



Networking within Career Services in the Higher Education in Finland

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Outline of the Presentation

- Short History of Aarresaari Network
- Network Structure & Activities
- Positioning of Career Services in Finnish universities

Project 1994-1999

- Building, development and maintenance of services and activities
 - variations between universities
 - concentration on active exchange of job offers vs. courses on labour market skills
 - regional cooperation
 - Turku, Eastern Finland, *Österbotten*
 - national cooperation
 - several attempts to create organised network between CS units
 - international networking
 - FEDORA, Nordisk Karriärgrupp
- Innovations, experiments, ...

Establishment of Permanent Service Structure 1999-2002

- Various solutions;
 - basic activities financed by the university budgetary funding (with exceptions)
 - development, innovations and new initiatives funded by external project funding

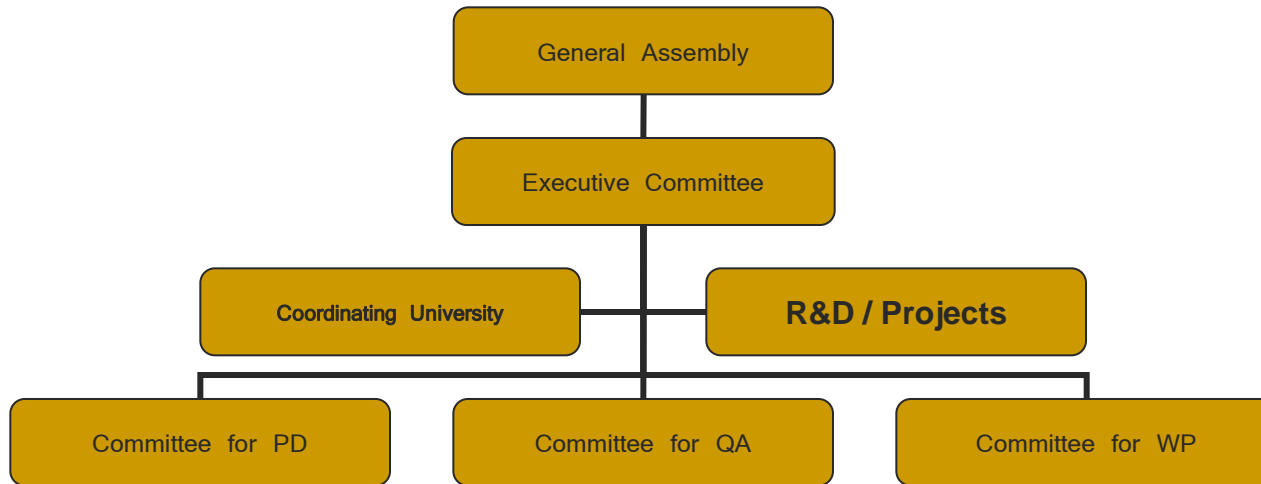
Getting Organized 2002

- Aarresaari Agreement 1.1.2002
 - 17 signatories
 - focused on the development of the webportal aarresaari.net
 - defines organisational structure
 - outlines operational framework

Structural Development 2002-

- New and intensified forms of cooperation between universities and universities of applied sciences (HEI's)
- The enhanced importance of guidance and counselling within national policy of HE
- Bologna Process:
 - *employability*
 - *learning outcomes*
 - *HE – Industry Cooperation*

Aarresaari Network



General Assembly

- Annual meeting with delegates from all member universities
- On the Agenda;
 - Annual reports about network activities
 - Operational and financial plans for the coming year
 - Decisions about the coordinating university and rotation of the members in the executive committee
- Outlining of activities in general level

Executive Committee

- Authorisation & assignment from the General Assembly to conduct the activities that have been decided in GA
- Planning of the network activities and taking the initiatives for the network
- External communication and public appearance of the network (aarresaari.net)

Executive Committee

- Lobbying & PR
- Involving in discussions and commenting (*ställningstagande*) on current issues in HE / labour market policy
- Informing and getting informed
- Mandate per member university: 2 years
- 8 members; change in rotation within groups of universities

