

Virtual Work-experience Period in Finland – case introduction and lessons learned

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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



What is virtual TET?

What is TET (practical work-experience period in general?)

Compulsory element in the national curriculum of learning – usually during 8th-9th grades, but also possible at 7th grade or even high school.

TET consists typically of two main phases:

1. Intro at school and applying for a TET-workplace
2. Spending the practical work-experience period at work. Usually 1-2 weeks.

During TET the pupil isn't in an employment relationship and does not get paid. Legally it's a school day that is covered by the school's insurances.

Can be done individually, with a friend or in small teams.

What is supposed to happen during TET?

- 1 The pupil goes to the job of his choice and does suitable work under the guidance of an adult.
- 2 The pupil receives knowledge and experience of different professions and working life. Reinforcement for mapping one's own skills, dreaming, and ideas and enthusiasm for making plans for the future.

What is Virtual TET?

- 1 **Virtual TET** 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 Includes a variety of content: career stories, presentations, live-streams from work places, team works, assignments

What challenges does the Virtual TET tackle?

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

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

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

What is the content of Virtual TET?

- Beforehand: Learning material from TAT to help students to the upcoming learning process of virtual TET 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 TET periods for one week with 10 students
- 2 Spring 2021: Virtual TET for 200 8th-9th –graders (included co-planning with companies and schools)
- 3 Autumn 2021: World biggest virtual TET: 5 industries participating and 3400 students from 91 schools all around Finland have already registered.

The world biggest Virtual TET by TAT

22-26.11.2021 – schedule:

TAT

Maanantai	Tiistai	Keskiviikko	Torstai	Perjantai
9.00 Nyt alkaa Maailman suurin etätET!	09.00–09.15 Aamun avaus	9–9.15 Aamun avaus	9.00–9.15 Aamun avaus	9.00 Päivän avaus
9.15–9.55 Yleistä Finanssialasta	09.15–10.00 Toimiala tutuksi: Fennosteel & SASKY	9.15–9.45 Yleistä Kemianteollisuudesta	9.15–9.45 Palvelualat tutuksi	9.05 Kaupan alan merkitys Suomelle
9.55 Tauko	10.00–10.15 Tauko	9.45–10.00 Tauko	9.45–10.00 Tauko	9.30–9.30 Perustietoa kaupan alasta
10.15–10.30 Miltä näyttää työ pankissa?	10.15–11.00 Toimiala tutuksi: Nixu Oyj & Metropolia	10–10:45 Yritysesittely: Kiilto Oy, Lempäälä	10.00–11.00 Yritysesittely 1. Viestintätoimisto Kreab	9.30–9.45 Opintopolut kaupan alalle
10.30–10.45 Uratarina	11.00–12.00 Lounas	10:45–11:30 Yritysesittely: Yara Sillinjärvi	11.00–12.00 Lounas	9.45–10.00 Tauko
10.45–11.00 Kesätöissä Finanssialalla	12.00–12.45 Toimiala tutuksi: Koneteknologiakeskus & Turun yliopisto	11.30–12.15 Lounas	12.00–13.00 Yritysesittely 2. Turvallisuusalan yritys Avam Security	10.00–10.35 Millaista on työ kirjakaupassa?
11.00–11.45 Tutustuminen pankkialaan sekä ryhmätöiden teemoihin	12.45–13.00 Tauko	12.15–13.30 Työtehtävät nuorille	13.00–13.15 Tauko	10.15–10.30 Uratarina & ammattiesittely: Työ teknisessä kaupassa
12.00–13.00 Lounas	13.00–14.30 Työtehtävä nuorille	13.30–13.45 Tauko	13.15–14.30 Työtehtävät nuorille	10.30–10.45 Kesätyökaupassa?
13.00–14.30 Ryhmätyöt	14.30–14.45 Päivän päätös	13.45–14.30 Työtehtävien raportointi	14.30–14.45 Päivän päätös ja yhteenveto	10.45–11.00 Vastuullisuus kaupan toiminnassa?
14.30–14.45 Tauko		14.30–14.50 Uratarinoita kemian alalta		11.00–11.45 Lounas
14.45 Finanssivisa		14.50–15.00 Päivän päätös		11.45–11.50 Saatesanat itäpäivän työtehtäviin
15.00 Päivän päätös				11.50–13.15 Ryhmätyöt



