

*Tarvainen, Paavo 1989.* What to learn if not law? On the long and twisting road of the training of administrative government officials in Finland starting from the early 1900's. *Aikuiskasvatus* 9, 4.

— The article deals with the topic of training in work life and looks at the training of administrative government officials in the years 1905–1945. In a modern state, government officials should be active in the fulfilment of their office and not simply apply the current legislation. This being so, law studies on their own are not sufficient. This was the conclusion made when dealing with the issue of government officials already at the beginning of this century. The article examines these ideas, suggestions and measures taken to change the basic and further training of government officials in the direction of greater social content and current matters. Of the plans actually implemented, the most important one was the establishment in 1945 of the Faculty of Political Science at the University of Helsinki. This was largely due to the need to train government officials. But the old dispute concerning the training of administrative government officials remained unsolved.

*Silvennoinen, Heikki & Kivirauma, Joel 1989.* Employment training: labour policy and training policy. *Aikuiskasvatus* 9, 4.

The role of training as a part of labour policy is quite significant. There are 42 vocational course centres which specialise in arranging employment training. Annually, these centres train some 30 000 unemployed persons and others threatened by unemployment. On completion of the course, more one in two on the average during the past 15 years have been able to get a job. Those who have been unemployed on entering the course have been less successful in getting a job than others. Regional mobility, on the other hand, has not been realised. The position of employment training as a part of the labour policy has

become fairly established. The relationship with training policy is less distinct.

The flexibility of employment training has led to the creation of "instant certificates" which soon lose their market value and do not secure jobs for their holders on the labour markets. The same flexibility also means that such a labour force is most readily transferred back to the dole. As a part of the other adult education system, employment training might be able to become liberated from the problems associated with being the lowest rung in the education system's ladder. The position of unemployed persons will be improved only if the training provided is recognised as being equal to the corresponding certificates awarded at vocational schools. This will lead to the improvement of the status on the labour markets of employment training course students.

*Aaltonen, Rainer 1989.* An analytic method for the economic effectiveness of personnel training. *Aikuiskasvatus* 9, 4.

Personnel training is now becoming an essential part of the coping strategy of leading enterprises. With growing investments in training, the need for evaluation of the returns and effectiveness is also increasing. This article presents a method of carrying out a utility analysis which can be used to estimate and evaluate economic usefulness. The article ends by discussing some methodological problems associated with evaluation.

*Ilola, Heli & Aho, Seppo 1989.* Sabbatical leave — the principles and the possibilities. *Aikuiskasvatus* 9, 4.

The development of a system of sabbatical leave has been the topic of discussion for some years in the process of the reformation of work life in Finland. In 1988, a research project was initiated to look into the possibilities of sabbatical leave. The authors were involved in the project as researchers. Sabbatical leave in this context means a leave of

absence of a few months from their workplaces for employees. No restrictions are imposed on how the employee should use this period. The choice is up to the person in question. The authors' view is that sabbatical leave would serve, for example, the internal development of work communities, the enrichment of the extra-work life of people and also it would reduce unemployment. The authors present in their article several models for sabbatical leave and the results of the study in which people were interviewed as to their interest towards sabbatical leave and the ways

in which it might be used. The majority of the respondents were interested in the possibility of sabbatical leave, but only one in ten were prepared to use it for study purposes. The authors are of the opinion that sabbatical leave could supplement the system of study leave without pay which, in Finland, has been in use for over ten years and which commits the person using it to goal-directed study; sabbatical leave would enable people to participate in less strictly defined study and self-development.