



NEWSLETTER OCT 2020

INTERNATIONAL TALENTS ACCELERATING GROWTH PROJECT

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).

Spouse Program helps partners of international talents to settle in

International talent attraction is the topic of the day. We know that companies need foreign employees to stay competitive globally. Data shows however that attraction alone is not good enough for progressive, work-related migration. Retaining foreign employees is equally important and here the key to success is the well-being of their spouses.

The Spouse Program is an initiative by the City of Helsinki, implemented in close collaboration with the Cities of Espoo and Vantaa. The objective of the program is to help the partners of international employees find a new home in the capital region. It aims to raise awareness of the valuable skills that these spouses bring with them. With a dedicated community, career guidance and supportive services, the initiative encourages Spouse Program participants to settle in, both socially and professionally. The spouses find expert advice and guidance on social and cultural matters. Participation also creates opportunities for them to grow their network and connect with like-minded peers.

The community has grown to over 130 participants since the launch of the program in June. Over 25 partner companies like GE-Healthcare, Kone, Rovio, Supercell and Zalando give their support to the program. Company cooperation has shown that businesses do not only appreciate the initiative, but are also willing to contribute to it in order to make the program even better. The participant numbers are growing on a daily basis and it shows that there is a need for this program. Both companies and spouses value its objective and input!

Read more on the Spouse Program: spouseprogram.fi

LEARN ABOUT THE TOOLS IN INTERNATIONAL TALENT ACCELERATING GROWTH

The International talents accelerating growth project offers various tools for companies to support their recruitment and development of skills specific to international recruitment. The [Helsinki Region Chamber of Commerce Employer Advisor](#) consults businesses about employer obligations concerning international recruitment. [The project partners](#) also work closely with the higher education institutions in order to help employers reach out to the international degree students graduating from universities and universities of applied sciences.

TALENT ESPOO ACTIVITIES AND CONTACTS

During autumn, the city's Talent Espoo activities will include a series of [Messilive webinars](#), where further details are shared about available services. Therefore, keep an eye on the Business Espoo calendar of events. To ensure your personal invitation you can also reach out to melissa.arni-harden@espoo.fi.

Now is the time to be "on your marks and get set" for the race to attract global talent: the need to tap into global talent networks will not be washed away by COVID19.

City of Espoo promotes inclusion and diversity

The commitment to foster inclusion and diversity is an excellent way for an employer to strengthen an organization's image. However, building employer branding is more important than ever, with COVID19 pandemic influencing business practices and creating a new normal. An employer hiring people who have moved to Finland from abroad to study or for family reasons demonstrates inclusivity. The favouring of diversity here is often perceived to increase business agility and competitiveness in the global market.

In the City of Espoo the entire organization is committed to strengthen Finland's ability to attract and retain international talent. During the next 15 years the demographic forecasts indicate that non-Finnish or Swedish speaking citizens will make up over a third of the working population in the city. This means that the future talent of companies in Espoo will largely be built on international recruitment. That's why the City of Espoo is actively developing English language services to better cater to the needs of our international residents. Also, the City of Espoo has identified the need to build its own organization, so that it represents better the people of the city.

[Business Espoo](#) is a service network for companies and entrepreneurs in Espoo and the surrounding municipalities, formed by seven organisations. Their goal is to increase the number of jobs and vitality in Espoo by producing customer-oriented, cost-effective and high-quality services for companies and entrepreneurs.

An international team is key for a successful outcome in this mission. Majority of the Business Espoo organizations employ international talents and offer services in multiple languages. In addition to their expertise, the team gathers new perspectives, which can be developed into new innovative services. The networks that the international talent open to both in Finland and abroad are invaluable.

Many employment relationships have started out from iterating ideas on a bouncing board. One example is the city's own recruitment model for immigrants, a tool designed to support the city units in recruiting immigrants.

SERVICE UPDATE FROM INTERNATIONAL HOUSE HELSINKI

It's been an active year for International House Helsinki (IHH). Amidst coronavirus pandemic, it opened 2 new services for the international residents in the capital.

[IHH housing advice line](#), supports newcomers who are looking for a home in Helsinki. The service answers queries about renting, tenancy and home ownership. Help is available over the phone (010 202 4666) on Mondays 8:30–12:30 and Wednesdays 14:00–18:00

Additionally, international families can now utilise [Daycare and education guidance](#), which answers questions about local childcare, preprimary and primary education. Support is given over the phone (09 31033444) and lines are open on Mondays 14:00-17:00 and Wednesdays 9:00-11:00, and 14:00-17:00. Outside these hours families can contact the service via email: eduguidance@hel.fi.

Calls for both lines are subject only to a basic network rate.

Managing the risks related to Covid-19 required modifications in customer service at IHH this spring. It started to offer desk services by appointment only early into the coronavirus pandemic. Also, some organisations chose to manage their customer care over the phone.

These rearranged service solutions are foreseen to carry on until the end of the year, but the best way to keep track of the service updates is by visiting [International House Helsinki website](#), [Twitter](#) and [Facebook](#) pages.

Business Espoo Studio: International talent boosting growth

“[At Zervant](#) any role in the team can be international”, says Tuukka Koskinen, COO of the company. In recruiting he encourages companies to consider what things should be solved in each role.

The BE-studio broadcasted in June 2020 by the Business Espoo service network for companies and entrepreneurs highlighted the solutions available to companies in addressing the challenges related to internationalization and competence needs. Listen and hear how your employees can benefit from an international work environment and how recruitment of international talents can boost your business.

Check out the story of
Business Espoo on the [YouTube-channel](#)

Would your company like to meet international talent in the field of ICT and business?

Join an online networking event on 30 October!

At the SIMHE path Get-together event, you will meet the 42 participants of our SIMHE path project, all of them with a higher education degree in ICT or business. In the Career Speed Dating session of the event, you will have the opportunity to run 5-minute interviews with our international talents, completely free of charge. What happens after those quick interviews? That decision is fully up to you as a company representative, as your contact information for further discussions will be shared only if both you as an employer and the international talent you interviewed are interested. In addition, your company has the opportunity to host a virtual stand, boosting your visibility among the candidates. The whole event will be in English.

As a company representative, you are welcome to attend either only the Career Speed Dating session (14.10-14.55) or the whole event (12.00-15.00). Please sign up here for the event by 15 October! Welcome!

Questions about SIMHE Career Speed Dating?
Please contact: Emilia Deseille, SIMHE-Metropolia,
emilia.deseille@metropolia.fi, +358(0) 40 671 3888



KAUPPAKAMARI



Hanken HIT™ connects international talent with Finnish companies

What kind of tasks do international students get involved with during HankenHIT? Mélanie Oun, a recent graduate with a Master's degree in Business and Management – International Strategy and Sustainability: “[Stay unique and authentic!](#)”



Why engage with talent management programs?

Listen to Heli Pakkanen, Talent acquisition Specialist from Wärtsilä: [video in Finnish](#), [video in English](#)

City of Vantaa services for international recruitment

[Businessvantaa supports companies' internationalization capabilities](#)

[Invitation to a virtual workshop on successful international recruitment on 23 November](#)

[“Get to know our International Talent Amalia”](#)