

Internationalisation strategy work and international mobilities

**IMPLEMENTATION AND IMPACT IN VOCATIONAL EDUCATION AND
TRAINING – FINNISH PERSPECTIVE**



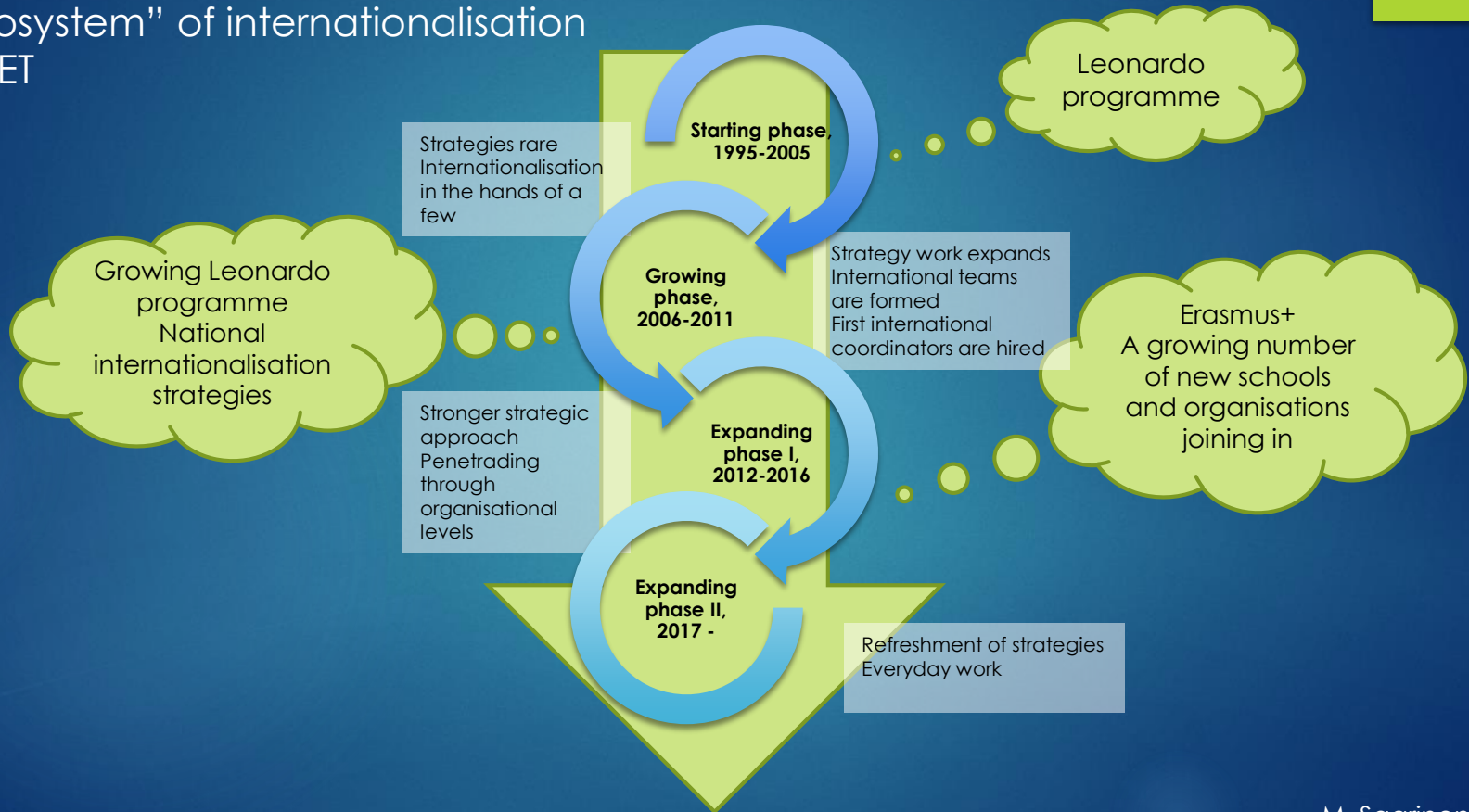
Internationalisation in Finland

- ▶ Internationalisation in Finnish education is clearly visible both in national and organisational strategy work
- ▶ In VET the objective has been for the past 10+ years to increase
 - ▶ the mobility of students, graduates and staff
 - ▶ networking of VET organisers and educational administration
- ▶ In the recent years the focus has been on increasing the equality in internationalisation as the number of students participating in international mobility has increased significantly
- ▶ Even though the international mobility has become more common also the concept of 'internationalisation at home' has become an important factor in education as it reaches all students and staff members

