

KV-Kevätpäivät

Session 8

Aalto-yliopisto
HR/International Mobility
ja Espoon kaupunki

4.5.2023



Aalto-yliopisto
Aalto-universitetet
Aalto University



STAR WARS
MAY THE FOURTH
BE WITH YOU



8. Kansainvälisen akateemisen henkilöstön maahantuloprosessi sekä kaupungin/kunnan tuki kansainvälisten henkilöiden integraatiossa sekä pysyvyydessä. Puolisoverkoston merkitys – best practices ja lessons learned HEI Life puolisoverkoston toiminnasta (90 min.).

Session hosts:

- **Mikaela Stelwagen, Head of International Mobility, Aalto HR**
- **Melissa Arni-Hardén, Senior Advisor, Espoon kaupunki**
- **Aalto HR International Mobility specialists; Eeva Lytykäinen, Minna Planman, Mari Tammisaari, Minna Tenhunen**

Aalto University at a glance

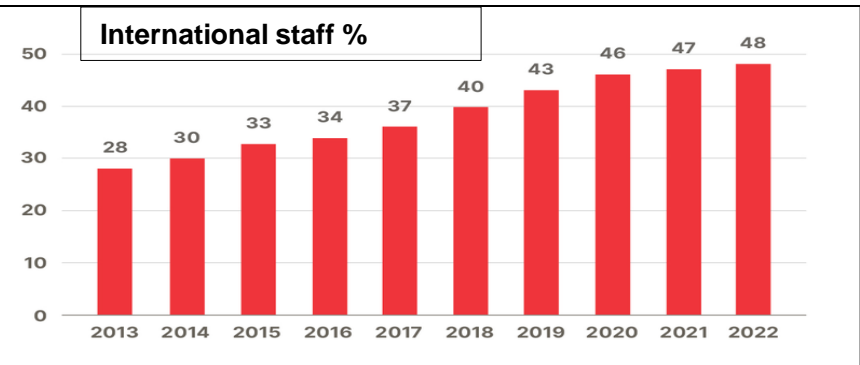
Created from the merger of three leading Finnish universities on 1 January 2010.

- Helsinki University of Technology (founded 1849)
- The University of Art and Design Helsinki (founded 1871)
- The Helsinki School of Economics (founded 1911)
- **Total Annual budget €397 million (2022)**

Composition 2022

Staff (FTE / HC)	4396/ 4760
International Staff (FTE/HC)	2424/2791 (over 100 nationalities)
Students FTE	14 312
Professors	403
Bachelor's Degree	1491
Master's Degree	1925
Doctoral degrees	193

[Aalto University – virtual campus tour](#)



International new hires 2022 (valid employment 31.12.2022)

	Services staff	Academic staff (Doctoral candidates, post docs, lecturers, research assistants, trainees)	Professors / visiting professors	Total
ARTS	2	32	1	35
BIZ		27	6	33
CHEM	1	55		56
ELEC		67	1	68
ENG	1	56	1	58
SCI	1	119	7	127
Uni	9	20		29
TOTAL	14	376	16	406

12 permanent positions (4 academic/8service)
394 fixed term positions

City of Espoo

Welcome to Espoo, we are happy to have you here!

Melissa Arni-Hardén

Senior advisor

Economic development & Employment Unit

melissa.arni-harden@espoo.fi

+358-40-5082234



Hello Espoo

Hello Espoo offers you a step-by-step guide before, during and after moving to Espoo. Let us show you reasons to fall in love with Espoo.

Welcome to Espoo!

There is a risk of power outages in Espoo and across Europe this winter. We have gathered information about preparing for power outages in several languages.

Have you moved to Espoo within this year and got mail from us? Check out our tips on how to feel at home in Espoo.



[Greetings, new Espoo resident](#)

Have you arrived in Finland from Ukraine? If you are a Ukrainian citizen and have arrived in Finland because of Russia's attack on Ukraine, you can currently stay in the country without

Espoo Talent Hub

Our mission is to connect international professionals with employers by providing easily accessible, value-adding and free of charge services that support employers in international recruitment, advance the career development of international professionals and provide access to socially and professionally meaningful networks.

We are promoting the goals of the National Talent Boost Programme
#TalentBoost

City Council

City Board

Committees



Mayor's office

Economic Development,

Growth and Learning

Sports, and Culture



Espoo Talent
Hub is here



Welfare and Health

Urban Environment

Espoo Talent Hub - who are we?