Coordinating University

- Administration of network funding
- Term of office: 1 year

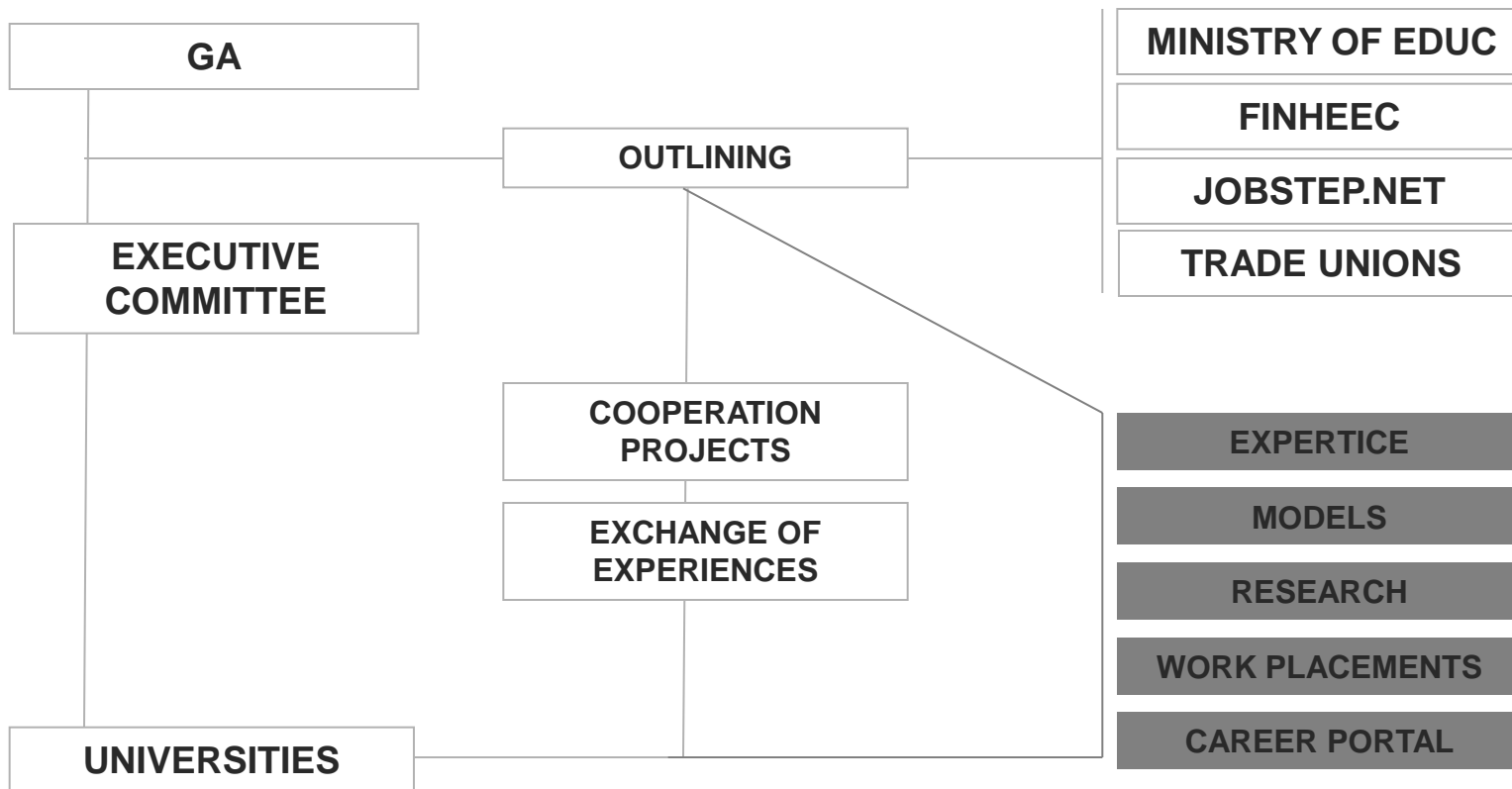
R&D / Projects

- R&D
 - Destinations studies;
 - 1st destinations
 - 5 years after
 - PhD's
 - cooperation projects with e.g. trade unions
- Projects & project proposals
 - European Social Fund 2007-2013

Committees

- Professional Development
 - information sessions, "evening classes", seminars, meetings with interest groups, etc.
 - new in 2009: expert program for career advisers
- Quality Assurance
 - support and advice for units in quality assessment and enhancement
 - peer audit team
- Work Placement / Internship
 - common policy in administration of work placements / internships
 - common marketing of interns for employers