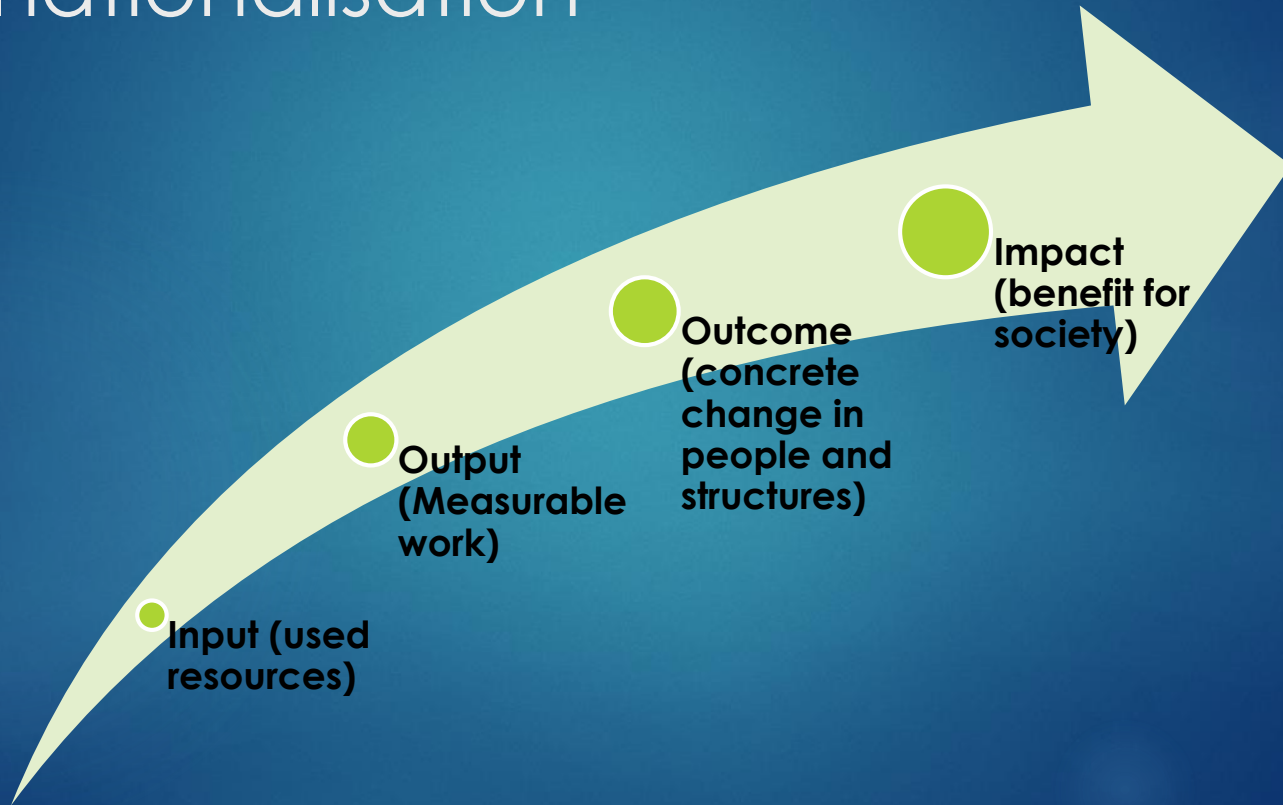


International strategy work in Finland

"Ecosystem" of internationalisation in VET



Towards more effective internationalisation



International mobility in Finland

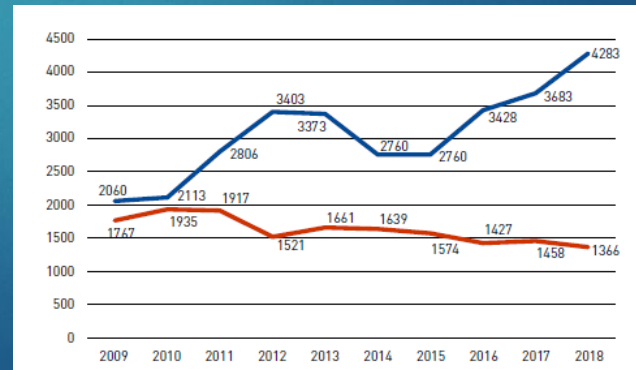
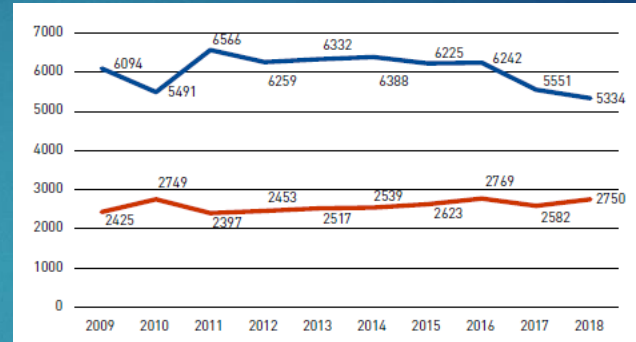
facts and figures 2018

