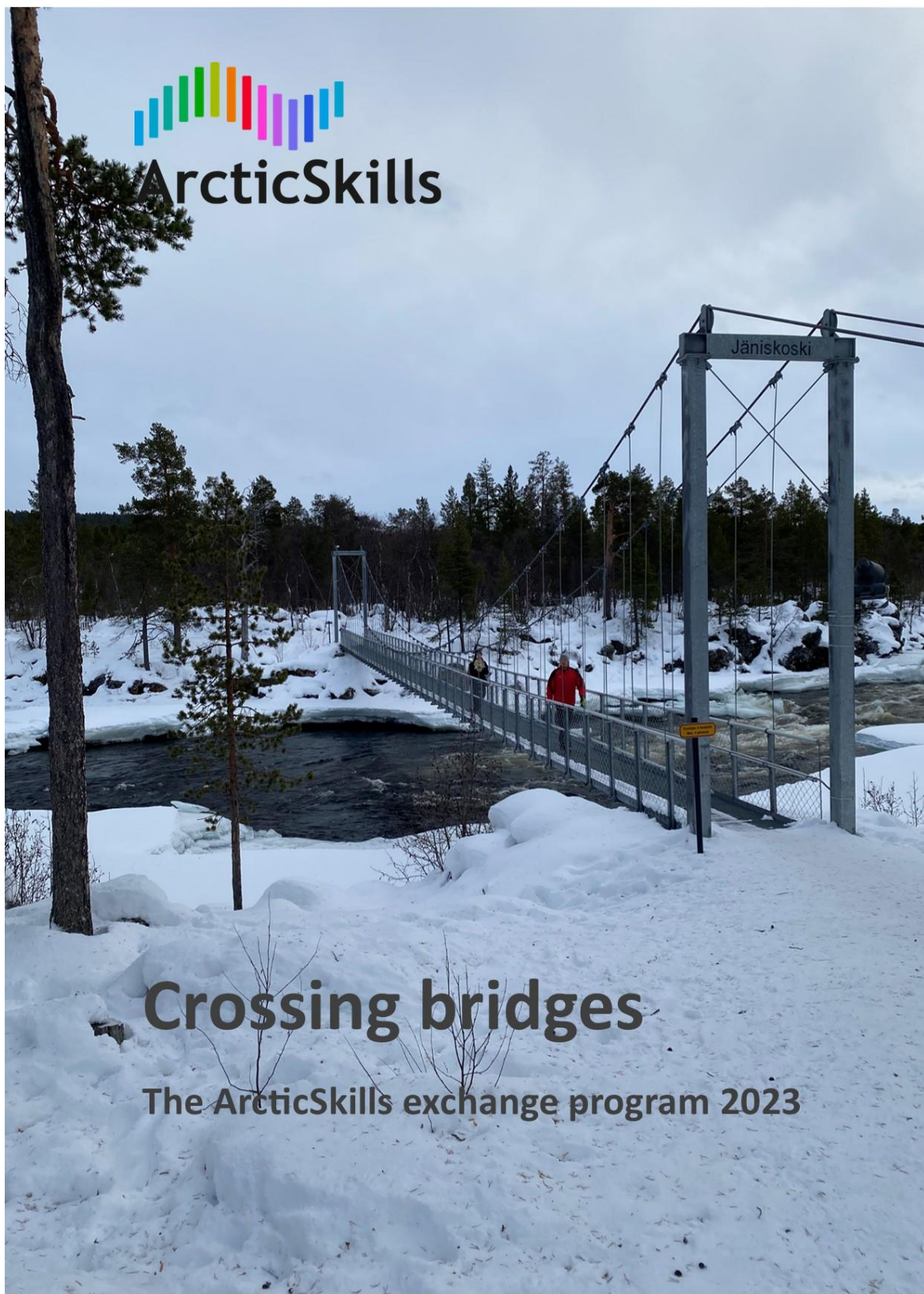




ArcticSkills



Crossing bridges

The ArcticSkills exchange program 2023



Co-funded by
the European Union



Innhold

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Background

The Exchange program was an important part of the application from ArcticSkills to Kolarctic CBC in 2019. The idea was to develop a more sustainable collaboration between vocational education and SMEs in the Kolarctic region. According to the project logical framework, we aimed to:

“Use this competition/ Tournament as a platform for dialogue between education and business, an exhibition, a fair, a tool for career guidance and **cross-border exchange of students** in order to get international practice, knowledge of international standards and awareness of possibilities in the labour markets in the Barents region.”

The main activity in this respect was to organize “**Cross-border exchange of students and apprentices according to annual plans**”.

