

# SME Perspective

RAMBOLL FINLAND

Juha Kivimäki

## **ICA-CoP Bio-Edu ExCo Meeting**

The Faculty of Agriculture, University of Zagreb, Croatia

23.-24.10.2024

**RAMBOLL**

Bright ideas.  
Sustainable change.

## Juha Kivimäki

Leading Consultant  
Infrastructure Project Management  
Green areas, Sport and Recreation Areas

Ramboll CM Ltd  
Itsehallintokuja 3  
FI-02601 Espoo  
Finland



# Ramboll - The Partner for Sustainable Change



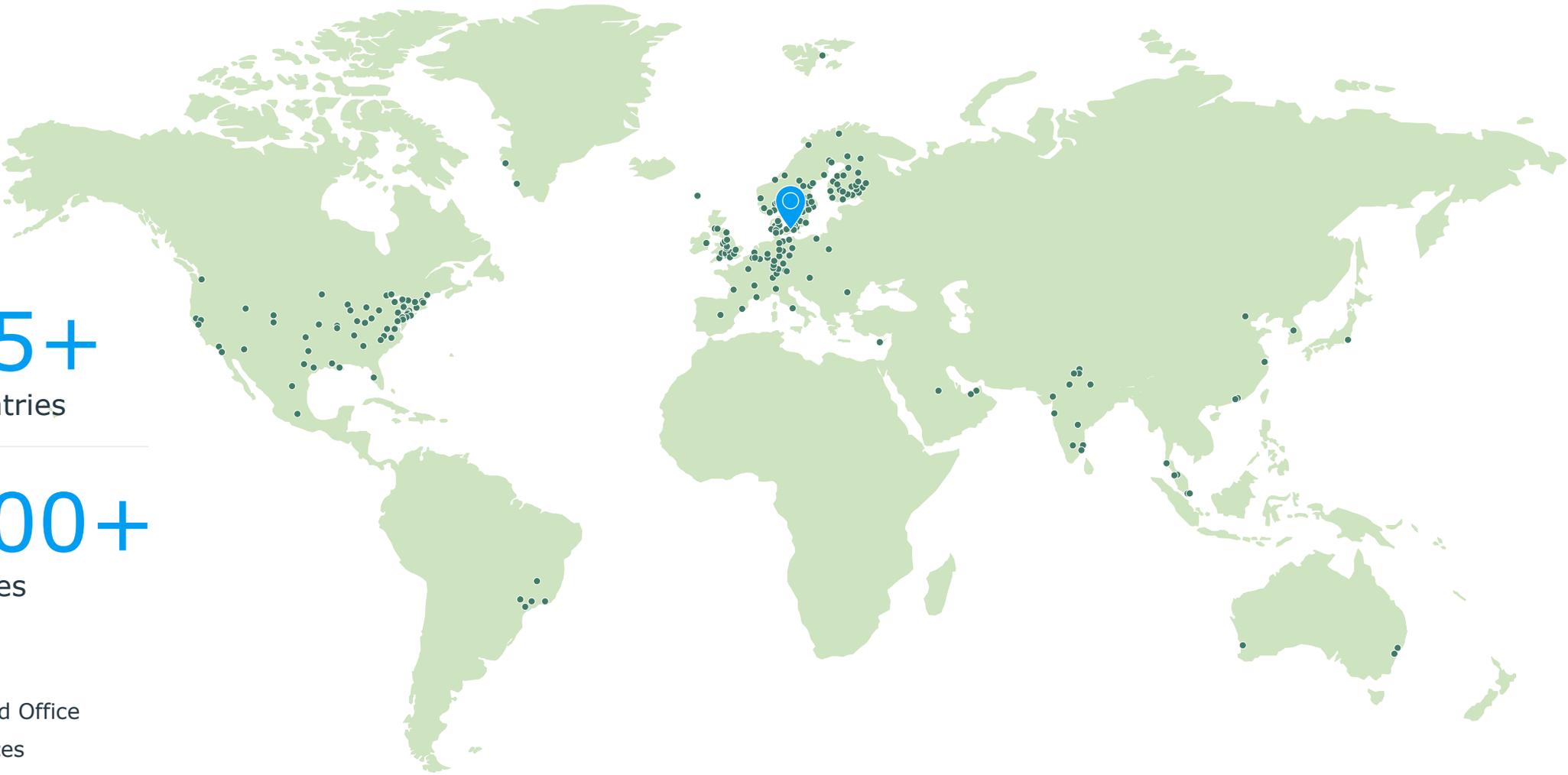


# Ramboll in short

Ramboll is a leading design and consulting company for sustainable cities and societies. We offer innovative and sustainable solutions in the design, construction and maintenance of infrastructure, buildings and the environment, as well as management consulting.

