms of forecasting and anticipating change in the labour market Finland has a rich set of anticipation methods and an abundance of anticipation activities on national/central, regional and sub-regional levels.
- All key players have a role in this: the government and parliament, ministries, the social partners, regional actors, companies and the scientific community.

Anticipation "system" in Finland II: Open, loose and based on trust

- This rich set of anticipation methods, activities and actors form a **broad and loose** cooperation system in Finland.
- It is based on **openness**, broad and comprehensive participation based on **trust, informal networking and collaboration**
- so Finland has a **broad interpretation** of 'social partnership' in anticipating change.

Anticipation "system" in Finland III: Autonomous and mostly voluntary

- Although cooperating and networking actively, the different actors have a high degree of **autonomy and initiative** in producing and interpreting data concerning societal change.
- There is no direct legislation requiring forecasting and anticipation, but many legal frameworks, like legislation on cooperation on workplace level concerning changes in workplaces, provide a **necessary basic backdrop for cooperation and trust.**

Anticipation "system" in Finland IV: long tradition of social dialogue

- Many institutional and corporate practices, traditions and experiences provide a favourable backdrop for an open, informal and trustful 'system' of anticipation in Finland.
- The labour force is about **70% unionised** on the average, and Finland has a long tradition of tripartite cooperation,
- the long tradition of collective wage agreements has been discontinued, and a new era, calling for re-invention of tripartite collaboration, is at hand.

Social dialogue

- Strategic-long-term: Finland has a long tradition of social dialogue and there has been a strong tendency to seek consensus on **major societal issues** like innovation, wages, pensions and education, well-being at work, life-long-learning, gender equality etc.
- *Short-to-mid-term: **Law of cooperation*** (YT-neuvottelu in Finnish). Negotiations between employers and employees concerning major changes in work and production, forming subsidiaries, outsourcing lay-offs, redundancies. Mandatory for enterprises with over 20 employees.
- Short-to-mid-term “**Change Security**”. Early “warning” and cooperation between employers, employees, unions, public officials (particularly PES) and others. Early cooperation between the firm, employees, trade unions, staff, employment and education officials and other local, regional and national players. Individual action plans and support to employees.

Anticipation "system" in Finland V: Public administration active

- Public administration has an important role in **producing the basic information** for forecasts and anticipations.
- **Nevertheless, all major societal** issues are prepared in **tripartite** and/or **social partner debates** and negotiations.
- Ministries and regional levels have boards with social partner representation, and social partners participate in various ways in the anticipation processes on the central, regional and local levels.

Finnish "system" of anticipation VI: Roles clarified recently

- In the recent years there has been an attempt to further clarify the methods and roles used in national anticipation (**"Principal – agent"**)
- Data preparation phase and method development has been more and more clearly left for independent scientific institutions
- Role of various stakeholders, social partners and politicians has been in debating, interpreting and implementing the data, findings and scenarios produced by experts.

Finnish anticipation system VII:

Recent themes

- Foresight, anticipation and restructuring activities have focused on some critical themes in the last decade:
- Education and training needs, the demand for labour, changes in qualifications and the competences of the labour force, changes in different business fields and clusters and business life in general, technology foresight, demographic structures, globalisation impacts and innovation systems.

Transferability of the Finnish "system"

- Open, informal systems of networking, based on trust and experience, which characterise the Finnish anticipation activities, are not easily transferable.
- Transferring calls for an **active learning process for all stakeholders**, and adaption to local circumstances and opportunities. (And plenty of **time**..)
- Transferability falls probably along a kind of "**continuum**" from more easily transferable "technical" aspects of measures to complex practices deeply imbedded in national structures, cultures and path-dependencies.

Actors and roles: central level

- Futures Committee of the parliament, and the Prime Ministers office
- Ministry of Finance (MOF), Ministry of Employment and the Economy (MEE), Ministry of Education and Culture (MEC) and Ministry of Health and Social Affairs (MHSA), forming the PATKET-VATTAGE –process, which consists of a research-based long-term quantitative calculation of changes in the Finnish economy
- Through its statistics and analytical activities, MEE produces a lot of information concerning the labour markets and employment,
- Statistics of Finland produces basic information on society, labour markets etc.
- Social partners participate in various ways in forecasting and anticipation, like in PATKET as commentators. The unions and employers are also involved in forecasting through the boards of ministries and in the regions
- The unions do some research activities and projects, which have connections to forecasting, but not anticipation data on a regular basis. The Confederation of Finnish industries produces especially qualitative forecasts and scenarios.

Activities and roles: regional

- **The regional offices** of state administration, which are steered by ministries (15 state regional offices called Centres for Economic Development, Transport and the Environment, ELY for short in Finnish). Short-to-mid-term anticipation.
- **Regional councils**, which are joint-municipality institutions. They make regional plans and strategies, especially concerning land-use, and also participate in forecasting and anticipation in various ways, as sources of information, as commentators and advisors.
- **Educational institutions**, like universities and polytechnics participate in various ways to forecasting and anticipation through research and projects
- **The social partners** participate in an advisory role (boards) to the state regional offices, and also in the collection and interpretation of data and findings on local and regional levels

Activities and roles: Local

- **Municipalities** (336) (Responsible for basic health, education, social affairs, culture, local infrastructure etc.) Anticipation via regional councils, various educational institutions and business development agencies, and also the Association of Finnish Local and Regional Authorities
- **Local unions and entrepreneurs**/companies participate in the forecasting and anticipation processes through regional and local workshops, forums, Delphi panels and other ways of commenting on administrative findings and forecasts. The Employment and Economy Offices gather regularly information from companies.
- **Within the companies themselves**, the forecasting and anticipation varies. A rough estimate is that about half of companies engage in some kind of forecasting and anticipation themselves

