

Digitization Trainings in Finland

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Contents today and some key figures

- Digitization training projects; contents and results.
 - Planning Project for the Expert Education of the Mass Digitization 2018-2019
 - Professional Digitizer Education 2020-2021
 - Digitization Competencies Training 2022
 - Digitization Competency Mapping 2023
 - Flexible Skill Paths for Digitization 2023-2025
- 9 trainings in 2020-2025
- 4 project partners
- ~ 131 students
- Most common length of a training 2-3 months
- 1 coordinating lead teacher and several visiting lecturers per training
- Digitization developers -training registration in spring 2024 filled up in 2 minutes and in fall in 3 minutes
- Added up budget for 5 digitization projects ~ 1 105 930 e



Background for trainings

- Strong governmental mandate for digitization and digital archiving in Finland.
 - Finnish Government's Resolution of June 2017: archived paper materials held by public authorities should be digitized by 2030.
 - Changes in legislation, e.g. The Act on Information Management in Public Administration (2019) place new digitization demands to new actors.
- No formal training in digitization available.
- The skills and competence needed in digitization are not widespread but focused on archives, museums and libraries.
- Why Mikkeli? The mass digitization centre of the National Archives is located in Mikkeli; we have education and research in information management and digital archiving in Xamk; and Memory Campus produces and coordinates new collaboration.



First step: Planning Project for the Expert Education of the Mass Digitization

- 1.11.2018–31.8.2019
- Project identified the specific competencies required by digitizers. This involved evaluating the current skill levels of potential digitizers and determining the training needed to meet the demands of mass digitization projects.
- The project assessed workforce needs and training needs for the National Archives and the National Library.
- Based on the results of the assessments, training plans were created for both digitizers and digitization specialists.

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Professional Digitizer Training

- 1.9.2020–31.12.2021
- 2 digitizer trainings, 15 students per training, online studies, 15 credits, 3 months per training. Learning objectives of the digitizer training:
 - Student knows the digitization process, key concepts, devices and technologies; recognizes the standards, recommendations, and quality assurance methods; takes into consideration safety, long-term preservation and the needs for further use of the material; has skills to plan, implement, document, report, and evaluate a small-scale digitization project; and perform digitization tasks.
 - Training environment on campus and on-the-job training period included in the training.
- Produced open learning materials consisting of 9 sections, available in Finnish [Home - Library of Open Educational Resources \(aoe.fi\)](https://home.aoe.fi)

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Professional Digitizer Training

- 1 digitization specialist training, in cooperation with information management and digital archiving education (Xamk, Master's degree), online studies, 8 students, 10 months, 15 credits.
- Continuing education for people working in the fields of archiving.
- 3 moduls: Digital archiving and long-term preservation; Describing and developing the processes; and Quality assurance of digitization and usability of the material.
- Trained the specialists to carry out the more demanding post-processing of digitized material, verification and description of metadata, and inspection of digitized material.

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Digitization Competences Training

- 1.1.–31.12.2022
- 2 digitization competences trainings, 33 students, 10 credits, 2 months.
- Continuing education aimed at people working in archives, records management, information management, and those interested in digitization work.
- In addition to the contents of previous trainings, this training took into account digital capability, environmental perspectives, and sustainable development.
- Focus on the planning and management of a digitization projects. The students wrote project plans that were implemented at their workplaces.

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Digitization Competences Training

- Produced open learning materials available in [Digitointiprojektin hallinta - Library of Open Educational Resources \(aoe.fi\)](#) (in Finnish and in English) and [Digitoinnin taitojen opetusmateriaali, osa 11: Koulutusmalli ja oheiskirjallisuus - Library of Open Educational Resources \(aoe.fi\)](#) (in Finnish)
- Produced a guide for digitization project : <https://urn.fi/URN:ISBN:978-952-344-501-7> (Theseus, in Finnish)

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Digitization Competency Mapping

- 1.1.–30.4.2023
- Survey with 12 GLAM organizations and interviews.
- Results:
- Organizations see digitization requiring a wide set of competencies ranging from policies and legal issues to practical organization and technical delivery of digitization.
- The desired target state is quite advanced overall, regardless of current capabilities. The largest self-identified competency gaps exist in strategical and technical approaches to digital archiving and digital access to archives.
- Conclusions and recommendations: Work-life oriented digitization trainings and tools to recognize and validate digitizing skills.

Flexible Skill Paths for Digitization (JoDi)

- 1.5.2023–31.5.2025
- 2 work-life oriented trainings in 2 educational levels: Digitization developers training (masters degree level) and Digitization professionals training (vocational education level).
- **Digitization developers:** 2 trainings, ~ 40 students, 5 credits, online studies, 2,5 months/training. In collaboration between Xamk and the National Archives.
- Continuing education aimed at people working in archives, records management, information management, and those interested in digitization work.
 - Most students work in public administration.



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Flexible Skill Paths for Digitization (JoDi)

- Learning objectives: Students learn how to develop digitization considering the entire lifecycle of the material; plan and manage a digitization project; recognize and take into account regulations, guidelines, environmental impact and AI development related to digitization; and manage the quality and risks of digitization.
- Importance of peer learning.
- **Digitization professionals:** 2 trainings, ~20 students, 3 months, online, on-the-job training of 4-8 weeks. In collaboration between Samiedu Vocational College and the National Archives.



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Flexible Skill Paths for Digitization (JoDi)

- Work-life oriented training focused on handling the archival material, digitization techniques, devices and skills.
- Assessment of competence concludes the training.
- **Next steps?**
- Digitization expert network for the continuous learning of alumni as well as other people and organizations interested in digitization will be launched 6.9.2024.
- Digitization developer course in Xamk open University of Applied Sciences starting in 2025.



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Future collaboration possibilities



Further reading

- [Flexible skill paths for digitization - Kaakkois-Suomen ammattikorkeakoulu \(xamk.fi\)](#)
- [Digitization Competency Mapping](#)
 - [Current and Anticipated Digitization Competencies](#). S.Järn and S.Westman, 2023. Archiving Conference.
- [Digitization competencies training - Kaakkois-Suomen ammattikorkeakoulu \(xamk.fi\)](#)
 - "Need for digitization professionals: creating new trainings in Finland" in publication [Xamk Beyond 2022](#)
 - [Learning material of digitization competencies, part 10: Digitization project management](#) The Library of Open Educational Resources, licensed with the CC BY SA –license
- [Professional Digitizer Training - Kaakkois-Suomen ammattikorkeakoulu \(xamk.fi\)](#)
 - Read (4/2021): [Creating a Digitization Education and a Training Model](#)
- [Planning Project for the Expert Education of the Mass Digitisation](#)



Thank you!

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Tunne huomisen - All for the future.