

Employment of international students in Finland

21.8.2023



Haaga-Helia

Haaga-Helia opens doors to future careers

- We prepare professionals for business and services
- Close contacts to the business world and companies

**Best-known
UAS in
Finland**

5 campuses

**11 000
students**

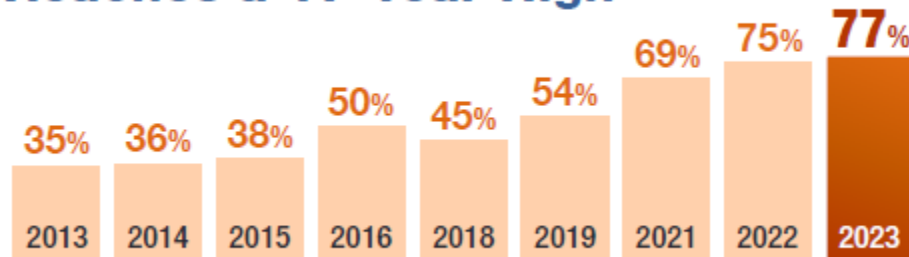
**1 100 foreign
students**

**700
experts**

**100 company
partners**

Global Talent Shortage Reaches a 17-Year-High

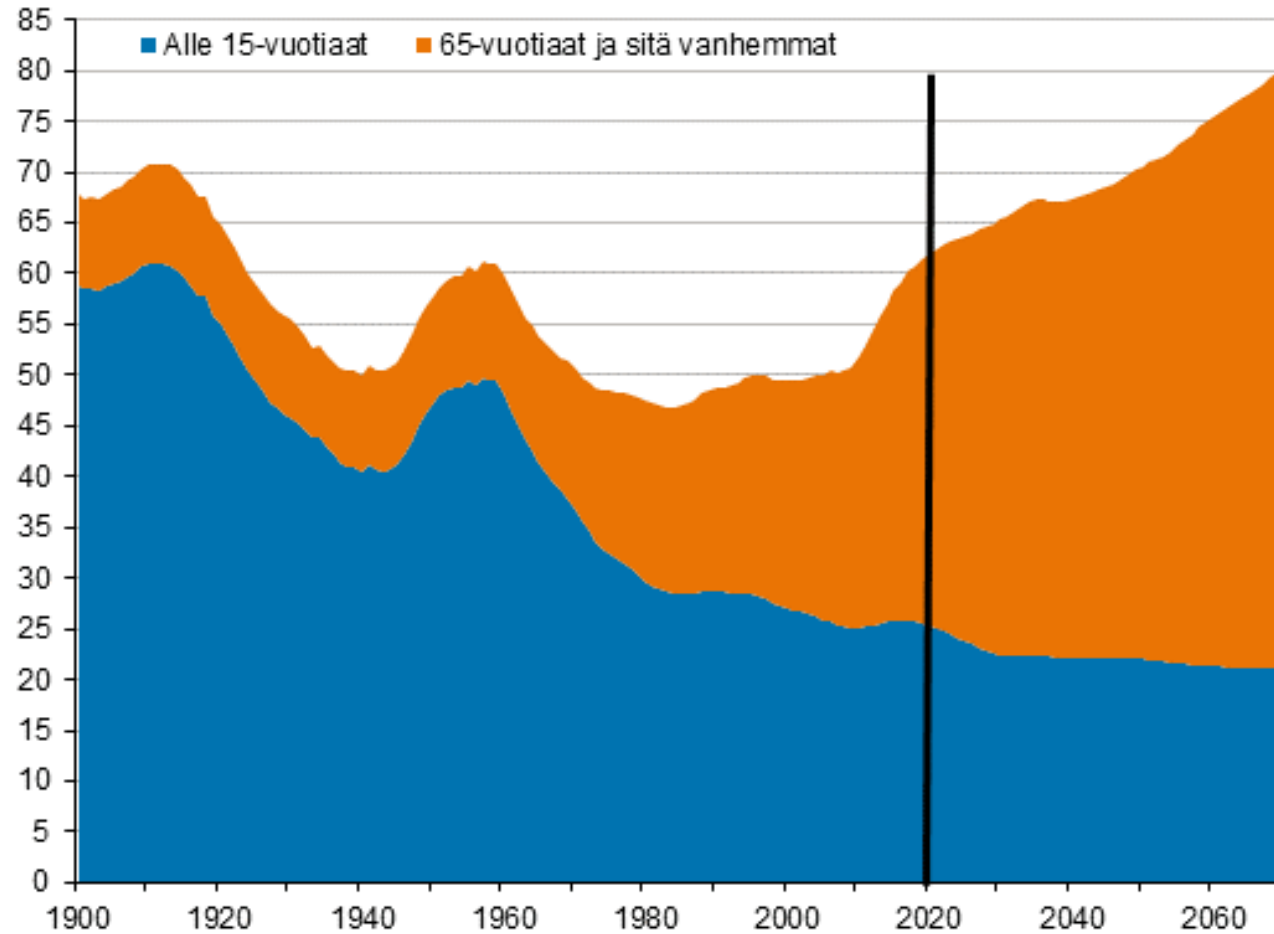
Nearly 4 in 5 employers globally report difficulty finding the skilled talent they need in 2023, strengthening +2 percentage points year-over-year and more than double the difficulty in 2015 (38%).



