

ENGLISH

**"Innovative teaching and learning practices"
at Sataedu, Finland**



**Funded by
the European Union**

The SWiPE team visited Sataedu, Huittinen (Satakunta, Finland)
(02/03/2026 → 05/03/2026) (<https://sataedu.fi/in-english/>).

The SWiPE team focused this time on "*Innovative teaching and learning practices*"

Logistic Education



SWiPE members practicing on the driving simulator

Overview

Our mixed-age fleet — approximately 11–12 trucks and 8 trailers, with the oldest truck from around 1995 and our newest arrival equipped with a multi-camera system — has been the proving ground for combining telematics, video, and targeted driver coaching to improve safety, efficiency, and environmental performance.

Technology and Fleet Management

We use Scania fleet management tools alongside on-vehicle camera systems to capture rich operational data:

GPS traces, vehicle live views, speed and braking events, fuel consumption, and journey maps.

These systems are comparable to industry solutions and provide both live monitoring and historical data exports for detailed analysis.

Training Program and Data Use

Third-year driver-training students participate in an environmental and economical driving program that uses exported Scania data for objective feedback.

Trainers analyze metrics such as:

- Brake pedal actuations per 100 km
- Rolling (coasting) kilometers
- Fuel consumption per route
- Speed and idle patterns

These measures are used to design individualized coaching sessions and to track progress over time.

Example Results

Concrete, measurable improvements have been achieved after targeted coaching:

- Brake pedal actuations: one student reduced actuations by 50% per 100 km.
- Rolling kilometers: increased, indicating better anticipation and less harsh braking.
- Fuel consumption: decreased from ~32 L to ~28 L on a regular 30–35 km route — a ~12.5% fuel saving.

These gains demonstrate that even modest behavioral changes, when informed by data, lead to meaningful fuel and emissions reductions and improved vehicle longevity.

Privacy and Surveillance Considerations

While cameras and telematics provide powerful coaching insights, we recognize legitimate privacy and surveillance concerns.

Data use is strictly focused on safety, efficiency coaching, and fleet operations.

Access is controlled, and analysis is performed with respect for drivers' privacy and applicable regulations.

Open dialogue with drivers about what is collected and how it is used is central to maintaining trust.

Conclusion

Integrating vehicle cameras and fleet telematics with focused environmental/economical driving coaching produces measurable improvements in safety and operational efficiency.

Our fleet's experience shows that technology-enabled training can cut fuel use, reduce wear from harsh maneuvers, and provide objective feedback that accelerates learning – delivering benefits for drivers, carriers, and the environment.

Interview Logistics Students



SWiPE team members interview students from the truck department

Career choice: motivations for becoming truck drivers - [Students]

Interest-driven choices, with some family influence

Students cite personal interest as the main reason to pursue truck driving.

One mentions a father who drives a truck occasionally; another references hearing about a local logistics school and choosing it for convenience and personal preference. Family ties and siblings in the same school appear for some, but several emphasize independent motivation rather than purely family tradition.

Local accessibility of training

Proximity to a logistics school influences selection. A student notes living near the school and choosing it partly because it was close ("in the garden of my home"). This suggests spatial accessibility and community ties can significantly shape vocational choices.

Work–life balance and family considerations - [Students and Teachers]

Challenges of family life in trucking

Teachers raise the issue of long hours and extended time on the road impacting family life. A student shares a family story: the grandfather stopped trucking when daughters were born so they would know him, illustrating the emotional trade-offs.

The discussion acknowledges the difficulties truck drivers face balancing family presence with job demands.

Potential need for reskilling for life transitions

The conversation explores whether students would reskill, shifting from pure driving to logistics roles (warehouse work, handling goods) if family or career needs change.

Teachers encourage thinking beyond “only on the wheel,” promoting broader logistics skills to diversify options as personal circumstances evolve.

