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Integration of international students in Finland – Implementation of national policies

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Integration of international students in Finland

- Various activities at local and regional level and at higher education institutions to help international students in integration and finding employment
- Working group for improving immigration and integration of international students – spring 2019
 - Proposal to be published
- Talent Boost programme since 2017
- EDUFI: New competence for SMEs -project (2017)

Working group for immigration and integration of international degree students

- The Ministry of Education and Culture and the Ministry of the Interior, have jointly set up a working group for spring 2019. The tasks of the working group are to:
 1. create a shared understanding of where we are now and what we wish to achieve in order to develop the preconditions and processes of immigration and integration of international degree students in Finland
 2. to come up with proposals with the aim of improving cross-sectoral cooperation, networking and flow of information
 3. to identify measures in order to develop the preconditions and processes of immigration and integration of international degree students in Finland.



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TALENT BOOST PROGRAMME



Talent Boost programme

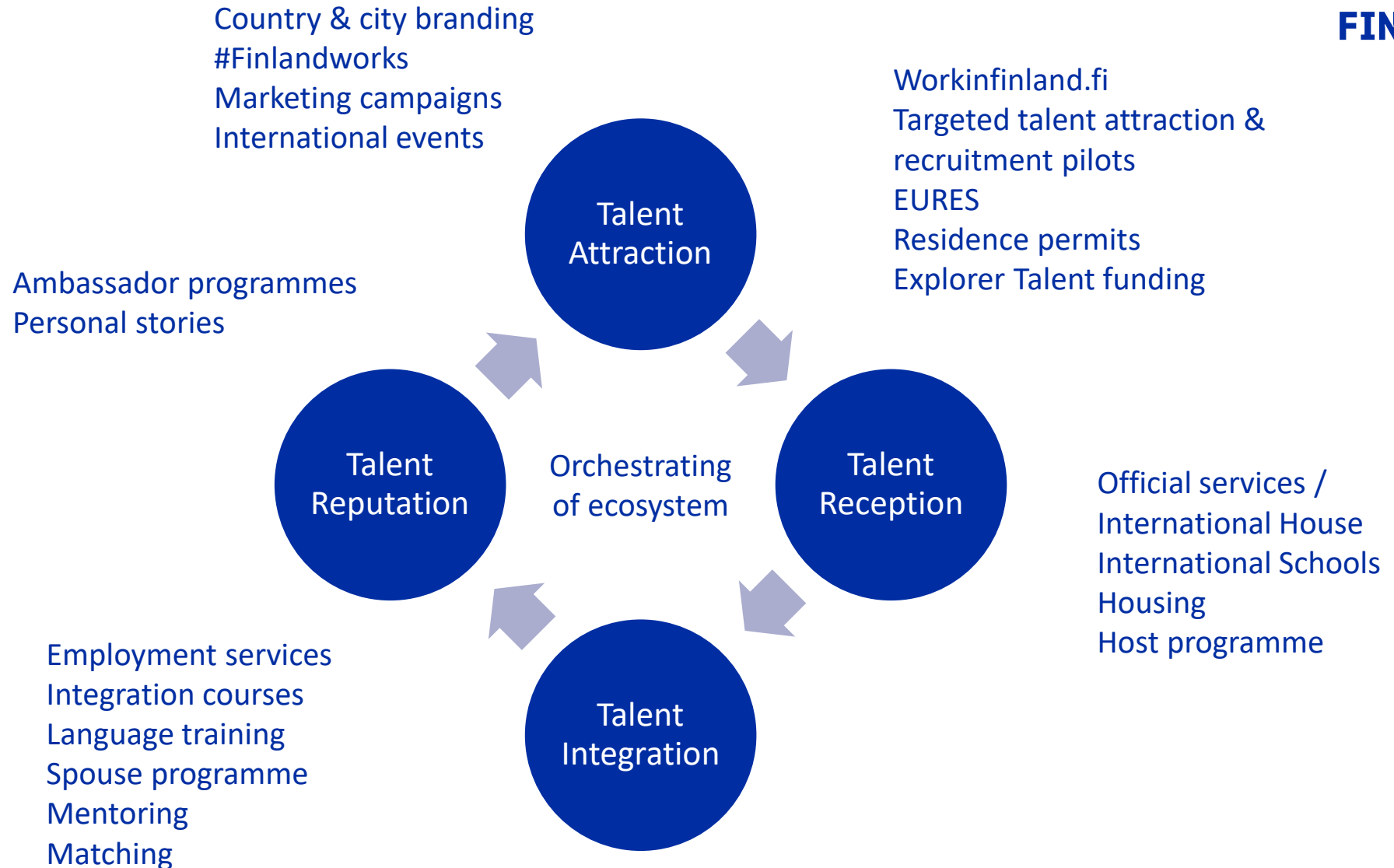
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- In its 2017 mid-term policy review, the Government decided to launch 'Talent Boost – International talents boosting growth', a joint cross-sectoral programme for the Government.
 - Fosters cross-sectoral cooperation between the State, cities, HEIs and business sector in talent attraction and retention.
- Gives a framework for international talent management in Finland.