Feedback and lessons learned

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

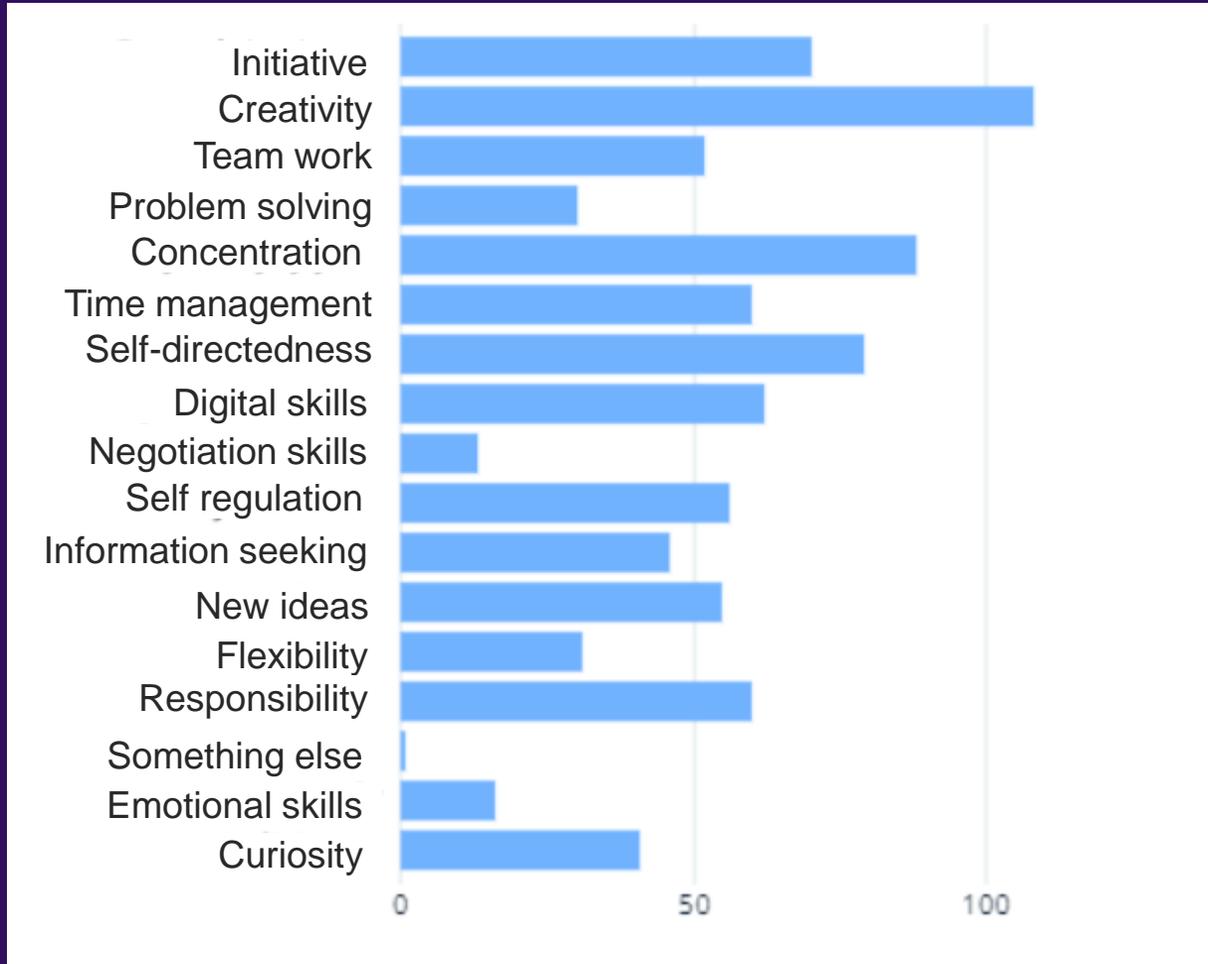
- The young person gets working life knowledge and experience from different fields, companies and work tasks
- Get the opportunity to do real work assignments
- Strengthen their own working life skills
- Get confirmation to identify your skills
- Learning environments are being extended beyond the school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

What does Virtual TET 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



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

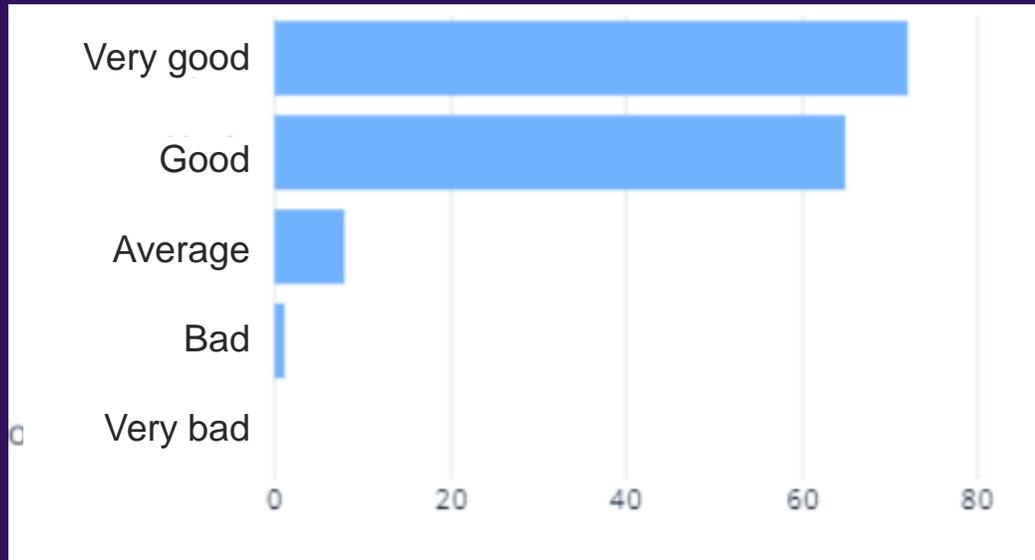


N=139



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

How the students thought working remotely went?



N=139

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

Lessons learned (based on the feedback of Virtual TET fall 2021)

- Young people listen to young people
- Mediocre solution should be avoided (The participants preferred brisk and action-packed homemade-quality videos but also top quality videos)
- The teachers should be better prepared – so more preliminary teacher training is needed
- One major general challenge is, how to engage the students to the assignments:
 - Competitions and rewards
 - Career stories
 - Individual guidance
 - Team-works and final evaluation





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