

Employability and Integration of International Graduates

**Tiina Oinonen,
Ministerial Adviser
Ministry of Employment and the Economy,
Employment and Entrepreneurship Department**

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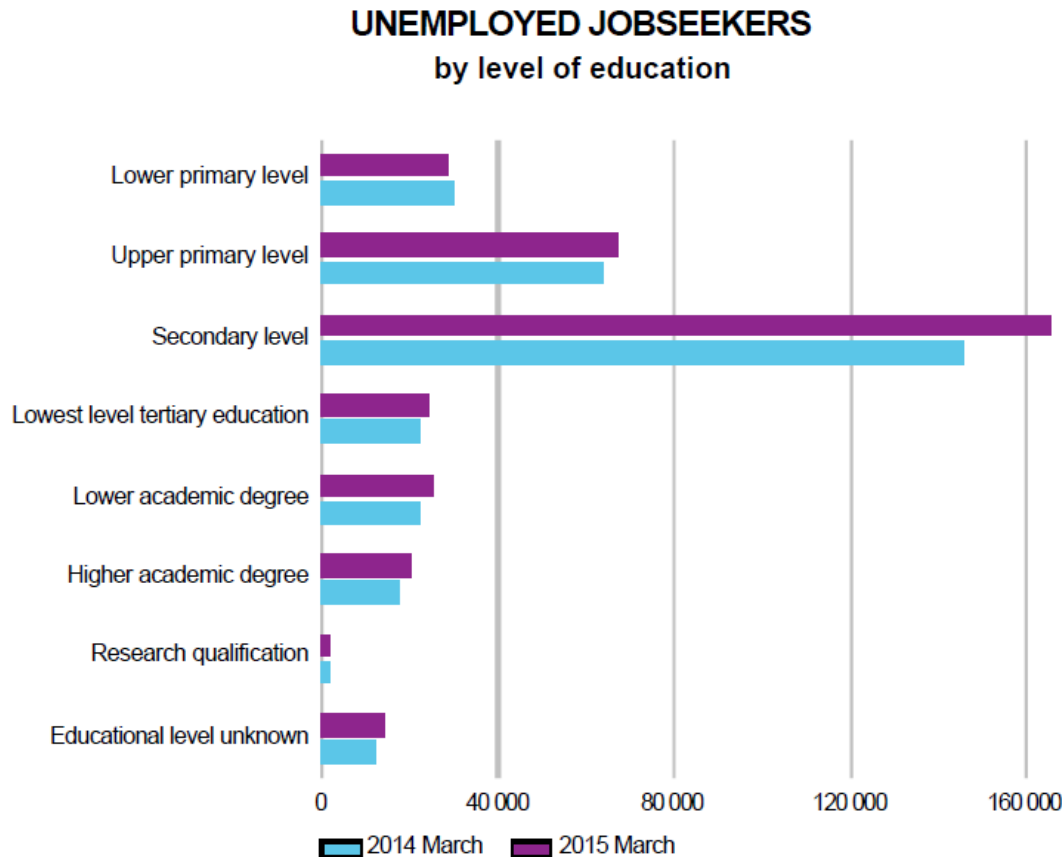


General labour market context

- Weak economic situation – the number of also highly educated job seekers has increased
- Unemployment rate of immigrants has risen
- The percentage of international graduates working in Finland after graduation has dropped
- Work and labour market has changed rapidly – atypical work has increased & structural changes in the labour market are fast and difficult to anticipate
- Jobs are and will be created especially in the SMEs - the role of entrepreneurship as a way to employment will become more important
- Ageing population challenge for the labour market