- Founded in Denmark in 1945
- Owned by the Ramboll Foundation
- 18,000+ experts
- 200+ offices in 35+ countries
- Our representation is especially strong in the Nordics, UK, North America, Middle East and Asia as well as the Pacific area.
- 2.3 billion EUR revenue

# Your partner around the world



**35+**  
countries



**200+**  
offices

- Ramboll Head Office
- Ramboll offices



# The basis of our operations

**Mission** ○ We are creating a sustainable society where people and nature flourish.

**Vision** ○ A globally leading consultancy company delivering integrated and sustainable solutions, shaping today and tomorrow.

**Values** ○ Insight & Excellence      Integrity & Empathy  
Enjoyment & Passion      Empowerment & Collaboration

**Commitments** ○ Clients      People  
Society      Company

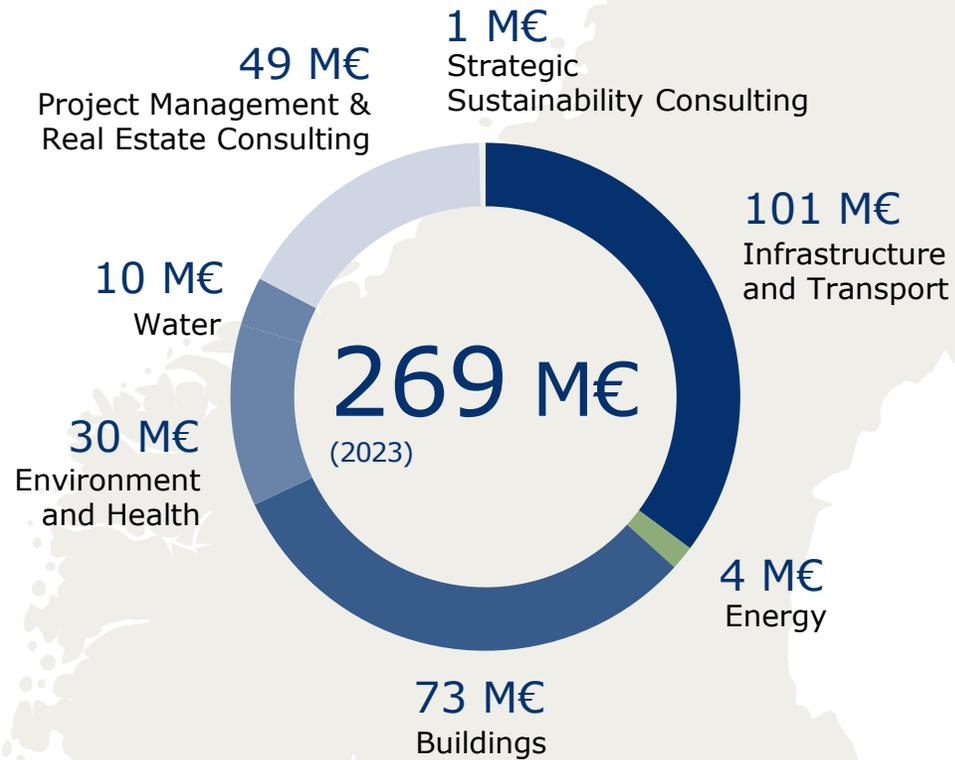
# Ramboll in Finland

# Ramboll in Finland since 1962

We offer multidisciplinary expertise in the design, project management and maintenance of sustainable society solutions.

