

Silvennoinen Heikki & Kuitunen Kirsi. **Employment-authority supported personnel training in the form of a joint arrangement**

The legislation concerning adult education enjoying the financial support of employment authorities, which came into effect at the beginning of this decade in Finland, enables the authorities to arrange training jointly with employers. The purpose is, first and foremost, to favour small enterprises with inadequate resources to train their staff. The article describes those research results obtained by the authors regarding the new training format on interviewing participants of the said courses. The researcher arrive at highly critical conclusion. The longer the training course, the more it involved normal work. Women were especially dissatisfied with this training. The lower the participant's educational and training background, the more clearly training was felt to be work instead of training. Despite the negative experiences, learning through work is recommended as a development direction.

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