Examples

Forecasting and anticipation in Finland, examples

Institution	Forecast method	Key characteristic and outputs
PATKET-VATTAGE –process: a Consortium of Ministries and the Government Institute for Economic Research (VATT)	Applied General Equilibrium Model (AGE)	Quantitative model for long-term forecasts of the development of the economy and labour markets.
Foresights and restructuring activities of the Ministry of Employment and the Economies (MEE), (chairs the PATKET-process)	Various qualitative and quantitative methods and forecasts done by agencies under MEE (see TEKES below)	Long term forecasting on central level, mid-to short on regional
Ministry of Education using VOSE and MITENNA	Various qualitative forecast methods of competences and skills needs	Short to long term forecasting of educational needs and combining to quantitative forecasts of the national economy and labour markets
Surveys on the Need for Workforce and Training (TKTT Foresight Model and Occupational Barometer	Interactive network based regional foresight model using qualitative and quantitative methods	Short-to-mid term forecasts of labour market demands on a regional-local level, informing counselling, PES, regional actors, and others
Education Intelligence Foresight System of the Confederation of Finnish Industries (EK)	Series of anticipation projects anticipating changes in the industrial environment	Qualitative long term forecasting including networking, workshops, Delphi surveys, virtual platforms
The Futures Committee in the Finnish Parliament	Expert and Stakeholder Networking, Committee work	Dialogue of stakeholders, Government and Parliament, Reports, 5 – 15 year forecast
National Foresight Network of the Ministries	Inter-ministerial cooperation of various forecasts in sectors	Forum for discussing the results of the anticipation work carried out in the administrative sectors.
ETLA (Research Institute of Finnish Economy) Economic Five Year Regional Forecasting System	Nationwide regional model, which is linked to the global economy.	Five-year projections for regional GDP for both production and employment in 30 industries on a twice-yearly basis.
TEKES (Funding Agency for Technology and Innovation) foresight systems (operating under MEE)	Various quantitative and qualitative forecasts on technology and innovation	Technology foresight and its impact on technology and innovation policy in Finland.
SITRA (Finnish Innovation Fund) foresight systems	Expert networking and analysis	Various future topics like welfare and environment
VTT (Technical Research Centre of Finland) foresight systems	A broad set of foresight activities related to high-end technology and innovation	Various key projects like Foresight Biomedical Sensors, Nordic ICT Foresight and Hydrogen Foresight Project.

VATTAGE –model of Government Institute for Economic Research (VATT)

- Based on Applied General Equilibrium Model (AGE)
- Forms the basis of the PATKET- process
- Quantitative model for long-term forecasts of the development of the economy and labour markets
- Main outcome of this forecast was a confirmation that Finland is moving towards a service economy, with a very high future demand of social and health services (depending on variables: 60-120 000 new employees needed by 2025)
- Impossible to fill that demand by recruitment alone – transformations and restructuring in service production are needed

PATKET is a Finnish acronym for 'Commission consortium of long-term labour and education need forecasts', and **VATTAGE** is an acronym for 'Government Institute for Economic Research equilibrium model'