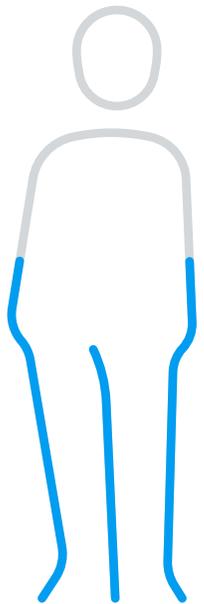
2,500  
experts

21  
locations

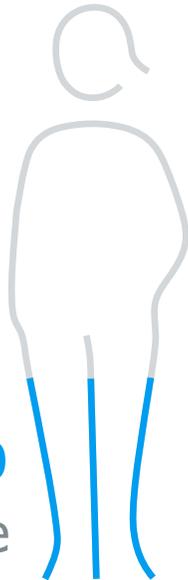


# Competent and visionary personnel

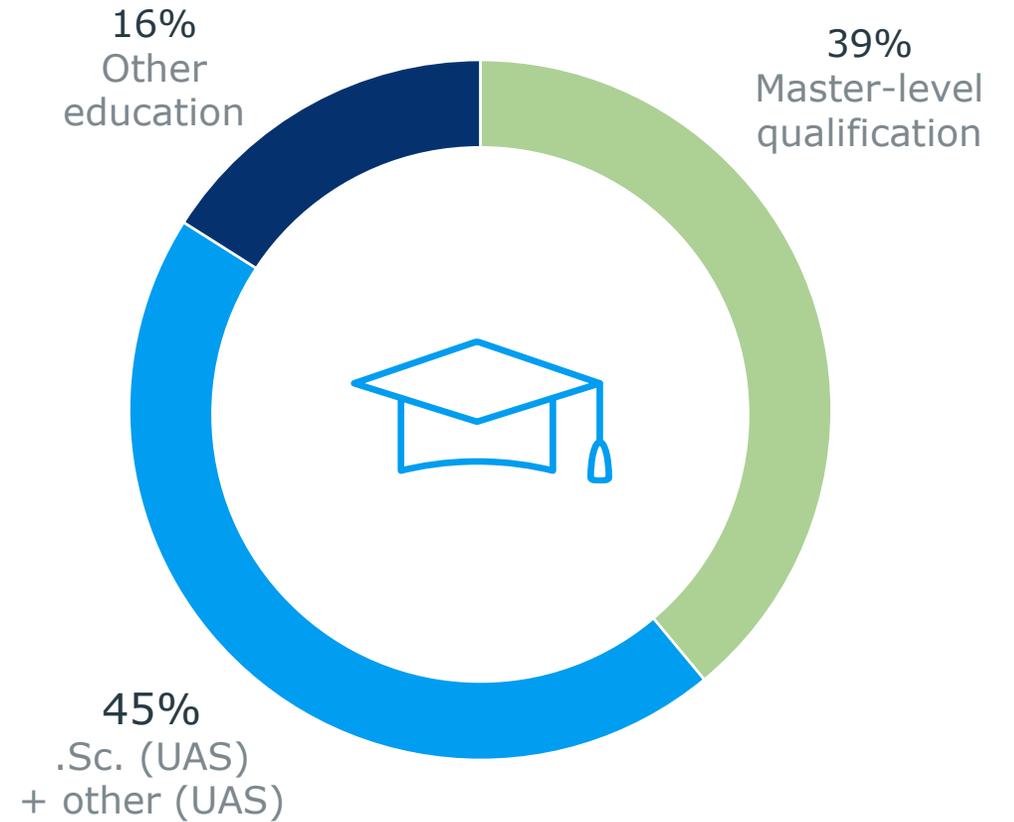
2,500 experts



64%  
Male



36%  
Female

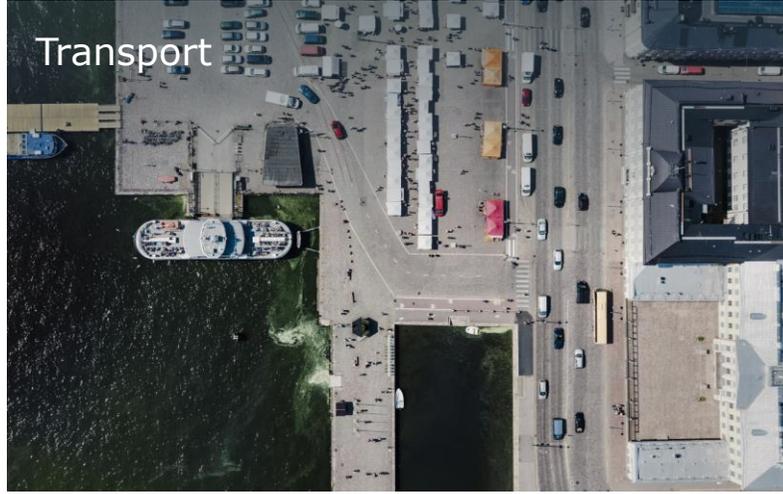


# Service lines

Buildings



Transport



Environment and Health



Water



Project Management and Real Estate Consulting



Energy



Strategic Sustainability Consulting



# Buildings

- Acoustics and audio engineering
- Architectural design
- Energy and life-cycle planning
- ICT and telecoms design
- Inventory modelling
- Facade design
- Repair construction
- Condition surveys
- HVAC design
- Fire-technical consulting
- Structural engineering
- Buildings automation
- Structural physics
- Indoor air consulting
- Electrical engineering
- Healthy Buildings coordination
- Data model coordination
- Lighting design



# Transport

- Geotechnical engineering, ground surveys and measurement
- Urban design
- Public utility services
- Traffic
- Airports
- Landscape engineering
- Land use planning
- Railways
- Rail transport
- Ports and waterways
- Bridges
- Highways, roads, streets and site civil engineering



# Environment and Health

- Air quality
- Waste management
- Land use planning and zoning
- Contaminated soils and sediments
- Circular economy concepts
- Bioeconomy
- Environmental due diligence (EDD)
- EHSQ management support and training
- Process and product safety management
- Ground water surveys
- Water resources surveys
- Environmental law
- Natural resources
- Environmental permits
- Environmental impact assessment
- Strategy consulting and change management
- Assessments and studies



