

Timo Spangar (in collaboration  
with Robert Arnkil)

Overview of Finnish forecasting

Bad Ischler Dialog 2010

[timo.spangar@kolumbus.fi](mailto:timo.spangar@kolumbus.fi)

# **Finnish Roller Coaster...**

Finland has experienced a real roller coaster in terms of economic, employment and restructuring developments, particularly since 1990 – and continues to do so

This results from Finland's export dependence, very aged demographic profile and limited workforce resources

As a result, restructuring, and maintaining cutting edge productivity, innovation and workforce sustainability are highly relevant themes for Finland

In 1992 Finland was hit by the worst depression in the post-war period, which – in a paradoxical way – helped Finland to enter the 2008 global economic crisis with somewhat milder consequences than were experienced in many other countries, particularly concerning the banking sector

But the prospect of a protracted global disturbance poses a serious threat for the – now evident, but still precarious - recovery of the Finnish economy and labour market

GDP plummeted in 2009 by -8%

Now back on growth track (2-2,5% 2011)

Unemployment stabilised and dropping from 8%

# Paper > ICT > Then what?

The most comprehensive structural change in Finnish industry has been in the paper and forestry sectors, and in related industries and subcontractors – the backbone of Finland’s industrial modernisation since the country’s independence 1917 and until the 1990s, when the baton was passed to ICT-technology, epitomised by the global success of Nokia – now facing fierce global competition

Finland will have to re-invent a global success once again:

- Innovations in sustainable production/ productivity? Green jobs?
- Service economy? Public services? “White jobs”?
- Biotechnology?
- ?

# Double-edged situation of Finland

On the one hand Finland is well-positioned to meet future challenges:

- Broad consensus on need to invest in the "highroad" of competitiveness
- Very high investment rate in R&D&I
- Rich forecast environment
- Mature level of national innovation system
- High quality education system
- Strong sense of maintaining social sustainability and democracy
- Long tradition of consensual and coalition politics and tripartite cooperation

# Double-edged situation of Finland

But...

- World record generation change
- Limited – and diminishing workforce
- New era of transformation in social partner and tripartite cooperation
- Tremendous pressure on local government
- Rather late in many aspects of “green awareness” and economy
- Strong pressure on local government (municipalities) – the key delivered of educational, social and health services

# Rich environment of forecasting

All key players are active concerning this: the government and parliament, ministries, regions, municipalities, the social partners and the scientific community

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.

More and more attention has been paid to the cooperation of different actors and agencies and the utilisation of the results of anticipation projects and activities.

# Overview of forecasting I

Institution	Forecast method	Key characteristic and outputs
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	<b>Forum for discussing the results of the anticipation work carried out in the administrative sectors.</b>
Foresights and restructuring activities of the Ministry of Employment and the Economies	Various qualitative and quantitative methods	Long term forecasting on central level, mid-to short on regional

# Overview of forecasting II

<b>Ministry of Education and Culture VOSE and MITENNA</b>	<b>Various qualitative and quantitative forecast methods of competences and skills needs</b>	<b>Short to long term forecasting of educational needs and combining to quantitative forecasts of the national economy and labour markets</b>
<b>VATTAGE –model of Government Institute for Economic Research (VATT)</b>	<b>Applied General Equilibrium Model (AGE)</b>	<b>Quantitative model for long-term forecasts of the development of the economy and labour markets</b>
<b>Education Intelligence Foresight System of the Confederation of Finnish Industries (EK)</b>	<b>Series of anticipation projects anticipating changes in the industrial environment</b>	<b>Qualitative long term forecasting including networking, workshops, Delphi surveys, virtual platforms</b>

# Overview of forecasting III

<b>Finnsight 2015 Science and Technology Foresight</b>	<b>Joint foresight project of the Academy of Finland and Tekes, the Finnish Funding Agency for Technology and Innovation. The project was carried out in 2005-2006</b>	<b>The core of the foresight project comprised ten expert panels, each of which was composed of twelve experts producing forecasts</b>
<b>ETLA (Research Institute of Finnish Economy) Economic Five Year Regional Forecasting System</b>	<b>Nationwide regional model, which is linked to the global economy.</b>	<b>This model produces five-year projections for regional GDP for both production and employment in 30 industries on a twice-yearly basis.</b>
<b>Tekes (Funding Agency for Technology and Innovation) foresight systems</b>	<b>Various quantitative and qualitative forecasts on technology and innovation</b>	<b>Key focus of Tekes is technology foresight and its impact on technology and innovation policy in Finland.</b>

