



HANAHOLMEN

RTUNITIES DOES TECHNOLOGY BRING?

FUTURE FORUM 2019

EXECUTIVE SUMMARY



Welcoming words from Hanaholmen

On the 1st of April, Hanaholmen filled up with experts, and others who were thirsty for knowledge, to discuss the fourth industrial revolution (4IR).

There is great potential but there are also challenges – how do we ensure that everyone can keep up? How can we further educate employees and build a system of lifelong learning?

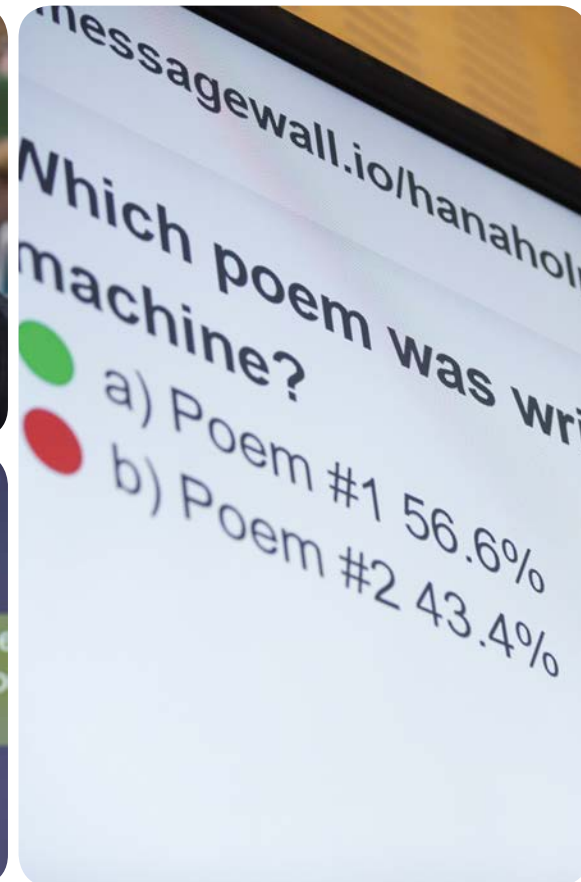
"Lifelong learning is not a luxury, it's a necessity. There are few jobs for unskilled or low skilled. The spotlight is now on the need to upskill", Hanaholmen CEO Gunvor Kronman said

She pointed out that the World Economic Forum stressed that the reform of the educational system is not enough – it requires a completely new way of thinking.

"We won't just need lifelong learning, we need reskilling of the workforce throughout their life."

Steering committee 2019

Matti Alahuhta
Kari Heinistö
Marcus Johansson
Ulrika Lilja
Pär Nuder
Gunvor Kronman
Håkan Forsgård
Erik Lund



An executive summary from Future Forum 2019

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Keynote

"We are living in exciting, but also challenging times."
Carl-Henric Svanberg

Carl-Henric Svanberg started his presentation with these words. He pointed out three areas that we must tackle: climate change, digitalisation and the geopolitical changes. Despite the challenges, he has an optimistic vision for the future.

"When so many pull in the same direction the result tends to surprise on the upside. In digitalisation the potential is huge and it will change our societies fundamentally. But we mustn't be naïve, it will also bring considerable challenges."

Svanberg is a member of the European Round Table of Industrialists (ERT), which brings together the 50 largest companies in Europe.

"We believe that all leaders should come together to create a stronger and more prosperous society for all."

ERT's priorities include, among other things, greater investments in digitalisation and AI, and the creation of conditions for education of the workforce. Svanberg pointed out that the EU is, financially, about to be caught between China and the United States – it's important to decide if the EU really wants to be in the game.

"The EU is still competitive, but the question is for how long?" Success requires cooperation and the ability to think in new ways.

"Universities will face new opportunities, the curriculums must change, especially in science, to allow more room for development. More than ever we need an educational system that teaches the students to work in teams and multicultural environments."

Svanberg calls for more collaboration between universities but points out that in the future a large part of education will be organised by companies due to the massive offering of online education. According to him, we must, therefore, change our ways in order to reach new results.

"Change is the thing."

TECHNOLOGY

Upskilling the workforce – What opportunities does technology bring?

Pekka Lundmark, Timo Ahopelto, Anna Nilsson-Ehle, Carl-Henrik Svanberg

"If you look at the world's most innovative companies (Facebook, Apple), they are very entrepreneurially driven. Even they believe that they can't develop their skills without acquiring more companies and hiring externally", Timo Ahopelto said.

According to Pekka Lundmark, the need of upscaling is massive; many will lack the competences needed.

"But many will hopefully be able to unlearn the old and learn the new. It's a

big fundamental change", Lundmark said.

Today many of the best courses are available online.