PATKET – VATTAGE PROCESS

PATKET-CONSORTIUM COMMISSIONING FORECASTS

2008

2025

Commenting and processing by stakeholders and regions

Basic scenario/ VATTAGE

Workshops

'Political' scenario/
VATTAGE

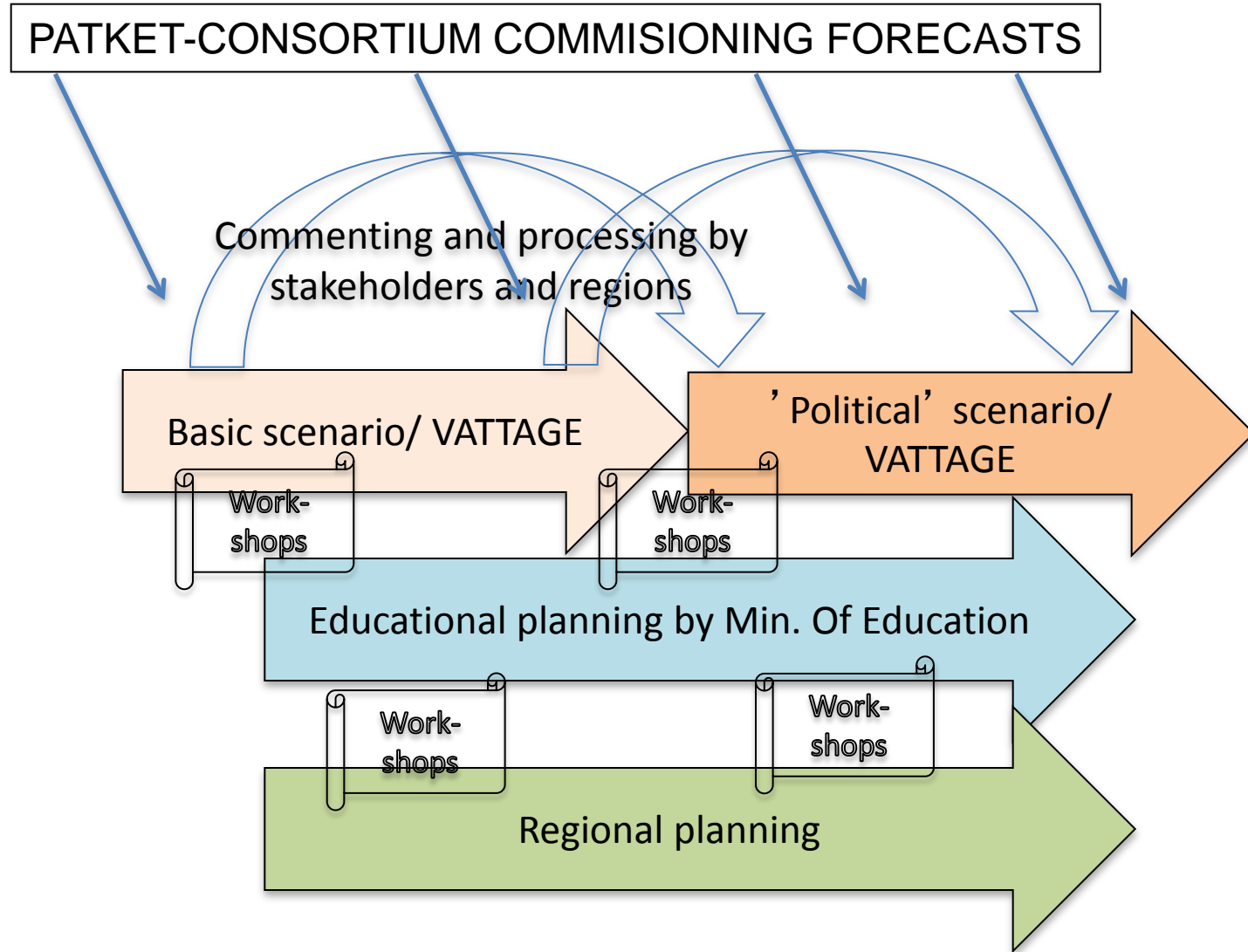
Workshops

Educational planning by Min. Of Education

Workshops

Workshops

Regional planning



FUTURES COMMITTEE OF PARLIAMENT

FORESIGHT network of Ministries, Scientific institutions, Social Partners, and others

PATKET-CONSORTIUM commissioning forecasts

2008

2025

Commenting and processing by stakeholders and regions

Workshops

LONG TERM Basic scenario/ VATTAGE

'Political' scenario/ VATTAGE

Workshops

Educational planning by Min. Of Education

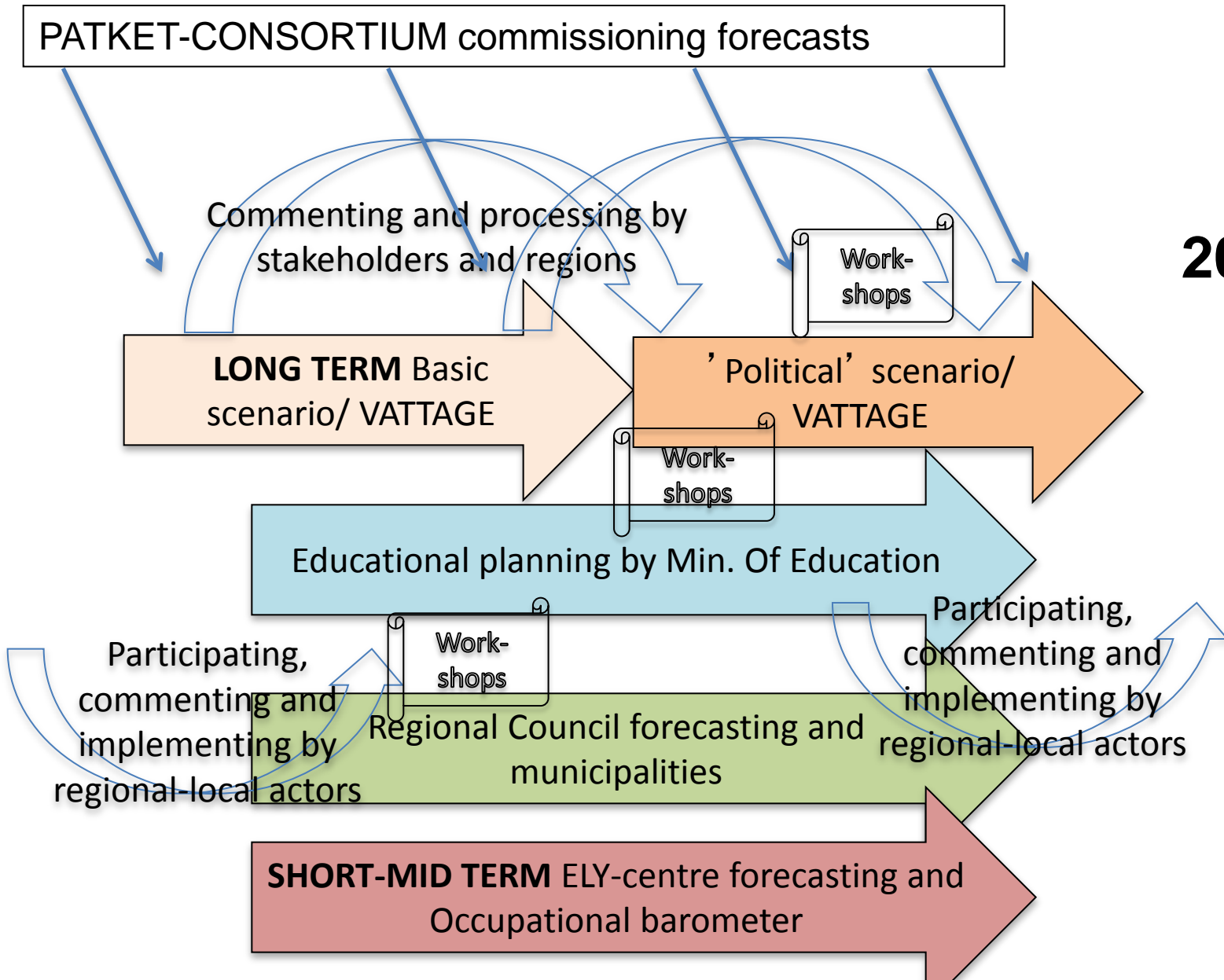
Participating, commenting and implementing by regional-local actors