A budgetary basis for this activity was described in the application and granted in the Budget as part of the costs of the Lead partner’s External services. The costs for travel expenses are implemented in the partners own budgets.

A plan for the activity was developed by the Board in 2020. However, the pandemic spiked and set all plans aside. In 2022 the exchange and the Tournament was stopped by the sanctions after the outburst of Russia’s war in Ukraine. In May 2022, the Board decided to make a request to Kolarctic for a possible extension of the program implementation till May 2023. The request was granted, and the Board started the preparations for the Tournament and the Exchange week. **An adjusted plan** for the cross-border exchange was elaborated during the autumn of 2022. The purpose of this plan was to design a model for the first time of exchange, which gradually could be expanded into a sustainable part of the ArcticSkills’ plans. The plan was based on ideas and suggestions from the Lead partner, presented in the Board meeting in Haparanda May 24th, 2022.

Main responsible for the planning and implementation has been the Lead Partner, conducted by the Project Manager (PM), Robert H Flatli, assisted by the Regional Coordinators and the networks of experts.

The Board invited **five colleges** to organize programs for the exchange:

- Kirkenes Upper Secondary School
- Sámi Education Institute, Inari
- Utbildning Nord, Övertorneå
- Gränselvgymnasiet, Övertorneå
- REDU, Rovaniemi

5 colleges, 13 competences, and 39 responsible experts

The table shows the distribution of professions/competences and the experts involved in the planning and implementation

See appendix 1

Participation per competence was limited to 2 students + 1 expert from the colleges, and minimum 1 apprentice + 1 instructor from the enterprises. The students qualified for participation through regional championships or appointment. **A total of 65 participants**

See appendix 2

The program was limited to 5 days, including travel days. The experts' responsibility was to plan for events at schools and enterprises, while the coordinators took care of the social events.

Local plans, and plans for each competence were made according to the instructions from PM. They are attached to the report as appendixes

24 enterprises were involved in the programs. In Kirkenes the responsible experts organized practical workshops at the enterprises assisted by the instructors and apprentices. The involvement from the enterprises varied from practical workshops to excursions and lectures about practical routines and working conditions. The hairdressers in Kirkenes had invited a consultant from ByWe in Tromsø for demonstration of new techniques and materials. In Övertorneå the participants took part in a trade fair and got an overall glimpse of the labour market and educational possibilities in Norrbotten.

See appendix 3

The budget for the exchange week was adjusted to a low-scale event, but a five days' program, long travels and working days from early in the morning till late evenings requires a solid budget. An account will be made to the Board as soon as we have a full overview of the expenses. The instructions to the hosts concerning local budgets were to find alternatives to expensive hotels and use own transport. Most of the meals were arranged at the school canteens. The costs were connected to accommodation, catering, salaries for the experts and social events. Feed-back from the experts, points at the problem of being engaged out of ordinary working hours, and how to decide an adequate payment for that.

Kirkenes Upper secondary School



Hairdressers from Kemi getting practice at Høyer's Saloon. From left to right: Venla and Vanessa guided by instructor Martine Bækø Eilertsen dressed in white. Customer unknown. Photo: Hallgeir Henriksen, Sagat

Kirkenes hosted five competences: hairdressers, light vehicle mechanics, heavy machinery operators, welders and building constructors. A total of about 50 experts, students, and administrators, including the Norwegian participants, were involved in the program. The guests came from Rovaniemi, Tornio, Kemi, Haparanda and Övertorneå and were accommodated in a hostel owned by the local enterprise Tschudi. Most of the meals during daytime, were arranged in the school's own restaurant. The scheme had a common social part and different professional plans. The scheme varied between lessons in workshops, and visits to enterprises where the students got practice guided by instructors and apprentices from the enterprises. Agreements had been made with ten enterprises in addition to local services for entertainment and joint dinner in the evenings. The plan had one deviation due to bad weather. The visit to the village Bugøynes, Pikku Suomi, well known for its Finnish heritage and king-crab fishery was cancelled and replaced by a visit to the Snow Hotel.