"New technology is opening up for training on demand, which can be integrated to workplaces", Anna Nilsson-Ehle said.

Pekka Lundmark pointed out that the world is becoming more democratic, since the cost of education has gone down.

"Companies should take advantage of this", he said. Nilsson-Ehle said that

we should try new things fast and allow for fast fails, while Carl-Henric Svanberg pointed out that we also need to take care of those who can't follow up on the changes.

Pekka Lundmark agrees that a modern society needs to have a safety net.

"But it should not be used as an excuse not to create a flexible labour market. We need to change our laws and make them more flexible. We also need to combine working and studying, now there is a strict line between work and studies."

"But many will hopefully be able to unlearn the old and learn the new."

Pekka Lundmark



EDUCATION

Lightning talks

Anne Brunila

How is it possible for everybody to require new skills, Anne Brunila asked during her lightning talk.

"We need more flexibility than we have today. In the universities, we shouldn't only have degrees, but flexible modules to increase competences and open up universities for adults."

Instead of lifelong learning, Brunila wants to talk about continuous learning. "We learn all the time: from each other, from the internet, from formal education. The competences are changing rapidly."

This causes some challenges in individuals – everybody needs to take more responsibility for their own competences and reskilling.

"This is also a challenge to companies and employers: how to combine working life with learning new competences?"

The cost of education also needs to be discussed.

"Now we have free education, but in the future if more people are required to up their skills, we need to decide which education is free and which has fees? And who pays the fees?"

"I do see the advantage with the already existing collaboration between Sweden and Finland."

Kerstin Jacobsson

Kerstin Jacobsson

The Nordic countries are a leading research region, but we need even more collaboration, Kerstin Jacobsson pointed out.

"I do see the advantage with the already existing collaboration between Sweden and Finland."

Jacobsson talked about both the long- and short-term perspective when making decisions regarding education.

"If we only focus on the short term, we will lose some benefits on the long term."

Although there is

currently an encoder shortage, all focus cannot lie on training encoders in a six month period of time while forgetting everything else – we must also always look to the future.

The key to successful solutions for education involves a broad collaboration.

"We are living in a more complex world. All the surrounding actors cannot act by themselves. We need strong collaboration between industry, business, public society and universities."





EDUCATION

Development of the education system

Petri Haltia, Kerstin Jacobsson, Ilkka Niemelä, Anne Brunila, Göran Sandberg

The second panel of the day discussed the biggest changes and challenges that will affect education. Anne Brunila pointed out that people with the lowest level of skills don't know how to improve, while those who already have high skills naturally seek new training.

"Changes are coming at a greater pace. We should teach kids how to learn, that's a big future skill", Ilkka Niemelä said.

According to Kerstin Jacobsson, the universities in Sweden are well

prepared for the future already offering flexible studies, but Göran Sandberg disagreed and said that universities need pressure from funds to actually start changing and developing.

"Universities are a place for new knowledge and change, but they don't want to change anything."

The panel agreed that everyone should be guaranteed a good basic education, which already is a strength in the Nordics, but Petri Haltia pointed out that what

happens after a degree is more interesting.

"We need more cooperation between universities and working life. We already have personal trainers for sports, but maybe we need personal competence trainers", Haltia said.

"Universities are a place for new knowledge and change, but they don't want to change anything."

Göran Sandberg

"Today we need 101 days of training only to keep up with what is going on."

Pär Lager

During his speech, Pär Lager talked about how we can move from lifelong learning to more specific terms such as reskilling, upskilling and continuous learning. According to him, we must become more focused to keep up with the development right now.

"Today we need 101 days of training only to keep up with what is going on", Lager said.

The new jobs are more complex than the jobs we had yesterday. Lager quoted Spotify where the motto is "learning faster than the world is changing".

Lager gave examples of several successful projects or ideas. For example, all residents of Singapore have access to a life-long learning portal on the web. He also mentions companies like Microsoft and IKEA, who employ people with the titles Learning Scientist and Learning Planner.

"And Boeing crowdsourced 40 000 ideas from their workers. With that they brought all the employees on board and asked what they need", Lager said.

According to him we must also look at education in a new way. There is still a need for five-year study programmes at universities, but shorter training courses can also be arranged with more focus.

"Is it a natural law that we go to university many years? We should have 12-week programmes and 5-year programmes. We need to be innovative with the formats of education", Lager said.

BUSINESS

How do companies tackle the upskilling challenges?

Susanne Ackum, Melker Jernberg, Karoli Hendriks, Malin Bendz, Risto Siilasmaa, Pär Lager

All companies have to face upskilling but, according to Malin Bendz, we first need to change our mindset.

"We need to see upskilling as an enabler, not a threat. At Stora Enso we created a fund to spark curiosity which has led to employees starting to look at possibilities", Bendz said.