Gender composition and local factors - [Students]

Class gender mix varies by school

Students note their class includes eight girls and twelve boys—higher female participation than in Parkano. This points to variance across regions and institutions in gender balance within truck driving programs.

Local area and company ties influence female participation

Several girls reportedly come from the same nearby city (Karvia) and may have connections to local companies (interpreted as “bubble company,” likely a local employer). Staying close to home and local employer relationships may motivate female students to choose trucking in that area.

Conclusion

The interview explores a multinational logistics education project focused on student well-being and quality, while engaging Finnish logistics students on their motivations, career plans, and openness to international mobility. Students primarily choose trucking based on personal interest and local accessibility, with some family influence. Teachers promote broader logistics skills, supervisory progression, and language confidence to support long-term adaptability and work–life balance. International internships are encouraged as transformative experiences, aided by technology and supportive environments. Training incorporates telematics and live monitoring, and post-graduation mobility opportunities exist to further development.

Meeting in the company: AH-Trans Oy (Huitinen)

AH-Trans Oy

Established in 1992, we are a transport company specializing in the transport of goods by road.

https://www.ahtrans.fi/index.tpl?sivu_id=3439

Heikkilä
HUITTINEN



AH-Trans

Company Representative - Finnish Trucking Operations, Training, Telematics, and Workforce Retention

Viewpoints

1. School-Industry Collaboration for Driver Training - [Company representative]

- **Schools should involve company professionals in training**

The interviewee argues vocational schools should include practitioners from transport companies in teaching. He criticizes passive, classroom-only learning and suggests company drivers and staff should explain real work practices, goals, and expectations to students, ensuring hands-on guidance and clearer outcomes for internships and practical modules.

- **Structured, staged on-the-job learning path over three years**

He outlines an optimal path: in year two, students spend time in the company workshop learning trucks and trailers; then they shadow drivers in trucks; once licensed, they drive. After graduation, a summer job at the company before compulsory military service (often 6–12 months after graduation) cements skills and employment readiness. He cites 5–10 students over five years following this path, with some returning post-army or working during university breaks.

2. Mentoring Practices and Student Engagement - [Company representative]

- **Drivers should assign real tasks to students with gradual responsibility**

The interviewee notes drivers may prefer to do tasks themselves for efficiency, but insists they must give work to trainees, starting with observation then small tasks. He emphasizes giving young workers a chance to contribute, building competence through incremental stages.

- **Outcomes depend on student motivation**

He says mentoring is “mostly” effective, but outcomes depend on the student’s attitude. If a student shows little initiative, drivers may avoid involving them, harming learning. Engagement on both sides—driver and student—is crucial.

3. Company Scale, Distribution, and Management Challenges - [Company representative]

- **Fleet and staffing distribution across Finland**

The company has 27 trucks and 40–50 drivers in total, with approximately 20 trucks and ~30 drivers in Huittinen (western Finland) and three trucks in the eastern part. Managing students far from headquarters (e.g., Lappeenranta area near the Russian border) is challenging; the interviewee prefers to be centrally involved rather than delegating remotely.

- **Operational diversity: shifts and trip lengths**

Work ranges from day trips to multi-day international runs. Examples include two trucks in eastern Finland with three drivers rotating twice per day (6–7 days/week), a truck unloading in Norway on a Monday–Friday run, two-day trips to Sweden, timber trucks in two shifts five days a week, and container operations in a single day shift aligned to customer schedules.

4. Driver Monitoring, Technology, and Fuel Management - [Company representative]

- **Continuous monitoring of driving and fuel consumption**

The company tracks each driver’s behavior and analyzes fuel consumption to inform truck deployment and purchasing decisions. GPS is installed in trucks; driver hours flow directly into company systems for compliance with breaks and working time.

- **Adoption of independent telematics (Co-Driver by Segurus)**

About a year ago, the company switched from an older Econen system to Co-Driver, appreciating its brand-agnostic setup that covers all vehicles uniformly. They have reviewed alternatives like MapOn but currently use Co-Driver.