We made a questionnaire in order to get comments from the participants in respect to different aspects of the program, at school, in the enterprises, social events, accommodation, travel and overall evaluation. We have anonymized the answers. Here are some of the comments concerning Kirkenes:

- ✓ *School days were well planned. At the beginning there was grouping with other students in the field. A really high-quality hair-cutting and color training was organized for 2 days in the hair salon. The exchange students were given a valuable training head for working and a product gift package at the end of the week. Otherwise, we were taken care of really well.*
- ✓ *The program in school was good. We had more than enough lessons*
- ✓ *The Finns were together with our students all day, 6-7 optional work assignments. The Swedes were there before the meal and chose to go sightseeing. Crashed a bit of the scheme*
- ✓ *The arrangement at school was OK.*
- ✓ *There were 2-3 people in the enterprise guiding and explaining about the work. The students had acquired customers for the whole day. They cut and colored hair and received guidance. Small-scale hair extension and wig training was also organized in the store. Students were also offered summer jobs. We were received warmly and openly. The students received product packages from the company as a gift.*
- ✓ *It went also good in the enterprise, they took the students with them in the work and showed them how the job was done.*
- ✓ *The companies were satisfied.*
- ✓ *The plan was that there should be one from each country per company. The students from Sweden did not want to split up so that two from Finland and one from Norway were on Kirkenes Bil AS. Those from Sweden were at Kirkenes Bilteknikk together with one from N. They were placed together with a mechanic and probably got to do a little less than they had imagined, but that was exactly how I thought and believed it had to be with students that you have no prior knowledge of.*
- ✓ *Sometimes it was little problem to understand each other, but we survived. One of our students speaks fluent Swedish, it helped a lot.*
- ✓ *It went well, we had nor too much or too little to do. I think that the students would have spent more time with the Norwegian students if they had been there longer.*
- ✓ *The social framework I think was good. A bit difficult to communicate with the Finns*



Visiting Kirkenes Snow Hotel

- ✓ *The trip was long, and the conditions were challenging in some places, but we can't help it. The accommodations were suitable, clean, and everyone got their own room, equipped with a bathroom and toilet. there was an evening snack and coffee making option. the location for the accommodation was ok. The students had a short way to the city center*
- ✓ *The living conditions were fine. We had a great time with the group that lived in the same place.*
- ✓ *Students were very happy of week. Program was good and food also. Very kind people and hosting was super!*
- ✓ *They liked it a lot and want to do it again.*
- ✓ *Only positive feedback from the students*
- ✓ *Many thanks for your hospitality and kindness. Cooperation was very good. We are very satisfied with the visit.*
- ✓ *Everything went perfectly. I can't say anything to improve. Heartfelt thanks to all the organizers.*
- ✓ *I think this was great like it was. We did have time to discuss with the teachers from every country and the students liked it a lot.*

- ✓ *It seemed that some of the foreign students were not very motivated for this. Our students thought it was ok.*
- ✓ *A lot to do for a teacher with preparations and follow-up in two companies as well as own students.*
- ✓ *Could with advantage in terms of vehicles be reduced by at least one day. Could have been one to one and a half days at school and the last half possibly, the whole day could have been a tour to a couple of car companies.*
- ✓ *Some problems with the Finnish students when it comes to language. One spoke neither Swedish nor Finnish. A teacher from Finland was with the students and interpreted on one day and a little on the other day, this worked well.*
- ✓ *I think the idea certainly has potential, but with improvements. Costs and very much in the form of lost ordinary teaching for participants and also for those who stayed behind in terms of reduced classes and thus reduced teaching in all subjects. This particularly applied to car mechanics and possibly others who have few students in the classes.*
- ✓ *Experts and students thought everything was really good, w. really good persons and groups involved in the exchange.*
- ✓ *There were some feelings regarding a cancelled activity, but the experts and the students understood that it's hard to affect the weather, but they thought that the trip to the ice-hotel was an interesting substitution.*
- ✓ *Feedback regarding the accommodations where good, it was a really nice breakfast as well the dinners/meals where good the entire project.*
- ✓ *Some feedback from the students even though it varied: some student wished a stricter program. And other students wished that the exchange could have carried on over more time, they could easily have stayed for two more weeks.*
- ✓ *A very happy group of students and experts that all felt that they would like the chance to do it again.*



Finnish and Swedish participants getting their diploma from the principal of Kirkenes Upper Secondary school, Øystein Hansen



Thai food on the menu

Rovaniemi. REDU

Redu in Rovaniemi is this hosting the ArcticSkills final in March 23, and consequently could not take responsibility for a large part of the exchange program as well. But the bonds between the car painters in Kirkenes and Redu have been quite tight for some year. The car painters are a small and and most valuated group in the trade. In our region only Kirkenes and Rovaniemi can offer an education. Redu has a well-equipped department, which could provide an interesting experience for the Norwegian guests, which means that Rovaniemi was a natural choice

The program followed the same scheme as Kirkenes and the other colleges but had only seven participants. Ville Määttä was responsible for most of the planning and implementation. The program included lessons in the workshops with challenging and new tasks, use of simulators, meetings with skilled workers and apprentices in private enterprises. Meals were arranged at school, but breakfast at the hotel. According to the comments all went as planned.

