

Talent Retention:

**How to support networking with Finnish job market – reflections on services offered;
HEI support services for international researchers and students – one option doesn't suit for all**

International Spring Forum 2023, Session 15

4 May 2023

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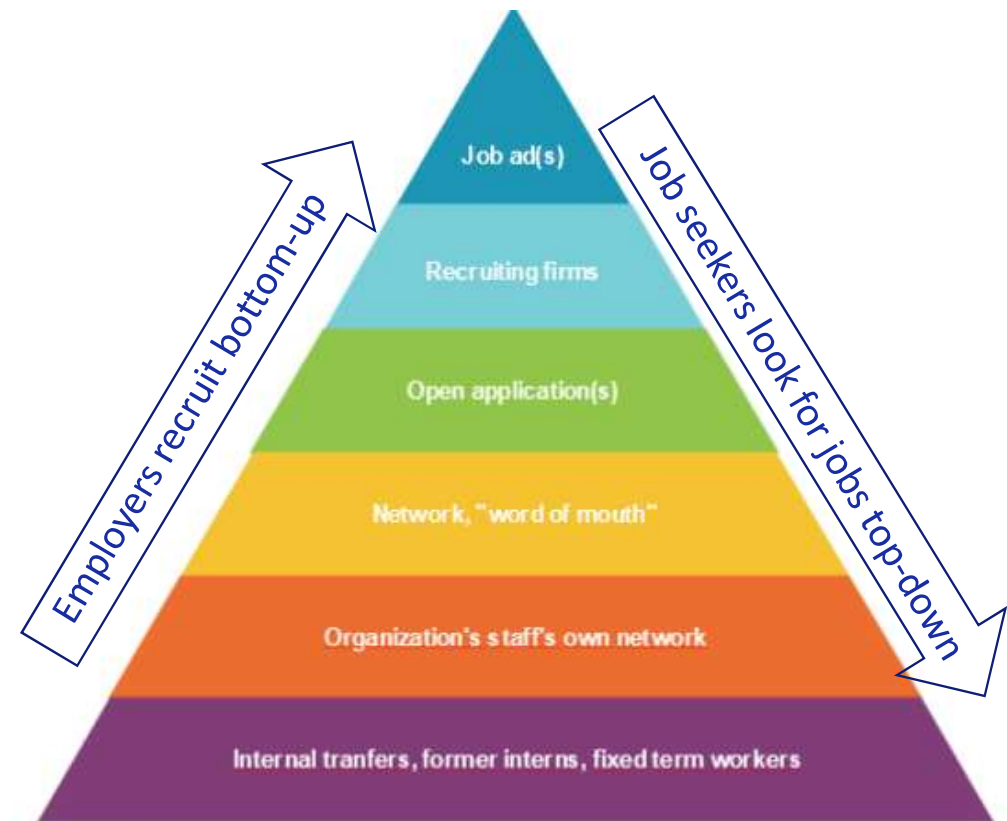
Comments by Ghassem Gozaliasl, UH

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CHALLENGE: The hidden job market & importance of networking

- 75 % of the jobs are on the hidden job market
 - According to The Finnish Innovation Fund Sitra, study in 2016
- Need for sudden and / or short-term workers (parental leave, sick leave)
- The application process is time consuming and expensive
- There is “no time” to determine the need