Workshops

Regional Council forecasting and municipalities

Participating, commenting and implementing by regional-local actors

SHORT-MID TERM ELY-centre forecasting and Occupational barometer



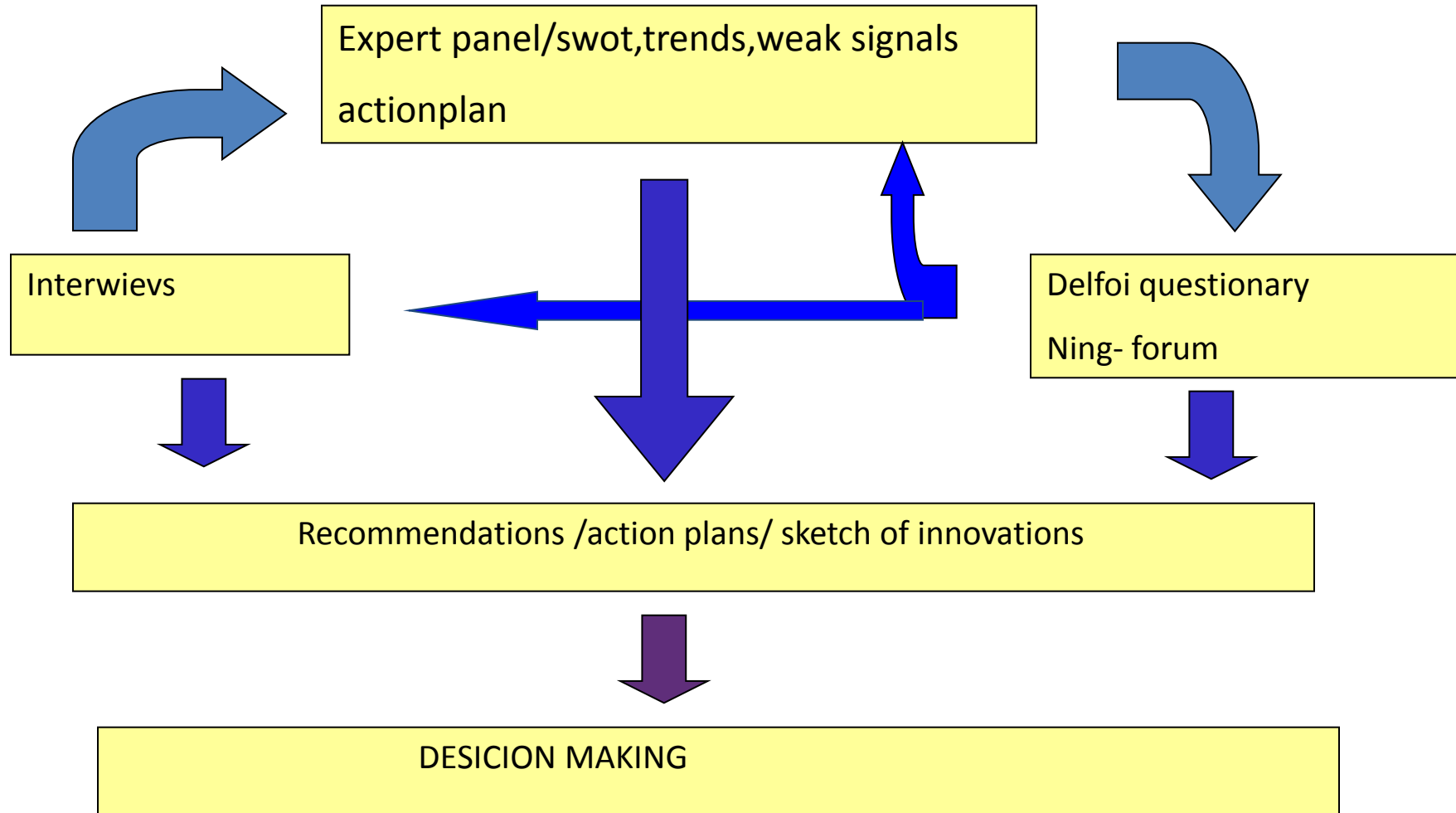
Regional Foresight Activities and Methods on Regional-local level Finland

- Interactive **TKTT foresight model** (acronym for “Research on the demand of labour and education)
- Together with a short-term **Occupational Barometer** has been found to be useful in South-West Finland, and it now taken up also elsewhere in Finland and abroad
- The responsibility for carrying out the model on the regional level is by the Centres for Economic Development, Transport and the Environment, (ELY-for short in Finnish), which is a **state regional function**