See Appendix 4

Here are the comments and and a post on Redu's website:

- ✓ *The assessment is that perhaps a week was a bit long, tiring for a teacher who has 24/7 responsibilities. The leaning outcome was good, the Finnish teacher was well prepared and very friendly. Archery in the afternoon captivated everyone.*
- ✓ *The students were satisfied with the arrangement. Learned something every day*
- ✓ *Long journey, OK living conditions. Lack of wifi/internet.*
- ✓ *Worked fine, the schedule was Monday - empty Wednesday in the evening*



Ville (to the right) had been innovative and came up with something we hadn't done before.



Two Norwegian students came to REDU to study car painting. In the picture is Charlotte Jørgensen-Bergheim from Kirkenes.

Charlotte is studying to become a car painter in Kirkenes. She said that the exchange week was fun and different. Vocational education in Norway has a different structure. The students first study at the educational institution for two years, then the student does an apprenticeship in a company for two years. According to Charlotte, more simulators are used in studies in Finland. During the exchange week, they had done a motorbike taping exercise, hydro-dipping paint and visited companies, e.g. the Wetter and Pörhö workshops. Free time was spent at Santasport bowling and trying archery.

- Now it's easier to get to the competition, when the venue is already known, says Charlotte.

A total of 10 students left REDU for exchange, 4 to Norway and 6 to Sweden. 5 experts, i.e. teachers, also joined. The cooks, waiters and plumbers were in Sweden's Övertorneå, plate welders and building constructors in Norway's Kirkenes.

Archery on the evening program



Inner tens!

Inari. Sámi Education Institute



Reindeer herders, duodji craftsmen and health workers from Kirkenes, Kautokeino and Övertorneå gathering at Sami Educational Institute. The coordinator Tiisu Maria Näkkäläjärvi on her knees to the left.

Sami Education Institute is the center of Sami education in Norther Finland, and consequently hosted the traditional Sami competences, Duodji and reindeer husbandry, in addition to the health and social care workers. A total of 29 participants came from Kirkenes, Kautokeino, Inari, Lappia and Övertorneå, and took part in a program that lasted from Tuesday 7 till Friday 10 of February. The guests were accommodated in the institutes student dormitory and had their daily meals at the institute. The program varied between lessons in classrooms and workshops, visits to the Sami museum Siida and the Cultural center Sajos, and the scheme also included a visit to Angeli Reindeer Park.

- ✓ *The arrangement was fine. A lot of culture, but no participation in relation to teaching and the practical arena at school with students of the same age. This took place with adult candidates. We will have to think about that on a later occasion.*
- ✓ *Should have set aside time and planned a "getting to know each other evening" for the young people. After the program for the day, the students went separately.*

- ✓ *Rental car and travel distance ok. Living conditions dormitories, ok.*
- ✓ *Feedback from HO students was as follows:*
Lots of information and little variety on the cultural day, very long day.
Should have brought a small food box from Norway. Special Finnish food.
Big difference between Norwegian and Finnish curricula (They have much more practical work) and the students should be at their age.
- ✓ *The arrangement was well planned from the Finnish side. But I think that we should get to meet grade 1 and grade 2 students as well as participate in their teaching and practice arena at school.*
- ✓ *The students that we met from the Finnish and Swedish sides were adults who worked in companies (salaried work). We call it practice candidates.*
- ✓ *Considering the slightly different food in Finland, I should have brought some bread and ham from home that we could have in the dormitory in the evening. (Note to my self 😊) The dormitory was 3 kilometers from the shop and school.*
- ✓ *I would also like to be able to arrange two exchanges a year, one in the autumn (2 days) and one in the spring (2 days).*
- ✓ *Living conditions were OK for me, but it was mentioned by adult participants that everyone should have a shower and toilet in the rooms.*
- ✓ *We should also think about setting aside time for a meeting between the students, making a plan for them to get to know each other better. (This was taken up by the students during evaluation with Tiisu-Maria).*
- ✓ *All in all, this was exciting, and I hope that we can manage to have more such exchanges.*
- ✓ *Yesterday I suggested an interdisciplinary program with RM, TIP and Construction. We are going to try out a plan "Mindfulness" to see if it is to our liking 😊 HO, RM, TIP and BYGG are positive and we will meet next Monday to plan further.*
- ✓ *Mindfulness is something that the Finnish students have fixed on their timetable, as they believe that this does the students good in a stressful everyday life.*



The Health care students gathered around Martha.



