



Continuous Learning survey 2024

Technology Industries of Finland

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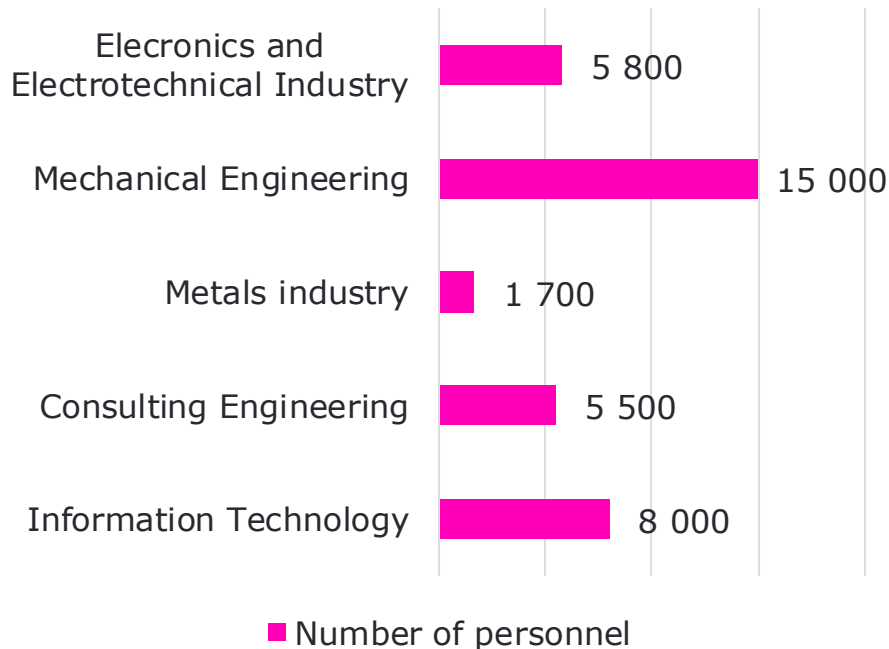
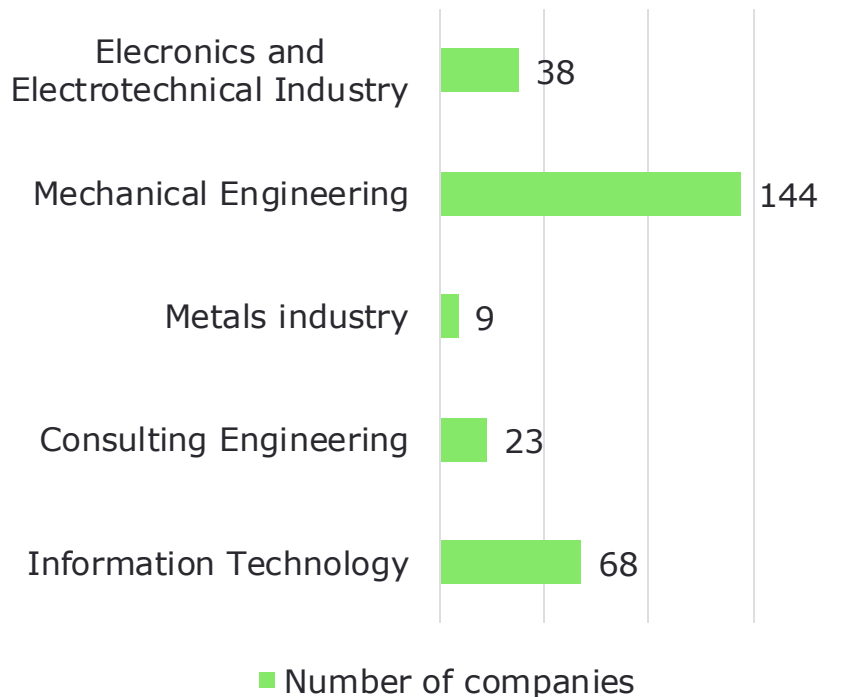
Background



- The survey was conducted as part of the annual wage adjustment survey by the Technology Industries of Finland, which was sent to all member companies.
- 282 companies employing 35,900 people in Finland responded to the questions on continuous learning.
- Coverage of the results:
 - Industry: company response rate 15%, coverage measured by the number of employees 16%. 191 responses.
 - Information technology services: company response rate 17%, coverage measured by the number of employees 19%. 68 responses.
 - Consulting Engineering: company response rate 21%, coverage measured by the number of employees 29%. 23 responses.

Respondents by industry

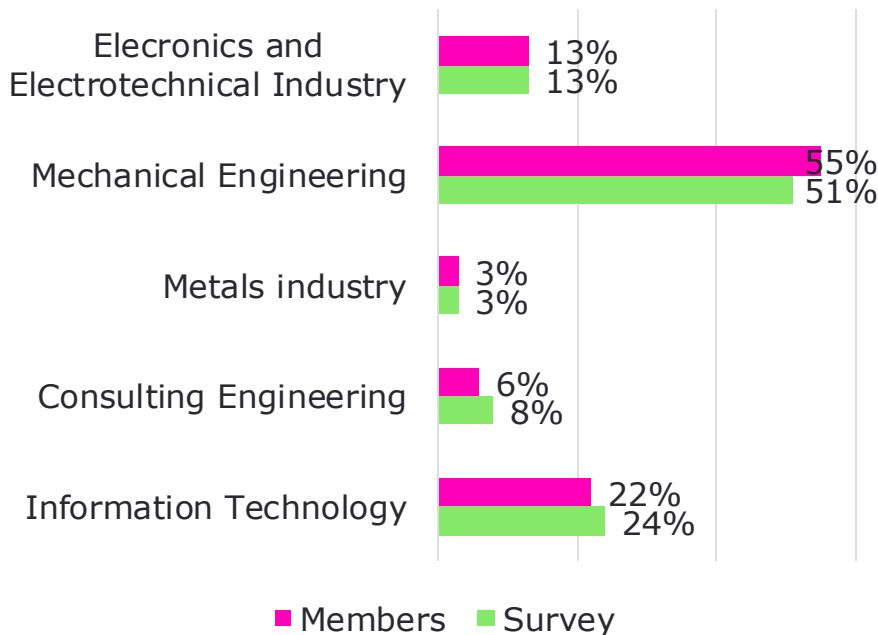
282 companies in total, personnel 35 900



