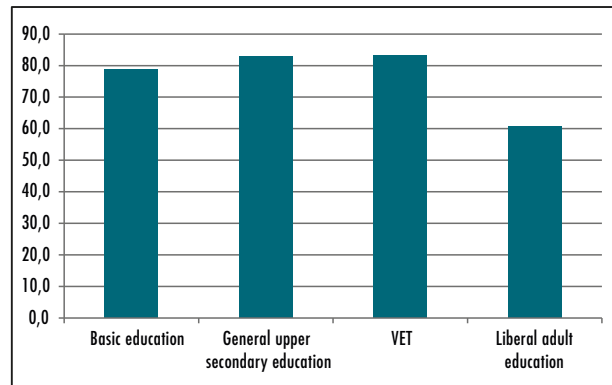


TEACHERS IN FINLAND

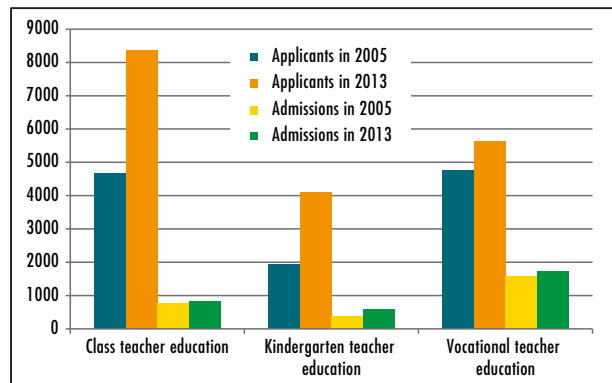
Teachers' participation in in-service training and expert exchanges in 2013 (%)

In this graph, events of a minimum three hours in duration have been included.



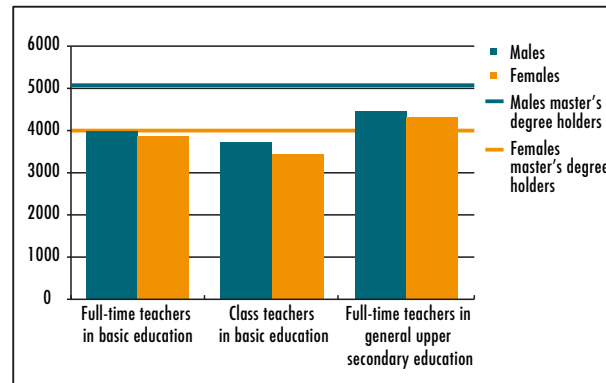
Source: Statistics Finland - Finnish National Board of Education

Applicants and admissions to teacher education



Source: Statistics Finland - Finnish National Board of Education

Teachers' salaries (Eur) compared to other master's degree holders in 2013



Source: Statistics Finland - Finnish National Board of Education

Teachers' statutory teaching time varies from 18 to 24 lessons per week

The work load of teachers in Finland is mainly defined as teaching hours. In addition the teacher must be available for planning and cooperation 2-3 hours per week. For secondary teachers the number of lessons varies for different subjects.

In vocational education and training teachers' work load is defined as the number of annual working hours in some vocational fields. In some fields the work load is defined as annual teaching hours, ranging from 779 lessons for language teachers to 969 lessons for PE teachers.

Teachers' statutory teaching hours (45-minute lessons)

| | |
|----------------------------------|-------|
| Class (primary) teachers | 24 |
| Lower secondary subject teachers | 18-24 |
| Upper secondary subject teachers | 16-23 |

Statistics on teachers in Finland rely on data collected by Statistics Finland which, depending level of education, covers some 90 per cent of all teachers.

Most Finnish teachers are fully qualified

The formal qualification levels of teachers have been good for some time, and the figures from 2013 show a further improvement on earlier years. Qualified teachers accounted for 90 per cent of full-time teachers in basic education and for almost 96 per cent of teachers in general upper secondary education.

While this figure was lower for special needs teachers in basic education and teachers in education for immigrants, the share of formally qualified teachers in these groups was almost 80 per cent in 2013.