Economic Development & Employment Unit

Economic Development

Business Espoo

Talent Espoo

Employment Espoo

Employer Services

Competence Centre for
Highly Educated Immigrants

Management Support Team

Employers

Jobseekers

International
Professionals (you!)

External Partners incl.
Nokia, Aalto, VTT

Internal Partners

Espoo Talent Hub - who do we serve?



Over 75 %

of companies in our recruitment events require fluent English on the job. Only 4% require fluent Finnish in all positions and 36% have flexible language practices.

Over 50%

of TalentMatch participants have over 5 years of work experience. Nearly 90% of participants have bachelors or masters degrees. 11% have PhDs or Post-Doc students

Over 80%

of companies we work with are looking for expert or consultant level employees. 60% are looking to fill entry level positions and over 20% are looking for interns, trainees, or thesis workers.

Over 60%

of competence center clients are non-Finnish speakers, over 30% have moved to Finland because spouse got a job. 90% have working proficiency in English, 22% have working proficiency in Finnish

Partners and customers we have worked with



OIVAN WUNDERMAN THOMPSON HAMK Swappie HCL Microsoft deell McCann

VIRTA EY aiforia IdeaStructura BETOLAR VAHANEN

RAMBOLL Building a better working world Capgemini Schibsted A? Aalto University

Hill+Knowlton Strategies AHLSTROM MUNKSJÖ AFRY Valmet hyperion

Lindström Fixably Helsinki Tampere University Tampere University of Applied Sciences NOKIA HUS METRO

eezy VOLTA TRUCKS sensible4 Nordcloud fluide SEUREO

Beneq trapesa Caverion UNIARTS HELSINKI Valio FUSIONLAYER

Sievo SCANDIT floksenia silcube VISUAL COMPONENTS KEMPOWER SOUTHERN VOICE

sanoma IQM nordhealth

NESTE SIGNANT HEALTH THE EVIDENCE GENERATION COMPANY™ DSV maximus ICEYE eficode

What do we offer?



Career development services

Recruitment services

Community support

Career Development Services

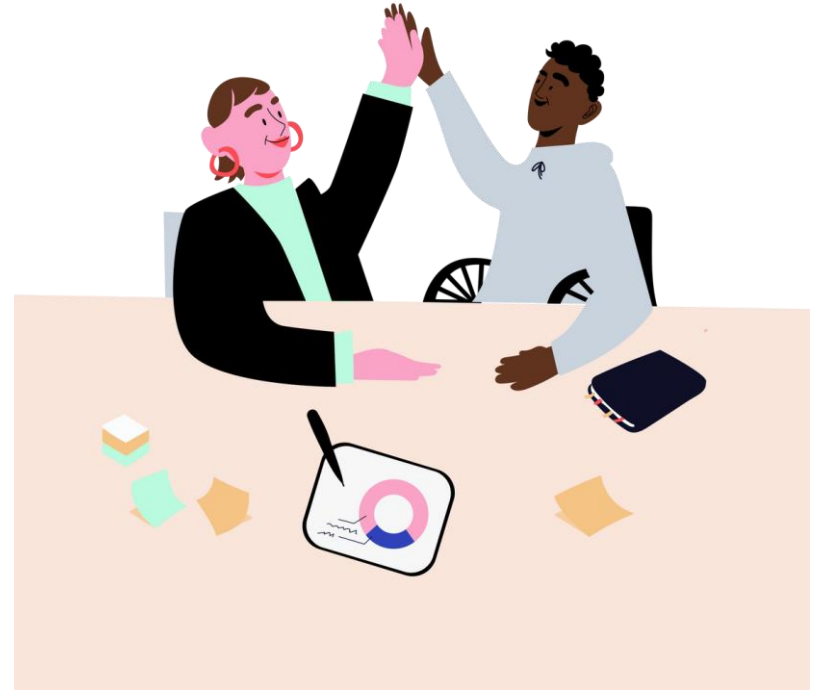


EntryPoint Mentoring Programme – 4 months

EntryPoint is a one-on-one mentoring programme in English, for professionals based in the capital region. We match experienced professionals who are familiar with the Finnish working culture with other professionals who would benefit from their guidance, experiences and tips.

Career Club – 2 months

Career Club is a career development programme that consists of 11 group meetings once a week. At these meetings, participants and guests from different organizations practice skills and discuss together. Open to Espoo residents.