▶ Students

- ▶ Outgoing 5334 (11,8% of newly enrolled students), of which female 65 % and male 35 %
- ▶ Incoming 2750
- ▶ Most mobile qualifications
 - ▶ Social and Health Care
 - ▶ Business and Administration
 - ▶ Hotel, Restaurant and Catering

▶ Staff

- ▶ Outgoing 1366
- ▶ Incoming 4283



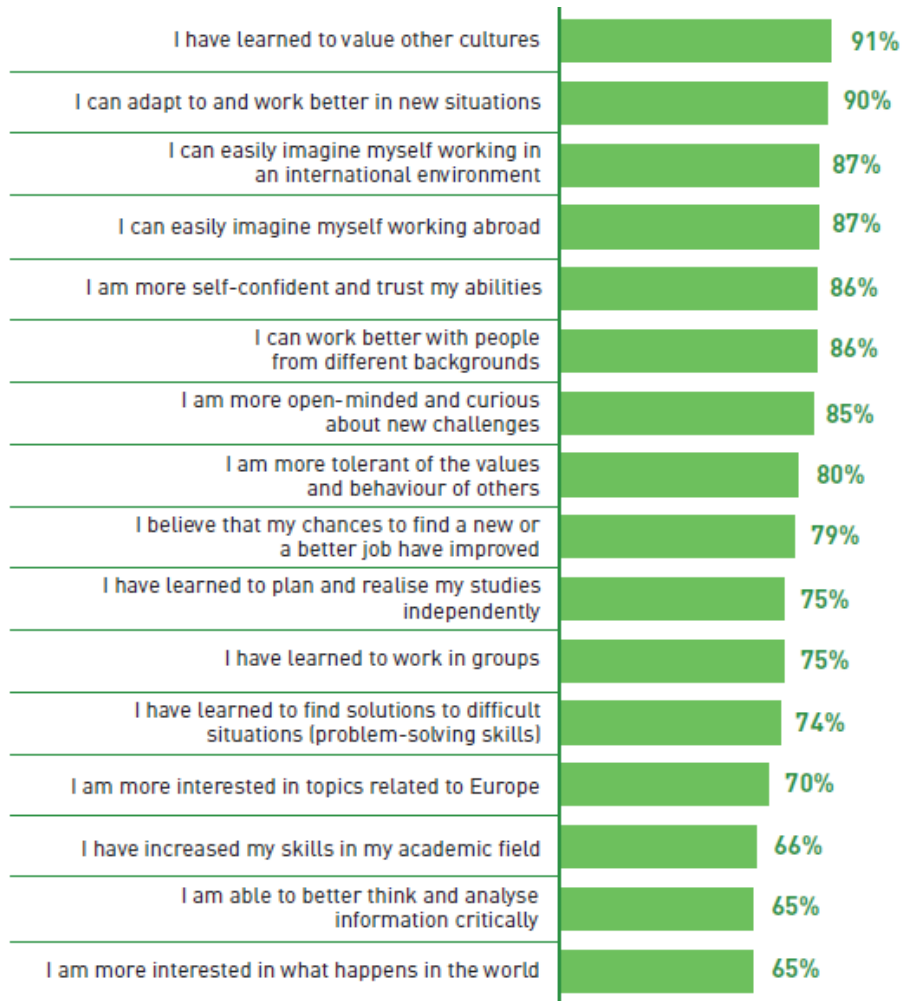
Impact of international mobilities



Benefits for organisations

- ▶ Increased skills and competence of staff
 - ▶ The increased knowledge and competence effect both working life and organisations
- ▶ International networks develop
- ▶ National and international status may increase
- ▶ Positive attitude towards internationalisation among staff increases





Benefits for students

International competences vs. employer expectations 1/2

People link many attributes to international experience.

Placing value on international experience in the recruitment process is associated with appreciation of some surprising recruitment attributes, such as creativity, networking ability and general interest in new things.