Unemployed jobseekers by level of education



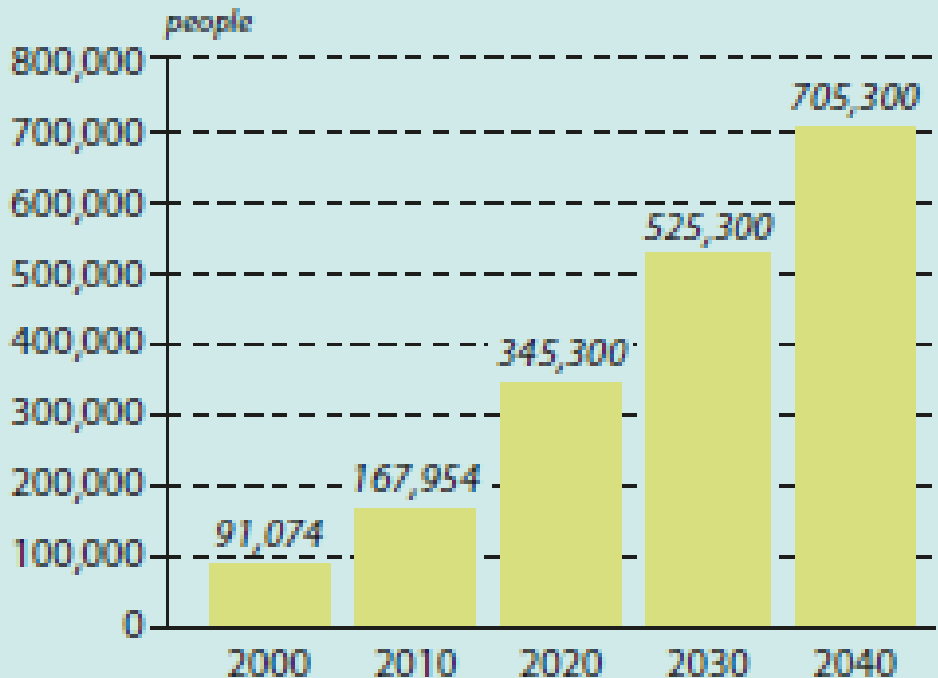
- The increase in unemployment was greatest among those with lower-degree level tertiary education (15 %), higher-degree level tertiary education (15 %) and doctorate or equivalent level tertiary education (14 %)

Source: Employment bulletin, Ministry of Employment and the Economy, March 2015



Number of foreign nationals in Finland 2000-2040

Number of foreign nationals, 2000–2040



Source: Statistics Finland / P. Myrskylä

- Mobility with Finland as a destination will increase and gain new forms



Main policy priorities and some achievements



Integration-related issues in the Government term 2011-2015

- Government programme June 2011
- New Integration Act takes effect 9/2011
- Government integration programme 6/2012, Government focus areas for 2012–2015
- Future of Migration Strategy 2020, 6/2013

- Parliamentary elections April 2015



Future of Migration strategy: main policy priorities

- Finland's openness and its strengths and attractiveness must be communicated more effectively
- Short-term and longer term migration of skilled labour into Finland must be promoted
- In seeking to increase labour migration into Finland, attention will be given to the significance of the worker's family
- The potential for foreign students to remain in Finland after graduation must be increased



Some achievements

- More focus on the early guidance
- Development and more funding for integration training
- Development of guidance and advice services mainly on the basis of ESF projects
- Establishment of a Centre of Expertise on Immigrant Integration in the Ministry of Employment and the Economy
- Extension of job seeking period for students after graduation from 6 months to 1 year
- Good practice - letter of intent among cities, ministries and employers' organisations to promote integration and employment of immigrants in capital region 2010-2012, 2013-2015