Talent Attraction Management Circle

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Talent Boost programme targets

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1. International talents consider Finland attractive.
2. The expertise of international talents accelerates growth and internationalisation of companies in Finland.
3. Finnish working life is inclusive for international talents.



Measures already under way

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- Talent operations as a part of Business Finland internationalisation and innovation services
- Talent Explorer funding to encourage SMEs to recruit international talents.
- Under construction: Talent Hubs for the biggest university cities to connect companies, int'l talents, PES, universities & innovation platforms.
 - Coordinate the int'l talent attraction and retention ecosystem locally.
 - Organise mentoring, spouse programmes, matching of int'l talents and companies etc.
- International House Helsinki brings all the relevant official public services for international talents moving to Helsinki under the same roof.
 - Tampere and Turku planning their own International House services



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TALENT BOOST COOKBOOK FINLAND

Good recipes for international talent management in Finland.

New Competence for SMEs (2016-17)

Introduction

- **Aim of the project**

- Investigate if SMEs utilise the competence of foreign HE and VET trainees and foreign graduates from Finnish HEIs? What are the benefits and challenges encountered by companies? Solutions found?
- Lower the threshold for SMEs to host international talents.

- **Why?**

- Most jobs are created at SMEs
- International students need job and traineeship opportunities
- International talents can help SMEs go international and grow

- **What?**

- Data collection via a survey to SMEs, interviews, workshops in spring and autumn 2016

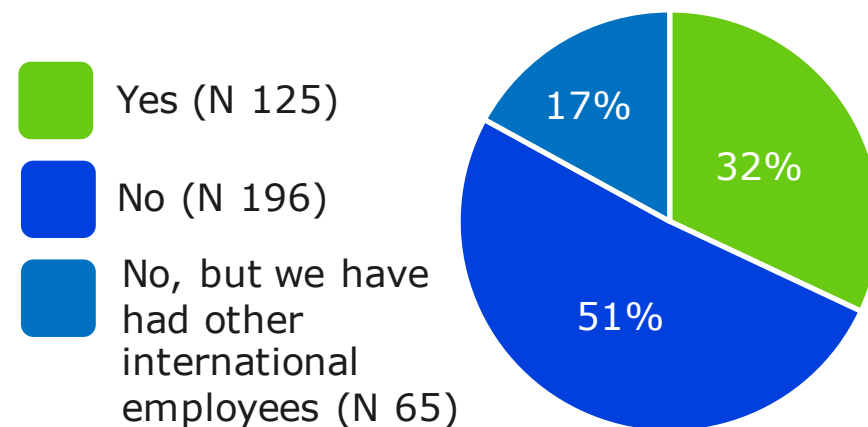
- **Outcomes**

- A report of the project results
- Slidesets with project results and tools
- Videos with SME interviews: social media campaign

International talents in SMEs?

- A total of 386 SMEs responded to the survey conducted as part of the study.
- 32% of the respondents had hosted international talents: 64% had hosted foreign higher education students, 43% foreign VET students, and 7% both.
- In most cases, the companies had hosted two students. Two larger companies had received up to 200 students.
- The most common period in which companies had hosted students was 2014-2016 (77%).

Has the company hosted foreign students?



Foreign HEI graduate recruited:



HEI student from abroad as a trainee:



Foreign HEI degree student as a trainee:



VET student from abroad for a work placement:



total 64%

Key messages to educational institutions



Information about possibilities

- Communicate about how international talents' competence can be utilised.
- Market the benefits and make them visible.



Better matches in recruitment

- Matching international talents with companies is based on knowing the persons. How can you facilitate this?



Business cooperation

- Operate as bridge-builders, listening to the companies: company visits, invitations, fairs, recruitment meetings - there are many ways of doing this. Companies are different, which should be taken into account in the cooperation.



Developing guidance and instruction

- Career guidance and linguistic studies should have closer links with everyday life.
- The students should have more capabilities for making their competence visible.

Tools for cooperation with SMEs

- **Slideset for cooperation with SMEs**
 - Talents for the different needs of different companies
 - Different ways of benefitting from international talents
 - Next steps: how to do it
- **Videos with SME interviews**
 - <https://youtu.be/g0nL1pjKrqQ>
- ... published at:
www.uuttaosaamista.fi

Tools for cooperation with SMEs

New Competence for SMEs.

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Thank you!