# Project Management and Real Estate Consulting

- Construction management and inspection services
- Project Management Services (PMS)
- Engineering, Procurement and Construction Management projects (EPCM)
- Real estate development
- Real estate management consulting
- Green Building and Sustainability services
- Technical and energy surveys
- Maintenance consulting
- Construction cleanliness consulting
- Real estate information management
- Railway maintenance management
- Asset management
- Risk management and safety
- Landscaping and supervision



# Water

- Water supply and distribution systems
- Water treatment processes and plants
- Design and modelling of water supply networks
- Asset management of networks
- Storm and flood water management and modelling
- Economic and organisational studies
- Construction management and permits



# Strategic Sustainability Consulting

- Sustainable strategies and spearhead programs
- Evaluations and studies of sustainable business (e.g., ESG strategy progress evaluation)
- Sustainable finance and strategic ESG
- Transformative business models and sustainable innovations
- New market analysis and go-to-market programs for sustainable growth
- Sustainable offering development and sustainable value propositions
- Sustainable business transformations and change leadership
- Sustainable business impact assessments



# Energy

- Photovoltaic and solar heat
- Energy strategies and feasibility studies
- Pre-engineering and detail engineering
- District heating and cooling systems
- Energy solutions of Buildings
- Power grid services
- Operational Excellence of energy systems
- Market analyses
- Heat pumps
- Heat storages
- Power-2-X
- Construction management
- Wind Power
- Smart Energy solutions



# One of the most popular employers in Finland

- In the Universum Employer Branding Survey among professionals, Ramboll ranked 12th in the field of engineering. In the field of natural sciences, we were the most attractive engineering consulting company.
- Finland's 10<sup>th</sup> most attractive employer among engineering students in 2024.



#10

**RAMBOLL**

by **Engineering Students**



TOP OF INDUSTRY  
ENGINEERING CONSULTING

**RAMBOLL**

by **Professionals in Natural Sciences**



89%

of our personnel feel that they have adequately challenging tasks in their work.\*

88%

of our personnel are interested in Ramboll's future.\*

Universum's Most Attractive Employers rankings 2023 and 2024,  
\* Ramboll's Employee Satisfaction & Engagement Survey 2023

# Co-operation with Schools and Universities

# Co-operation with schools and universities – about 70 events annually – we reach over 4000 students each year



## Visits in our offices

We invite student organisations to visit our offices annually

There are around 15 visits during a year



## Career Fairs

We participate in around 25 Career Fairs during each year



## Ramboll Student Day

We invite students to Ramboll Student Day in December when we publish our summer jobs