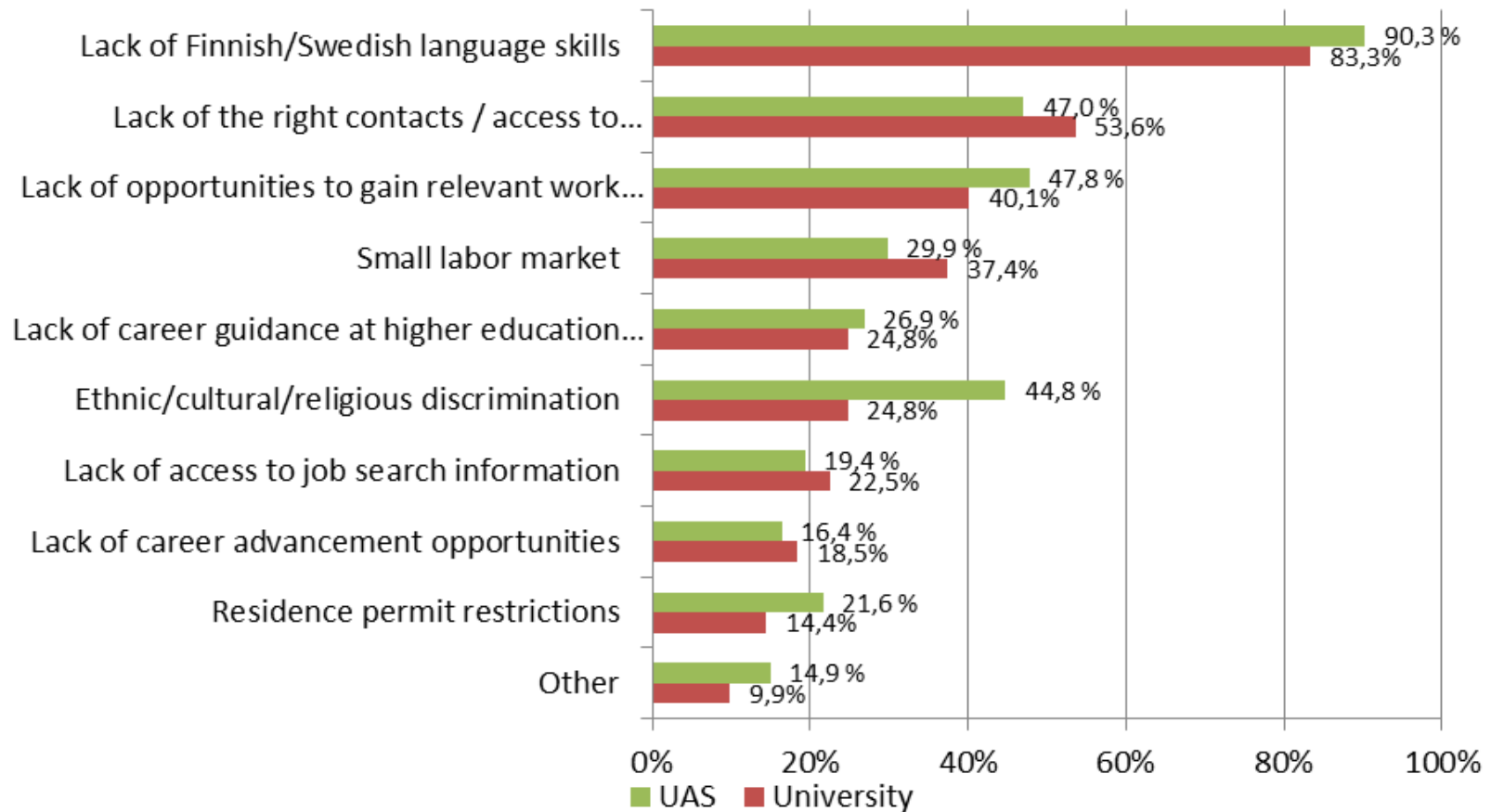


How to retain and employ international graduates in Finland

The way forward



Obstacles to finding a job for international graduates in Finland



Source: Shumilova Yulia, Cai Yuzhuo, Pekkola Elias 2012. *Employability of International Graduates Educated in Finnish Higher Education Institutions*. Valoa project, University of Helsinki



How to retain international graduates and employ them in Finland? 1/2

- The **business life and employers** should be actively involved in the activities of the educational institutions
- **Finnish/Swedish** courses should be compulsory for the students
- **Anticipation of labour market needs** should be strengthened
- More information on **Finnish working life/job seeking skills** should be provided, also re. **entrepreneurship**
- More **networks and mentoring** should be provided for the graduates
- **Diversity management and openness** of the Finnish society should be promoted



How to retain international graduates and employ them in Finland? 2/2

- A more **holistic approach** is needed to link closer employment, business, innovation and integration policies
- Integration and relocation services should be developed **in close cooperation** with authorities, educational institutions, business life and organisations → *with strong local/regional networks*
- **Innovation potential** & role of international graduates should be recognised and increased in the internationalization of growth companies & investments to Finland → *Team Finland*
- Linkages to the **development cooperation** should be strengthened
- Strong **political commitment** → new government programme



More good practises & succes stories are needed, such as....

Find the Hidden Talents in Finland! TE-palvelut (Talent services)

Oiko yrityksesi hakemassa kasvua kansainvälisiltä markkinoilta?