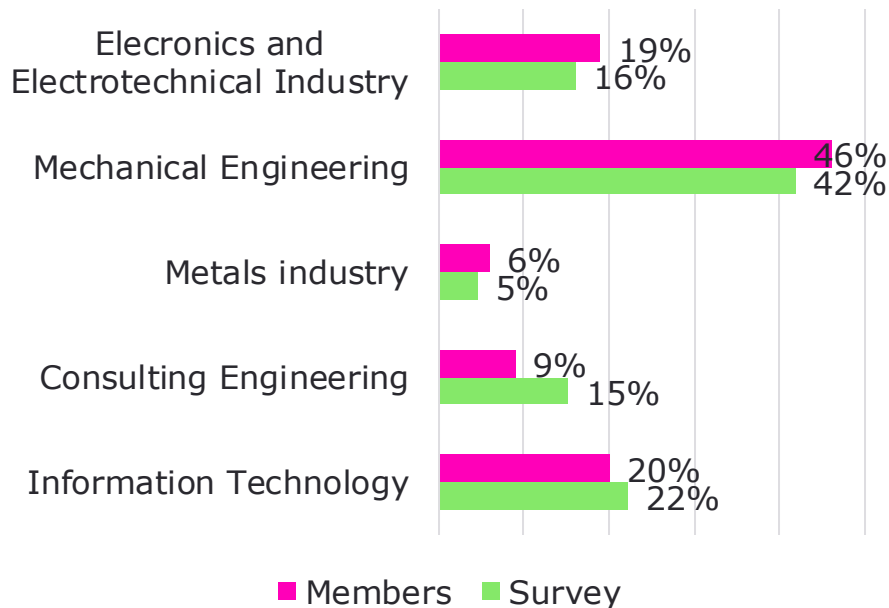
The respondents of the survey represent the entire technology industry well / industry



Number of companies

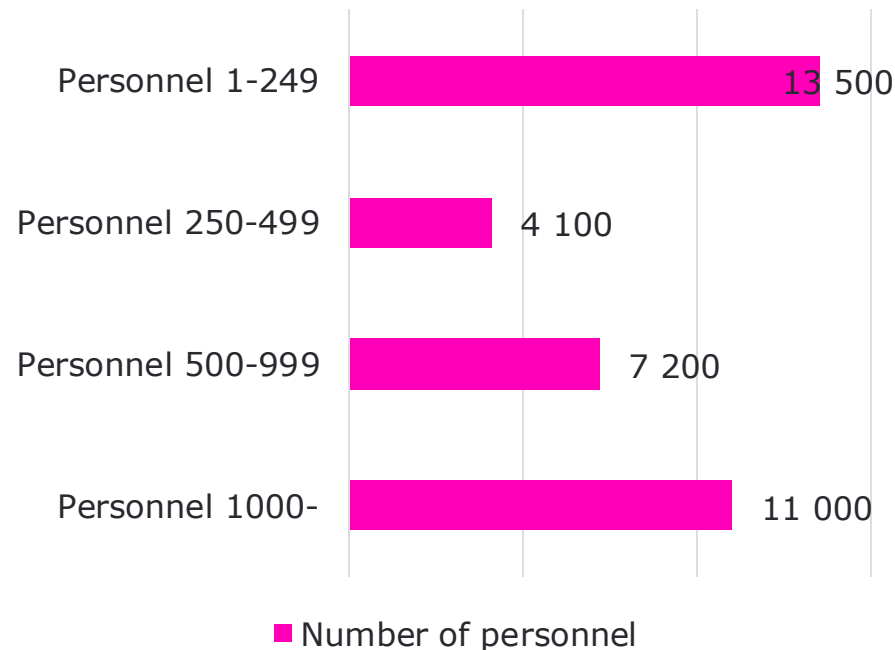
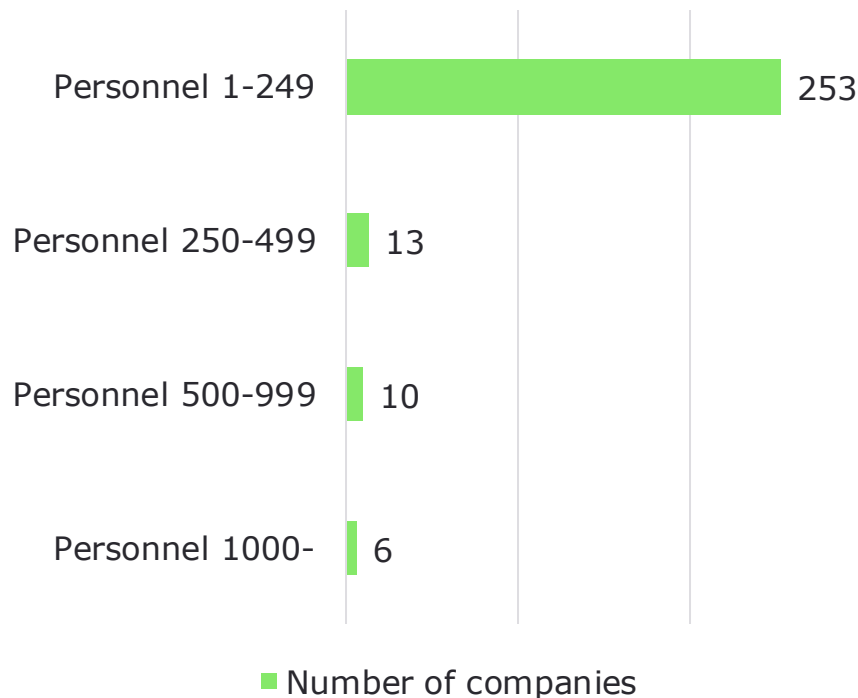