# Overview of forecasting IV

<p><b>SITRA ( Finnish Innovation Fund) foresight systems</b></p>	<p><b>Expert networking and analysis</b></p>	<p><b>Foresight topics are (1) Future of welfare and everyday living (2) The future of work life (3) The future of the public sector (4) Multiculturalism (5) The future of environmental technology</b></p>
<p><b>VTT (Technical Research Centre of Finland) foresight systems</b></p>	<p><b>A broad set of foresight activities related to high-end technology and innovation</b></p>	<p><b>Key projects in its Nordic co-operation have been (1) Foresight Biomedical Sensors, (2) Nordic ICT Foresight and (3) Hydrogen Foresight Project.</b></p>
<p>TKTT Regional Foresight Model</p> <p>Surveys on the Need for Workforce and Training of Enterprises + Occupational Barometer</p>	<p>Interactive network based regional foresight model using qualitative and quantitative methods</p>	<p>Short-to-mid term forecasts of labour market demands on a regional-local level</p>

# Selected questions for debate

Forecasting and managing restructuring	Challenges, dilemmas	<b>Questions</b>
Long-term forecasting	<ul style="list-style-type: none"><li>•Unpredicatability</li><li>•Transformations of economic/job/skills boundaries</li><li>•Change of work/career attitudes and patterns</li></ul>	<ul style="list-style-type: none"><li>•Danger of remaining in old bullpens – "backmirror thinking"?</li><li>•Oversupply of forecasting – undersupply of digesting, cooperation and adaptation?</li></ul>
Short-term forecasting	<ul style="list-style-type: none"><li>•Transformations of company recruitment and needs</li><li>•Transformations of local government</li></ul>	<ul style="list-style-type: none"><li>•Really understanding company needs "from the inside"?</li><li>•How to deal with the very uneven development of local government?</li></ul>

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

Based on Applied General Equilibrium Model (AGE)

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 (one scenario: 120 000 new employees needed by 2025)

Impossible to fill that demand by recruitment alone – transformations and restructuring in service production are needed

## **Regional Foresight Activities and Methods on Regional-local level Finland**

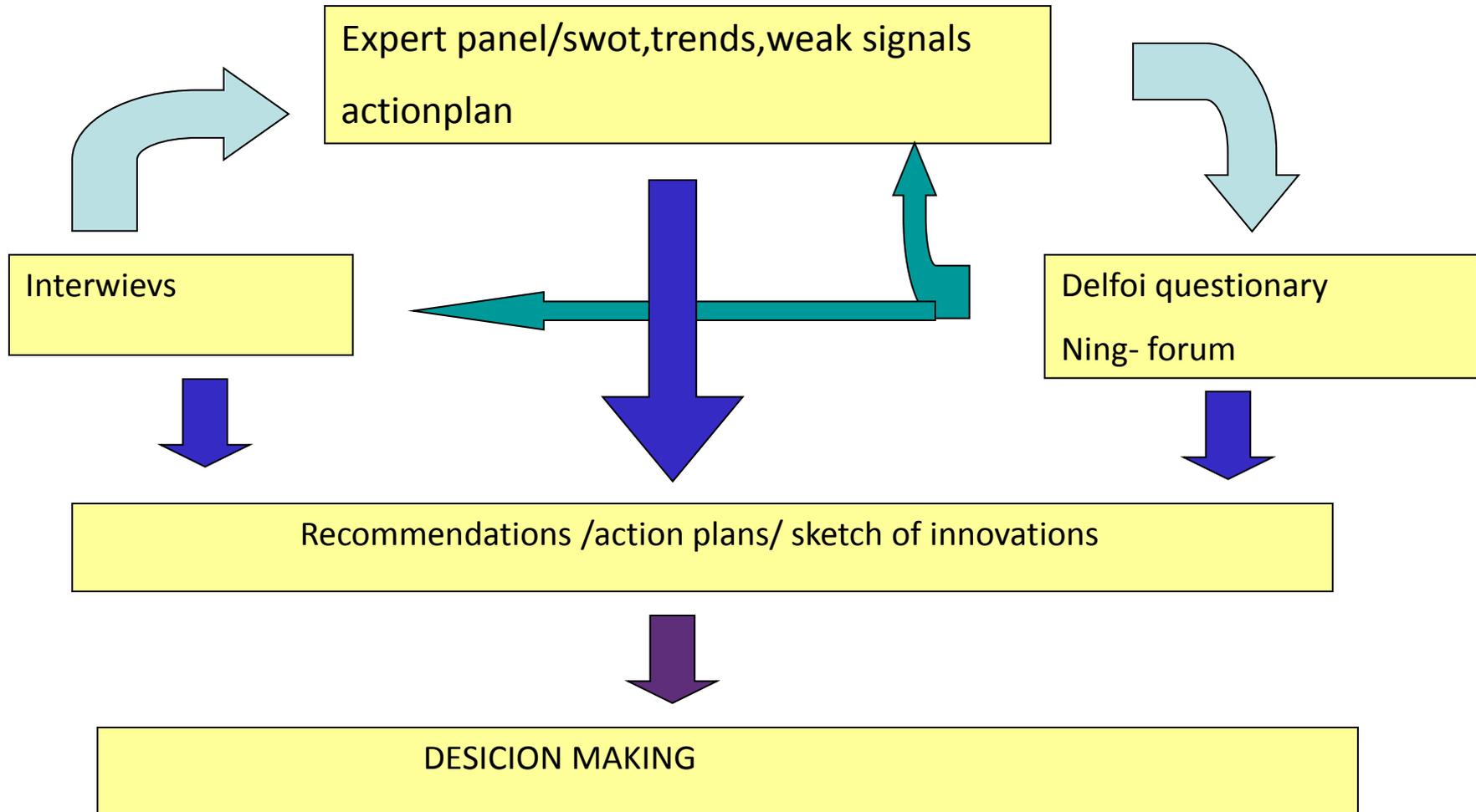
Interactive TKTT foresight model, together with a short-term Occupational Barometer has been found to be useful in South-West Finland, and it now taken up also elsewhere in Finland and abroad