The targets of the Survey of the needs for workforce and training of enterprises (TKTT-model):

- TE-offices (employment offices) interview a sample of companies of a certain sector**
- Identify the training needs, skills and other development needs of companies (micro level)**
- Expert panels make recommendations in order to develop the studied sector (macro level)**
- Networking of the core actors at local and regional level**
- Promote the understanding and knowledge of the educational institutions, Employment and Economic Development Offices (PES), ELY-centers, and other stakeholders about the needs of employers and sectors**

Connection of the TKTT-process to the decision making



The themes of interviews (TKTT)

- **Job increases and job losses by profession**
- **Recruitment problems by profession**
- **Training needs by profession**
- **Changes in skills and qualifications by profession**
- **Age distribution and retirement rate of personnel**
- **Plans in sub-contracting , networking, new business ideas**
- **Economical situation now and in one year**
- **Recommendations to educational institutions**
- **Plans in outsourcing**
- **Prospects in export**
- **Open comments**

Occupation barometer 2008-2009

- 1. Employment offices (TE-offices) assess the demand of 200 occupations in one year.**
- 2. Employment offices (TE-offices) assess the balance between the demand and supply of 200 occupations**
- 3. These 200 occupations are classified in three categories; a) lack of jobseekers b) balance c) surplus of jobseekers**
- 4. Number of jobseekers and vacancies, historical data**
- 5. Posters are printed in Finnish, Swedish and English**

Occupational barometer of Southwest Finland, I / 2010

* Bottleneck problem

Bottleneck problem is a situation where a labour shortage in the local labour market prevents offices and businesses from expanding

Additional information

Jobseekers /month

Average amount of unemployed and laid-off persons per month in the Southwest Finland region in the period of 8/2009 - 1/2010

Vacancies

New vacancies in Southwest Finland region in the period of 8/2009 - 1/2010

KAA=Kaarinan TE-toimisto
 LAI=Laitilan TE-toimisto
 LOJ=Loimaan TE-toimisto
 PAJ=Parainen TE-toimisto
 RAI=Raisioin TE-toimisto
 SAI=Salon TE-toimisto
 TUR=Turun TE-toimisto
 TUR=Turunmaan TE-toimisto
 UJ=Uudenkaupungin TE-toimisto

Estimated demand for labour force for half a year	Estimated balance between supply and demand for labour force for half a year	Balance between supply and demand for labour force in Southwest Finland
Increases fast	Great lack of jobseekers	Great lack of jobseekers
Decreases	Lack of jobseekers	Lack of jobseekers
In balance	In balance	In balance
Decreases	Surplus of jobseekers	Surplus of jobseekers
Decreases fast	Large surplus of jobseekers	Large surplus of jobseekers

Blue = Demand increases

Yellow = Balance

Red = Demand decreases

Occupation	Estimated demand for labour force for half a year	Estimated balance between supply and demand for labour force for half a year	Balance between supply and demand for labour force in Southwest Finland	Jobseekers /month	Vacancies 8/2009 - 1/2010
000 - Architects, construction architects	LOJ LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	18	0
001 - Civil engineers and construction technicians	LOJ LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	150	55
002 - Engineers and technicians in electrical power engineering	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	61	15
003 - Engineers and technicians in electronics, information technology and telecommunications	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	242	21
004 - Mechanical engineers and mechanical engineering technicians	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Large surplus of jobseekers	370	62
005 - Engineers and technicians in chemistry and technology	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	71	8
007 - Engineers and technicians in other fields of technology	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	150	16
008 - Measuring engineers and technicians, and cartographers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	29	6
009 - Technical drivers and other technical fields	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	75	3
010 - Chemists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	69	10
012 - Life science technicians, laboratory assistants	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	94	20
021 - Biologists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	41	3
031 - University teachers and teachers in other institutes of higher education	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	34	98
032 - Subject teachers, lecturers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	245	130
033 - Class teachers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	64	62
034 - Special education teachers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Great lack of jobseekers	7	25
035 - Nursery school teachers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	25	87
036 - Trainers and instructors	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	41	11
041 - Clergymen	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	10	4
051 - Trial lawyers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	5	0
054 - Legal advisers, counsellors and experts	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	30	7
061 - Journalists, reporters	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	59	13
063 - Information officers, press officers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	43	8
072 - Artists (visual arts)	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Large surplus of jobseekers	118	8
073 - Designers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	70	4
074 - Photographers, cinematographers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	30	1
075 - Drama artists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	52	20
076 - Musicians	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	48	18
077 - Directors, stage managers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	41	1
081 - Library clerks	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	48	14
082 - Archive clerks and museum employees	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	37	2
091 - Researchers in social sciences	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Large surplus of jobseekers	91	6
092 - Researchers in other fields of natural science and the humanities	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	75	0
093 - Interviewers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	0	2
095 - Organization employees	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	7	9
096 - Translators, interpreters	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	57	17
097 - Environmental and other nature protection work	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Surplus of jobseekers	39	7
101 - Physicians	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	11	136
103 - Hospital nurses	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	81	368
104 - Laboratory nurses, radiographers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	18	27
105 - Psychiatric nurses	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	16	7
106 - Practical nurses, orderlies, institution based personal care workers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	160	340
108 - Amending work in care and examinations	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	154	101
111 - Physiotherapists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	49	35
112 - Occupational therapy	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	12	9
113 - Speech therapy	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	0	9
121 - Dentists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	5	25
122 - Dental nurses	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	18	38
123 - Dental hygienist	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	2	16
132 - Pharmacists	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	3	18
133 - Pharmaceutical assistants	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	16	8
141 - Veterinarians	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	2	3
151 - Station social workers and administrative managers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	In balance	4	10
152 - Social workers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Great lack of jobseekers	17	87
154 - Social welfare workers, personal assistants, home based personal care workers	KAA LAI LOJ PAJ RAI SAI	TRC TRC TRC TRC TRC	Lack of jobseekers	222	311