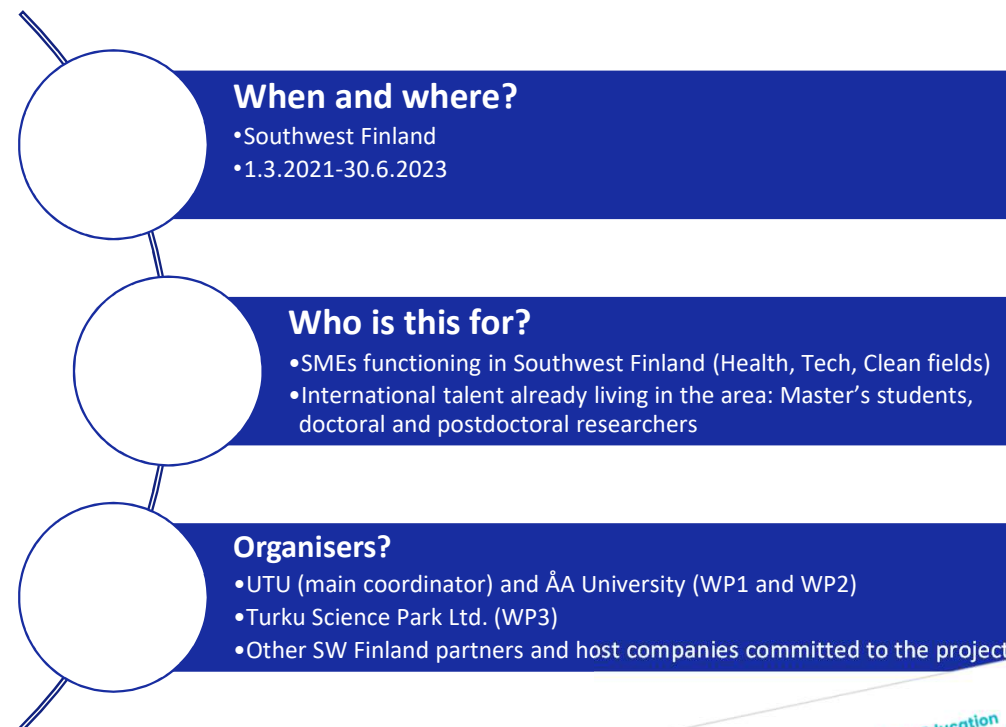
Uniting Companies and International University Talents (UNICOM) project

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The UNICOM initiative is funded by the European Social Fund (ESF) from 1 March 2021 to 30 June 2023. UNICOM carries out the [Talent Boost programme](#) and is part of the "[Course towards Finland](#)" project consortium (Kokka kohti Suomea) that aims to boost the growth of companies by promoting the placement of international talents on the Finnish labour market.

The UNICOM project aims to e.g.:

- Bridge the gap between highly educated international talents and Health/Tech/Clean companies functioning in Southwest Finland
- Respond to the lack of international talents currently working in Health/Tech/Clean companies in Southwest Finland



HEI LIFE project (Ministry of Education and Culture funding, 1.9.2020 31.12.2022), e.g.:

- Mentoring programme for researchers interested in industry
- Thesis supervisor training
- Guided peer-groups



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Actions

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WP1: Industry placements for international doctoral researchers and postdocs

Industry placements for doctoral researchers (1-3 months)

Industry placements for postdocs

WP2: Workplace Coaching

"How to work in Finland" self-study materials

"My Finnish Career" coaching incl. information interview

"Working Life Coach" concept – peer support and concrete ideas from an international talent (alumni)

WP3: Campaigns and Support Services for Companies

Company breakfasts and recruitment of new SME's

Testimonial videos

Blog and peer marketing

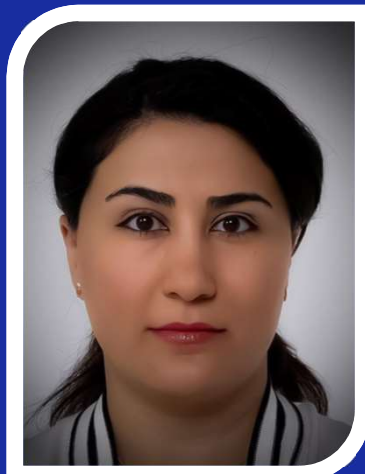
Summer Trainee campaign

Panel discussion:

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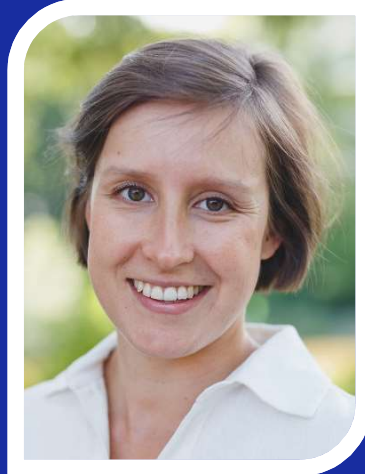
Zahra Safaei

- Founder & CEO, iQneiform Oy
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- Career's Services UTU
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Eevi Savola

