

# Arffman Consulting

22th of May 2017

Brazil Federal Institutes webinar



# Operating across Finland

Since 1993

- A total of more than **2,000** educational projects
- Adult education, training and coaching in **180** locations all over the country

Every day:

- **120 educational projects** ongoing across Finland
- Over **2000 people** in our services



# With solid professional skills

- Trained personnel
  - ✓ More than 180 professionals in the training and coaching services
  - ✓ Diverse competence
  - ✓ Strong network of subcontractors
- Broad network of partners
  - ✓ Vocational training schools
  - ✓ Employers
  - ✓ Public sector authorities
  - ✓ Financing
  - ✓ Universities

ARFFMAN  
BRAINSTORM  
CREATIVITY  
DICTIONARY  
EXCELLENCY  
**LEARN**  
MOTIVATION  
NETWORK  
PICTURE  
QUESTION  
STORY STUDENT  
TRAINER  
TEST THINK  
**WRITE**  
www.arffman.fi

# Our customers

## ELY centres

- ✓ Immigrant integration training
- ✓ Employment services

## Municipalities

- ✓ Employment services
- ✓ Employment pilot projects

## Companies

- ✓ Joint procurements implemented with the employment administration
- ✓ Company-specific personnel training

## Job seekers

- ✓ Worklife coaching
- ✓ Private job placement services
- ✓ Skills development

# Our main services



Immigrant integration training



Vocational degrees



Coaching for job seekers



Services for companies

# Immigrant integration training

- Finland's biggest provider of integration training for adult immigrants
- More than 300 training courses for immigrants since 1999:
  - ✓ Classroom and online training courses
  - ✓ **In online training drop out rate close to 0 %**
    - *Courses last about 1 year*
    - *Daily online: 5 hrs real time online learning with teacher in group/small groups + 2 hrs online flipped classroom studying individually or in small groups*
    - **learning outcomes even better than in classroom**
  - ✓ Integration training + vocational training
  - ✓ Partner in Social Impact Bond –project (largest SIB in Europe)



# Vocational degrees

- Health and social services degrees
  - ✓ Vocational training for the health and social services sector since 2002
  - ✓ We train practical nurses, care workers and personal assistants
  - ✓ **Only private company authorized for qualifying practical nurse degrees**
  - ✓ **Classroom and online training**
- Vocational degrees in
  - sales
  - financial and business administration
  - entrepreneurship



# Coaching for job seekers

- Training for job seekers
  - ✓ Boosting job seeking skills in small group
  - ✓ Personal one-to-one career coaching
    - Personality and strength assessment
- Online guidance
  - ✓ Group and one-to-one online guidance for job seekers and career coaching
- Private job placement services
  - ✓ **Large-scale supplier of first nation wide pilot in private employment services**
    - **One-to-one and online services**
  - ✓ **First really “result based” coaching service in Finland**
    - **service provider is paid by employment outcomes – not by coaching process or guidance days/hours**







# Services for employers

- Recruitment training
  - ✓ Customised training
  - ✓ The results of targeted training
- Change coaching in companies
  - ✓ Coaching for various situations involving changes
  - ✓ Outplacement
- Professionals for a company's needs
  - ✓ Professionals from various fields in training and a register of professionals
  - ✓ Personality assessments



# Quality assurance



- ISO 9001 management system in use since 2005
- The certified system supports the organisation's continuous development
- The system is audited every year by Bureau Veritas Certification Finland

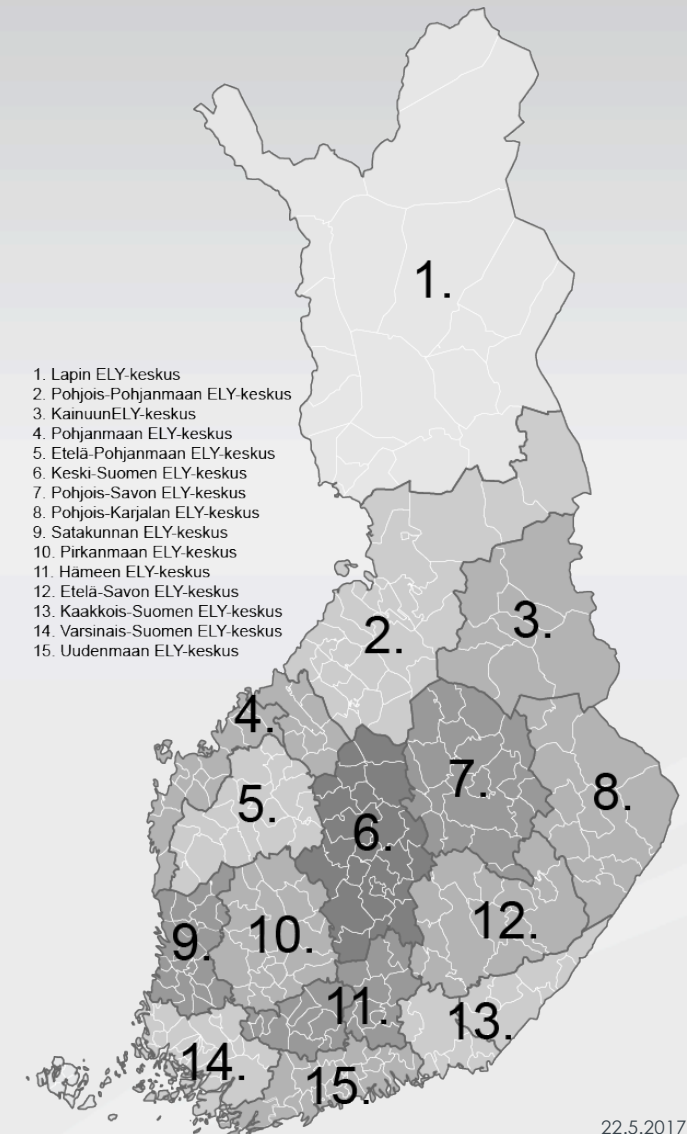
ISO 9001

BUREAU VERITAS  
Certification



# What makes us different:

- ✓ Finland's largest private owned adult education and training company
  - Operating in each of Finnish provinces
- ✓ Finland's biggest provider of immigrant integration training
- ✓ Constant investment in proactive development
- ✓ **Strong know-how in e-learning pedagogy**
  - **excellent learning outcomes**
  - **about 0 % dropout rate**



# What we could do together in Brazil

- ✓ **Develop online learning pedagogical methods**
- ✓ **Health and social sector vocational education online courses**
- ✓ **Immigrant integration training process**
- ✓ **Coaching for job seekers process**
- ✓ **Leadership and management development**
- ✓ **Cultural and behaviour change programs**
- ✓ **Organisational and management system development services**



# Happy to tell you more!



## Contact

Chairman of the Board

Mr Jari Arffman

[jari.arffman@arfcon.fi](mailto:jari.arffman@arfcon.fi)

+358 50 325 00041

<http://www.arfcon.fi/english/#about>

Development director, Pedagogy

Mr Kari Mattila

[kari.mattila@arfcon.fi](mailto:kari.mattila@arfcon.fi)

+358 400 428 950

<http://www.arfcon.fi/english/#about>