Uudenmaan TE-toimisto kutsuaan tervetulleeksi yritys- ja rekrytointipäätymään 23.9.2014 Vanhalle yliopistolatalolle. Tule kuullaan monikulttuurisuudesta lähtevästä, tutustumaan tarjoilevina oleviin kansainvälisiin rekrytointia tukeviin palveluihin sekä esittelemään yrityksistäsi mielenkiintoisena työnantajana Suomessa oleville kansainvälisille, kovaa luokan osajille.

Aamupäivä

Ilmoittautuminen on suomenkielinen ja osallistujille maksuton. Ilmoittautumiset 16.9. mennessä [TÄSTÄ](https://goo.gl/6YYP4Z) (https://goo.gl/6YYP4Z)

08.30-09.00 **Rekisteröityminen & kahvi**

09.00-09.20 **Tervetuloa! Team Finland**

09.20-09.35 **Viestintätyöskytteen muutos ja yritysten kasvu, Markku Lahtinen, Asefinin strategian johtaja**

09.35-10.05 **Monikulttuurisella tiimillä viennintyöskytteen, Riina Luoma, RCI, International management Oy**

10.05-10.25 **TÄLUKO**

10.25-10.45 **Case SAS Group Oy: Kilpa- ja menestyksen edellytykset, Teemu Mykkänen**

10.45-11.25 **Ratkaiseko raha? TE-toimistosta tukea kv-rekrytointitehniin, Yritysoikeuspolitiikka, Further Educated with Companies (FEC) ja Viestintäpalvelut**

11.25-11.45 **Verkkotilaisuus Team Finland toimijoiden, kaupakamarien, kaupunkien ja yrittäjien kesken infotilaisuus**

11.45-12.30 **LOUNASTAUKKO**

Lisätietoja aamupäivän ohjelmasta: sabina.ketari@talentmatch.fi

Iltapäivä

Iltapäivän ohjelma on englanninkielinen ja yrityksille maksullinen. Ilmoittautumiset 16.9. mennessä [TÄSTÄ](https://goo.gl/6YYP4Z) (https://goo.gl/6YYP4Z)

Go to Growth Markets with TalentMatch!

At the event, companies and talents can give pitches and engage in pre-arranged 1:1 meetings, companies can also host their own stand.

13.00-13.15 **Registration**

13.15-13.30 **Welcome**

13.30-14.00 **Konferenssi, Andriël Chaker, Oy Veikkaus AB**

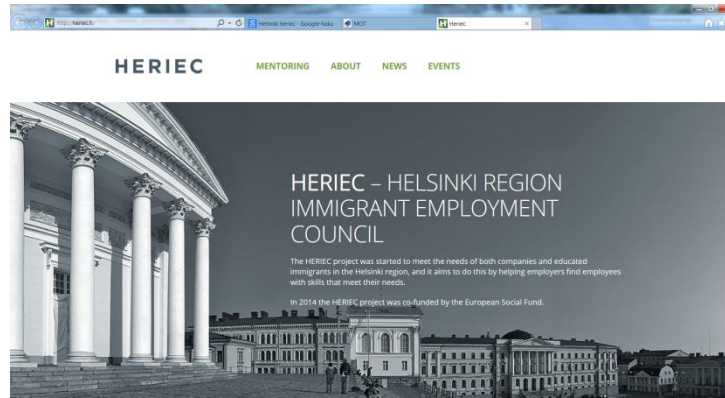
14.00-18.30 **Pre-arranged 1:1 meetings**

Pitching sessions on stage

Networking over refreshments

*Tilaa on maksu 250,00 € (250,00 €). Pääsisällykset sisältyvät. Pääsisällykset sisältävät: 1800€:n käyttökortin, joka voidaan käyttää työntekijöiden rekrytointiin, 1800€:n käyttökortin, joka voidaan käyttää työntekijöiden rekrytointiin, 1800€:n käyttökortin, joka voidaan käyttää työntekijöiden rekrytointiin.

Further information: Doris Hollo +358-45-3517304, doris.hollo@talentmatch.fi, www.talentmatch.fi



YouTube <https://www.youtube.com/watch?v=MlHQz8Xq7Fs>



More information:
www.tem.fi
www.te-services.fi
www.workinfinland.fi
www.enterpriseinland.fi

Thank you for your attention!

Tiina Oinonen
tiina.oinonen@tem.fi
+358 503960189