Number of personnel



Respondents by size of the company

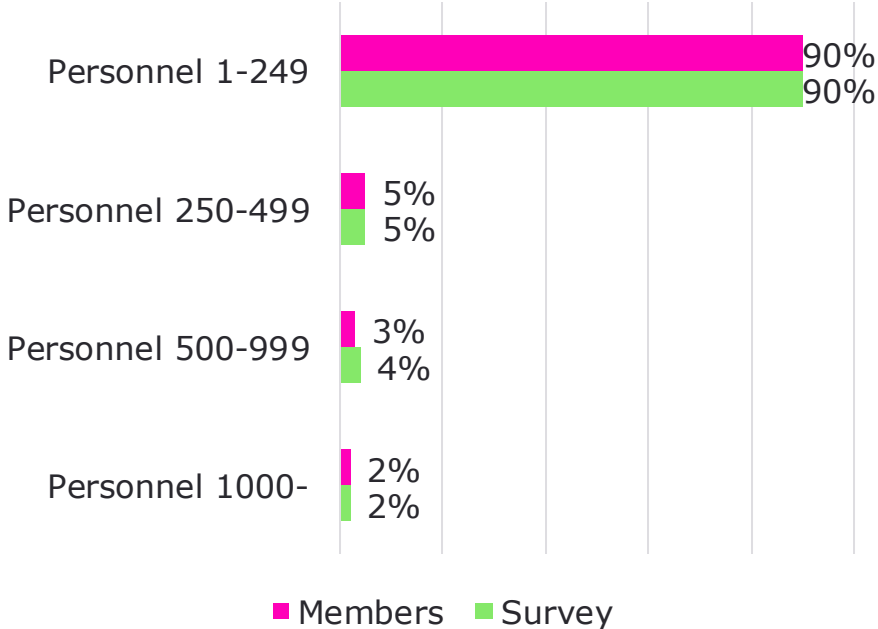
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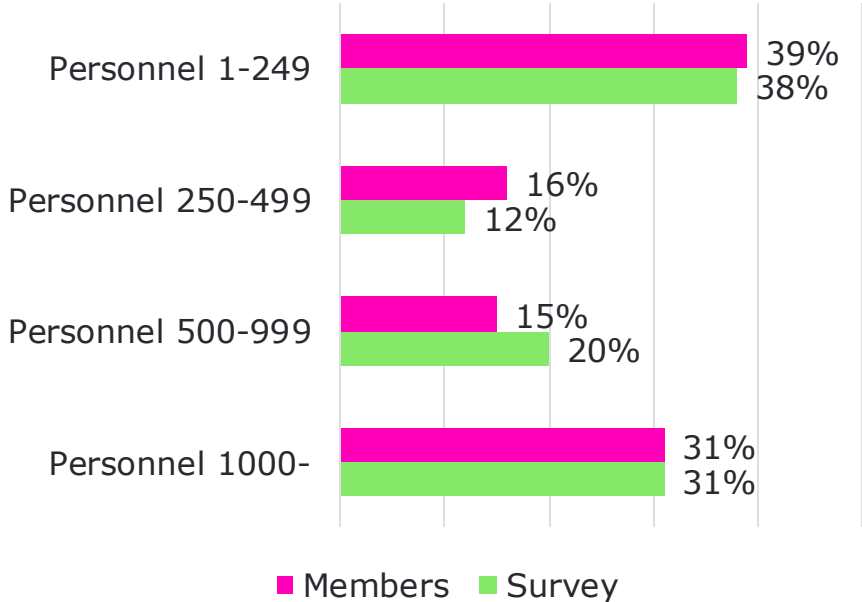
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Number of companies



