

Development of virtual practical work-experience period in practice – case Finland

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TAT's objective:

Every young person is excited about working life, manages its own finances and wants to be an enterprising member of society.

Economy and youth TAT in 2020

690 000 YOUNGSTERS



4 600

TEACHERS



**Virtual Practical Work-experience
Period = VIRTUAL PWP**

But what is it?

What is Virtual PWP?

- 1 **Virtual PWP** is a period of familiarization with working life, carried out remotely through digital learning environments (mainly Teams)
- 2 Opportunity to participate all over Finland and introduce all industries and companies to all young people
- 3 **PWP** is part of the upper secondary school curriculum that provides access to work-life skills

What challenges does the Virtual PWP tackle?

Students experienced PWP as very important from the perspective of their future career and study choices. However, traditional PWP doesn't provide a very comprehensive view to working life or different industries. (TAT's PWP-survey, 2019, n=700)

Geographical inequality: PWP-related opportunities varies for instance between cities and rural areas.

Reliability and continuity in uncertain and unexpected situation (like the Covid-19 –situation)

What is the content of?

- **Beforehand: Learning material from TAT to help students to the upcoming learning process of virtual PWP and the importance of future education and career planning to enter working life.**
- **Company and industry representatives' presentations about the industry relevant skills and talent needs for the future**
- **The career stories from employees and descriptions about a “typical day at work”**
- **Virtual company tours (live stream etc.)**
- **project work for companies (social media, brand-related insights, testing new ideas and solutions from the youths' perspective etc.)**



What have done so far...

1

Autumn 2020: Pilot with two virtual PWP periods for one week with 10 students

2

Spring 2021: Virtual PWP for 200 8th-9th –graders (included co-planning with companies and schools)

3

Autumn 2021: World biggest virtual PWE: 5 industries participating and 3900 students from 98 schools all around Finland have already registered.

#tulevaisuuslupaus



KAUPAN LIITTO



FINANSSIALA

KEMIANTEOLLISUUS



Teknologiateollisuus

palta

TAT

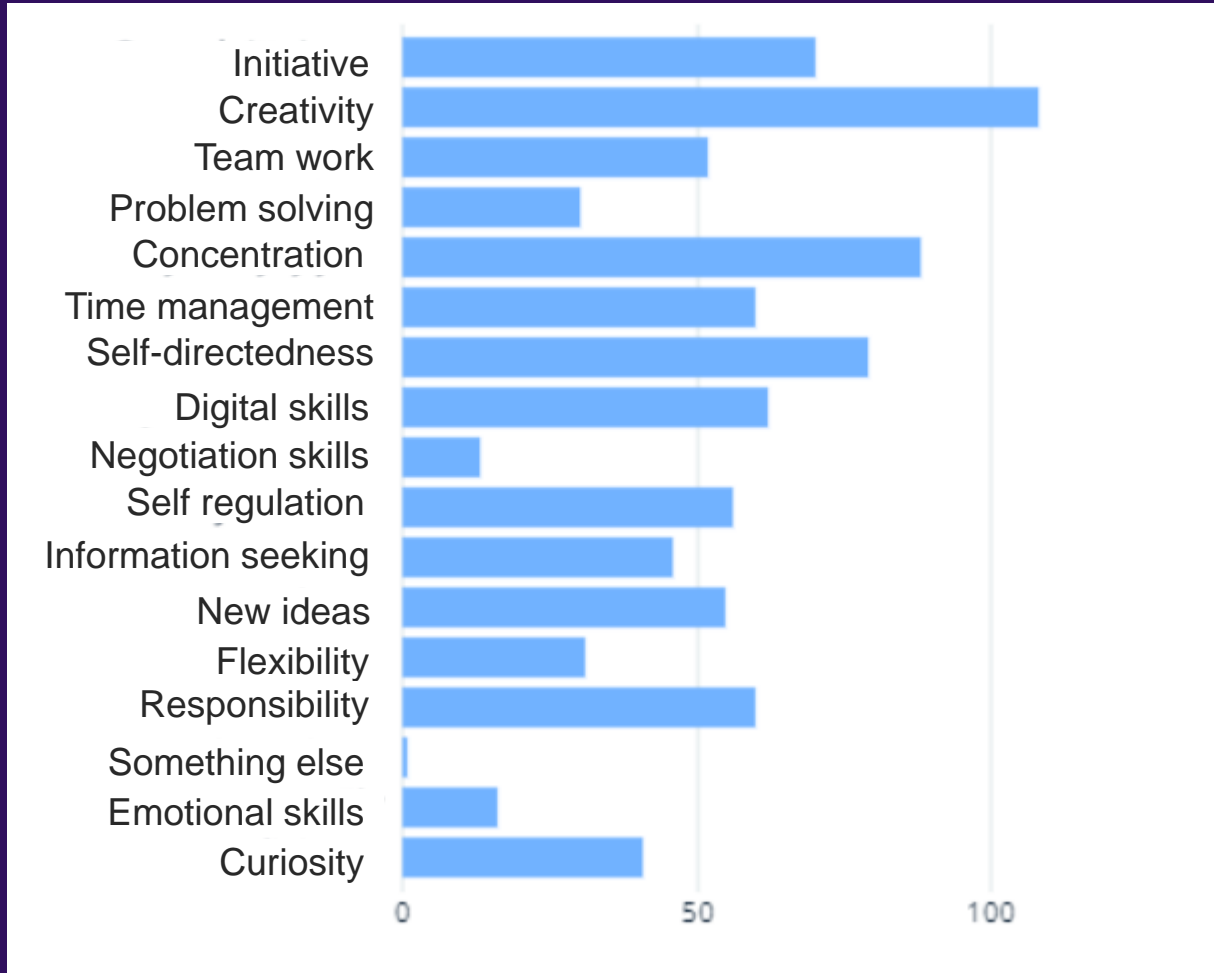
Talous ja
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Virtual PWP from the student's perspective

What does the Virtual PWP offer to the students and pupils?

