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Merja Putus, training manager of the Tutka project, and project manager Anja Puustinen, attending the business counsellor training arranged by the Häme ELY-centre.

Competence facilitates better change management

Small and medium-sized enterprises' need for workforce and for competence development in times of change – in a nutshell, that is the concern of the PROTEK development programme. New operating models are needed for HR planning. Meanwhile, efficient use should be made of services promoting competencies within each area.

PROTEK aims at better change management, by developing competencies and improving the quality of working life. Approximately forty projects are in progress, with the key aim of securing the supply of skilled employees for SMEs and developing business competencies amidst growth and change. Corporate HR development utilises a variety of enterprise networks.

These projects must attend to proactive HR planning in the development of new operating models. In addition, more efficient use should be made of competence-promoting services, and training and financing instruments, used in the regions. Tools used in HR development include joint purchase training (Täsmä and Rekr).

Projects remain in progress, with many seeking further financing. For instance, new models and methods in joint purchase training suitable for SMEs have been prepared and tried out in Uusimaa; while networked models have been developed and efforts have been made to implement joint purchase training as flexibly as possible. Actors have gained encouraging experiences in combining business competence with joint purchase training. In fact, projects comprehensively charting enterprises' training and development needs have achieved the best results in terms of serving SMEs. On the other hand, those engaged in networked cooperation with Employment and Economic Development offices, training organisations and entrepreneurs' organisations, have won most new clients.

Theme-based projects have seen the development of new models, for example a mentoring and change training model. Sector-based projects have led to the production of sector surveys, while charting training and development needs.

Tutka creates a new, flexible training model

The target group of the Hynä/Pro project in Pirkanmaa comprises small enterprises in the machine and metal product industry. This project aims to develop the enterprise as a whole. In this way, operational continuity is created, alongside better profitability and competitiveness. Another aim is to develop and expand the enterprise network into a learning and productive entity

The Tutka project in Uusimaa is creating a new type of flexible training model for the use of enterprises, authorities and trainees. This project's objectives are greater flexibility in enterprise training, meeting the training needs of enterprises and providing concrete assistance in recruitment. These aims will be achieved through the employer services provided by local Employment and Economic Development offices, trainers and educational institutions.

PROTEK development programme

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