In the Hidden competences survey (2013) half of the Finnish employers associated international experience strongly or very strongly with the following attributes:

- ▶ interest in new things,
- ▶ empathy,
- ▶ persistence,
- ▶ self-knowledge,
- ▶ self-confidence and
- ▶ reliability.

International competences vs. employer expectations 2/2

More interestingly, Finnish employers also rated most of these attributes among the most important recruitment criteria overall.

In other words, even if the employers do not value international expertise as such, it is still bundled together with many other skills and qualities that employers place great value on.

Traditional understanding of international experience



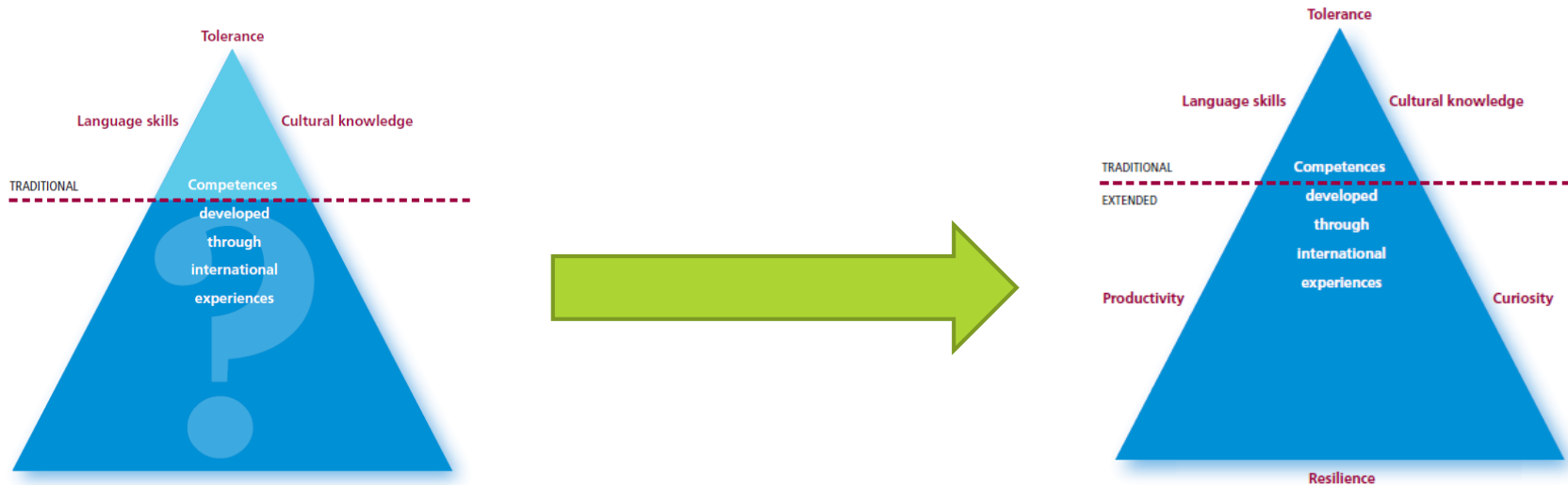
- Language skills
- Wide networks within one's field
- Understanding of international business
- Ability to work with multiple people
- Having lived or studied abroad

Extended understanding of international experience



- Ability to think outside one's sphere of experience
- Broad networks also in different fields
- New abilities and skills during free time
- Works with diverse groups of people regardless of language or location
- Follows global media

Towards a deeper understanding of international competences



The most important factors attained from international mobility that employers seek

International experience: a potent indicator in helping to identify qualities that employers appreciate



Productivity

When coming across new cultures and situations, people have to develop and exercise their ability to efficiently come up with solutions.



Resilience

Resilient people are able to adapt, know their limits and strengths, are confident, and persistent.

International experiences often require reflection, persistence and adaptive abilities



Curiosity

Tolerance, interest towards new issues, intercultural knowledge, co-operation and networking ability are elements of curiosity.

Curiosity also forms the basis for many attributes linked with international experiences: the urge to learn, search and experience.



Social impact of international mobility

International mobility most likely increases the participant's personal skills and competences, such as

- ▶ Communication skills
- ▶ Tolerance
- ▶ Adaptability
- ▶ Problem-solving ability
- ▶ Efficiency

This in return improves the participant's ability to cope with future situations and facing new people.

It is also evident that participating in a mobility period decreases the participant's prejudice and fear of other cultures.

Thank you for your interest!

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