Of full-time teachers in vocational education and training, 81 per cent were formally qualified in 2013, which represents a clear increase on 2010. The modified qualification requirements applicable to vocational teachers that came into force in 2010 are a contributing factor in these figures.

The proportion of younger teachers is decreasing

The most even age distribution is found in the group of basic education teachers. More than one out of two teachers in vocational education and training and liberal adult education are aged 50 or over. The share of teachers who are under 40 years of age has declined in all sectors of education.

The majority of Finnish teachers are female. The share of women has grown in all groups, excluding vocational education and training. The proportion of women is largest in basic education and smallest in vocational education and training.

Average class size 17-20 pupils

A decrease in the average class size was recorded in 2013, and the share of large teaching groups has almost halved since 2008. In pre-primary education provided in connection with basic education, children study in teaching groups of less than 15 pupils on average. In basic education, the average size of teaching groups was 20 pupils in grades 1-6 and 17 pupils in grades 7-9 in 2013.

Teachers with formal qualifications, share of female teachers and age distribution

| | 2005 | 2008 | 2010 | 2013 | Change in 2005-2013 |
|--|-------|-------|-------|-------|---------------------|
| BASIC EDUCATION | | | | | |
| Total number of teachers | 44257 | 41126 | 39610 | 39041 | -5216 |
| % | % | % | % | % | |
| Formally qualified | 85,4 | 88,0 | 88,9 | 88,7 | 3,3 |
| Formally qualified of full-time teachers | 86,7 | 89,1 | 88,9 | 89,9 | 3,2 |
| Share of female teachers | 72,4 | 73,6 | 72,8 | 73,6 | 1,2 |
| Age distribution of teachers | | | | | |
| Aged under 40 | 36,2 | 35,5 | 32,3 | 31,1 | -5,1 |
| Aged 40-49 | 29,7 | 31,2 | 32,8 | 32,8 | 3,1 |
| Aged 50 or over | 34,1 | 33,3 | 34,9 | 36,1 | 2,0 |
| GENERAL UPPER SECONDARY EDUCATION | | | | | |
| Total number of teachers | 7800 | 7487 | 7910 | 8185 | 385 |
| % | % | % | % | % | |
| Formally qualified | 91,4 | 93,7 | 93,1 | 93,5 | 2,1 |
| Formally qualified of full-time teachers | 94,2 | 95,9 | 95,4 | 95,6 | 1,4 |
| Share of female teachers | 65,6 | 66,8 | 65,9 | 66,2 | 0,6 |
| Age distribution of teachers | | | | | |
| Aged under 40 | 31,7 | 30,5 | 28,3 | 27,2 | -4,5 |
| Aged 40-49 | 25,3 | 29,4 | 31,6 | 32,3 | 7,0 |
| Aged 50 or over | 43,0 | 40,1 | 40,1 | 40,5 | -2,5 |

The table includes some 90 % of all teachers
Source: Statistics Finland – Finnish National Board of Education

Teaching is an attractive career choice

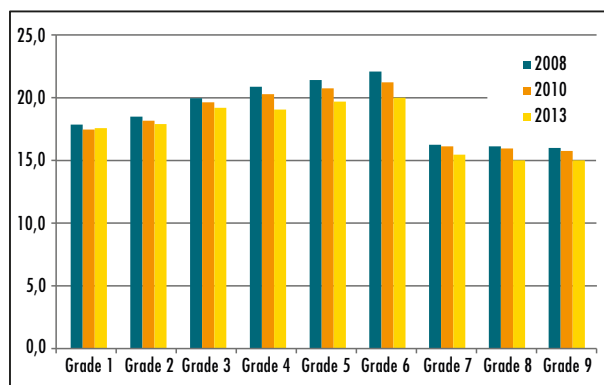
Teacher education is increasing in popularity: the number of applicants to class teacher education, for example, went up by 18 per cent from 2010 till 2013. The admission rate to class teacher education is approximately 10 per cent, and depending on the subject, the admission rate to subject teacher education is 10-50 per cent.