Number of personnel





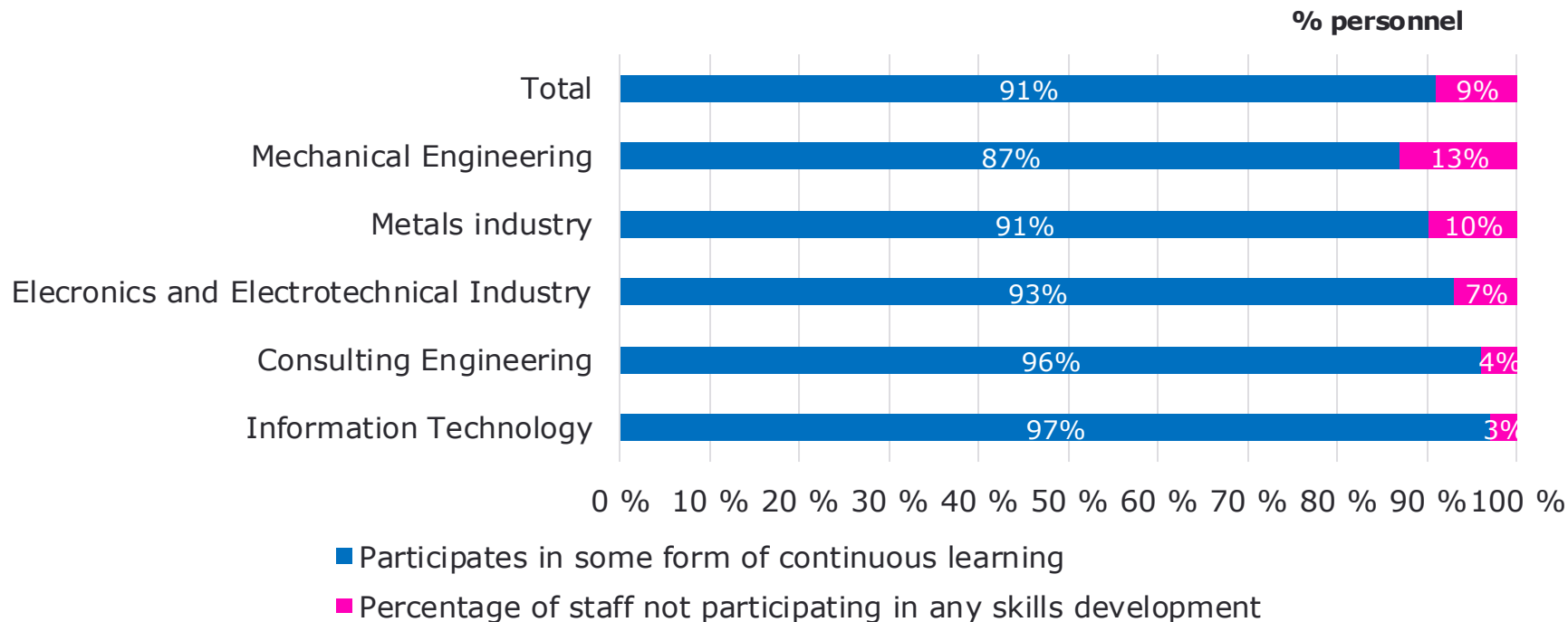
Results: staff participation in continuous learning

Survey questions

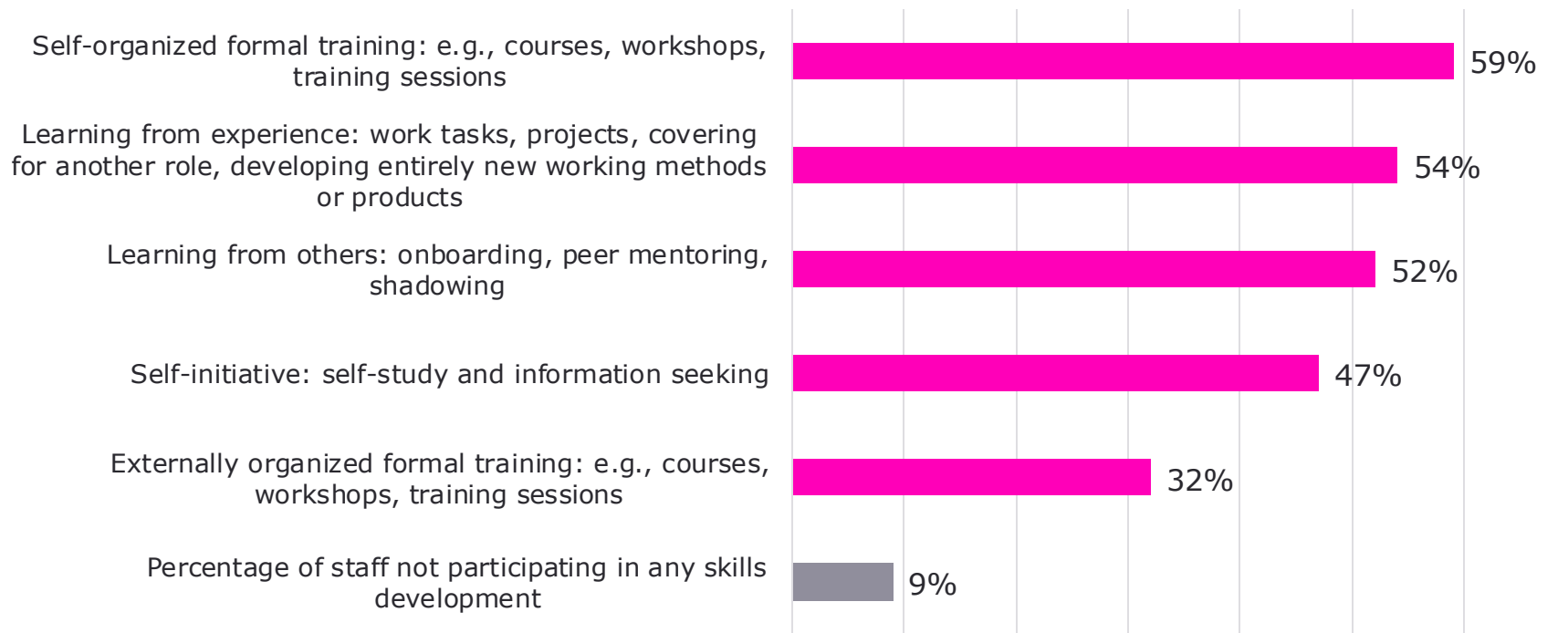


- Estimate what percentage of your staff participates annually in the following activities:
 - Self-organized formal training: e.g., courses, workshops, training sessions
 - Externally organized formal training: e.g., courses, workshops, training sessions
 - Learning from others: onboarding, peer mentoring, shadowing
 - Learning from experience: work tasks, projects, covering for another role, developing entirely new working methods or products
 - Self-initiative: self-study and information seeking
 - Percentage of staff not participating in any skills development
- In a few sentences, describe what continuous learning and skills development means in your company.

