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The quality assurance of work-based learning In Finland

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Vocational education and training

School-based vocational education &
training

Work-based learning periods (at least 30
competence points, in many cases more)

Competence-based qualifications

For adults, in working life or having working life
experience

Apprenticeship education and training

Mostly at workplaces



QA of work-based learning

- The FNBE sets the core curriculum for each vocational qualification including the objectives (learning outcomes) for each study module.
- Vocational modules are defined in collaboration with representatives of business life and are directly based on real-life work tasks.
- The qualification requirements (core curriculum) include assessments of competences (targets of assessment and assessment criteria).
- Learning outcomes can be achieved in different environments.
- There are differences in different types of VET how to quality assure the work-based learning and the terms used.
- The VET provider makes a written contract with each employer. In many cases long term contracts are used.



QA of work-based learning

- Workplace instructors receive training on how to organise and assess work-based learning. There are different ways how to organize the training.
- VET providers monitor the number of trained workplace instructors and act based on the data.
- Students, teachers, and workplace instructors jointly plan the work-based learning and which learning outcomes will be achieved during the work-based learning periods and make sure that they meet the outcomes in their personal study plan.
- Students receive coaching from their teachers before they begin working with employers and also during the work-based learning.
- The skills acquired by the students during their work-based learning are assessed in line with the agreed assessment plan and criteria. Joint assessment involves the student, the workplace instructor and the teacher (school-based VET).



QA of work-based learning

- Assessments and the justifications are documented.
- VET providers collect feedback from students and the workplace instructors on each period of work-based learning.
- A summary of this feedback is analyzed each year by the local committee which oversees the assessment processes. (school-based VET)
- The feedback system also enables comparisons with information as the same software and questionnaires are used by many VET providers .
- The Education Evaluation Centre collects and evaluates learning outcomes nationally. The VET providers can benchmark their own results against national results.
- The work-based learning has been the topic of national evaluation.



Reforming the VET-system to meet the future needs of individuals and working life e.g.

- The Funding system will be based more on performance and outcomes.
- The structure of VET will be renewed by keeping the various educational paths open.
- Cooperation between VET institutions and working life will be enhanced (e.g. work based learning, development cooperation).
- Unnecessary overlaps in VET will be eliminated (e.g. recognition and validation).
- The barriers between VET for young people and adults will be removed.
- Education providers will be encouraged to intensify their activities.
- Apprenticeship training will be reformed by easing the administrative and financial burden of employees.
- Expanding work-based learning: apprenticeship training and other forms of work-based learning



Challenges at system level in QA of work-based learning e.g.

- Expanding work-based learning: apprenticeship training and other forms of work-based learning – How to assure that students have equal opportunities in different parts of Finland? Enough quality assured workplaces? How to train enough workplace instructors and update the knowledge of already trained workplace instructors and other involved in the process?
- The barriers between VET for young people and adults will be removed. – How to integrate the different QA systems of work-based learning.
- Apprenticeship training will be reformed by easing the administrative and financial burden of employees. – How to do it with key stakeholders? How to assure the quality? Need to develop new forms of work-based learning?
- How to unify different terms used?