Teachers and leaders of educational institutions have actively pursued in-service training and continuing education. However, few teachers have a personal training and development plan in place.

While teachers' salaries are lower than the average for all master's degree holders, the difference is small by international comparison. The highest salaries are paid to teachers in general upper secondary schools.

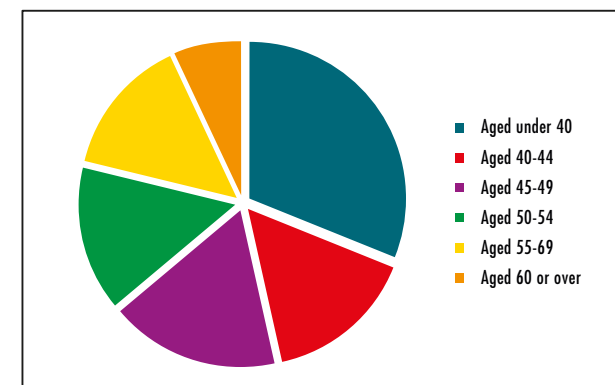
| | 2005 | 2008 | 2010 | 2013 | Change in 2005-2013 |
|--|-------|-------|-------|-------|---------------------|
| VOCATIONAL EDUCATION AND TRAINING | | | | | |
| Total number of teachers | 14407 | 14828 | 14541 | 15017 | 610 |
| % | % | % | % | % | |
| Formally qualified | 72,7 | 72,2 | 72,6 | 79,8 | 7,1 |
| Formally qualified of full-time teachers | 72,8 | 74,2 | 74,0 | 81,3 | 8,5 |
| Share of female teachers | 54,1 | 53,6 | 52,2 | 53,1 | -1,0 |
| Age distribution of teachers | | | | | |
| Aged under 40 | 22,3 | 19,3 | 19,0 | 18,2 | -4,1 |
| Aged 40-49 | 34,2 | 33,1 | 32,3 | 30,2 | -4,0 |
| Aged 50 or over | 43,5 | 47,4 | 48,6 | 51,6 | 8,1 |
| LIBERAL ADULT EDUCATION | | | | | |
| Total number of teachers | 1651 | 1467 | 1572 | 1420 | -231 |
| % | % | % | % | % | |
| Formally qualified | 65,7 | 74,0 | 74,7 | 77,2 | 11,5 |
| Formally qualified of full-time teachers | 65,7 | 73,5 | 74,8 | 77,2 | 11,5 |
| Share of female teachers | 66,3 | 67,7 | 67,7 | 68,7 | 2,4 |
| Age distribution of teachers | | | | | |
| Aged under 40 | 24,2 | 20,8 | 20,5 | 18,9 | -5,3 |
| Aged 40-49 | 29,3 | 28,1 | 27,7 | 27,0 | -2,3 |
| Aged 50 or over | 46,5 | 51,1 | 51,7 | 54,1 | 7,6 |

Group size in basic education grades 1-9 (number of pupils)



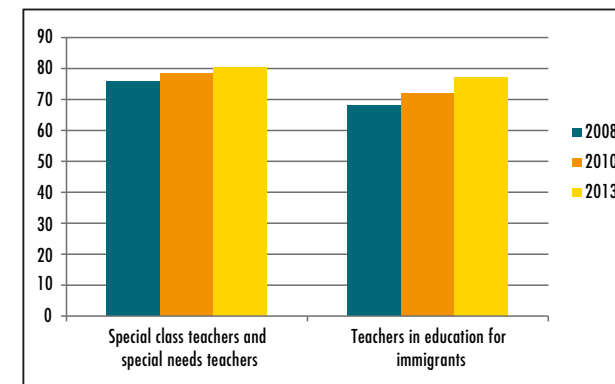
Source: Statistics Finland - Finnish National Board of Education

Age distribution of basic education teachers in 2013 (%)



Source: Statistics Finland - Finnish National Board of Education

Teachers in special needs education and education for immigrants with a formal qualification (%)



Source: Statistics Finland - Finnish National Board of Education



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