There are around 100 student participants in the event



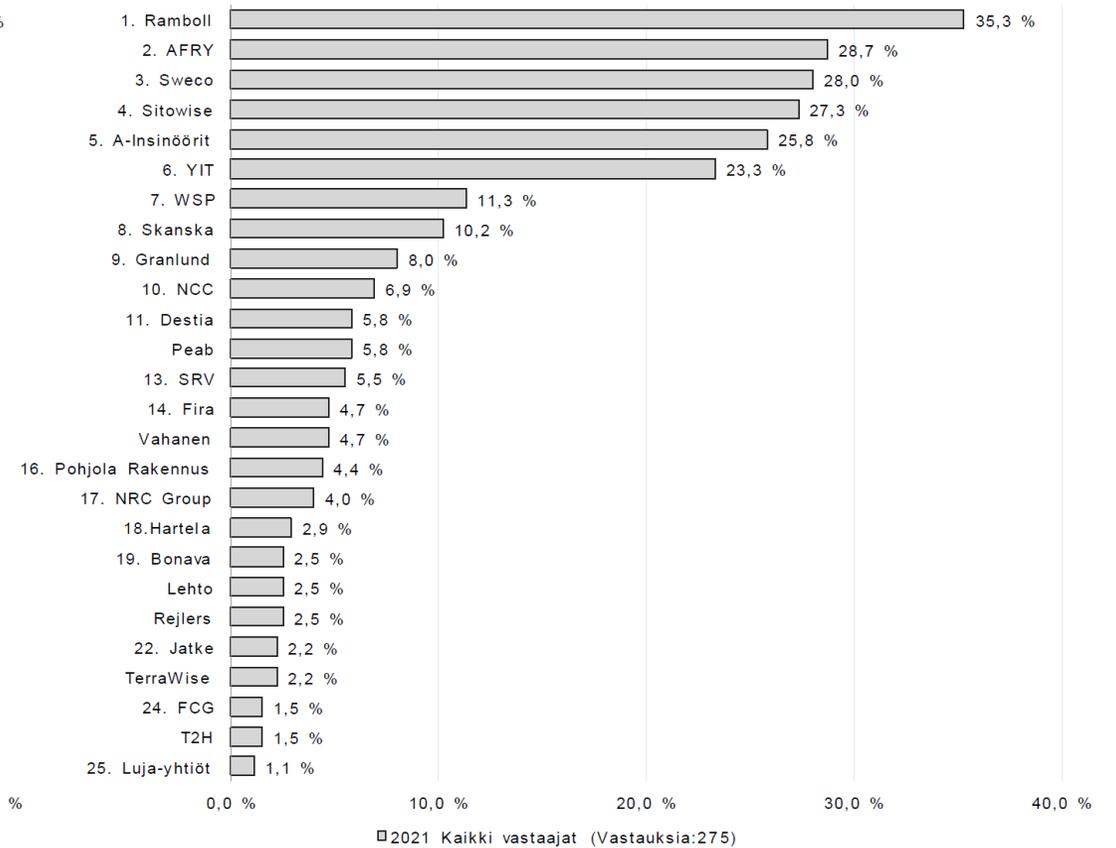
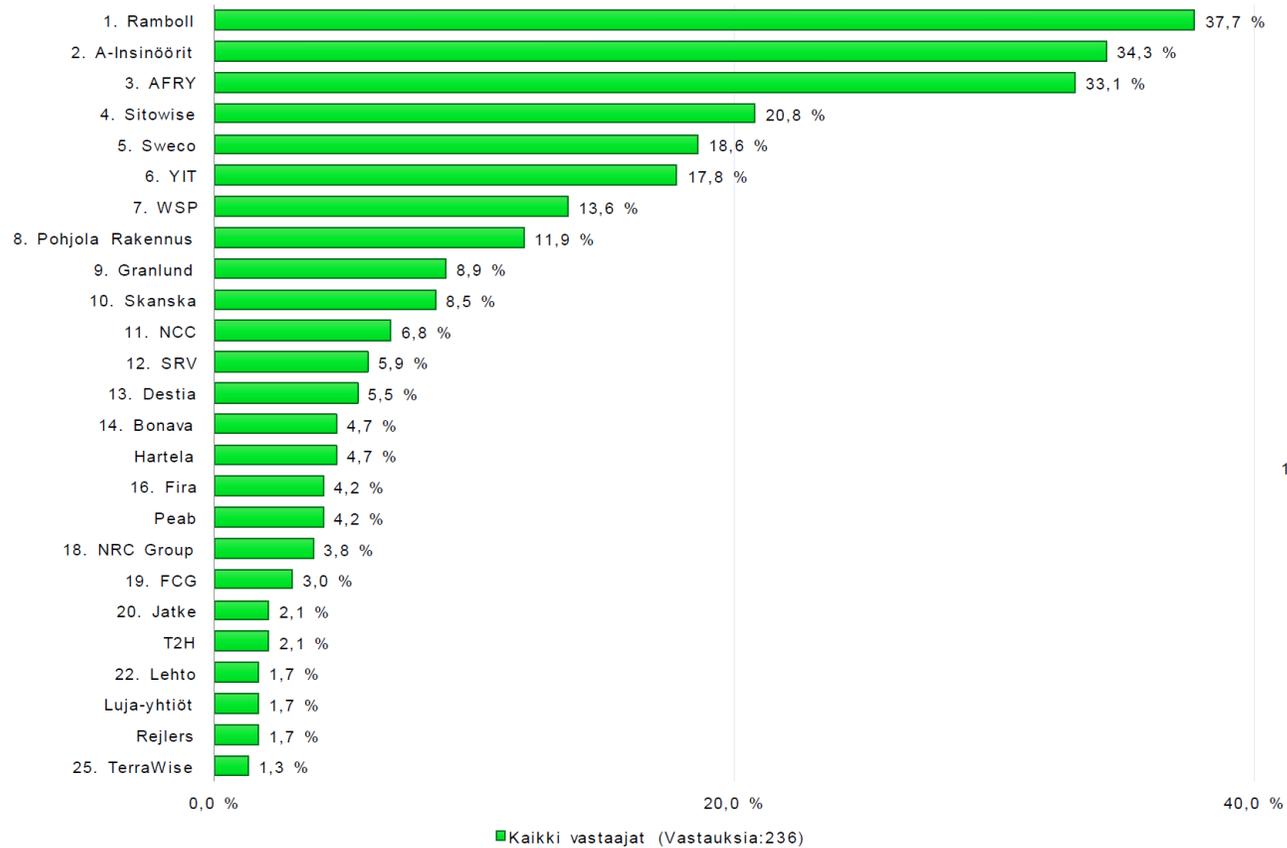
## Sponsorship

We support and sponsor different kinds of student events

In the events, we are able to meet many students and tell them about Ramboll.

