



TAMPERE UNIVERSITY OF TECHNOLOGY

A model for managing OHS in Finnish VET provider organisations

9th Working on Safety Conference in Prague, Czech Republic

October 3-6, 2017

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Introduction

- 165 vocational education and training (VET) provider organisations
 - About 250 000 students per year
- VET provider operates numerous vocational institutions across a large area covering several municipalities
- Scope
 - Employees
 - Students working under the VET providers supervision
 - Service providers

Challenges in VET sector

- Vocational educational reform
- Economic pressure & decrease in resources
- Digitalisation
- Decrease in student numbers
- Employees' ageing, mental burden & reduced work ability

Motivation for developing OHS

- OHS is important part of school safety
- Ethical & legal objectives
- Demonstrating interest in employees' well-being
- Supporting other VET provider objectives
 - Effectiveness & quality of education
 - Safety & well-being of student

Objective

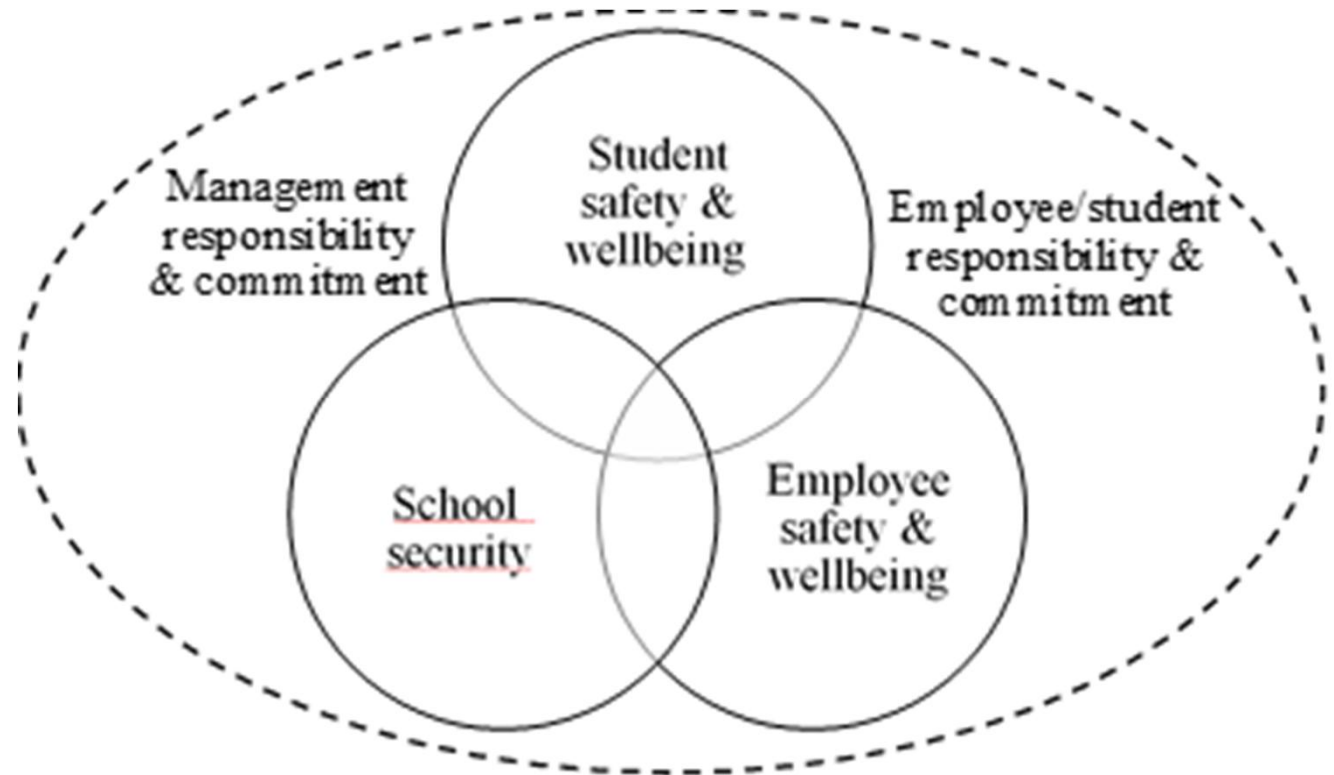
- OHS risks are largely studied in educational sector but the means to control risks are rarely developed as a part of organizational development.
- The purpose of this study is to construct a conceptual model for the systematic management of the OHS of VET providers
- The model consists of organisational measures targeting improvements in work ability and OHS performance