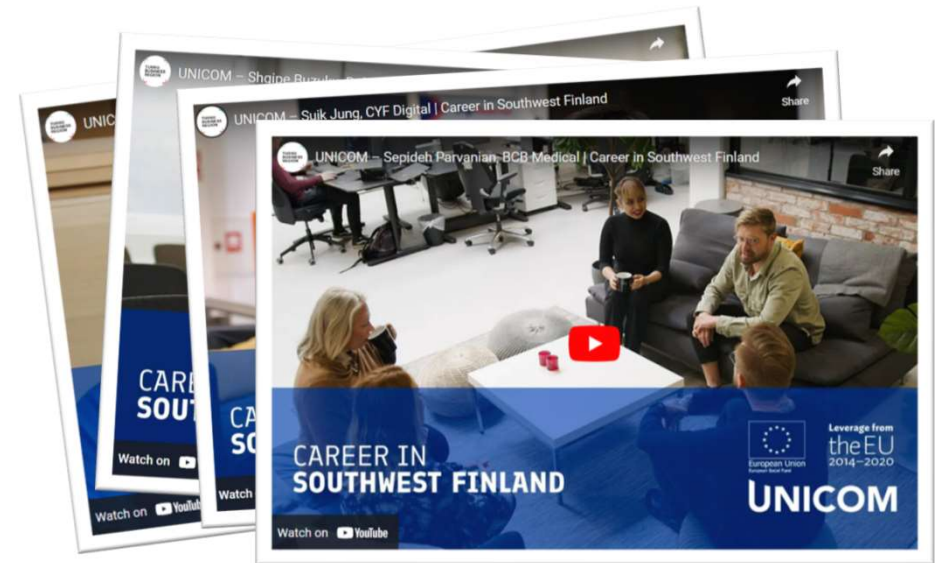
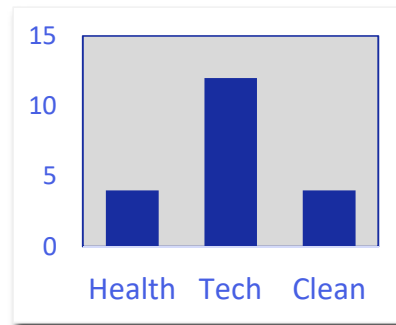
- Research Career Unit UTU
- Project coordinator & Doctoral programme coordinator



THEME 1: Industry placements & internships UNICOM

UNICOM 1-3 month industry placements for international doctoral researchers and postdocs:

- In Health/Tech/Clean companies functioning in Southwest Finland (recruited by **Turku Science Park**).
- Host companies plan the projects, which may include e.g. **research work, developing new processes and products, reporting and/or international marketing.**
- **Two calls for applications:**
 - UTU & ÅA international researchers apply with CV & cover letter
 - **20 companies** offered up to 29 industry placements
 - In 2022, **7 doctoral researchers and one postdoc** were recruited, 2023: stay tuned!



UTU Career Services provide information to Master's students about finding internships and the University's internship subsidy



THEME 2: Employer contacting

- *Information interview = a good way to low-key get in touch with employers*
 - Information interviews – A way to get to tacit knowledge - Career in Southwest Finland
- *Working Life Coaches = international alumni working in the region who can support a group of students/doctoral researchers in networking, finding a job/internship, navigate the Finnish working life*
 - Career story: Luka is on the right track - Career in Southwest Finland

<https://careerinsouthwestfinland.fi/latest/>



15.09.2022

Information interviews –
A way to get to tacit
knowledge

An information interview is a way for you to gather information about working in a specific field or company with tasks that interest you. The interview makes it possible for you to get insider perspective and explore possibilities and opportunities you might not have thought about. It is an informal way to network – without the pressure of a job interview.