The responsibility for carrying out the model on the regional level (Centres for Economic and Employment Development) and its networks

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

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

### Jobchairs /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=Kaarina TE-toimisto  
 LAI=Laitila TE-toimisto  
 LOJ=Lojaneen TE-toimisto  
 PAI=Paivion TE-toimisto  
 RAI=Raisio TE-toimisto  
 SAL=Salon TE-toimisto  
 THU=Tuusulan TE-toimisto  
 TUR=Turunmaan TE-toimisto  
 UKI=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
Increase	Great lack of jobseekers	Great lack of jobseekers
In balance	In balance	In balance
Decrease	Surplus of jobseekers	Surplus of jobseekers
Decrease	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	Jobchairs /month	Vacancies 8/2009 - 1/2010
900 - Architects, construction architects	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	18	9
901 - Civil engineers and construction technicians	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	150	55
902 - Engineers and technicians in electric power engineering	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	61	15
903 - Engineers and technicians in electronics, information technology and telecommunications	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	242	21
904 - Mechanical engineers and mechanical engineering technicians	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Large surplus of jobseekers	370	62
905 - Engineers and technicians in chemistry and technology	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	71	8
907 - Engineers and technicians in other fields of technology	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	150	16
908 - Measuring engineers and technicians, and cartographers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	29	6
909 - Technical drawers and other technical fields	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	75	3
910 - Chemists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	69	10
912 - Life science technicians, laboratory assistants	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	94	20
921 - Biologists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	41	3
931 - University teachers and teachers in other institutes of higher education	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	34	98
932 - Subject teachers, lecturers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	245	150
933 - Class teachers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	64	62
934 - Special education teachers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Great lack of jobseekers	7	25
935 - Nursery school teachers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	25	87
936 - Trainers and instructors	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	41	31
941 - CI engineers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	10	4
951 - Trial lawyers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	5	0
954 - Legal advisers, consultants and experts	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	30	7
961 - Journalists, reporters	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	59	13
963 - Information officers, press officers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	43	8
972 - Artists (visual arts)	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Large surplus of jobseekers	118	8
973 - Designers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	70	4
974 - Photographers, cinematographers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	30	1
975 - Drama artists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	32	20
976 - Musicians	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	48	18
977 - Directors, stage managers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	41	1
981 - Library clerks	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	48	14
982 - Archive clerks and museum employees	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	37	2
991 - Researchers in social sciences	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Large surplus of jobseekers	91	6
992 - Researchers in other fields of natural science and the humanities	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	75	0
993 - Interviewers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	0	2
995 - Organisation employees	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	7	9
996 - Translators, interpreters	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	57	17
997 - Environmental and other nature protection work	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Surplus of jobseekers	39	7
101 - Physicians	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	11	156
103 - Hospital nurses	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	81	368
104 - Laboratory nurses, radiographers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	18	27
105 - Psychiatric nurses	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	16	7
106 - Practical nurses, orderlies, institution based personal care workers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	160	340
108 - Assisting work in care and examinations	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	154	101
111 - Physiotherapists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	49	35
112 - Occupational therapy	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	12	9
113 - Speech therapy	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	0	9
121 - Dentists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	5	25
122 - Dental nurses	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	18	38
123 - Dental hygienist	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	2	16
132 - Pharmacists	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	3	18
133 - Pharmaceutical assistants	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	16	8
141 - Veterinarians	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Lack of jobseekers	2	3
151 - Senior social workers and administrative managers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	In balance	4	10
152 - Social workers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	Great lack of jobseekers	17	87
154 - Social welfare workers, personal assistants, home based personal care workers	LAI LAI LOJ PAI RAI SAL THU TUR UKI	LAI LAI LOJ PAI RAI SAL THU TUR UKI	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**