Occupational barometer of Southwest Finland, I / 2010

Blue = Demand increases

*** Bottleneck problem**

Bottleneck problem is a situation where a labour shortage in the local labour market prevents offices and businesses from expanding

! Additional information

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Jobseekers /month

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In balance	In balance	In balance
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Occupation	Estimated demand for labour force for half a year									Estimated balance between supply and demand for labour force for half a year									Balance between supply and demand for labour force in Southwest Finland	Jobseekers /month	Vacancies 8/2009 - 1/2010
034 - Special education teachers	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Great lack of jobseekers	7	25
152 - Social workers	KAA	LAI	LOI	PAI	RAI*	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Great lack of jobseekers	17	87
103 - Hospital nurses	KAA	LAI	LOI	PAI	RAI*	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	81	368
332 - Sales representatives and telemarketers	KAA	LAI	LOI	PAI	RAI	SAL	TKU*	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	192	2437
035 - Nursery school teachers	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	25	87
106 - Practical nurses, orderlies, institution based personal care workers	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	160	340
293 - House managers, stock clerks	KAA	LAI	LOI	PAI	RAI	SAL	TKU*	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	13	4
101 - Physicians	KAA	LAI	LOI	PAI	RAI*	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	11	136
121 - Dentists	KAA	LAI	LOI	PAI	RAI*	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	5	25
921 - Head waiters, waiters	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	219	326
113 - Speech therapy	KAA	LAI	LOI	PAI	RAI*	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	0	9
233 - Accounting staff	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	145	77
132 - Pharmacists	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	3	18
123 - Dental hygienist	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	2	16
154 - Social welfare workers, personal assistants, home based personal care workers	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	222	311
211 - Entrepreneurs	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	KAA	LAI	LOI	PAI	RAI	SAL	TKU	TUR	UKI	Lack of jobseekers	128	65

The Poster of the Barometer

Southwest Finland's Occupational Barometer 2010 /1

The occupational barometer is based on the view of the employment and economic development offices on the development of the labour market situation in the coming half year. The situation concerning some occupations and professions may change quickly. The estimate was done in February 2010.

SHORTAGE

Accounting staff
Building maintenance workers
Chefs, cooks, restaurant cooks in charge of cold food
Cleaners
Deck hands and engine crew
Dental hygienist
Dentists
Engine officers
Entrepreneurs
Gardeners
Gardening assistants
Hairdressers, beauticians, bathing aids
Head waiters, waiters
Hospital nurses
House managers, stock clerks
Kitchen workers, restaurant workers
Laboratory nurses, radiographers
Nursery school teachers
Pharmacists
Physicians
Psychotherapists
Practical nurses, orientals, institution based personal care workers
Preserved (canned) and frozen food workers
Psychologists
Sales representatives and telemarketers
Security guards
Social welfare workers, personal assistants, home based personal care workers
Social workers
Special education teachers
Speech therapy
Veterinarians

BALANCE

Accommodation business managers
Agriculture workers
Architects, construction architects
Asphalt, rail and road construction workers
Assisting work in care and examinations
Bakers, pastrycooks and confectionery makers
Blacksmiths, hammermiths and forgingpress workers
Bookbinders and related workers, finishing room workers
Bus drivers and car drivers
Bayers
Childminders, day care
Children's day care workers
Civil engineers and construction technicians
Class teachers
Clergymen
Couriers, delivery service staff
Crane operators
Dealers of fixed and movable property
Deck officers
Dental nurses
Domestic animal caretakers
Earth moving plant operators
Electrical fire installers
Electrical mechanical fitters
Executives in organisations and unions
Farmers, forest cultivators
Financial management planners, cost accountants
Fish farmers
Forest workers
Foundry workers
Glassworks workers
Home aids, home help
Housekeepers, household managers, domestic workers
Industrial painters and varnishers
Institutional catering managers
Insurance employees
Interviewers
Laundry and cleaners shop workers
Lifting truck operators
Mail carriers and mail sorting staff
Market vendors, door to door salespersons
Meal service workers and salespersons in cafes, canteens etc.
Measuring engineers and technicians and cartographers
Metal coating workers
Occupational therapy
Office sales representatives
Organization employees
Other tasks in economy, designing and accountancy
Other tasks in house building
Other tasks in real estate and financial service business
Pharmaceutical assistants
Photographers, cinematographers
Plastic workers
Police
Precision mechanics
Psychiatric nurses
Road traffic and transport management
Rubber product workers
Sales executives
Salespersons
Securities and financial service dealers
Senior officials in local government
Senior social workers and administrative managers
Service station staff
Shoemakers
Shop managers
Sports and physical education instructors
Stevedoring and loading work
Switchboard operators
Timber workers
Tellers and instructors
Translators, interpreters
Travel guides
Trial lawyers
University teachers and teachers in other institutes of higher education
Work in employment service
Youth workers and temperance work instructors