Career Development Services



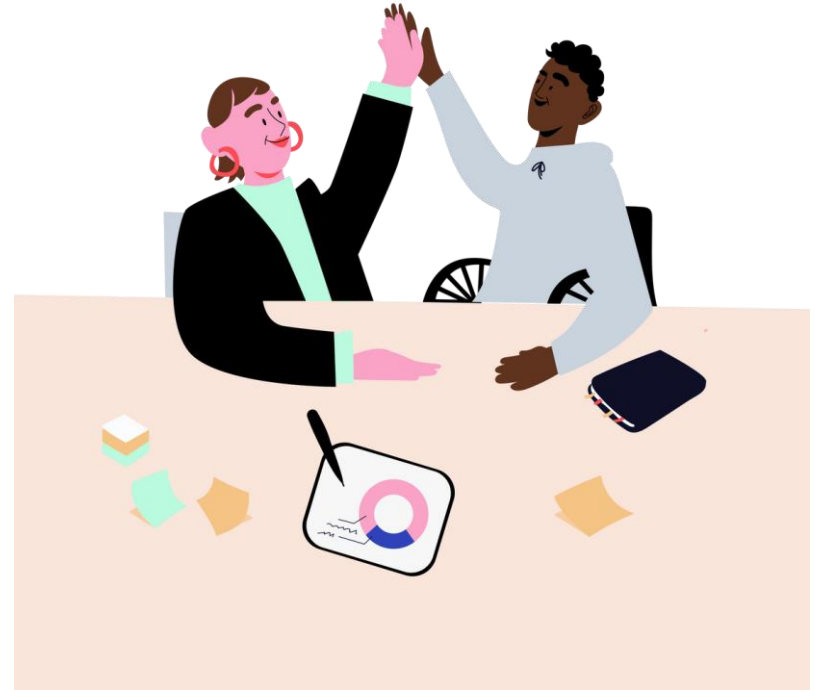
EntryPoint Mentoring Programme

EntryPoint is a one-on-one mentoring programme in English, for professional development. We match experienced professionals with the Finnish residents who would benefit from their expertise.

Next rounds:
Applications open in Autumn

Career Club

Career Club is a career development programme that consists of 11 group meetings once a week. At these meetings, participants and guests from different organizations practice skills and discuss together. Open to Espoo residents.



Competence Centre for Highly Educated Immigrants



Career Counseling – 10 months

The Competence Centre for Highly Educated Immigrants supports registered unemployed international professionals in Espoo with job seeking, competence building, and contacting employers.

We help jobseekers to find their strengths and develop their professional skills through individual career counseling, group workshops, and targeted events.



Career Development Services



Bootcamp – 1 day

Bootcamp is a one-day live event focusing on career development for professionals living in Finland. Participants benefit from themed workshops and seminars about working life, entrepreneurship, and the skills needed in the Finnish labor market.



Recruitment Services



We support organizations to thrive by helping to find the right employees, offering training, providing financial support for recruitment and support in administrative procedures.

Together with a vast partner network we offer services related to international recruitment.



Recruitment Services



TalentMatch Recruitment Event

TalentMatch recruitment event connects employers and professionals across various sectors. Professionals can network with employers at their physical stands, give a 2-minute pitch, and organize 1:1 meetings. Open to residents of the capital region.



Recruitment Services



TalentMatch Recruitment Event

TalentMatch recruitment event is a free event for professionals and professionals in the field of business and technology. The event is a networking opportunity for professionals living in Finland. The event is held in a convenient location for professionals living in Finland.

**TalentMatch Recruitment Event:
Thursday 27 & Friday 28
April**

TalentMatch

TalentMatch Bootcamp is a free event focusing on career development for professionals living in Finland. Participants benefit from themed workshops and seminars about working life, entrepreneurship, and the skills needed in the Finnish labor market.



Recruitment Services



Employer Speed Dating

At the monthly Employer Speed Dating recruitment events, Espoo Talent Hub in collaboration with Higher Education Institutions helps employers interested in recruiting international students for internship, thesis work, summer job or regular job in Finland to meet.



Community Opportunities



Breakfast Open House

Join us for a casual breakfast of homemade porridge and seasonal toppings. This is an open opportunity for our community to chat, share experiences, and enjoy breakfast together.

Next breakfast is on Tuesday 9 May at 8:00-9:00

Industry Afterwork

Join us for a casual afterwork networking opportunity. Each month we have different theme and invite professionals from that industry to meet, share ideas and experiences, and simply have fun. Next month is marketing.

