

WINNOVA
/SUUNTA ETEENRÄÄ

AGE Active generation 50 +

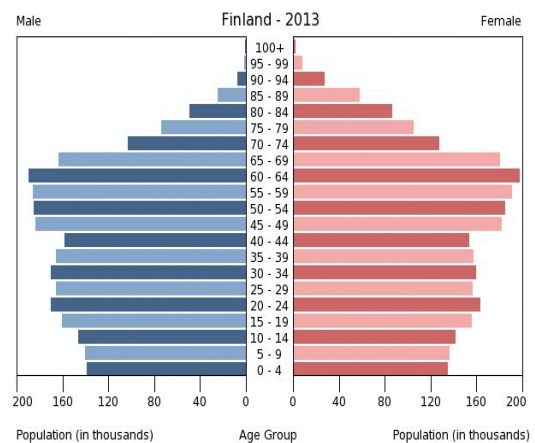
WINNOVA

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WinNova

Ageing population in Finland, some facts

- Finland is undergoing a transition into a new phase due to changes in the age structure of the population.
- The working age population will start to decrease as early as 2010, when the first large age group – those born in 1945 – reaches age 65.
- Finland's population is around 5.4 million.
- Half of voters are estimated to be over **50** years old.
- At the end of 2012, there were 891,392 children aged under 15 in Finland and 3,517,089 persons aged between 15 and 64.
- The number of persons aged 65 and over exceeded one million during 2012 and there were 1,018,193 of them at the end of 2012.
- Finland is ageing at world record rate!
- <http://www.findikaattori.fi/en/14>

Population Pyramid



Case WinNova: 50+ target group to offer interventions

- Numbers of staff is approximately 700
- 520 teachers, 180 supporting staff (administration, catering, management).
- Average age 50 y.
- 50+ staff: 375 employees

WinNova offers for 50+ target group

- Programme of generation management with three categories (< 40 y, 40-55 y, >55)
- Towards Successful Seniority –group method, which is developed to promote career management in changing working life (20 participants yearly)
- Working time arrangements e.g. part time pension
- Occupational health care services for certain age groups
- All possible tailored solutions to encourage the generations to work together longer and better!

Adult education in Finland

- Adult education is designed to provide study opportunities for adults. It encompasses **self-motivated education, staff training and labour market training**. The Ministry of Education and Culture is responsible for self-motivated education, the Ministry of Employment and the Economy for labour market training and employers for staff training.
- **Some 800 educational institutions provide** further and continuing education of varying duration, non-degree studies, as well as education leading to a qualification. Learning mostly takes place in working life and through informal studies using networks, libraries and other learning environments.
- **More than 1.7 million citizens participate** in different types of adult education each year (Finnish population 5,4, million).

Adult education in Finland

- The tasks of adult education policy are:
 - to ensure the availability and competence of the labour force
 - provide educational opportunities for the entire adult population
 - strengthen social cohesion and equality.
 - support efforts to extend working life
 - raise the employment rate
 - improve productivity, enhance multiculturalism and implement the conditions for lifelong learning
 - alleviate the effects of the recession

Adult education in Finland

- Adult education encompasses vocational adult education and training, apprenticeship training, adult education provided by higher education institutions, labour market training for adults, and staff training.
- Liberal adult education has the task of responding to changing educational needs and, through its activities, of strengthening social cohesion, active citizenship and the conditions for lifelong learning.
- Apprenticeship training constitutes the main form of learning in working life.
- The opportunities of teaching staff to constantly develop their professional competence will be improved by the launch of the Osaava programme (special target group: teachers 50+.)

(Resource:
[Http://www.minedu.fi/OPM/Koulutus/aikuiskoulutus_ja_vapaa_sivistystyoe/?lang=en](http://www.minedu.fi/OPM/Koulutus/aikuiskoulutus_ja_vapaa_sivistystyoe/?lang=en))

Basic skills of Finnish adults one of the best in the OECD countries

- The Survey of Adult Skills (PIAAC 2012) is the largest ever study organised by the OECD on the level and use of basic skills of the adult population. The Survey assesses literacy and numeracy skills and the ability to solve problems in technology-rich environments among 16 to 65-year-olds in 24 countries.
- The international survey showed that average literacy and numeracy skills among Finnish adults were excellent. Finnish adults were also among the best in the survey in their ability to solve problems in technology-rich environments.
- But there were many whose skills were weak too. The good average scores of Finland are largely thanks to the good skills of 20 to 39-year-olds, skills among older age groups are at the OECD average level.
- Read more:
<http://www.minedu.fi/OPM/Tiedotteet/2013/10/piaac2013.html?lang=en>