How many of your staff participate in some form of continuous learning annually? By industry



What types of continuous learning do the staff participate in? The technology industry in total



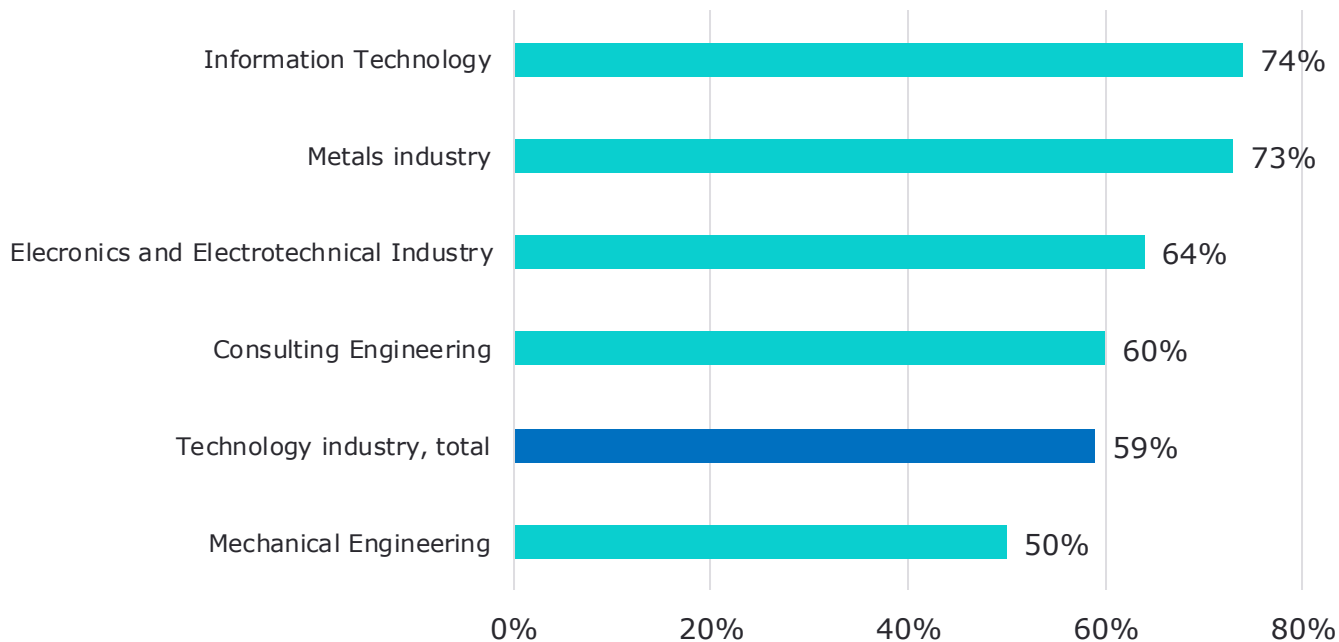


Different types of continuous learning by industry

Self-organized formal training: e.g., courses, workshops, training sessions



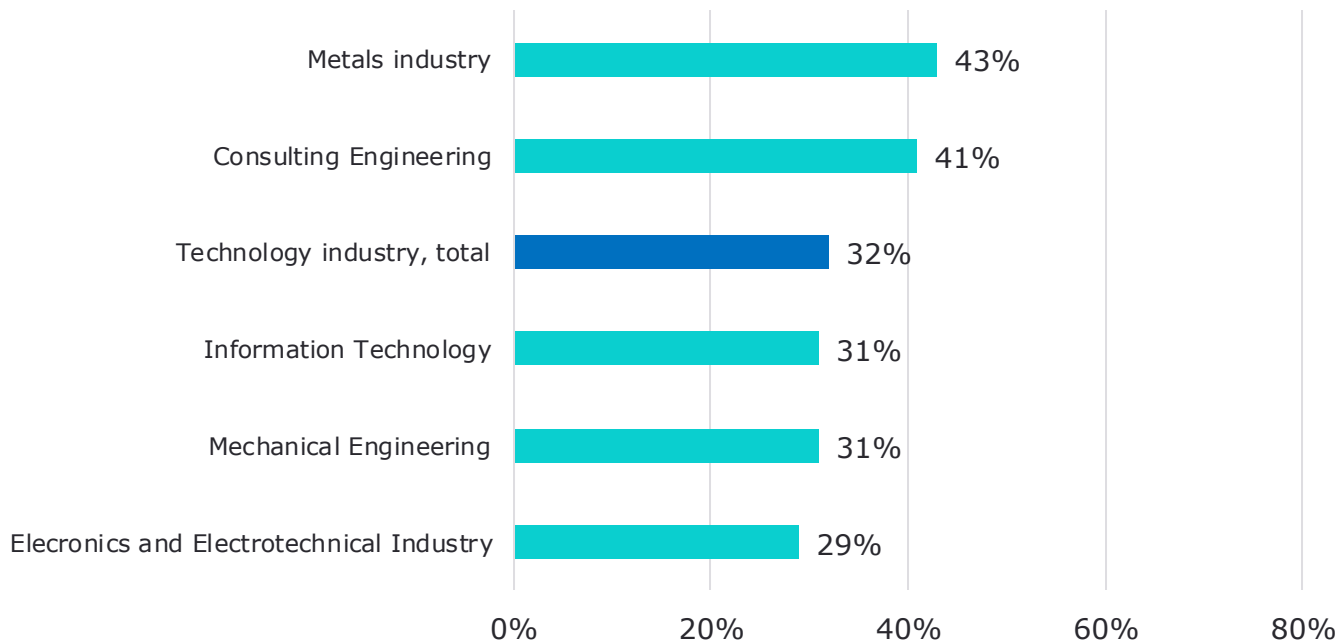
"Estimate the percentage of staff who participate annually," % of staff.