**Yellow = Balance**

**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

**Red = Demanddecreases**

KAA=Kaarinan TE-toimisto  
LAI=Laitilan TE-toimisto  
LOI=Loimaan TE-toimisto  
PAI=Paimion TE-toimisto  
RAI=Raisio TE-toimisto  
SAL=Salon TE-toimisto  
TKU=Turun TE-toimisto  
TUR=Turunmaan TE-toimisto  
UKI=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
Increases	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

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  
Physiotherapists  
Practical nurses, orderlies, 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  
Buyers  
Childminders, day care  
Children's day care workers  
Civil engineers and construction technicians  
Class teachers  
Clergymen  
Coutiers, 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 mechanics fitters  
Executives in organisations and unions  
Farmers, forest cultivators  
Finance 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 accuracy  
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  
Trainers 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  
Boatbuilders, panel process operators/joiners  
Bricklayers  
Builders  
Building painters  
Business executives  
Butchers, meat processing workers  
Cabinetmakers  
Carpenters and joiners  
Chemists  
Chocolate products and confectionery makers  
Clearing 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  
Gardening 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 advisers, counsellors and experts  
Library clerks  
Life science technicians, laboratory assistants  
Machine and engine mechanics  
Machine tool setters, setter operators and toolmakers  
Management of HR issues  
Mechanical engineers and mechanical engineering technicians  
Mechanics/mechanists

Medicines  
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  
Printers  
Process operators  
Processed food workers  
Researchers in other fields of natural science and the humanities  
Researchers in social sciences  
Secretaries  
Senior call servants  
Sewers in the garment industry  
Steel fitters, concrete placers, concrete finishers and related work  
Steelworkers and electrolyzers  
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  
Theatrical assistants, travel organizers and secretaries  
Truck drivers and drivers of special articulated vehicles

Blue =  
Shortage of  
labour

White =  
balance

Orange =  
surplus

# ChangeSecurity- A component in Finnishflexicurity

In 2005 a new, tripartite model/measure called “Change security”, was introduced, which aims at supporting and activating laid-off employees but also means some changes in the responsibility of employers

- Co-operation model agreed between Social Partners and the Ministry of Employment and economy
- Parties are the employer, the employee and the Employment and Economic Development Office (TE Office)
- The goal is to enhance co-operation between the employer, employees and employment and economic development administration, to promote rapid employment and increase security during change
- Legislation 1 July 2005 and extension 1 July 2009
  
- Over 100.000 individual action plans made since 2005
- Over 1000 companies involved (over 10 employees) since 2005

# CHANGE SECURITY - *FOR EMPLOYEES*

- Increases employees' security in dismissals
- Supports a dismissed person in the job-seeking process
- Helps to find a new job as soon as possible
- Employment leave (5-20 days) with full payment during the notice period
  - Seeking a job
  - Attending job interviews
  - Participating in counselling for outplacement and other active measures
  - Drawing up an individual employment plan
  - Raised unemployment benefit (20 → 185 days) during the active job search, training or other active measures