# RIL – Summer job survey 2021-2022

## Ramboll is the most attractive employer among summer trainees



# Trainee in Ramboll



Summer jobs,  
application period  
28.11.2024-  
3.2.2025

**In 2024 there  
were 4421  
applicants!**  
(2023: 3486  
applicants)

We hire around 70  
summer trainees  
every year.  
Summer trainees are  
students who are in  
different stages of  
their studies.

We organise onboarding  
events for summer  
trainees. At the end of  
summer traineeship, we  
organise thank you  
events where we discuss  
their experiences of  
summer traineeship in  
Ramboll.

**Over 85 %** of  
summer trainees  
continue working for  
Ramboll.  
Usually they work  
part-time during  
their studies.

In 2023 55  
students wrote  
their thesis for  
Ramboll.

**Ramboll  
employee**

# Co-operation and continuing Education for professionals

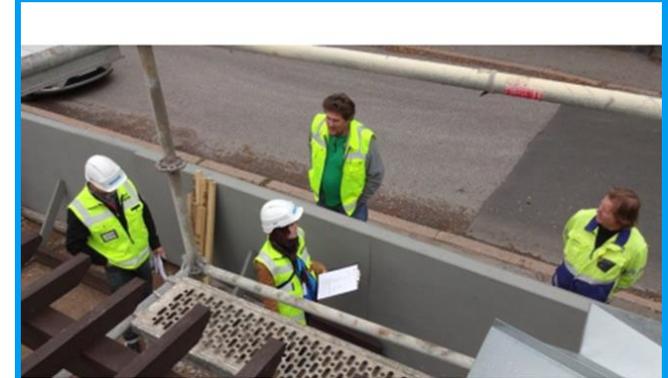
# Ramboll and HAMK -Häme University of Applied sciences

## Co-operation and Continuing Education for Professionals



# Landscape Construction Management Training for Professionals

- One of HAMK's continuous education courses.
- Study time 8 days (Zoom and local studies), 10 credits.
- Also includes an exam.
- The training provides the skills to work as both a construction and maintenance project manager in the public sector as well as in the private sector.



## Maisemarakennuttajan koulutus 10 op

Uusi täydennyskoulutus on suunnattu viherrakennuttajille, jotka ovat kiinnostuneita FISEn Maisema-RAP pätevyyden hakemisesta tai haluavat muuten parantaa osaamistaan. Koulutus on FISEn hyväksymässä pätevyyskoulutusta, ja se perehdyttää viherrakennuttamisen sisältöihin, prosesseihin ja riskeihin.

### Koulutuksen sisältö

Rakennuttamisen lähtökohdat ja vaiheet  
Projektsuunnittelu ja esisuunnittelu  
Projekti ja kiinteistöbedon hallinta  
Julkiset hankinnat  
Hankintamenettelyn soveltaminen  
Suunnittelupalvelun hankinta ja tilaajan ohjaus Suunnittelusopimus ja KSE-2013  
Suunnittelun toteutus  
Rakentamisen lainsäädäntö  
Rakennusurakan yleiset sopimusehdot YSE-98  
Hankkeen viestintä  
Hankkeen toteutusmuodon valinta  
Rakennushankkeen valmistelu- ja sopimusvaihe  
Riskien hallinta  
Ympäristövaikutusten hallinta  
Rakennuttajan tehtävät ja sopimushallinta  
Korjausrakentaminen  
Toteutuksen ohjaus ja aikataulut  
Tietomallintaminen  
Hankkeen kustannukset ja elinkaartiloudellisuus  
Viherkohteiden vastaanottovaihe ja käyttöönotto  
Rakentamisen viranomaisohjaus  
Viherkohteiden käyttöönotto ja kunnossapito  
Rakennuttaminen ja pätevyudet  
Rakennuttamisen toteutus esimerkkikohteissa

### Aika

10. - 12.11. ja 1. - 2.12.2020, 12. - 14.1. ja 2. - 3.2.2021

### Koulutuspaikka

HAMK, Hämeenlinnan korkeakoulukeskus. Jos koulutuksen ajankohdan kokoonnutumissuositukset sitä edellyttävät, koulutus voidaan toteuttaa kokonaan tai osittain verkossa.

### Hinta

1995 € + alv 24 %

#### Perususehdot

Ilmoittautumisaajan päättymisen jälkeen tapahtuvista peruutuksista laskutamme 40 % koulutuksen hinnasta. Mikäli peruuksia ei tehdä ollenkaan, laskutamme koko koulutuksen hinnan.