Externally organized formal training: e.g., courses, workshops, training sessions

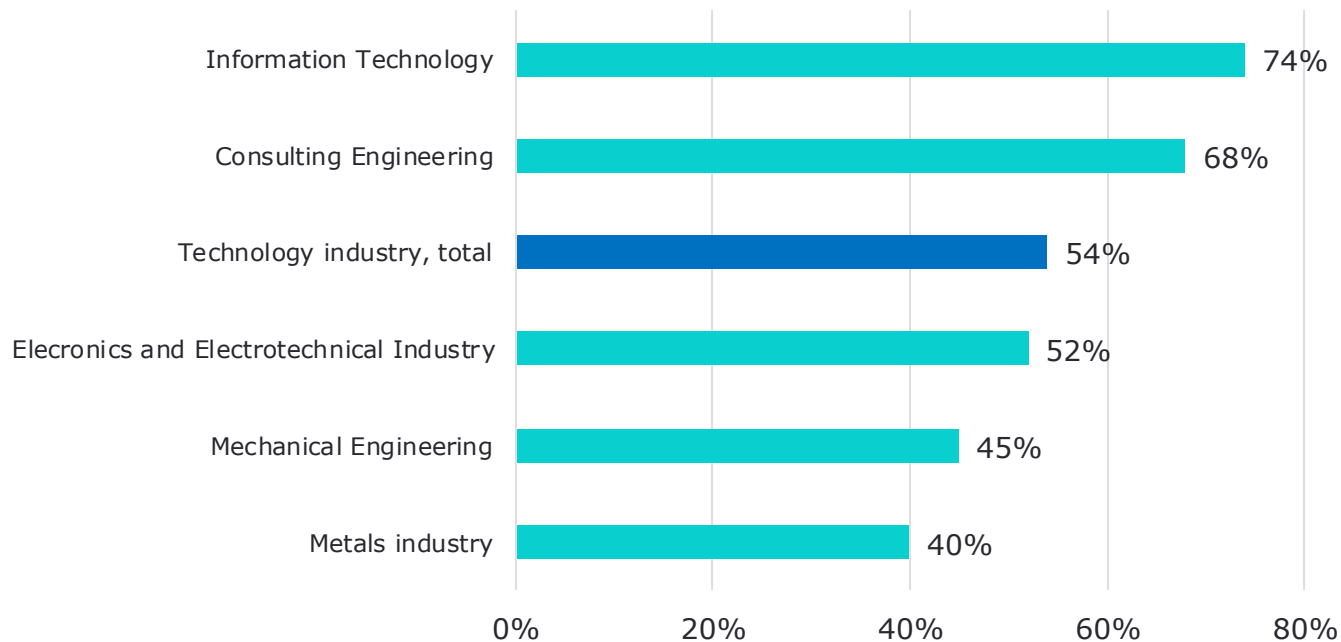


"Estimate the percentage of staff who participate annually," % of staff.



Learning from experience: work tasks, projects, covering for another role, developing entirely new working methods or products

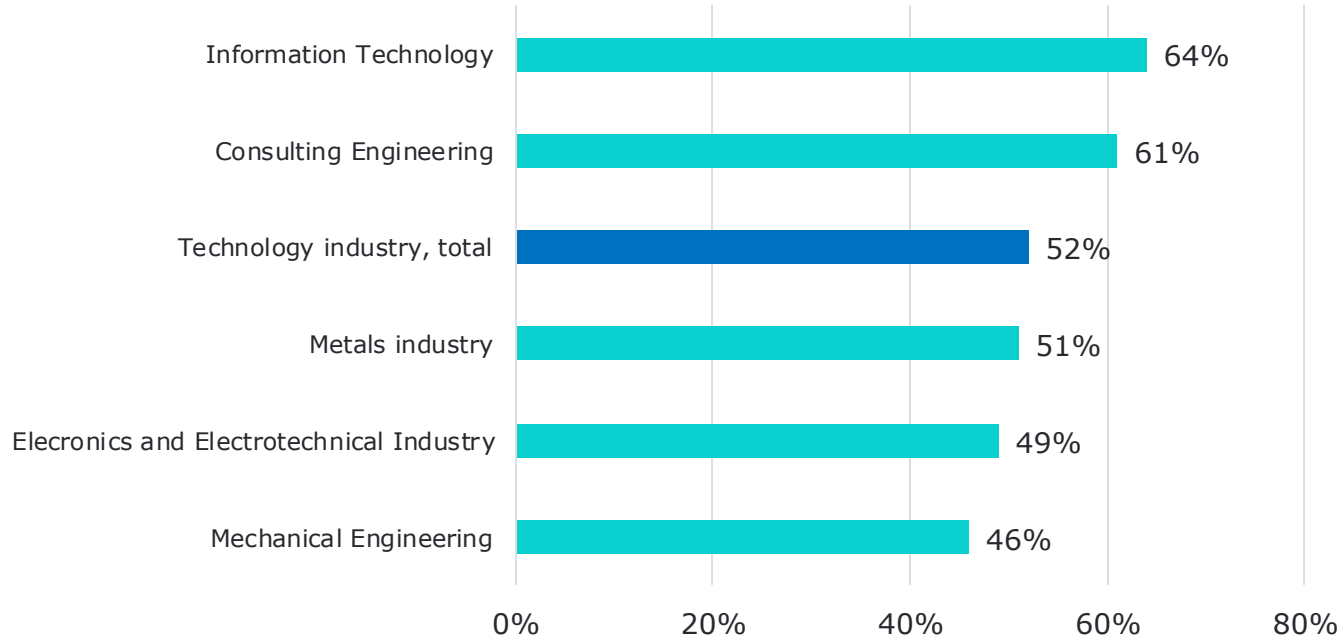
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Learning from others: onboarding, peer mentoring, shadowing