Join us on Thursday 25 May at 18:00-19:30 under the theme of **Marketing!**



Questions?





Let's Work
Together!

#TalentBoost



Contact Us



Espoo Talent
Hub



Hello Espoo Group



espootalenthub@espoo.fi



www.espoo.fi/en/working-life/espoo-talent-hub

Melissa Arni-Hardén
Senior Advisor
+358-40-508 2234

melissa.arni-harden@espoo.fi



Typical challenges in immigration

- Migri
- DVV
- Tax office & Bank account
- Other (e.g. settling in of family, spouse)

HEI Life Spouse network

—
Best practices, lessons
learned

2023



Aalto-yliopisto
Aalto-universitetet
Aalto University



HEI Life Spouse Network

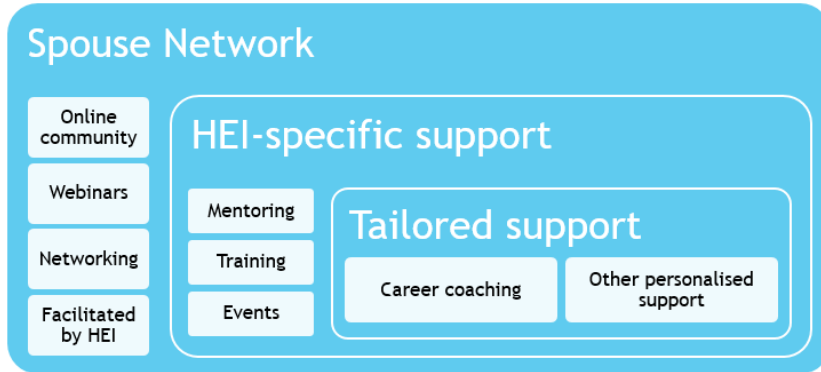
HEI LIFE stands for Higher Education Institutions' Support for International Academics and Staff – Living, Integration, Family and Employment in Finland.

The project (funded by the Ministry of Education and Culture 1.9.2020-31.12.2022) focused on building national models for Finnish higher education institutions to support the integration of international academics, staff and their families.

The Spouse Network is now up and running, with monthly events (online and in person), a newsletter and informal coffee and chat meetings.