A glimpse from the Siida museum

- ✓ *Program was full of different activities. Some participants thought that it was too tight. Participants were much with me (coordinator), because we are small school so it was hard to find time that we had a lot of students/teachers available in school. Now many of them was in different workplaces. One more day would be ok to organize with students and teachers. Now Monday was off because of Sámi national day.*
- ✓ *The presentations were ok. Lot of information about Sámi culture and not time to attend in local social and health care center, but we had a visitor from there. Social and health care center is about 40 km away from Inari and the schedule was full.*
- ✓ *Student wish more time with other students and I feel the same.*
- ✓ *One expert was not satisfied on accommodation. We used our dormitory, not local hotels because the high season is on and the prices are high too.*
- ✓ *Feedback from the companies? Only formal feedback. They liked and are interested to meet students again.*
- ✓ *For us, we need one more day. So national day week is not good, otherwise the time is too short and there is not really time to meet other Finnish students.*
- ✓ *We practiced together making a Martta-doll how to give a bedbound bath care, we measured blood pressure and oxygen saturation, we relaxed with mindfulness, and we took a walktrip to Jäniskoski. We also had an expert guest from Samisoster who talked about the cooperation of the third sector in the social and health sector.*
- ✓ *Expert and students thought that everything worked well, all and all an educational and meaningful trip. There were a lot of interesting cultural aspects w. lots of focus on the samí culture and that was appreciated.*
- ✓ *The program and the logwork worked really well during the week and also good accommodations. All an all a very positive experience.*



Together in front of a spectacular bridge



The Inari group visiting Angeli Reindeer farm

Övertorneå. Utbildning Nord, Gränselvsgymnasiet and Tornedalsskolan

The event in Övertorneå was arranged by Utbildning Nord, Gränselvsgymnasiet and Tornedalsskolan for 26 students and experts from Kirkenes, Redu, Lappia, Haparanda in addition to the local participants. Utbildning Nord is basically a foundation for Nordic vocational education and is well used to collaboration on the North Calotte. Coordinator Mattias Söder welcomed participants from the electrical and plumbing professions as well as chefs and waiters and gave them an introduction to the educational programs and professional life in Tornedalen.

The guests were accommodated at hotel Kievari but had most of their meals at college. Five enterprises were involved in the program: Camp Torne Valley Experiences, Explore the North AB, the holiday village of Luppiovaara, Cape East and Stadshotellet Haparanda. The exchange coincided with the traditional trade fair at Utbildning Nord, which gathers most of the branches and enterprises in Norrbotten



The participants from Redu, Kirkenes and Lappia together with their hosts from Utbildning Nord, Gränselvsgymnasiet and Tornedalsskolan.

Here is a post from the Redu website:

REDU waitress students Pinja Suutari and Nelli Heikkilä were on exchange in Sweden. In their opinion, the exchange week was very nice, and they made new friends. During the day, they took part in the lessons, and the evening program had, among other things, included a visit to a reindeer safari and a playful competition. Business visits were made to the holiday village of Luppiovaara and the spa hotel Cape East and the city hotel in Haparanda. They say that the days in Sweden were long but

rewarding. The exchange week made both of them think that they could go on a longer exchange abroad.

- I will participate in the competition in March. At least there is no tension yet, says Nelli.



One pizza each. The participants left Sweden with a full belly



A birds eyes' view of the recruitment fair at Utbildning Nord

A post from Utbildning Nord:

The ArcticSkills exchange is in full speed. Yesterday, the young people were able to participate in the lessons at Gränsälvgymnasiet. The evening ended with crafts and Pizza dinner. Lovely evening with a lovely group.

- ✓ *The students who have an exchange with our restaurant education made a study visit to the neighboring municipality of Haparanda and got to visit two companies in the tourist industry, Cape East and Haparanda Stadshotell, and both of which incidentally employed former*

restaurant students from us. The evening ended with a trip to the reindeer farm where the whole gang from Kirkenes, Lappia and Redu participated.

- ✓ *The students in the ArcticSkills exchange had a fully packed day on Wednesday. The students from Redu, Lappia and Kirkenes visited, among other things, Utbildning Nord's recruitment fair, participated in the dinner preparations and the day ended in the best way with a sauna and jacuzzi in the evening.*
- ✓ *We felt that the program worked well, it felt like everything worked smoothly during the week. It was a nice group of students and experts that were involved in the exchange hosted in Övertorneå.*
- ✓ *All and all it felt like a success that we would like to do again. It felt meaningful and I think we all where a bit humbled by the experience, it is so nice to see that even though the school systems vary a bit in each country the professions and highlighting the vocational skills is so spot on.*
- ✓ *Students, experts, coordinators and other staff members from Övertorneå is very pleased and proud over the exchange and hope that it will be possible to carry out again.*



The Redu delegation in front of the logo of Utbildning Nord. Thumbs up!

