



NEWSLETTER JUNE 2020

# INTERNATIONAL TALENTS ACCELERATING GROWTH PROJECT

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**This project is primarily funded by the Council of Tampere Region along with project partners; Helsinki-Uusimaa Regional Council, Academic Engineers and Architects in Finland (TEK).**

**The International talents accelerating growth** project supports companies in internationalisation and finding skilled international workforce in Helsinki metropolitan area. The project focuses on industries suffering from labour shortage. Additionally, it aims to strengthen the ecosystem for international talent operations, including developing co-operation structures between actors that are essential for the attraction, integration and employment of international workforce.

In 2019, the project partners organised events abroad to attract foreign labour to Finland and ran recruiting fairs in the capital region for international students. These events were organised in close co-operation with companies. In 2020, some of these events will also be available online. Additionally, cities have worked closely with higher education institutions to support international students in finding employment, internship and thesis opportunities in companies.

The project spans over May 2019 to July 2021. The partnership consists of 12 actors: the cities of Helsinki, Espoo and Vantaa; the Helsinki Region Chamber of Commerce, Helsinki Marketing, and Helsinki Business Hub; higher education institutions Aalto University, Hanken School of Economics, the University of Helsinki, and Haaga-Helia, Laurea and Metropolia universities of applied sciences.

The project and its ecosystem is headed by the City of Helsinki and objectives of the project are in line with the targets presented in the Talent Boost Programme (2017) by the Ministry of Economic Affairs and Employment.

## Apply now to the EntryPoint Mentoring Program

EntryPoint is a cross-cultural mentoring program aiming to build long-lasting relationships between Finnish professionals and international talents in the Capital region. It is coordinated by the Helsinki Region Chamber of Commerce.

The application period for the next 5-month mentoring round is now open. If you are a professional with at least 3 years of working experience in Finland or you are an international talent, this is your chance for both professional and personal growth.

Whether a mentor or mentee, the previous participants have always received something they had hoped from EntryPoint (and often even more!) Both parties have inspired each other to think bigger. Mentees benefited from valuable insights about the Finnish working life, while mentors enhanced their leadership skills and professional network.

Read more about the program and apply here by 31 August 2020: <https://helsinki.chamber.fi/en/our-services/entrypoint/>

## Hanken HIT™ connects international talent with Finnish companies

Hanken HIT™ is a talent management program, which helps Finnish companies engage with diverse quality talent. Every year Hanken takes in ca. 30 international students to the English Master's program. Many look for work experience and want to stay in Finland after graduation.

Imagine a program that brings hope and empowerment to both sides - students and companies. Hanken International Talent™ is the link between university, international students and the business community. Geared towards companies and organizations, it is a bridge for companies to engage with diverse quality talent at Hanken School of Economics. Together, the group creates meaningful career connections for the future.

## Who are the international students?

The international students are experienced Master's students in Finance and Economics, Accounting and Business Law, Management and Marketing from 20+ countries in both Helsinki and Vaasa. They represent accountants, financial controllers, economists, supply chain and logistics professionals, marketing and sustainability actors, digitalization experts as well as intellectual property law students.



## WHAT COMPANIES COLLABORATING WITH HIT SAY:

"Hanken International Talent™ is a great way to engage with fresh talent, really get new insights and different ways of working with different problems, where you don't really have a traditional consulting assignment."

Juho Friberg, Head of Digital transformation, Fazer

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View the [stories](#) of Hanken's [students](#) and company [mentors](#) [here](#).

"We had a student who did his thesis on data analytics relating to non-conformities.

It has brought new insights to data analytics and new energy to our team. Ideas from his thesis will now be piloted in production. Best thing about trainees is that they tend not to care how something was done before but can think outside the box and come up with new ideas and concepts."

Mikko Lehtola, Quality Manager,  
Management systems, Wärtsilä

"Hanken is one of our main partners when it comes to university collaboration and recruiting international talent."

Sonja Manninen, Head of talent  
acquisition, KPMG

"For us in Wärtsilä, Hanken HIT™ is one of the great talent pools to find interesting and ambitious future colleagues. Hanken offers new and different kinds of ways to cooperate, a place where the educational and business world meet. It is about networking that is a key point, to actually meet, to get to know what they and we can do together."

Heli Pakkanen, Talent Acquisition  
Specialist, Wärtsilä/Vaasa

## What is Hanken International Talent™?

Annually approximately 30 students from 20+ countries start their Master's studies and the aim of Hanken International Talent™ is to facilitate company collaborations via mentoring, case-study projects, internships and thesis projects either in Helsinki or in Vaasa.