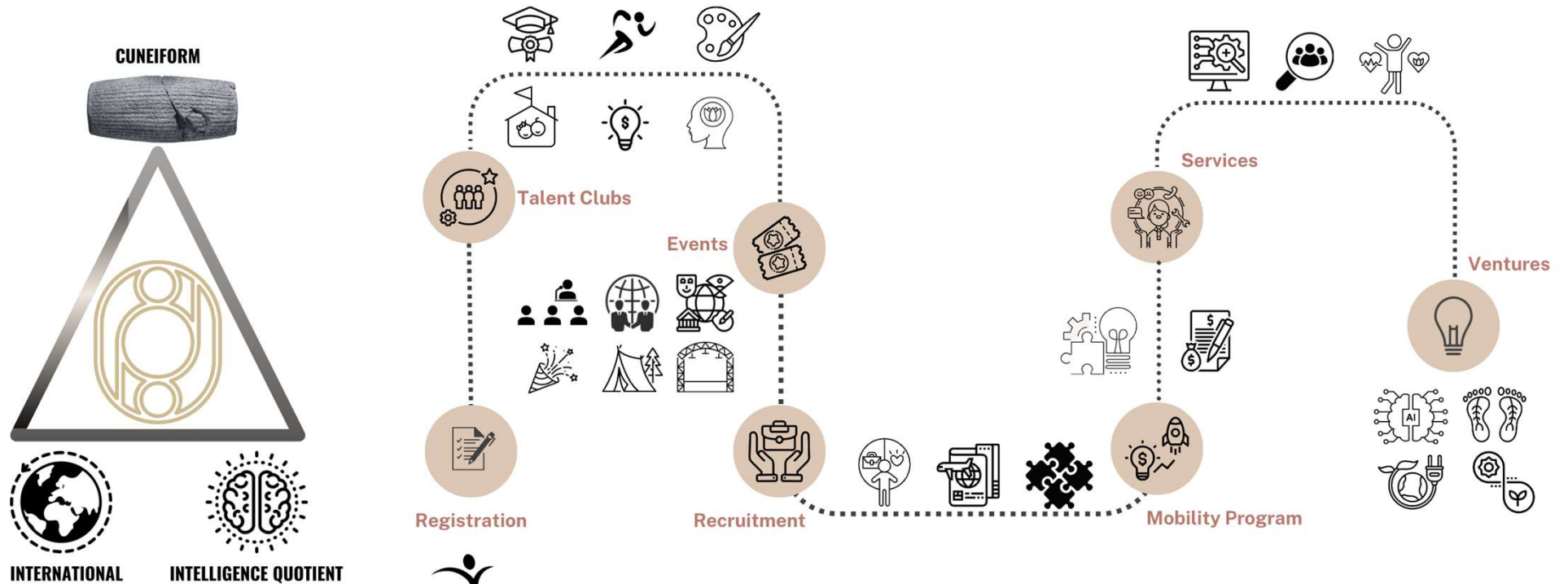
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Career story: Luka is on
the right track

An interview with UNICOM Working
Life Coach Luka

THEME 2: Employer contacting

iQneiform Oy:



THEME 3: HEI support services for employers

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Support for recruiting:

- Information about internships (insurance, salary etc.), internship subsidies
- Job and internship ads to job portals (JobTeaser)
- CV bank service (for shortlisting candidates)

Thesis collaboration:

- Advertising possibilities
- Link to possible study programmes
- Information about compensation (taxation etc.)

Visibility:

- Newsletters, social media
- Employer presentations on campus/fairs or thematic webinars

Partner services:

- Tailor-made services for visibility, support in recruiting, employer branding

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TURUN
YLIOPISTO



TURKU
SCIENCE
PARK



Åbo Akademi



Euroopan unioni
European Union

Vipuvoimaa
EU:lta
2014-2020

HEI LIFE-project's suggestions for HEIs: (doctoral programmes)



1. Mentoring is a great tool to get more points of contact with the working life environment outside of academia, information about different career opportunities and the distinct characteristics of Finnish working life. **Setting up a mentoring programme with taking into account international talents wishes is suggested.**
2. Having a mentoring programme **focusing more on industry/outside academia angle** is not required but can be **included in a general mentoring programme.**
3. Offering **targeted peer-groups for internationals or Finnish returnees** who are interested in learning more about the Finnish working life could be organised after the general kick-off meeting. This could be done in collaboration with others such as the Career services or other peer-groups.
4. Ensuring that the additional considerations of both international talents and the Finnish working life is **an integrated part of thesis supervision, career planning, research career path and Talent Boost services and actions.**
5. Other programmes for after the doctoral degree, **e.g. PoDoCo and Tandem Industry Academia calls**, should be actively advertised to international doctoral researchers.

Which one would you prioritise and why?

Please share a good example?

Summary



Thank you for participating!

- **UNICOM project:** <https://careerinsouthwestfinland.fi/unicom/>
- **HEI LIFE project** <https://www.helsinki.fi/en/cooperation/international-cooperation/hei-life>
- **iQneiform** blog articles about topic of Talent and Sustainability:
<https://www.iqneiform.fi/blog>