- The young person gets working life knowledge and experience from different fields, companies and work tasks
- Get the opportunity to do real work assignments
- Strengthen their own working life skills
- Get confirmation to identify your skills
- Learning environments are being extended beyond the school with the help of digital technology
- Inspires to make plans for the future towards study and working life

What skills have the youngster learned during the Virtual PWP based on their own experiences?



N=139



Experiences from the Virtual PWP

” The best was doing the tasks. This was the best because I like working independently and I am interested in developing apps and websites because of their creativity and doing the task of the day was creative!”

8th-grader in the Virtual PWP

” It was great to hear for myself about the new industry and those companies. I didn’t know anything before and now I know what kind of work is being done there. It was interesting.”

9th-grader in the Virtual PWP

”Yes, this week was a complete hit for our pupils. Aroused interest and motivation towards study and work. ”

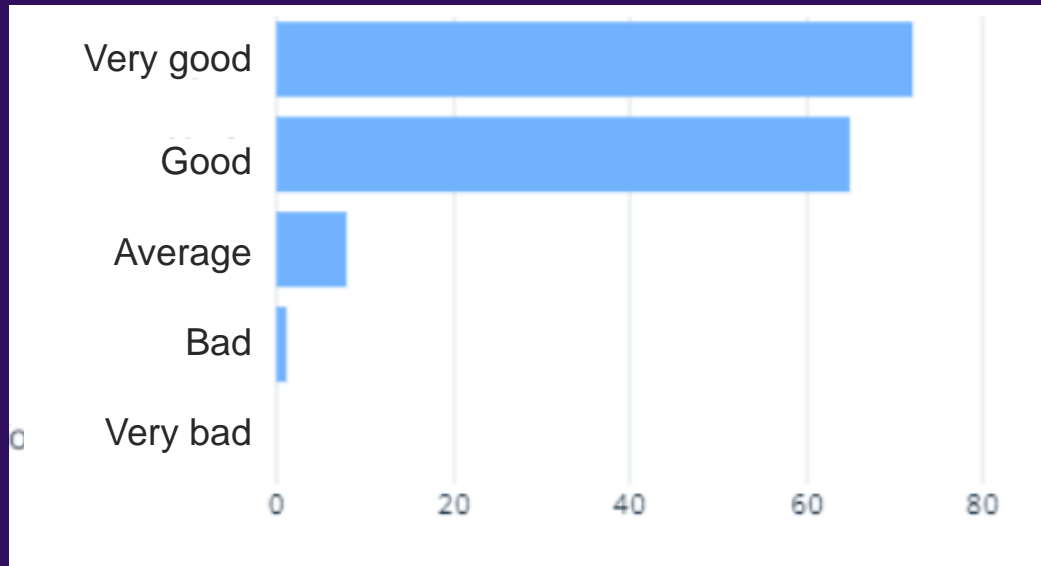
Student counselor

” It was best to hear career stories, it is interesting to hear about people’s backgrounds and paths to working life and their current jobs.”

8th-grader in the Virtual PWP

Virtual PWP seems to be quite natural for the youngsters...

How the students thought working remotely went?



N=139

**80% would recommend Virtual PWP to their peers.
n=139**

The company perspective:

Virtual PWP offers an opportunity for companies to build a working life with young people.

What does Virtual PWP offer to the participating companies?

- Brings working life and finding your own field closer to young people
- Introduces the young person to their own industry / company
- Increase the attractiveness of the industry by raising awareness of job opportunities
- Get valuable feedback from young people through work assignments on the development of the organization and products / services
- Future trainees, summer workers and employees
- To be a pioneer in building new TET episodes
- An opportunity to inspire young people into working life



Company experiences



“The employment and development of young people is the most important issue that we want to support in the best possible way. For our part, we want to ensure that, at least, the work experience and the PWP are not missed. We are looking forward to the virtual PWP project with great enthusiasm and hope to inspire young people to apply for finance in the future.”

DanskeBank

”More than a hundred eight- and ninth-graders told us at the virtual PWP what they expect from their dream employer. The most important qualities are crystallized in empathy, flexibility and fairness. Great values to guide an employer in any field. We received a lot of tips for developing the organization towards the future working life.”

OP Group

“We have had an internal discussion after the virtual PWE and said that the day of the collaboration was very rewarding for us as well. The work done by the young people brought us more information to develop our services.”

OP Group

“Nice that the young people liked it and we got the opportunity to be there. Hopefully they will apply to the financial industry or to work for us in the future.”

Nordea

etäTET käytännössä - vinkkejä



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