Company Representative and SWiPE team members

5. Workforce Profile, Retention, and Compensation Constraints - [Company representative]

- **Stable, long tenures; average age around 40–50**

Many drivers have long relationships, some over 30 years, suggesting satisfaction or limited alternatives. The average age is roughly 40–50, with a mix of steady, long-term employees and a few who change jobs frequently without clear goals.

- **Finnish wage structure limits performance-based pay**

Wages are set by collective agreements based on years of experience (bands: 0–4, 5–8, 8–12, and over 12), not performance. He views this as a problem because companies cannot pay more to outstanding drivers than to weaker ones. Firing poor performers is possible but legally difficult; thus, he offers non-monetary perks like better shifts or vehicles to reward good drivers.

6. Work-Life Balance and Scheduling - [Company representative]

- **Flexible arrangements over higher pay**

Money isn't the primary solution; flexibility and free time (e.g., alternating weeks) matter more. The company discusses individual circumstances (small children, spouse shifts) and, due to long relationships, matches drivers to suitable work to maximize satisfaction and effectiveness.

7. Gender and Diversity in Trucking - [Company representative and Interviewers]

- **Women drivers perform on par and may drive more safely**

The company has previously employed two or three women and sees no performance difference. Interviewers note that in Sweden many women join trucking education and companies appreciate their safer driving and lower fuel consumption; the interviewee agrees women can handle the work, including chemical tank operations that require knowledge more than physical exertion.

8. Driver Shortage Perspectives - [Company representative and Interviewers]

- **Belief that good company practices mitigate driver shortages**

The interviewee acknowledges Europe-wide driver shortages but suggests doing the job well can avoid shortages locally. He claims his company has a good balance; few leave, and this reputation reduces constant inflow/outflow pressure. Interviewers add examples from Central Europe, where companies recruit internationally (e.g., Philippines) due to general shortages.

9. Organizational Roles and Workshop Capacity - [Company representative]

- **Family-managed planning with lean support**

Truck planning is done by three people: father oversees chemicals and gases, uncle handles timber, and another person manages containers; there is one secretary upstairs. The in-house workshop has one full-time worker doing oils and minor renovations; complex repairs are outsourced to two strong local workshops.

10. Market Conditions: Timber and Pulp Sector Volatility - [Company representative]

- **Eastern Finland pulp mill shutdowns and Russian timber ban impacts**

News of another eastern Finland pulp mill shutting down adds to recurring annual shutdowns over the past 3–4 years. Historically, mills sourced timber from Russia; with that halted, capacity may be excessive. Impact on the company is limited but possible. Broader uncertainty persists regarding restart timelines.

11. Education and Career Path of the Interviewee - [Company representative]

- **Logistics and civil engineering background; leadership role**

The interviewee grew up around trucks, studied logistics engineering at a polytechnic and civil engineering at Tampere University of Technology. He can drive trucks but primarily runs the business and engages in outreach with Satakunta Education Center (SatEdu), speaking annually to first- and second-year students about company expectations and driver behavior.

12. European Logistics Examples and Operations - [Interviewers]

- **Large European logistics firms and multimodal strategies**

Interviewers cite a major company (Essers) with ~5,000 trucks, broad logistics (trucks, trains, ships), school cooperation, and dense customer networks minimizing empty miles through dynamic routing. They describe pharma specialization, COVID vaccine/medicine transport under police escort, temperature-controlled containers, and multimodal routes to Finland shifting to local carriers upon arrival.

- **Long-haul scheduling complexity and family constraints**

European drivers may be out 14 days to 3 weeks, with on-road instructions for successive loads. Balancing childcare and fixed return times is difficult due to unpredictable daily endings.