### Ilmoittautuminen 2.11. mennessä

[www.hamk.fi/ilmoitautu](http://www.hamk.fi/ilmoitautu) > luonnonvara-ala

### Lisätiedot

[siri.pekuri@hamk.fi](mailto:siri.pekuri@hamk.fi)  
[sari.mantila@hamk.fi](mailto:sari.mantila@hamk.fi)

[www.hamk.fi/taydennyskoulutus](http://www.hamk.fi/taydennyskoulutus)

RAMBOLL

HAMK  
HÄMEEN AMMATTIKORKEAKOULU  
HAMME UNIVERSITY OF APPLIED SCIENCES

# Landscape Supervisor Education

- One of HAMK's continuous education courses. *"With continuing education, you update your knowledge and develop your skills."* (<https://www.hamk.fi/en/come-to-study/continuous-learning/>)
- Study time 8 days (Zoom and local studies), 5 credits.
- Also includes a practice task and an exam.
- The training provides the skills to work as both a construction and maintenance supervisor in the public sector as well as in the private sector.
- After the training, it is possible to apply for the green supervisor's qualification from the qualification board.
- Ramboll's specialists have been lecturing in HAMK's green supervisor training for over ten years. There are plenty of other experts in the field as well.

**Vihervalvojan koulutus**

**Ilmoittaudu**  
Haku on käynnissä ja päättyy 6.1.2025 23:59  
[Ilmoittaudu →](#)

**HAKUAIKA**  
02.09.2024 - 06.01.2025

**TOTEUTUSAIKA**  
14.1.2025 - 4.3.2025

**KOULUTUSALAT**  
Luonnonvara-alat ja biotalous  
Rakennettu ympäristö ja viherrakentaminen

**KOULUTUSTYYPPI**  
Jatkuva oppiminen & muu koulutus

**OPETUSKIELI**  
Suomi

**OPETUSMUOTO**  
Monimuoto-opetus

**LAAJUUS**  
5 op

**Tavoite**  
Rakennus- ja kunnossapitourakoiden teettäminen ulkopuolisilla urakoitsijoilla on lisääntynyt myös viheralalla. Vihervalvoja tarvitaan varmistamaan, että tilaajan ja urakoitsijan välinen sopimus toteutuu (laatu, aikataulu ja budjetti). Kouluksessa saat valmiudet toimia sekä rakentamisen että kunnossapidon valvojana niin julkisyhteisössä kuin yksityisen sektorin palveluksessa sekä yksityisenä yrittäjänä.

Koulutus antaa sinulle valmiuden hakea vihervalvojan pätevyyttä vihervalvojen pätevyystestauslautakunnalta. Koulutus on tarkoitettu vihervalvojana toimiville tai vihervalvontatyöhön suuntaaville kuntien ja yksityisten yritysten palveluksessa oleville työntekijöille sekä yrittäjille.

**Sisältö**

- Käytännön valvontatyö sekä viherrakentamisen että kunnossapidon kohteissa
- Valvontasuunnitelma ja sen laatiminen
- Yleiset sopimusehdot
- Vihervalvonnan erityiskysymykset muun muassa maarakentamisessa, kasvualustoissa ja taimistomateriaaleissa
- Muita viheralan ja valvontatyön ajankohtaisia teemoja

**Arviointikriteerit**  
Hyväksytyt/Hylätyt

<https://www.hamk.fi/opinnot/vihervalvojan-koulutus/>

## Thoughts on co-operation between universities and employers - the benefits to be achieved



Studies at universities or universities of applied sciences provide initial preparation for work



The work itself teaches and provides the final skills for the performance work tasks

## Thoughts on co-operation between universities and employers - the benefits to be achieved

- Work involves continuous learning and studying



Thoughts on co-operation between universities and employers - the benefits to be achieved

The world is in the grip of constant change, new things, technology and innovative solutions are emerging at an accelerating pace



How to keep up with all this?

# Thoughts on co-operation between universities and employers - the benefits to be achieved

- Co-operation between educational institutions and employers ensures that all parties know
  - the challenges - changes
  - changing needs
  - customer requirements
  - information about this moment, guesses about the future



# Lifelong Learning

# Different approaches to lifelong learning

- Increasing the professional skills of those working by following the challenges of the time, e.g. climate change





# Different approaches to lifelong learning

- Transferring knowledge to educational institutions based on observations already made in working life – helps to ensure that information is transferred to the institutions and their basic understandings

# Different approaches to lifelong learning



## The benefits for the employer

- Continuous training requirements for experts as part of tenders. This way, customers get better quality contractors.
- Competitive advantage over other operators and companies
- Image the benefits for both the academy and the company.

# Different approaches to lifelong learning

## The benefits for the employer

Motivating employees and thus binding them better as part of the working community

As a reward for good work performance

Better workers

**RAMBOLL**

Bright Ideas  
Sustainable change

Different approaches to lifelong learning

# The benefits for the employer



- Motivating employees and thus binding them better as part of the working community
- As a reward for good work performance
- Better workers

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Sustainable change.

