



Attitudes

Towards older people

- Towards non Finns
- Most important target group: Managers
- Part of our management training
about 500 people/year



Physical health

Long traditions

- ▶ factory doctors
- ▶ support of sports activities
- ▶ own gyms etc.

Medical examinations every 2,5 years from age group 50+

Individual programs for all 50 +

- Early rehabilitation

- ▶ 25 years at service -> one week
- ▶ 35 years at service -> two weeks

Targets: training and learning to live a "healthy life"



Results

Average retirement age up from 58 -> 59,5
in two years. The positive trend is clear.

Target 62 years



Mental health

Part of yearly assessments for 50+

- ▶ discussions about the life situation
- ▶ need for training or other changes
- ▶ planning of the coming years

Main target: to reduce uncertainty

Special training for 55+ (experiment)

Mentoring (for MBA:s)



Skills and vocational training

Background: young people have better formal education. Creates feelings of inferiority and uncertainty.

Action: heavy formal exam-driven training (ammattitutkinto)

Time needed 2 years

- Interesting findings
 - ▶ older people (55+) performed as well in theoretical tests as younger people with much better formal education

Experience

The feedback from older people very positive

"Why didn't you do this earlier"



Flexibility

Still inflexible ways of working with strictly defined tasks

Moving towards team work with flexibility within teams

best example: forest department

Problem: inflexible Union agreements

Part time retirement



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