

Intermediate labour markets with a greater impact

Access to the labour markets can be prolonged for various reasons. In such situations, we need work and services which maintain and develop job seekers' preparedness for the labour market. These are referred to as the intermediate labour market.

THE PROGRAMME AIMS to reduce structural unemployment and ensure the future availability of labour force. Services related to the active employment and social policies in force are aimed at improving job seekers' functional capacity, competence and labour market position. Measures include, for example, rehabilitative work activities, coaching for working life, traineeships and subsidised employment. Jobs in the intermediate labour market should offer pathways towards open labour markets. The programme develops practices related to transitional phases and cooperation between enterprises, such as combining training with subsidised employment, further placement of employees and the work pool approach.

The national development project for social enterprises operates as the support structure for social enterprises in Finland, develops new innovations and concepts and provides information concerning the development needs of the field.

The MEE coordinates the intermediate labour markets by region

The development of intermediate labour markets is conducted through cooperation between the employment and economic development administration, enterprises, municipalities and third sector organisations. It takes account of regional employment prospects, the age structure and competencies of the labour force, and the economic structure. In their development of the content and quality of services in the intermediate labour markets, the regional, coordination-oriented projects of the Ministry of Employment and the Economy (MEE) provide support for subprojects implemented within the same region. Services have more impact when better targeted and timed. The roles and strengths of each service provider must be identified. One goal is to increase cooperation between the various employment service providers within each region.

Participants have benefited from the networking and training organised in connection with the projects. Such participants include service providers, authorities, project personnel and other actors committed to the theme of each project. Development work has also provided benefits for service-user clients. The projects have proven that intermediate labour market actors understand their role as providers of employment and transitional employment. These actors are committed to developing the intermediate labour markets and have rationalised the distribution of work tasks. This means that they have formed service chains based on the principle 'not everyone needs to manage everything'.



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The intermediate labour market aims to create employment pathways towards future growth sectors, such as nursing services.

STEPS – towards more client-driven municipal services promoting employment

The aim of the 'STEPS to working life' project is to further develop municipal services targeted at people in a weakened labour market position, in order to form service entities that are more client-driven. Through the STEP project, the nature of rehabilitative work activity within the social and employment services of municipalities has been studied. Clients' observations of the services have been collected through client panels. A training programme applicable at work has been piloted for employees in the municipal sector. In addition, good practises have been shared in national development forums.

The intermediate labour market development programme

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