# Different approaches to lifelong learning

- **For the employee**



Better job opportunities, promotion opportunities within the company or even moving back to teaching at universities or educational institutions



Better earnings

# Different approaches to lifelong learning

From the point of view of the educational institution:

- Up-to-date information from the field
- Motivating students



# The Benefits

Case - Landscape Construction Training for Professionals

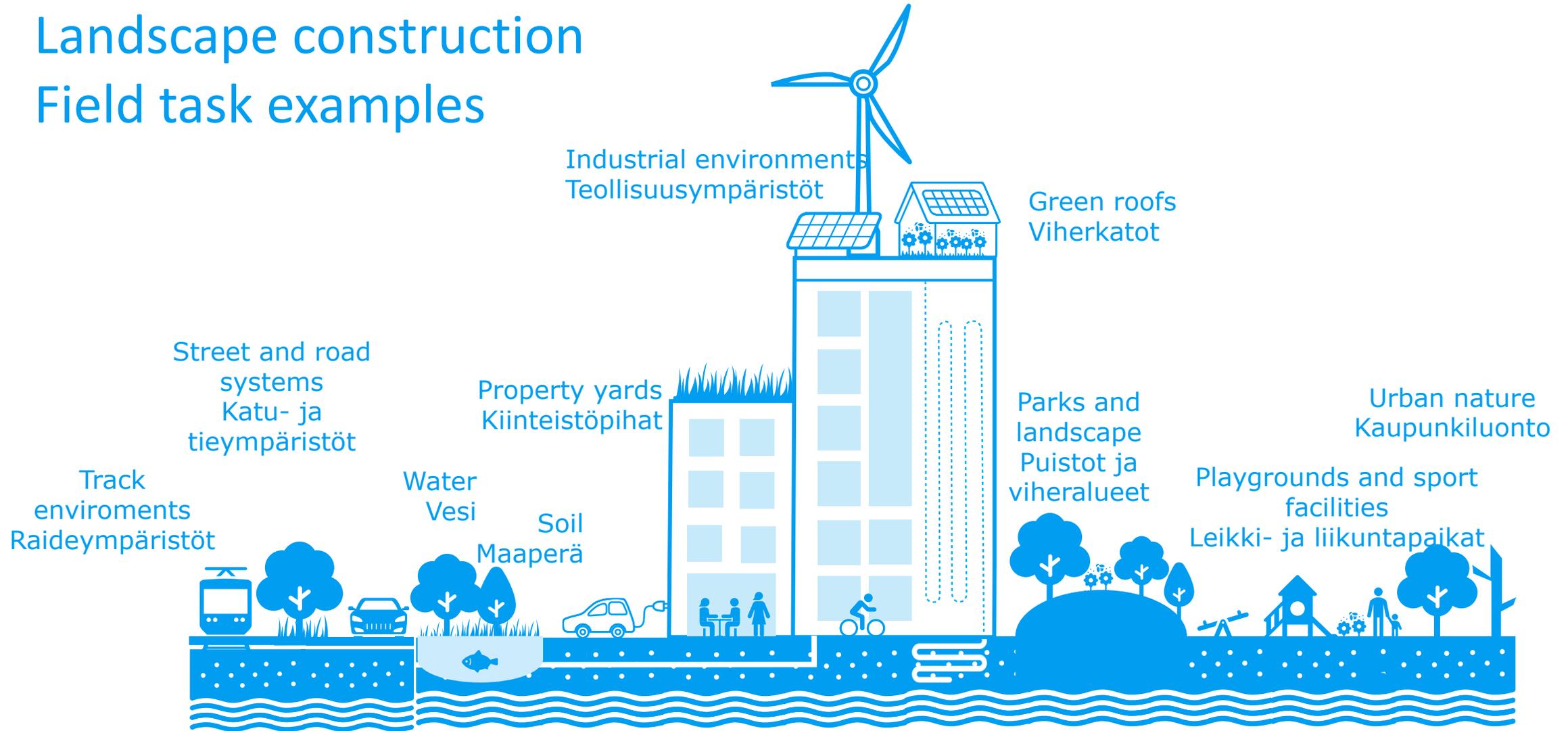
# What is the Benefit of Continuing Education?

Case - Landscape Construction Training for Professionals



# Landscape construction

## Field task examples





# Case - Landscape Construction Training for the Professionals

- The company can use the qualifications, for example, in offering its services and as part of its quality assurance systems

# Case - Landscape Construction Training for the Professionals

- An independent qualification assessment is a more reliable and convincing assessment of professional skills than a self-appraisal. It is proof of the qualified person and his company's commitment to continuous development



Bright  
ideas.  
Sustainable  
change.

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