Development of Internal and External Activities



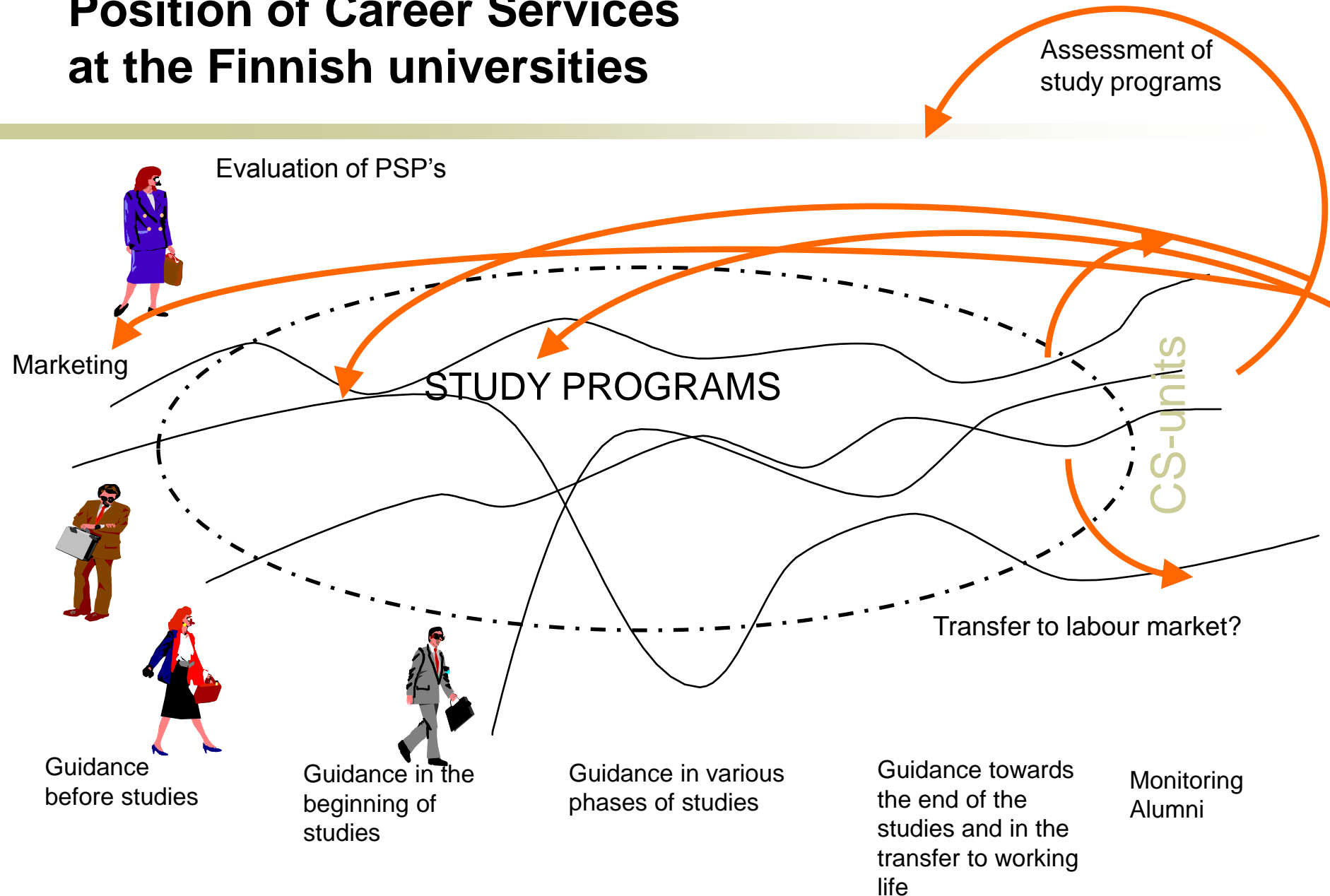
Some Critical Points

- Network activities are conducted purely alongside all other duties at home
 - continuity constantly at risk
 - need for a permanent office with staff
- Funding structure
 - membership fees must be moderate so that units are capable of paying
 - workload in the acquisition of external funding (for short-termed projects) is substantial

Some Success Factors

- "Organisatory and operative self-confidence"
 - support from target groups/clients must be earned by activities and services of high professional quality
 - support from networks and interest groups is based on trust in successful and meaningful activities
- Career advisers' professional profile
 - Stop thinking yourselves as a project
 - you're professionals!"
 - John Franks, University of Hull in Wasa Summit –97
- Profiling / mapping of the career services within the service structure of the university
- Make your expertise tangible -> quality!

Position of Career Services at the Finnish universities





Tack för intresset!

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