13. Alternative Fuels: Gas, Electric, Hydrogen - [Company representative]

- **Cautious stance on electrics; trial of a gas truck**

The interviewee is not planning to buy electric trucks due to high cost and sparse charging infrastructure in Finland, especially for long distances. He tested a used gas truck from the Netherlands because it was inexpensive, but current gas prices vs diesel and limited fueling stations (Rauma, Halikko/Salo, Turku, Tampere) constrain operations, particularly northbound routes.

14. Asset Lifecycle and Used Truck Market - [Company representative]

- **Lifecycle to ~1 million km and redeployment strategy**

New trucks start in high-mileage operations, then rotate to lighter duties as they age, typically reaching around one million kilometers. Obtaining suitable used trucks is difficult due to ADR certification needs for chemicals/gases. Norway's frequent new-truck cycles result in more used imports to Finland, while Finnish trucks are often used to the end and then exported to regions like southern Africa or South America.

- **Preferred brands**

Scania and Volvo are the company's favored trucks.

15. Customer Base and Relationships - [Company representative]

- **Mix of direct and logistics customers; long-term ties**

The company serves major customers: UPM (timber), Kemira (chemicals), and Voikoski (Finnish gas). Containers involve many customers, but relationships are mainly direct and longstanding, with particularly long engagement with Kemira.

16. Business Outlook and Seasonal Variations - [Company representative]

- **Cautious optimism after a quiet summer**

The interviewee believes the company is doing fine. Last summer was quiet, but activity seems to be improving. He remains watchful about how summer seasonality will unfold.

17. Telematics System Changeover - [Company representative]

- **Switch from Eicon to Co-Driver due to obsolescence**

About a year ago, the company moved from the old Eicon system to Co-Driver for modern, brand-agnostic functionality, reinforcing better fleet monitoring and decision-making.

18. Ethical and Administrative Constraints - [Company representative]

- **Receipting and informal rewards**

He jokes about "black money" but acknowledges the European requirement for receipts and formal accounting, limiting informal compensation. Instead, he uses work assignments and equipment quality as incentives.



Company Representative and SWiPE team members

Conclusion

The interview portrays a mid-sized Finnish transport company emphasizing practical, staged training linking schools and industry, robust driver monitoring, and flexible scheduling to support retention. Collective wage rules constrain performance-based pay, so the firm uses non-monetary incentives and long-term relationships to maintain stability. Market conditions in timber/pulp are volatile due to the Russian border situation, while alternative fuels and electrification face infrastructure and cost barriers. The company values direct customer relationships, careful asset lifecycle management, and is cautiously optimistic about near-term business activity.

Pori, Finland — History, Industry, Healthcare, Sports, and Pori Jazz Highlights

Summary

The lecture offers a guided narrative through Pori, Finland, highlighting historical, cultural, industrial, and recreational aspects of the city.

It begins with the story of Sigrid Juselius, whose father built a mausoleum in her memory and later established a foundation that funds medical research with over 20 million annually.



Mausoleum Sigrid Juselius

The talk then covers religious demographics, post-war housing donated by Sweden, Pori's industrial profile and population (about 88,000), sports infrastructure and achievements (ice hockey, Finnish baseball, bandy, padel), healthcare centralization at the Satakunta Central Hospital, transportation links (rail, bus, airport flights to Helsinki and charters to Spain and Greece, driving distance to Helsinki), notable buildings (a 1970s library, a gym with a specialized floor akin to Tampere University of Technology), local brewery history (Karhu),

and the Pori Jazz festival—Finland’s biggest summer festival—with attendance around 80,000 over a week and past performers like Elton John and upcoming Sting.



Pori Jazz

It concludes at Kirjuriluoto Park, noting multiple tracks, frisbee golf, a large playground visited by more than half a million people annually, and a sauna area.



Rauha Sauna in Kirjuriluoto Park



Greetings from the SWiPE team, next meeting in France (may 2026)

Sincerely, Robert Gabriels



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details on our website:

<https://swipeinvet.com/>