Finnish HEI system – Employers’ point of view, cooperation with industry

5.5.2015
Recruitment in EK companies 2013

Source: EK Recruitment and training survey 2013, Jenni Ruokonen
Two different HEI degree profiles

- Finnish HEI system is our strength
- No changes must be done in a hurry, especially not for mere economic reasons
- But...
Different and similar skill needs*

- Working life practices and methods, how to develop and renew them, cooperation, action!

- Strong theoretical foundation, abilities to create new knowledge and understanding, development capabilities to become a top level scientist/fusion maker, cooperation, action!

* In the beginning of career
Evident, growing need for cooperation

- Expected learning outcomes – the most important systemic HE development objective
- Economic sustainability
- International competition, how to increase reputation and resources!
- Bio economy, green economy, health and wellbeing solutions, digital economy...
  Need to build, test and apply newest research results with companies and public sector organisations
- Fundamental and applied research are not (always) separate silos
- Keep in mind different study fields
HEI = Organisation X

- No (return to) central planning
- Different solutions to different circumstances and objectives
- Agility
- Exploration
- Quality and economic sustainability – no “sheltered” work anywhere
How does employer know where and what skills from HEI?

• Degree structure brings some kind of “security” – especially when one recruits fresh graduates

• How to make LO (knowledge, expertise, competencies, values, attitudes..) visible for employers!!!
Internet and new ways of learning change EVERYTHING

- No more monopolies in education
- How to keep skills, science and culture as corner stones for our wellbeing?
- Government role, national education policy vs. global delivery and changing learning habits/needs?
- One can not find answers without courage to question “truths” and to explore new “blue oceans”
Thank you!