Visibility

We have not yet a full picture of the media attention from all locations. What we can say is that we used all available channels to promote the event, mainly through a press release, which was posted on the web and facebook and sent to local newspapers and broadcasting. In Kirkenes this resulted in a good response from the media. The event was followed up with articles in the newspapers Sagat and Sør-Varanger Avis, covering the county of Finnmark and the municipality of Sør-Varanger. The Norwegian Broadcasting NRK, made programs for regional news on both TV and radio. Taken into account that the event was implemented only two weeks before the deadline for application to further education, we hope that this event had a positive impact on the recruitment to vocational programs.

<https://tv.nrk.no/serie/distriktsnyheter-nordnytt/202302/DKTR98021423#t=586s>

We also asked the participants to take photos and send them to us. They did, and we have quite a broad collection of photos from the event, which we have posted on Facebook and intend to sample on a Flickr account.

Challenges and further development

The experiences from this first attempt of exchange will be debated in the Board in order to define a sustainable model. Some issues for the debate can be extracted from this report. They are connected to finding the right goals and dimension, defining work load for the experts and in this respect also salary, improving communication and social intercourse. And last but not least we have to discuss further involvement of enterprises.

All these questions are of course subordinate to the main question, that is finding a sustainable model and financing of ArcticSkills. This is still an ongoing process.



Collaboration is the main road to success

Appendixes

Appendix 1: Professions, locations, and responsible experts Exchange week 6 2023

Profession	Host	FI expert	NO expert	SWE expert
Health and social care	Inari	Maarit Nevala (SAKK)	Mona Olsen (KVGS)	Krister Borg - Tina Nordman
Reindeer Husbandry	Inari	Leena Magga (SAKK)	Samuel Gaup (Kautokeino)	Arto Pasma
Duodji, soft materials	Inari	Anniina Turunen, Rauna Vieltojärvi (SAKK)	Sara Inga Utsi Bongo (Kautokeino)	Jussi Saukkoriipi
Car Painting	Rovaniemi	Ville Määttä	Torgeir Nilsen (KVGS)	
Electrician	Haparanda	Tuomas Kariniemi (Lappia)	Gjermund Hansen (KVGS)	Krister Björk
Cook	Övre Torneå	Eveliina Hiltunen (REDU)	Tor Erik Andreassen (KVGS)	Rauni Holster
Waiter	Övre Torneå	Sanna Kulmala (REDU)	Bengt Willy Stokvold (KVGS)	Sara Simu
Plumber	Övre Torneå	Marko Haavikko (REDU)	Roger Konradsen (KVGS)	Jonas Buska
Motor vehicle mechanic	Kirkenes	Denice Hohtari (Lappia) - Jaakko Hirvonsalo (Lappia)	Kjell Malin (KVGS)	Peter Hietala - Peter Stenberg
Building constructors	Kirkenes	Kauko Pahajoki (Lappia)	Klaus Gunnar Amdal (KVGS)	Mika Krunniniva
Hairdresser	Kirkenes	Leena Leskio (Lappia)	Ellen Kristoffersen (KVGS)	Magdalena Öström
Welder	Kirkenes	Olli Keränen (REDU)	Øyvind Bjørklund (KVGS)	Ali Saukkoriipi (coordinator)
Heavy machinery Operator	Kirkenes	Marko Savolainen (REDU)	Øyvind Olsen (KVGS)	Peter Stenberg

Appendix 2. Participants:

