Tampere Vocational Adult Education Centre

Mission
To improve the competitiveness of trade and industry in the Pirkanmaa region by providing the adult population with vocational skills to meet the requirements of modern society.
ETU - Ennakoinnilla Tuloksiin
Results by being proactive

  - Development project to build a proactive model for PK-enterprises (forecasting)
  - From two viewpoints:
    - How much and what kind of labour
    - What kind of skills
  - Financing by European Social Foundation and TE-centre of Pirkanmaa
  - Partnerships: companies, Forecasting services in Pirkanmaa
ETU - Ennakoinnilla Tuloksiin
Results by being proactive

- 35 enterprises from construction and health businesses (Pirkanmaa)
- Cluster idea
- Size: 5 to 250 employees
- Participants from enterprises: entrepreneur, CEO, members of the board, employees
- TAKK's team: Vesa Vilanen, Titta Partanen and Anne-Maj Lahtinen
  - Competence?
Plan of action (5 x 2-3 hours):

1. Preliminary discussion
   - Goals, benefits for enterprise, timetable, inputs from enterprise, contract

2. Counselling discussion 1
   - SWOT-analysis
   - Forecasting information from different sources
ETU - Ennakoinnilla Tuloksiin
Results by being proactive

• Plan of action:

3. Counselling discussion 2
   β Crystallized enterprise´s vision and strategic goals (Balanced Scorecard)

4. Counselling discussion 3
   β Businessplan and goals for next year
   β Concrete steps of development
   β Development plan of employees (strategic of employees)
   β Annual clock
ETU - Ennakoinnilla Tuloksiin
Results by being proactive

• Plan of action:

  5. Follow-up meeting
  Ø Evaluation: project and actions in enterprise
  6. Seminar

Duration of process 3 + 6 months
ETU - Ennakoinnilla Tuloksiin
Results by being proactive

• Experiences:
  ß No strategic of employees
  ß Development of employees is not linked in visio and strategic goals
Smaller enterprises (97% enterprises are very small!!!) have limited possibilities to develop their employees

Money??!!!

Better chances to find effective training programmes by going through the process

Partnership mentality grows

Better business for us, we get valuable information !!!