Materials and methods

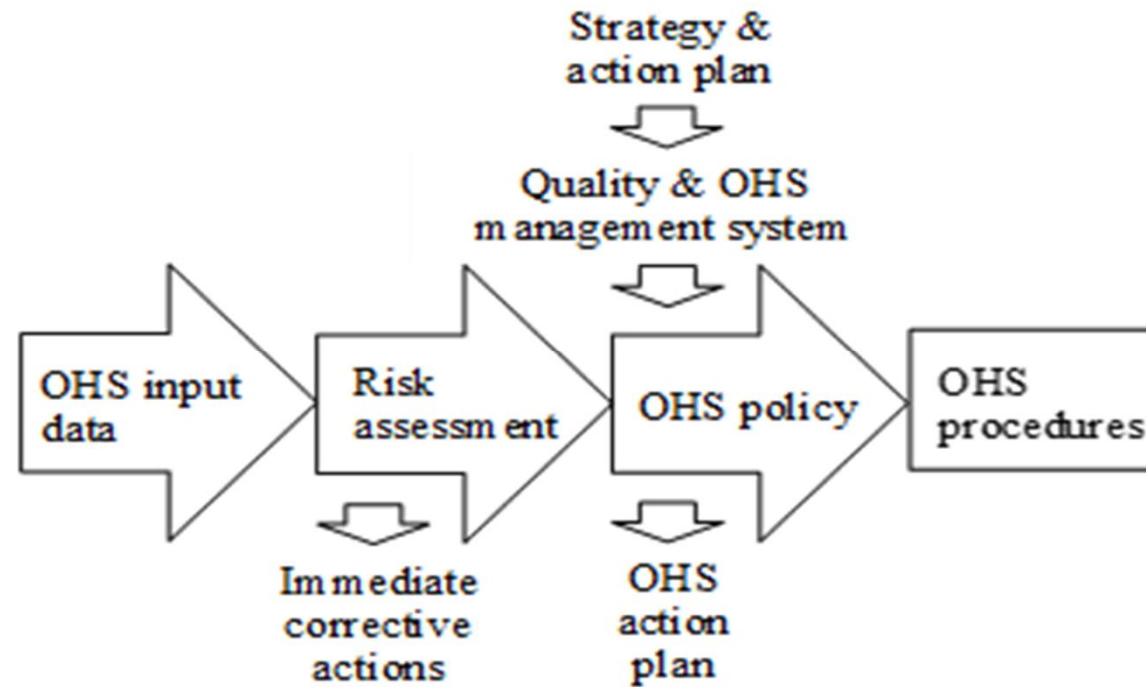
- Six large Finnish VET providers
 - 3,300 full-time employees
- Interview study
 - Six OHS expert interviews
 - 59 personnel interviews
- Workshops

Results 1/2

'We take care about the well-being of the students and employees. The learning and working environments are safe and healthy. We prevent poor health, injuries and other harm by minimising dangerous situations.'



Results 2/2



Discussion

- The conceptual model aim to provide a simple framework and practical examples of OHS procedures for managing OHS within VET providers
- Model can be incorporated as an integrated part of strategic management into VET providers
- Availability, quality and sufficiency of the OHS procedures was acknowledged
- OHS representatives were available for help when needed
- Call for
 - More effective and coherent execution of the procedures across the organisation
 - More information about OHS cooperation and realised OHS activities

Thank You!