Profession	Place	Name	Nation
BUILDING CONSTRUCTION	Kirkenes	Kauko Pahajoki	FI
BUILDING CONSTRUCTION	Kirkenes	Jan Hiukka	FI
BUILDING CONSTRUCTION	Kirkenes	Emil Kostet	FI
BUILDING CONSTRUCTION	Kirkenes	Samuel Vierelä	FI
BUILDING CONSTRUCTION	Kirkenes	Klaus Amdal	NO
BUILDING CONSTRUCTION	Kirkenes	Eiril Kalliainen	NO
BUILDING CONSTRUCTION	Kirkenes	Ali Ingilæ-Fath	NO
BUILDING CONSTRUCTION	Kirkenes	Mika Krunniva	SE
BUILDING CONSTRUCTION	Kirkenes	Mustafa Hamar	SE
BUILDING CONSTRUCTION	Kirkenes	Steven Alothman	SE
CAR MECHANIC	Kirkenes	Akseli Karhumaa	FI
CAR MECHANIC	Kirkenes	Eemili Lohiniva	FI
CAR MECHANIC	Kirkenes	Denice Hohtari	FI
CAR MECHANIC	Kirkenes	Mohamad Ahmed Alhamad	NO
CAR MECHANIC	Kirkenes	Nikita Brils	NO
CAR MECHANIC	Kirkenes	Kjell Malin	NO
CAR MECHANIC	Kirkenes	Disa Eriksson	SE
CAR MECHANIC	Kirkenes	Sabina Palomaa	SE
CAR MECHANIC	Kirkenes	Pieter Hietala	SE
HAIRDRESSER	Kirkenes	Venla Ö	FI
HAIRDRESSER	Kirkenes	Vanessa Vuolo	FI
HAIRDRESSER	Kirkenes	Leena Leskio	FI
HAIRDRESSER	Kirkenes	Maria Andrea Johansen Sabbasen	NO
HAIRDRESSER	Kirkenes	Mari Jakobsen Hamborg	NO
HAIRDRESSER	Kirkenes	Jenny Elise Ollila Larsen	NO
HAIRDRESSER	Kirkenes	Talie Karoline Johansen Hasselberg	NO
HAIRDRESSER	Kirkenes	Simone Jørstad	NO
HAIRDRESSER	Kirkenes	Mari Jakobsen Hamborg	NO
HAIRDRESSER	Kirkenes	Ellen Kristoffersen	NO
HEAVY MACINERY OPERATOR	Kirkenes	Pirjo Hietala	FI
HEAVY MACINERY OPERATOR	Kirkenes	Elias Rantakokko	FI
HEAVY MACINERY OPERATOR	Kirkenes	Mika Salmijärvi	FI
HEAVY MACINERY OPERATOR	Kirkenes	Øyvind Olsen	NO
HEAVY MACINERY OPERATOR	Kirkenes	Emil Stock	NO
HEAVY MACINERY OPERATOR	Kirkenes	Svein Tobias Söderstrøm	NO
WELDER	Kirkenes	Ante Magga	FI
WELDER	Kirkenes	Elias Jänkälä	FI
WELDER	Kirkenes	Olli Keränen	FI
WELDER	Kirkenes	Amund Karisari	NO
WELDER	Kirkenes	Sebastian Bråten	NO
WELDER	Kirkenes	Øvind Bjørklund	NO
COOK AND WAITER	Kirkenes	Adrian Hætta	NO
CAR PAINTING	Rovaniemi	Ville Määttä	FI
CAR PAINTING	Rovaniemi	Ella Liiten	FI
CAR PAINTING	Rovaniemi	Eino Norkola	FI

CAR PAINTING	Rovaniemi	Elias Särkijärvi	FI
CAR PAINTING	Rovaniemi	Torgeir Nilsen	NO
CAR PAINTING	Rovaniemi	Preben Olsen	NO
CAR PAINTING	Rovaniemi	Charlotte Jørgensen-Bergheim	NO
DOUDJI	Inari	Berit Kristine Andersen Guvsám	NO
DOUDJI	Inari	Edvard James Alexander Hodne Horndal	NO
DOUDJI	Inari	Signe Elisa Jacobsen	NO
DUODJI	Inari	Mila Leppälä	FI
DUODJI	Inari	Álgen Aikio	FI
DUODJI	Inari	Jasmi Mäenpää	FI
DUODJI	Inari	Sunna Nousuniemi	FI
DUODJI	Inari	Ulpu Mattus-Kumpunen	FI
DUODJI	Inari	Neini-Mari Pehkonen	FI
DUODJI	Inari	Jane Helppi	FI
DUODJI	Inari	Pia Kangas	FI
DUODJI	Inari	Rauna Vieltojärvi	FI
DUODJI	Inari	Irina Saijets	FI
DUODJI	Inari	Maire Saijets	FI
DUODJI	Inari	Annelina Turunen	FI
HEALTH & SOCIAL CARE	Inari	Adriana De Assis	FI
HEALTH & SOCIAL CARE	Inari	Pirita Riipi	FI
HEALTH & SOCIAL CARE	Inari	Jani Pitkänen	FI
HEALTH & SOCIAL CARE	Inari	Mona Elisabeth Olsen	NO
HEALTH & SOCIAL CARE	Inari	Jenny Aule	NO
HEALTH & SOCIAL CARE	Inari	Mathilde M. Hanslien	NO
HEALTH & SOCIAL CARE	Inari	Carola Svens	SE
HEALTH & SOCIAL CARE	Inari	Sam Stormo Ryvoll	SE
HEALTH & SOCIAL CARE	Inari	Zana Salehi	SE
REINDEER OPERATOR	Inari	Essi Mikkola	FI
REINDEER OPERATOR	Inari	Samuel Gaup	NO
REINDEER OPERATOR	Inari	Aila gare Nutti	NO
REINDEER OPERATOR	Inari	Elle Majja Eira	NO
COOK	Övertorneå	Evalinna Hiltunen	FI
COOK	Övertorneå	Samu Kurt	FI
COOK	Övertorneå	Intha Saranuklu	FI
COOK	Övertorneå	Rauni Holster	SE
COOK/WAITER	Övertorneå	Mika Mäkikyrö	SE
COOK/WAITER	Övertorneå	Lolita Lepa	SE
ELECTRICIAN	Övertorneå	Tapani Alajärvi	FI
ELECTRICIAN	Övertorneå	Toni Kaarivaara	FI
ELECTRICIAN	Övertorneå	Jere Seppälä	FI
ELECTRICIAN	Övertorneå	Noel Komulainen	FI
ELECTRICIAN	Övertorneå	Gjermund Hansen	NO
ELECTRICIAN	Övertorneå	Torgeir Sundseth Robertsen	NO
ELECTRICIAN	Övertorneå	Andre Baumann Buljo	NO
ELECTRICIAN	Övertorneå	Kristian Björk	SE
ELECTRICIAN	Övertorneå	Öyvind Halvorsen	SE

