

Conditions for granting the Helsinki benefit from 1 January 2026 onwards

According to the decision of the Economic Development Sub-committee of 8 September 2025 (section 21)

The City of Helsinki grants the Helsinki benefit to employers who hire unemployed Helsinki residents for the private sector or volunteer sector. The Helsinki benefit is always discretionary.

For whom: employers in the private or volunteer sectors

For what: hiring costs

Target groups: unemployed Helsinki residents

- who have been unemployed for at least 3 months, and
- whose need for services has been assessed by the Helsinki employment services

Amount: 50% of their salary costs, up to a maximum of €1,500 per month

Duration: In accordance with the duration of the employment relationship, but not exceeding 12 months. In the case of an apprenticeship, the benefit can be granted for the entire duration of the apprenticeship.

The principles of the Helsinki benefit are applied in accordance with the general guidelines for the City of Helsinki's grants. Companies and associations that run commercial operations can apply for support in the form of de minimis grants. The employer must present in their application an account of de minimis grants granted to it from a period of three years. For non-profit organisations, the Helsinki benefit is granted as a non-state subsidy.

The employer must have a supervisor to manage the hired person. The employment relationship supported with the Helsinki benefit must fulfil the requirements for working hours and salaries that entitle the employee to the unemployment allowance (Unemployment Security Act 1290/2002). The hired person's working hours must be at least 18 hours a week, and their salary must be in accordance with the relevant collective agreement. If there is no binding collective agreement in the industry in question, the salary must be at a level regarded as normal and reasonable and based on factors other than just the results of the work.

The subsidy must not lead to the employer terminating the employment of or laying off other employees. The Helsinki benefit can be granted if the employer has provided work in accordance with the Employment Contracts Act to employees whose employment has been terminated or who have been laid off on financial or production-related grounds, or when there is no re-employment obligation. The employer must not have incurred significant non-payments of tax or statutory payments.

The managing director of the Employment Services Enterprise approves the grounds for the Helsinki benefit and the more detailed preconditions of its payment. The preconditions for the Helsinki benefit will be updated as necessary, taking into account the City budget and the Economic Development Division's action plan, to reflect the current labour market situation, state wage subsidy guidelines and budget allocations.