(Source: ManpowerGroup, The Talent Shortage 2023)

Talent shortage - 70 % of companies are lacking qualified workforce

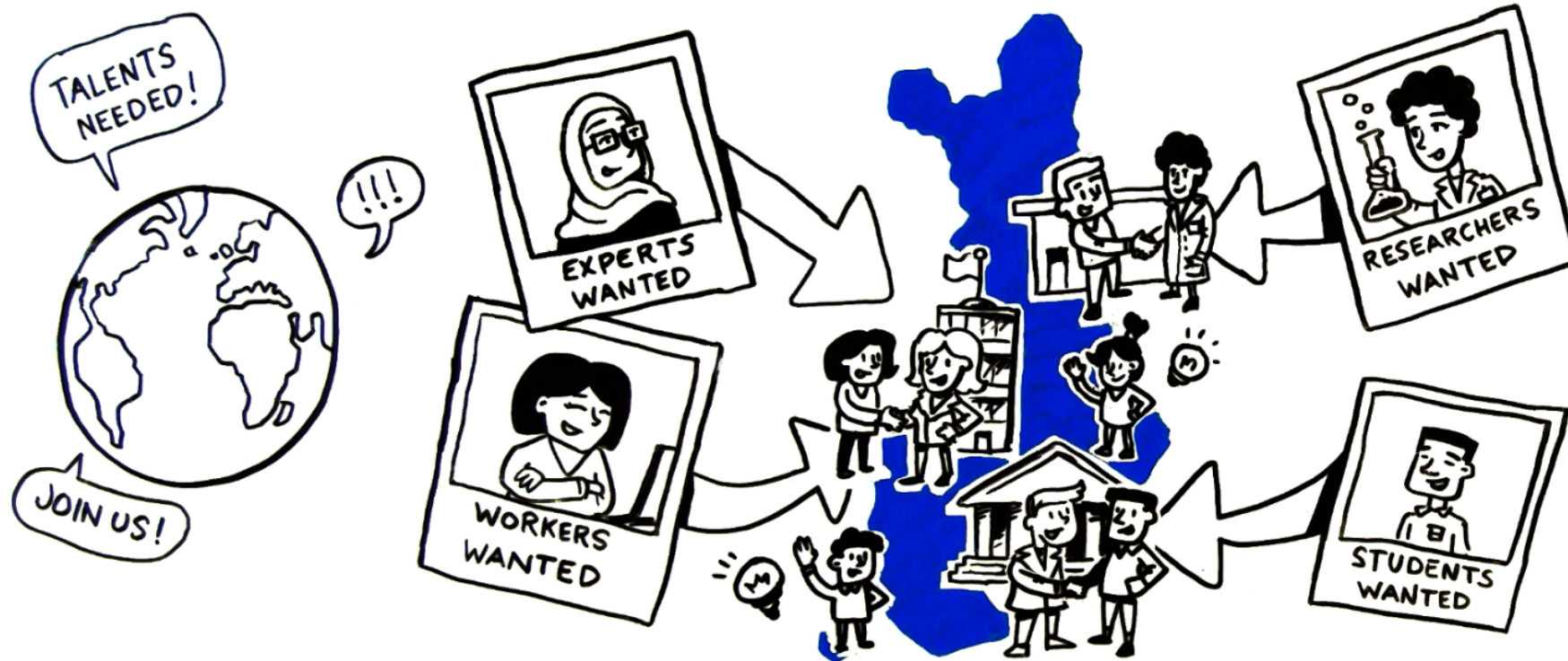
(Source: Finland Chamber of Commerce, 2022)



Number of people under 15 and over 64 years old for every 100 people in working age

Source: Tilastokeskus

International talent – solution to the Skills Gap?