SURPLUS

Advertising and marketing managers, designers and researchers
Archive clerks and museum employees
Artists (visual arts)
Assemblers of electric, electronic and teletechnical products
Assemblers of engineering works products and metal industry products
Bank employees
Biologists
Bookbinders, panel process operators/jobbers
Bricklayers
Builders
Buildings painters
Business executives
Butchers, meat processing workers
Cabinetmakers
Carpenters and joiners
Chemists
Chocolate products and confectionery makers
Cleaning and forwarding agents, transport planners
Computer operators
Designers
Designers, cutters
Directors, stage managers
Drama artists
Electricians
Employees in advertising
Engineers and technicians in chemistry and technology
Engineers and technicians in electric power engineering
Engineers and technicians in electronics, information technology and telecommunications
Engineers and technicians in other fields of technology
Environmental and other nature protection work
Ordering managers
General workers, industry
Goldsmiths and silversmiths
Hand packers
Information officers, press officers
Institution workers
IT managers, designers, programmers, consultants and experts
IT operators, IT support persons
Jewellers, repairers
Labourers in other construction trades
Legal advisors, counsellors and experts
Library clerks
Life science technicians, laboratory assistants
Machine and engine mechanics
Medicine tool sellers, setter operators and toolmakers
Management of HR issues
Mechanical engineers and mechanical engineering technicians
Mechanics/mechanists
Musicians
Office caretakers
Office employees
Other officials in post and telecommunications
Other tasks in metal, mechanical engineering and structural metal work
Pipe workers
Platers, sheet metal workers
Painters
Process operators
Processed food workers
Researchers in other fields of natural science and the humanities
Researchers in social sciences
Secretaries
Senior civil servants
Sewers in the garment industry
Steel fixers, concrete placers, concrete finishers and related work
Stencillers and diecutters
Subject teachers, lecturers
Tailors, atelier dressmakers and dressmakers working at home
Technical drawers and other technical fields
Telecommunications engineers and electronics mechanics
Travel agents, guides
Travel consultants, travel organisers and operators
Truck drivers and drivers of special articulated vehicles

Blue =
Shortage of
labour

White =
balance

Orange =
surplus

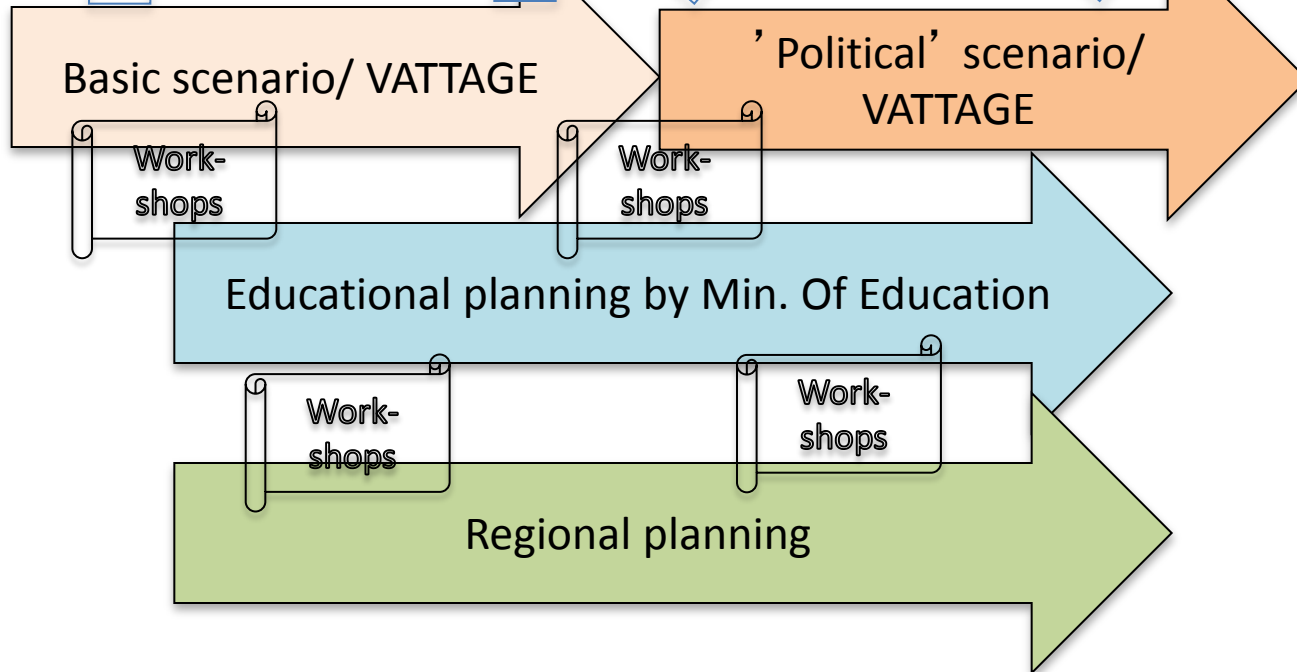
PATKET – VATTAGE PROCESS

PATKET-CONSORTIUM COMMISSIONING FORECASTS

2008

2025

Commenting and processing by stakeholders and regions



FUTURES COMMITTEE OF PARLIAMENT

FORESIGHT network of Ministries, Scientific institutions, Social Partners, and others