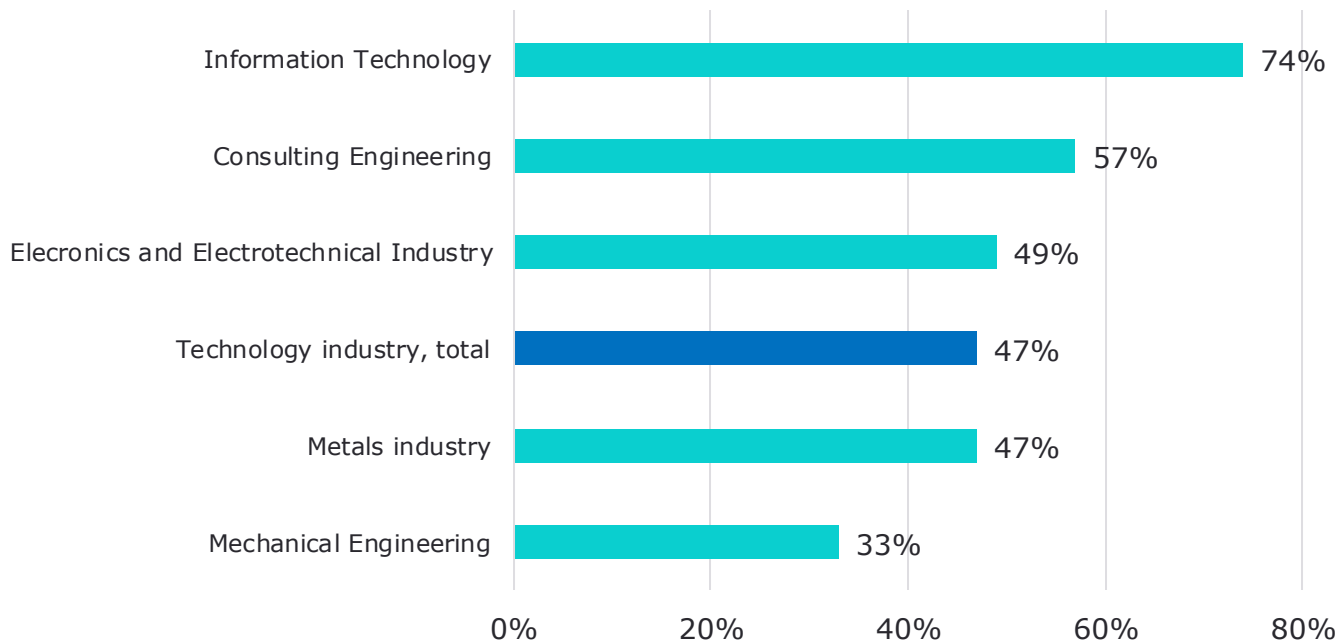
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Self-initiative: self-study and information seeking



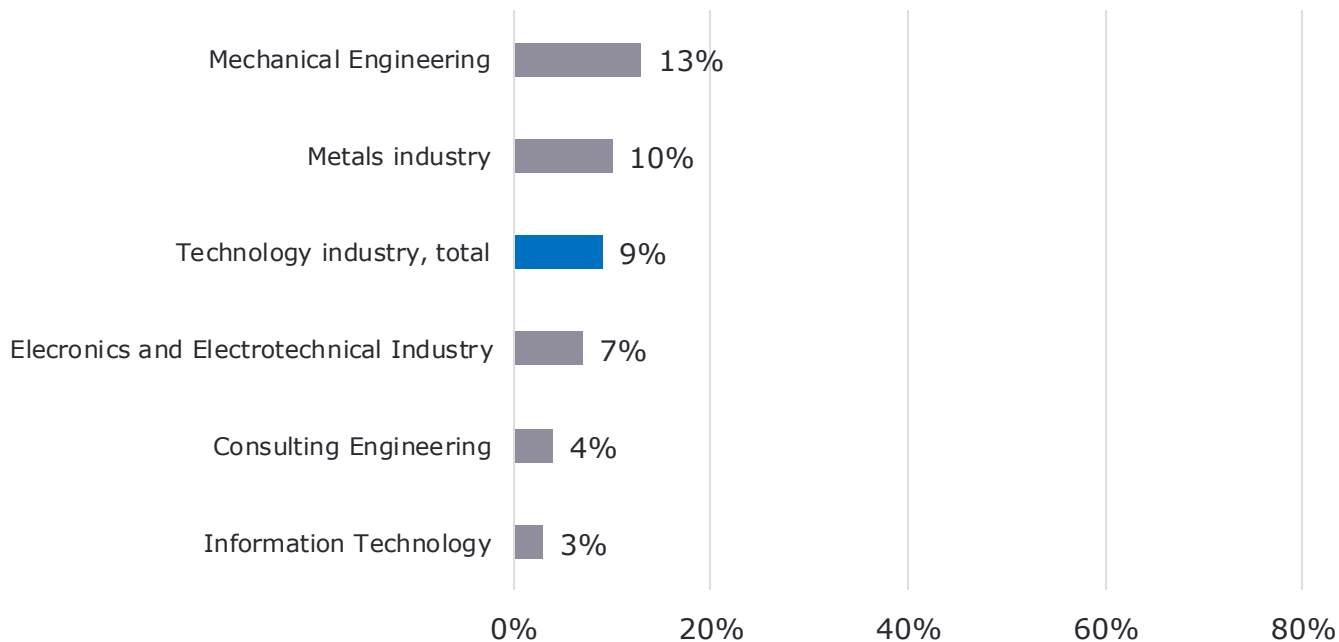
"Estimate the percentage of staff who participate annually," % of staff.