On the business side, cooperation with Hanken HIT™ helps achieve various recruitment and business goals. On the student side, international talents get the chance to understand where their potential fits in the Finnish job market.

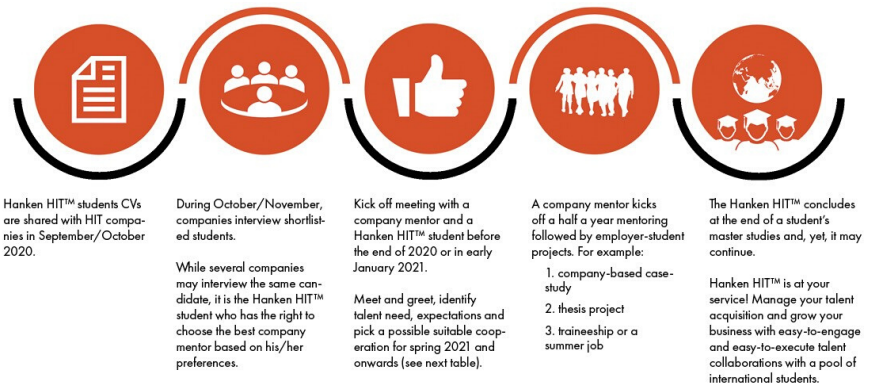


### Hanken International Talent™

**Talent acquisition with #HankenHIT initiative,  
a unique university-company partnership**

[www.hanken.fi/hankenhit](http://www.hanken.fi/hankenhit), contact: [corporaterelations@hanken.fi](mailto:corporaterelations@hanken.fi)

### A step-by-step overview of Hanken HIT™



## Why talent management programs are needed?

They enable trust building, they offer great Finnish social and business life experiences and produce benefits for professionals and companies which otherwise would not meet. The coronavirus pandemic created a difficult situation for many companies and organisations, as the urgency is to find ways to pivot businesses to the right direction. At the moment, we are developing ways to help build meaningful connections and collaborations online. Hanken HIT™ offers ways to source diverse talents locally for time-bound projects. For example, students who already have experience from their home-countries and in many cases have lived in Finland prior to studying at Hanken.

If and when you see the need for your colleague or company to utilise Hanken's talents and help your team in these exceptional circumstances, Hanken HIT™ talents can be part of a solution either through case-study projects, internships or traineeships on #remote basis.



The City of Vantaa encourages companies to recruit international students for summer jobs.

Read more (in Finnish):

<https://www.businessvantaa.fi/palkkaa-kesaksi-kansainvalinen-opiskelija/>



Hanken School of Economics is committed to finding various ways to develop the programme and make it relevant for all future company collaborators, present participants as well as for the incoming students.

According to the confederation of Finnish Industries EK, the amount of foreign students taking their Master's or Bachelor's degree in Finland is over 16.000. However, a quarter of them are estimated to leave Finland within one year after completing their studies.

That is a tremendous loss for both companies as well as the Finnish state. Highly educated international graduates can enrich your team and company, and as a result support the Finnish industry. As many jobs are filled through networks, this programme helps build trust and open doors. It takes incredibly little for a professional to help unlock networking opportunities for students who need them. Mentoring and company collaboration offer all elements of social capital, creating belonging and the feeling of "I have something to offer" to Finnish companies and colleagues.

The initiative started in 2017 and has proved to be a successful concept. As a result from student-employer collaborations addressing company challenges and problem solving in various fields, there has been an increase in retention from participating companies.

The future workplaces are both in Helsinki and in Vaasa where the students can connect with the company or alumni mentor and thereby gains valuable experience and a network both in Finnish social and work life. Companies such as EY, KPMG, Wärtsilä and Lindström Group have secured their full-time employees from Hanken HIT™ talent pool.

Make Hanken HIT™ work for you.

### Next steps: be the first to secure the best talent for your company

1. To learn more, send email to [corporaterelations@hanken.fi](mailto:corporaterelations@hanken.fi).
2. Book a meeting with the Hanken team for a 20 min presentation and Q&A on Hanken HIT™ cooperation and let your colleagues get an idea for possible cooperation.
3. Interview students that you have chosen beforehand.
4. Select a student and join a kick-off.
5. Hanken HIT™ supports you through the process, so it is easy to engage and easy to commit for both sides.

Learn more:  
[www.hanken.fi/hankenhit](http://www.hanken.fi/hankenhit)