Melker Jernberg said that we need a working environment where it is possible to educate oneself. Susanne Ackum agreed.

"We should give the opportunity to the workforce to retrain", she said.

Risto Siilasmaa pointed out that most of us have

forgotten the pleasure of learning.

"Especially we leaders think we are so busy that we don't have time to learn – or some of us think we are too good to learn, but it's a trap."

He then asked how many in the audience have talked about AI to their employees. About 20 hands rose in the air. Then he asked if they understand how machine-learning works – almost nobody knew, so he encouraged them to look into that.

"It's a liberating feeling to start learning something new", Siilasmaa said.

Karoli Hendriks pointed out that we also need to take care of the workforce we have. In Finland, 2.5 times more people are leaving than moving to the country. She said we need to open up our borders for new possibilities.

"First and foremost: let

them come in, we cannot leave this to politics. It used to be about land, then machines, now it's about data. Businesses and communities have a strong voice but we underuse the voice", Hendriks stated.

Susanne Ackum voiced another problem.

"25 percent of the work force won't be able to keep up. We really need good reskilling programmes so that people will feel comfortable about this change", Ackum said.

Siilasmaa pointed out that we need structures that will help people along the way.

"Our university degrees should have an expiration date. People always laugh when I say this, but it's a serious proposal."

This would mean that the universities would have to think about education in a completely different way – how can they keep a person's knowledge up to date?

"We need to find the pleasure in learning and change the way we think about education", Siilasmaa concluded.



CONCLUSIONS

“People need to have the possibility to change their careers”

Vesa Vihriälä

The seminar ended with Vesa Vihriälä commenting on the speeches and discussions during the day. He pointed out that people need to have an incentive to learn. One way to do this is to change the educational system.

“Far too much emphasis is on degree learning, rather than obtaining skills that are needed”, Vihriälä said.

We also need to combine different competences and give people new chances in life.

“In both Finland and Sweden, we have quite a lot of engineering skills; with a little extra training those skills could be put to use.”

Vihriälä hoped for a more adjustable learning system.

“People need to have the possibility to change their careers.”



Comments after the seminar

Carl-Henrik Svanberg

“Hanaholmen is without doubt frequented by many interesting people with much to contribute. We need places like these to meet and socialise. Future Forum has been very interesting and highly relevant. It has been good to see that so many people are considering these issues. The coming change will create new jobs, but we must find a way forward where everyone is included. Lifelong learning should be central, and we need to ensure that everyone has a chance. It is a great responsibility for companies and political leaders.”

Anders Ahnliid, Ambassador

“Hanaholmen is a crown jewel and a force for relations between Sweden and Finland. This was one of the very best seminars in Hanaholmen that I have attended. The problems have been clearly exposed and it is clear what we must now do. We see that we have strengths in Nordic education and in work life, but now we must investigate what it means in terms of concrete collaboration between the governments and the universities.”

Noora Löfström, Tandem Leadership Alumni

“We have good basic knowledge in Europe, but soon we won’t have any top universities, so we have to do something so Europe doesn’t become a museum. The United States, India and China are currently investing a lot of money in EdTech. I also think that work life and education should flow into each other more. In the same way as there are lunch and exercise notes, it would be good to have training notes for attending an elective course. I like Risto Siilasmaa’s idea about there being a best before date for education.”

The speakers and panelists of Future Forum 2019

Carl-Henric Svanberg, Chairman, Volvo Group, The Royal Swedish Academy of Engineering Sciences (IVA) and the European Round Table of Industrialists (ERT)

Timo Ahopelto, Founding Partner, Lifeline Ventures

Pekka Lundmark, CEO, Fortum

Anna Nilsson-Ehle, Chairwoman, Vinnova

Anne Brunila, Chair of the Future Competence Panel, Ministry of Education and Culture

Kerstin Jacobsson, Director General, Ministry of Education and Research, Division for Higher Education

Petri Haltia, Senior Ministerial Adviser, Ministry of Education and Culture

Ilkka Niemelä, President, Aalto University

Göran Sandberg, Executive Director, Knut and Alice Wallenberg Foundation, Professor, Umeå University

Pär Lager, Professional Board Member, Advisor and Writer

Susanne Ackum, former Secretary of State

Malin Bendz, Executive VP, HR, Stora Enso

Karoli Hindriks, CEO & Co-founder, Jobbatical

Melker Jernberg, Executive VP Volvo Group, President, Volvo Construction Equipment

Risto Siilasmaa, Chairman, Nokia and F-Secure

Vesa Vihriälä, State Secretary at the Prime Minister’s Office and former Managing Director, The Research Institute of the Finnish Economy (ETLA)

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Kaius Niemi, Editor in Chief, Helsingin Sanomat

Helena Stålnert, Senior Advisor, Stålnert Kommunikation AB



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