ELECTRICIAN	Övertorneå	Samuel Laaja	SE
PLUMBER	Övertorneå	Markus Näslund	SE
PLUMBER	Övertorneå	Kriatian Kristofersen	SE
PLUMBER	Övertorneå	Joans Buska	SE
PLUMBER	Övertorneå	Marko Haavikko	FI
PLUMBER	Övertorneå	Oula Matero	FI
PLUMBER	Övertorneå	Elias Pasma	FI
WAITER	Övertorneå	Heli Lassheikki	SE
WAITER	Övertorneå	Sanna Kulmana	FI
WAITER	Övertorneå	Pinja Suutari	FI
WAITER	Övertorneå	Nelli Heikkilä	FI

Appendix 3: Enterprises

Kirkenes	Inari	Rovaniemi	Övertorneå
<ul style="list-style-type: none"> • Kimek shipyard • Visit Bugøynes • Aurora Kino • Barentshallene • Ribago • Barents Safari • The municipality of Sør-Varanger • Kirkenes Snowhotel • Kirkenes Bil • Sør-Varanger Bilteknikk • The Norwegian Barents Secretariat • Høiers frisørsalong • ByWe, Tromsø • Sundquist AS 	<ul style="list-style-type: none"> • Angeli Reindeer park • Sami museum Siida • Sami Cultural centre Sajos 	<ul style="list-style-type: none"> • Wetter and Pörhö workshops 	<ul style="list-style-type: none"> • Camp Torne Valley Experiences • Explore the North AB • Cape East • Stadshotellet Haparanda

Appendix 4

Car Painting student exchange – Arctic skills - ROVANIEMI/REDU preliminary program

Monday 6.2.2022	Tuesday 7.2.2022	Wednesday 8.2.2022	Thursday 9.2.2022	Friday 10.2.2022
Travel day	Breakfast at the hotel	Breakfast at the hotel	Breakfast at the hotel	Breakfast at the hotel
Arrival to Rovaniemi at ? Check in accommodation.	8:30 Following Finnish students' lessons	8:30 OJT in company. Meet skilled workers and apprentices / BRP (TBC)	8:30 OJT in company. Meet skilled workers and apprentices / Wetteri (TBC)	8:30 Closing ceremony. Distribution of Exchange certificates.
	11:00 lunch at school restaurant	11:00 lunch at school restaurant	11:00 lunch at school restaurant	Safe return travel
Welcome and info for the week	11.45 Following Finnish students' lessons	11.45 OJT in company. Meet skilled workers and apprentices / Norrhydro (TBC)	11:45 OJT in company / At REDU practice tasks: taping, simulators and 3D.	
18:00? Joint dinner	15:00 Joint dinner at school restaurant	17:00 Joint excursion and joint dinner with students, teachers and company representatives invited skilled workers and apprentices from the local companies to the joint dinner. (REDU restaurant service program -TBC	15:00 Joint dinner at school restaurant	