Percentage of staff not participating in any skills development



"Estimate the percentage of staff who participate annually," % of staff.





Participation by industry

Metals industry (Please note, only 9 companies and 1 700 persons)



"Estimate the percentage of staff who participate annually," % of staff.



Electronics and Electrotechnical Industry



"Estimate the percentage of staff who participate annually," % of staff.



Mechanical Engineering



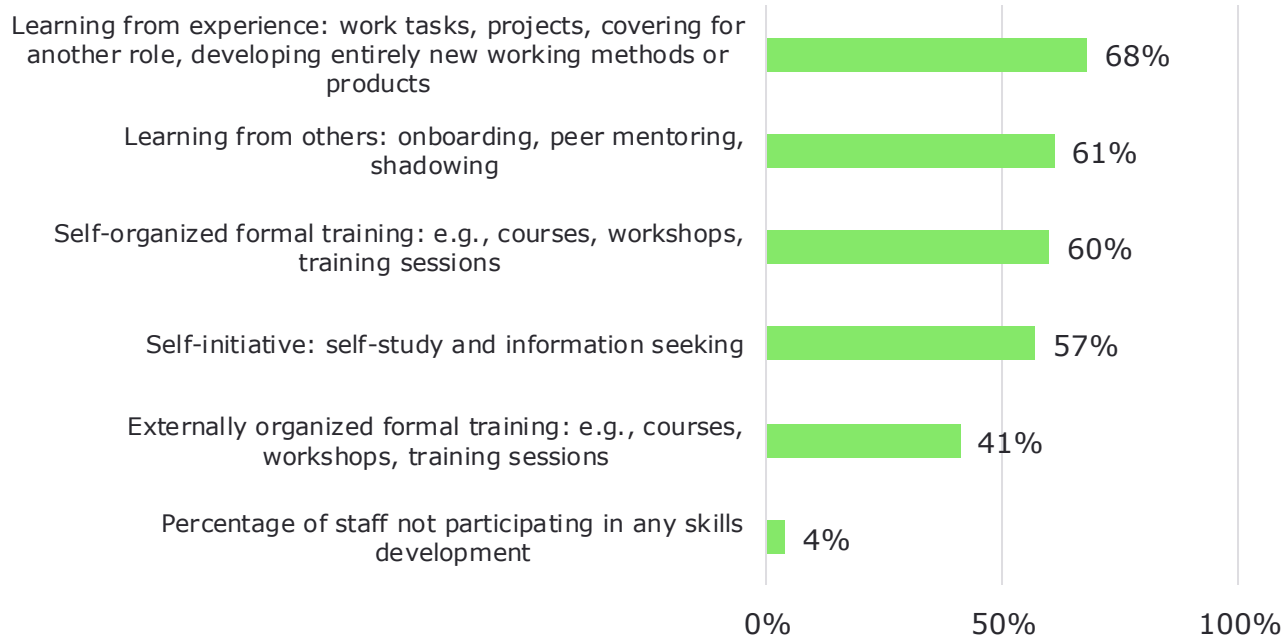
"Estimate the percentage of staff who participate annually," % of staff.



Consulting Engineering



"Estimate the percentage of staff who participate annually," % of staff.



Information Technology



"Estimate the percentage of staff who participate annually," % of staff.





Free comments

Summary made by AI: In a few sentences, describe what continuous learning and skills development means in your company.



The responses provide a diverse picture of how companies understand continuous learning and skills development. In many companies, learning is integrated into daily routines and is actively encouraged. Common themes include:

Learning at work and learning from colleagues: Many companies emphasize learning that occurs on the job and through learning from others. Informal learning, such as peer advice, mentoring, and job rotation, is common.

Training and training plans: Several companies offer both internal and external training, webinars, and seminars. These training sessions may relate to both technical and soft skills. Companies, particularly in the technology sector, stress the need to stay updated on new technologies and tools.

70-20-10 learning philosophy: Some companies mention following the 70-20-10 learning philosophy, where most learning (70%) occurs on the job, 20% comes from working with others, and only 10% from formal training.

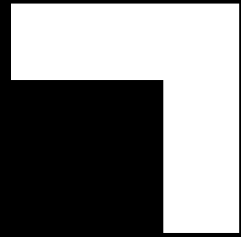
Development discussions and personal development: Annual development discussions, where personal training and development needs are assessed, are also common. In these discussions, goals can be set, and future learning paths can be planned.

Sharing expertise: Collaboration and sharing of expertise through internal training sessions, workshops, and seminars are often highlighted. Companies encourage their employees to share knowledge and experiences with each other.

Supporting learning: Many companies provide resources and support for continuous learning, such as training budgets, access to online courses, and opportunities to attend conferences.

Adopting new technologies and work practices: Companies, especially in the technology sector, emphasize the importance of adopting new technologies and innovations to stay competitive and meet the demands of a changing market.

In summary, continuous learning and skills development are important parts of the corporate culture and strategy for many companies, enabling adaptation to an ever-changing operating environment and technological development.



Teknolohiateollisuus