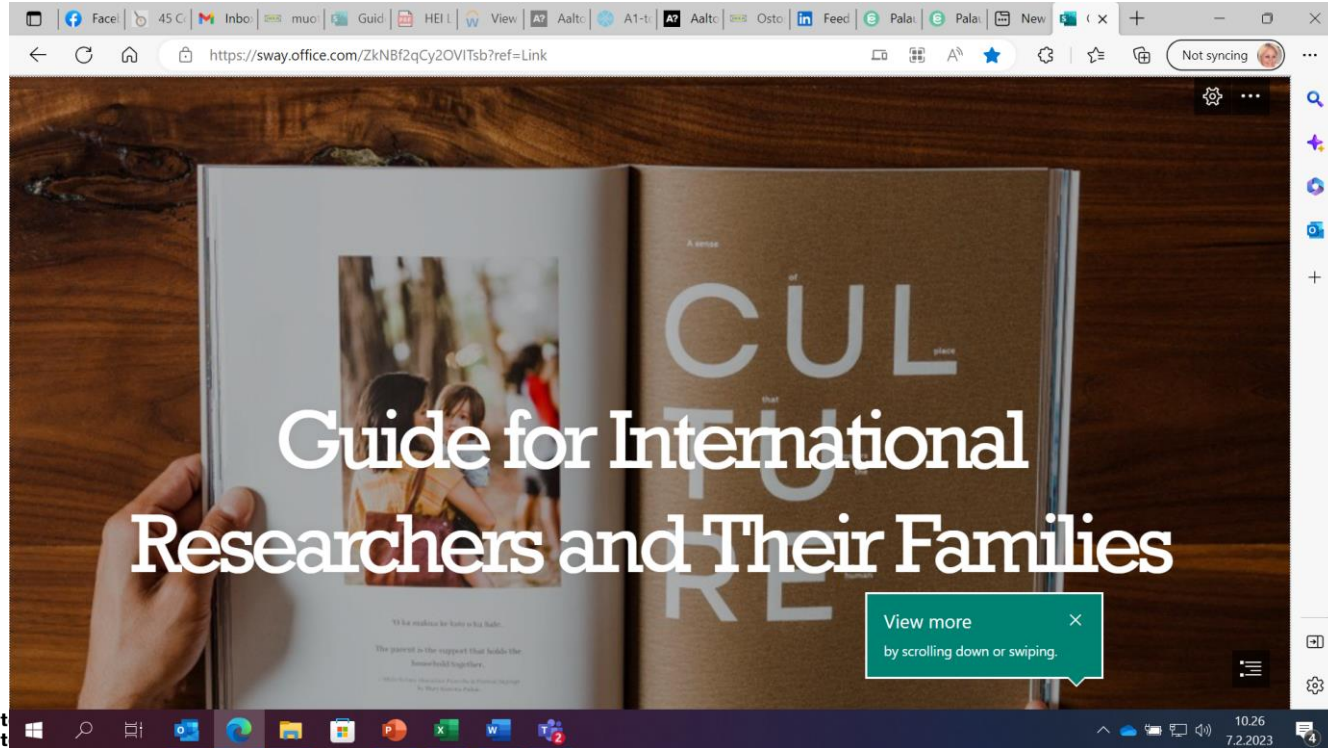
HEI Life Spouse support network

Service Model Plan



- In co-operation with University of Helsinki, Hanken School of Business, Uniarts Helsinki, Haaga-Helia university of applied sciences
- HEI LIFE for International Academics, Staff and Families | Cooperation | University of Helsinki
- There are over 100 spouses registered in the network to connect with

Guide for International Researchers and Their Families (office.com)



HEI Life Spouse Network



Examples of HEI Life comms

[AALTO WARNING: EXTERNAL SENDER USING AALTO ADDRESS] Happy 2023! Upcoming events for HEI Life Spouse network - Message (HTML)

File Message Help Tell me what you want to do

Delete Archive Reply Reply All Forward Share to Teams KPMG To Manager Team Email Assign Policy Follow Up Mark Unread Categorize Tags Editing Immersive Language Zoom Add-in Protection

[AALTO WARNING: EXTERNAL SENDER USING AALTO ADDRESS] Happy 2023! Upcoming events for HEI Life Spouse network

owner-spouse-network@helsinki.fi on behalf of Stelwagen Mikaela <mikaela.stelwagen@aalto.fi>
To spouse-network@helsinki.fi
This sender owner-spouse-network@helsinki.fi is from outside your organization.

to 12.1.2023 12:28

Below is info on upcoming events in January. We will continue with a monthly Coffee&Chat and you will have and unique opportunity to visit the parliament house in Helsinki with us on Jan 24! The registration is now open at <https://link.webpolsurveys.com/S/EF888ED2A875F483> please be quick to register!

HEI LIFE SPOUSE NETWORK EVENTS

FRI 20.1. COFFEE AND CHAT

Lets meet up on Friday the 20th at 10 am at the historical Café Ekberg in Helsinki: [Home page \(ekberg.fi\)](#). I will send a reminder about this in Whatsapp next week to see how many are coming.

TUE 24.1. 9:45 am VISIT TO PARLIAMENT [Parliament of Finland - Start Page \(eduskunta.fi\)](#)

Book your place for a guided tour in the Parliament House now!
What: Visit to the Parliament House, street address Mannerheimintie 30
When: Tue January 24, at 9:45
Registration: Please fill in the [form](#) before Mon 16 Jan. You will receive a confirmation email.
Only people who have been registered beforehand can join the tour.

The visit is free of charge. The tour lasts for approximately one hour. The first 15 minutes of the visit are reserved for entry and the security check. The guided tour itself takes approximately 45 minutes.

9.02 4G

HEI LIFE Spouse Network
Alexandr Aalto Spouse, Clarissa Soares,...

Wednesday

~Hele... +49 1512 6771905
You
Moi! Just a friendly reminder of our coffee and chat tomorrow in...
See you there soon! 🍵
14.41

Sorry I'm a bit late 🙊
Soon there! 😊
15.35 ✓

~Hele... +49 1512 6771905
We're sitting at the back of the room. not mich space, but we can find another chair! 😊
15.44

HEI Life spouse network – Best practices and lessons learned

- A spouse network thrives on active spouses!
- A spouse network is a ‘living organism’ – life situations change and members change when spouses are employed, move on to a different country, separate, find their own network..
- Important to always attract new spouses to the network and keep the activities going
- Ask for feedback. More is more!
- Identify active members and utilize them
- The network needs a ‘face’ 😊
- Co-operate with cities, municipalities, other employers and actors
- The needs and wants vary a lot!
- How to measure impact? – how much information is it ok to ask for