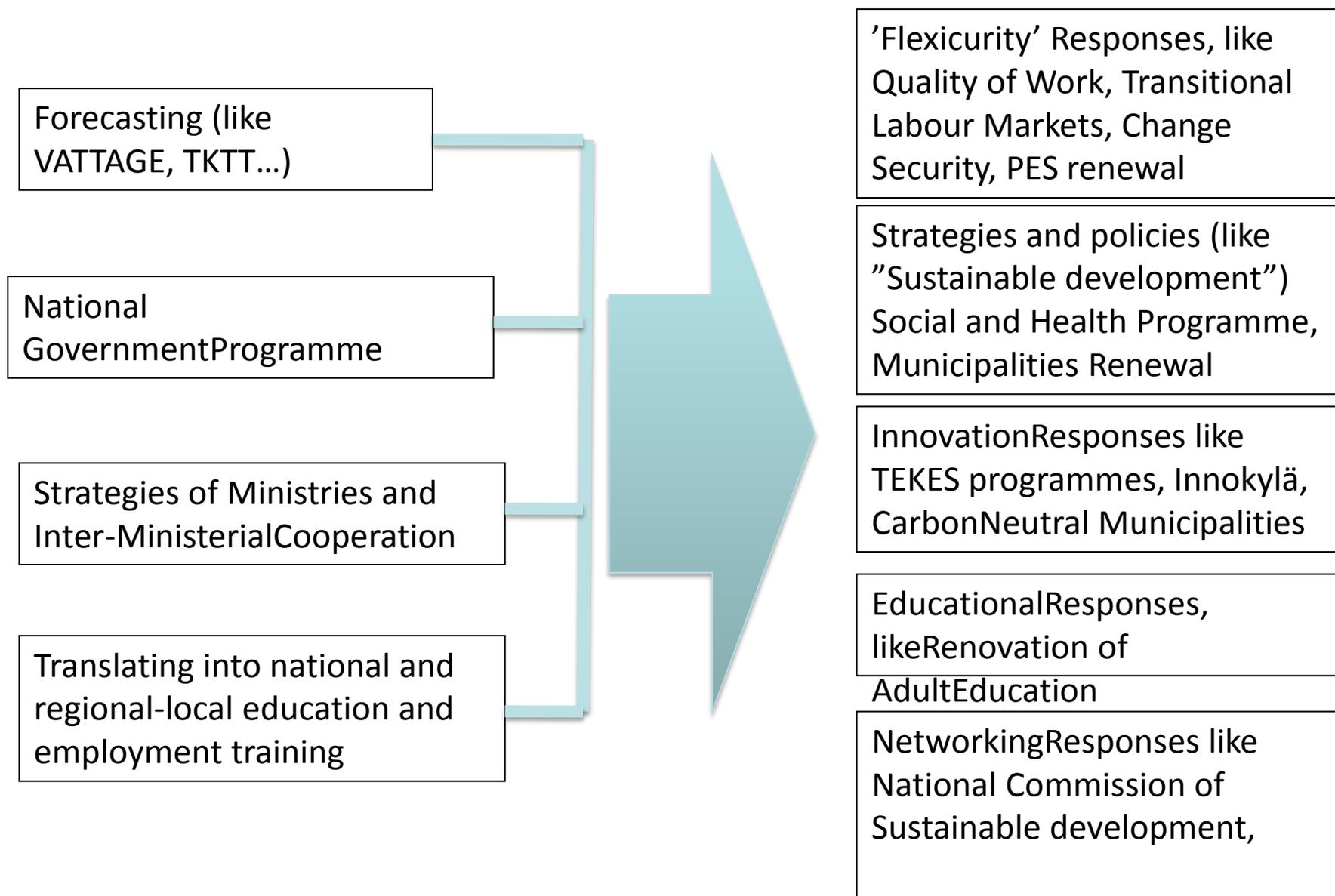
# **CHANGE SECURITY – *EMPLOYERS' RESPONSIBILITIES***

- To inform the TE office beforehand about the dismissals
- To inform the TE office about dismissed employees who are covered by the change security
- To prepare with the help of the TE office a common employment action plan concerning the redundancy situation in the company
  - The range of services, how they will be provided etc.

# **CHANGE SECURITY – *TE OFFICE OFFERING***

- Information sessions on employment services, education, benefits
  - Job-seeking services
  - Employment services
  - Labour market training
  - Work trials
  - Advice related to entrepreneurship
  - Information on the start-up grant for entrepreneurs
  - Other services to develop persons' vocational skills
- 
- In case of dismissals concerns more than 10 persons the employment office often organises a separate employment service unit in the premises of the company

# Responses to Restructuring Challenges: A Synoptic View



# Some critical questions for the future...

Forecasting and managing restructuring	Challenges, dilemmas	<b>Questions</b>
Long-term forecasting	<ul style="list-style-type: none"> <li>• Unpredictability</li> <li>• Transformations of economic/job/skills boundaries</li> <li>• Change of work/career attitudes and patterns</li> </ul>	<ul style="list-style-type: none"> <li>• Danger of remaining in old bullpens – “back mirror thinking”?</li> <li>• Oversupply of forecasting – undersupply of digesting, cooperation and adaptation?</li> </ul>
Short-term forecasting	<ul style="list-style-type: none"> <li>• Transformations of company recruitment and needs</li> <li>• Transformations of local government</li> </ul>	<ul style="list-style-type: none"> <li>• Really understanding company needs “from the inside”?</li> <li>• How to deal with the very uneven development of local government?</li> </ul>

# Further information

- For further information on the Finnish responses to restructuring please refer to:  
<http://arenas.itcilo.org/countries/finland>

**Thankyou!**