

All
Bright!
TAMPERE
FINLAND

Pirkanmaa



Should we also hire workers from abroad?

Tredea, the Tampere Region Economic Development Agency, attempts to attract new professionals to the Pirkanmaa region in cooperation with municipalities, development companies, institutes of higher education, vocational schools and the Employment and Economic Development Office of Pirkanmaa.

"Through this cooperation, the parties organise roadshow events intended for employers. They concentrate on international recruiting. In these events, the authorities distribute information on how to hire employers from abroad," says Project Manager Marjukka Hourunranta from Tredea.

In addition, a regional Talent Tampere service model is being developed in Tampere. It is intended for coordinating services and bringing together employers and international professionals. The network operations of public and private organisations aim to create an even more attractive region where international professionals are resources that reinforce business life.

www.livetampere.fi



Sharing information on Finnish work life

"Mentoring is interactive communication that benefits both parties. Of course, this project is mostly intended to support the person being mentored and he or she should concentrate on understanding all the given information and tips and to putting them into use in practice,"

says Alexandra Engström Santos, who moved to Finland from Portugal in 2004. She first came to Finland in 2002, to complete her Master's degree. She also carried out her training here. After that, she returned to her home country, but moved back here soon after, this time for work. Currently, Santos is working on Nokia Lumia applications.

Santos took part in the mentoring programme in 2010, when the programme, a shared project between higher education institutes in Pirkanmaa, was first launched. During these three years she was able to help three students, one of whom is Santos' colleague at Nokia.

"It was a very meaningful and useful experience. I was able to share very important knowledge of Finnish working life and the ways of finding employment with those I was mentoring. It also gave me a new perspective."

Apply as a mentor!



Work trial benefits both

Ylöjärvi-based Sajakorpi Oy became a project partner of the Employment and Economic Development Office of Pirkanmaa and thereby gave a Mechanical Engineer from South America an opportunity to carry out his competence test.

This competence test was part of employment political training organised by the Employment and Economic Development Office of Pirkanmaa, which was intended for competent job applicants. The requirement for the test was sufficient knowledge of Finnish.

"We were not looking for new workers, but when the applicant sent his application in on his own initiative, we became interested. His extensive training and good language skills were also factors," says Managing Director Aku-Paulus Sajakorpi.

The same engineer has carried on working in the company as part of his work trial. Thanks to his language skills, the employee has easily been able to communicate with staff at the Sajakorpi subsidiaries in Estonia and Germany.

"Work trial is a great, risk-free way to bring an employer and an employee together. I think that the bureaucracy is quite challenging when the employee is an immigrant. We can still use the system as part of the company's recruiting process in the future, as well."

Show your competence
www.te-palvelut.fi



Battling nurse shortages with help from Spain

The HR manager for the City of Sastamala, Kirsti Peuraniemi, says that labour shortages have been a reality in the health care sector for years now. In Sastamala, the shortage was first addressed by hiring temporary employees. More recently, help was found from Spain, where people are now looking for suitable workers and creating a model for hiring foreign workers.

"Spanish health care workers have a university degree and strong competence. We looked for nurses that were willing to move and study a new language. The first of them arrived in June: one alone and the other with her family. In July, another couple arrived. The wife is a nurse and her husband a doctor," says Peuraniemi.

"More will arrive during the autumn. We hope that many of them will stay for a long time.

"We work together with Kotka. Tredea, the Employment and Economic Development Office of Pirkanmaa and the City of Sastamala are also involved. We are very happy with the results so far."

European Job Mobility Portal

Study Finnish at the Workplace

Training through joint purchase by the employer and the government



Good experiences from Russian competence

Steel wire structures, concrete reinforcements and gabions are the main products of the Parkano-based company Ikituote Oy. It has also employed foreign workers.

"They have been competent and motivated. I don't have any prejudices as I used to be involved in Russian trade in the timber business and set up sawmills in Estonia," says Entrepreneur Reijo Lempinen.

"Our most recent professional came from St. Petersburg. He had worked in Parkano before and started to work for Ikituote three years ago. We had plenty of work then.

"He was a competent welder, a machinist by training. He was a hardworking and honest man who even bought an apartment here in Parkano.

Our business is very sensitive to economic fluctuations, however. He will be the first worker I'll hire again when more work starts coming in. With the help of Nikolay Karpov, the Immigration Coordinator at West Pirkanmaa's Municipal Federation of Education, I was able to get him a long work permit," says Lempinen.

Test the competence before immigration eg. with the help of vocational schools



Immigration coordinators support permanent residence

The number of employment-based immigrants has increased in Pirkanmaa throughout the whole of the 21st century. Between 2007 and 2011, 230 immigrants came to work in Parkano, Virrat, Ruovesi and Mänttä-Vilppula, bringing 59 children with them. Most of them are staying permanently in the region or elsewhere in Finland.

Their integration process was greatly facilitated by the Immigration Coordinators hired by the municipalities: Nikolay Karpov, Elena Raiski and Tomi Virolainen.

"When a whole family moves to Finland to find work, it often needs help filling in various forms, applying for an apartment, organising medical appointments and enrolling in Finnish language courses," describes Nikolay Karpov, who also works for the guidance services for immigrants.

He says that the immigration flow to Pirkanmaa has remained steady despite the economic decline. However, the recession is evident in Karpov's work. Families that have already settled in Finland but are faced with unemployment may need help to find out how to apply for a new job. Thanks to determined development work and established guidance services, help is available in Pirkanmaa easily and flexibly. This encourages the immigrants to actively participate in society and thereby also prevents social exclusion.

"If the worker and his or her family have already moved and settled in Finland, they usually want to stay here permanently. Currently in Pirkanmaa, people are moving from the smaller municipalities to find work from the bigger ones such as Tampere," says Karpov.

Municipal cooperation for immigrant guidance services

Multilingual guidance services were established in Tampere at the beginning of 2013. These services cover the whole of the Pirkanmaa region. Services are available in 14 languages, and each advisor can also speak Finnish.

"By combining the resources of the 12 municipalities in our region, we have been able to develop the services designed for immigrants and make them significantly more efficient," says Kristiina Teiss, Immigration Coordinator for the City of Tampere.

In Tampere, immigrant services are operated as purchased services and they indirectly employ ten immigrant advisors. Annually the services have nearly 2,500 customers. It is possible to schedule an appointment beforehand or just simply walk in. The service is free of charge and open to all regardless of their background or reason for moving to Finland.

"All immigrants living in Pirkanmaa or moving here can become our customers. At the moment, approximately 80 % of our customers are from Tampere, but we also have a lot of customers coming in from Pirkkala, Ylöjärvi, Kangasala and Nokia.

The first visit to the services entails an initial review, which includes a two-hour interview, during which the customer receives concrete advice and a statement in Finnish. The most commonly-used languages are Russian, Chinese, English, Dari, Kurdish and Arabic."

Immigrant Advice Centre
www.finnishcourses.fi

Leverage from
 the EU
 2007–2013



European Union
 European Social Fund

ELY-Centre, Council of Tampere Region and European Social Fund have supported the development of services for employers and immigrants. Financing 2007–2013: 5,8 million euros in Pirkanmaa region.



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