PATKET-CONSORTIUM commissioning forecasts

2008

2025

Commenting and processing by stakeholders and regions

Workshops

LONG TERM Basic scenario/ VATTAGE

'Political' scenario/ VATTAGE

Workshops

Educational planning by Min. Of Education

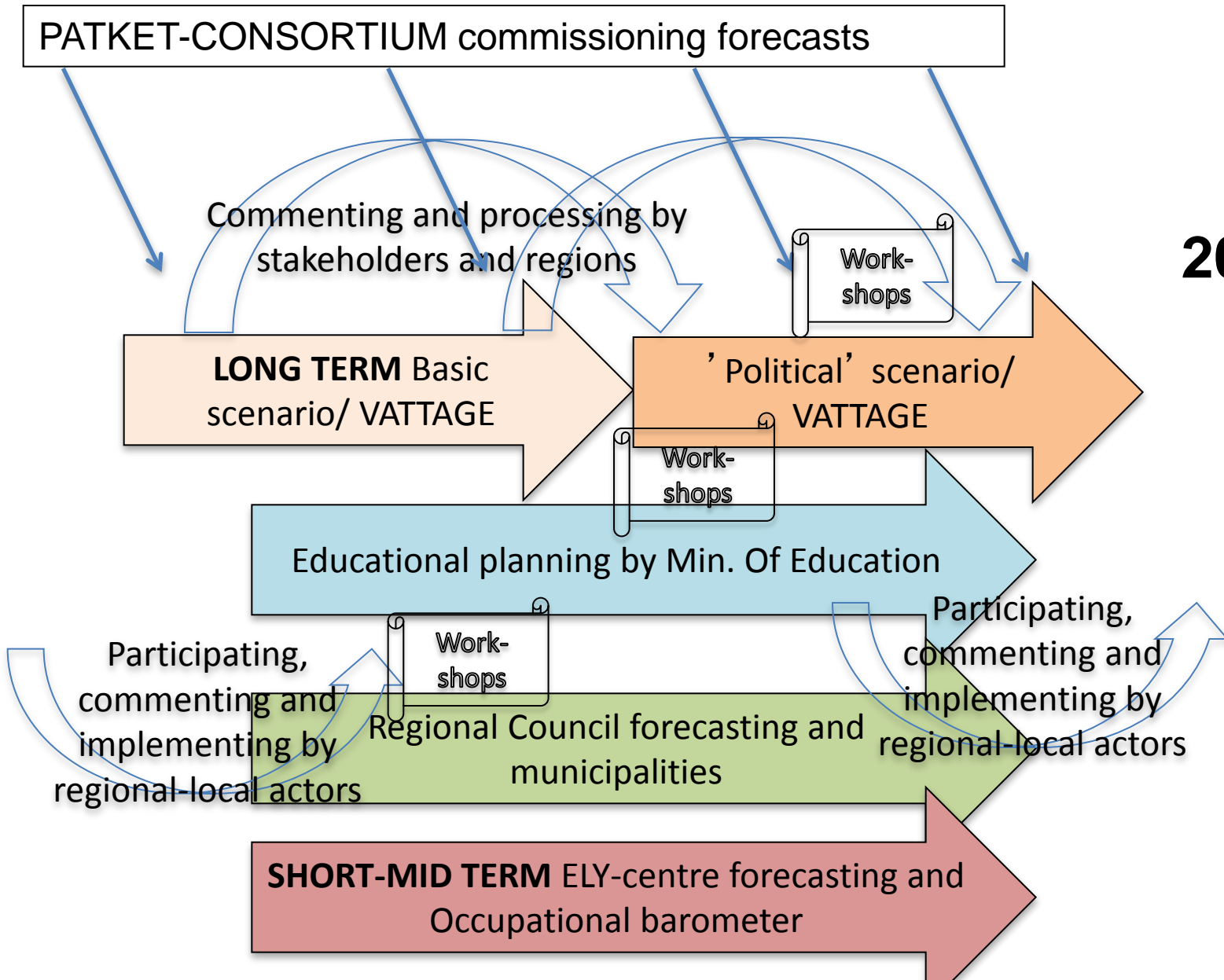
Participating, commenting and implementing by regional-local actors

Workshops

Regional Council forecasting and municipalities

Participating, commenting and implementing by regional-local actors

SHORT-MID TERM ELY-centre forecasting and Occupational barometer



Aspect	Observations	Discussion
What is the Finnish anticipation 'system' like?	Open, multi-actor, multi-method, informal, cooperative, transparent	More effort needed in interpretation. Also fragmentation and redundancy
PATKET-VATTAGE a good model for forecasting?	A step forward to clarity and transparency of model and roles	Continual attention to good cooperation is needed
Is there adequate cooperation and dialogue in forecasting between stakeholders, esp. social partners? ,	Cooperative and trustful culture, but under pressure and entering a new era	Cooperation needs to be re-invented to meet challenges on next decades
Is Finnish forecasting and anticipation transferable?	Transferring an open system needs a learning process and time	Technical aspects easily transferable, but networking and political and cultural aspects need adaptation

Key challenges

- Connection btw. national strategy and anticipation (Gov. programme <> ministry forecasting network, PATKET-Vattage.. etc)
- Long term (10-20yrs), mid (<10), short (now) (PATKET VATTAGE consortium, TKTT model, Occupational barometer)
- National – regional – local and sectoral
- The process, collaboration, dialogue, implem.

Long	mid	short
Patket-Vattage	TKTT (stakeholders)	Barometer (PES)
Educational national	Public (PES, municip..) Regional-local	Others
Sectoral	Private reg-loc. (comp.)	
Others	Other	
Workshops	Workshops	Workshops