TALENT BOOST

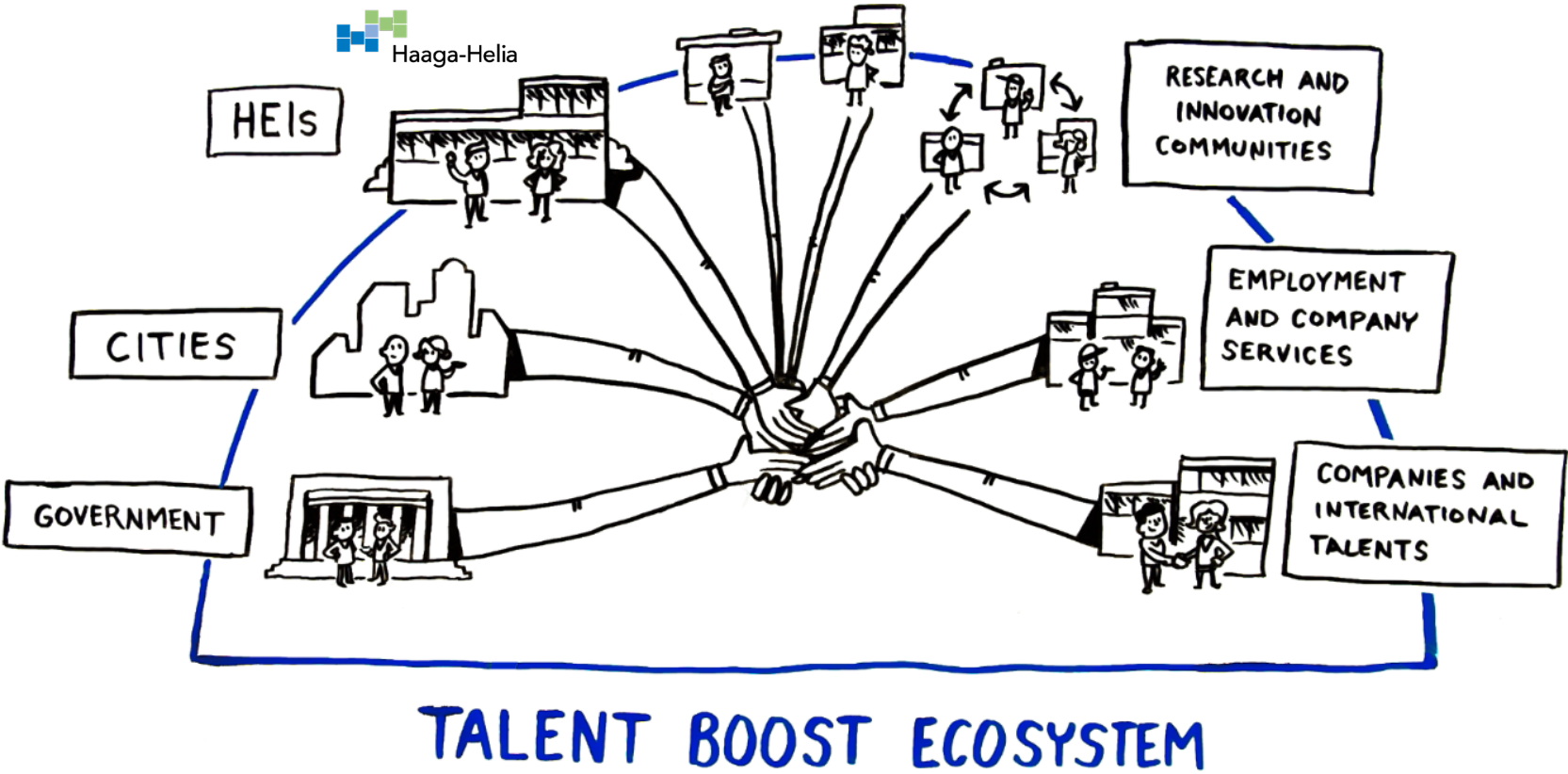
ATTRACT INTERNATIONAL TALENTS TO FINLAND

UTILISE THE EXPERTISE OF INTERNATIONALS ALREADY LIVING IN FINLAND

INCLUSIVE WORKING LIFE FOR INTERNATIONAL TALENTS

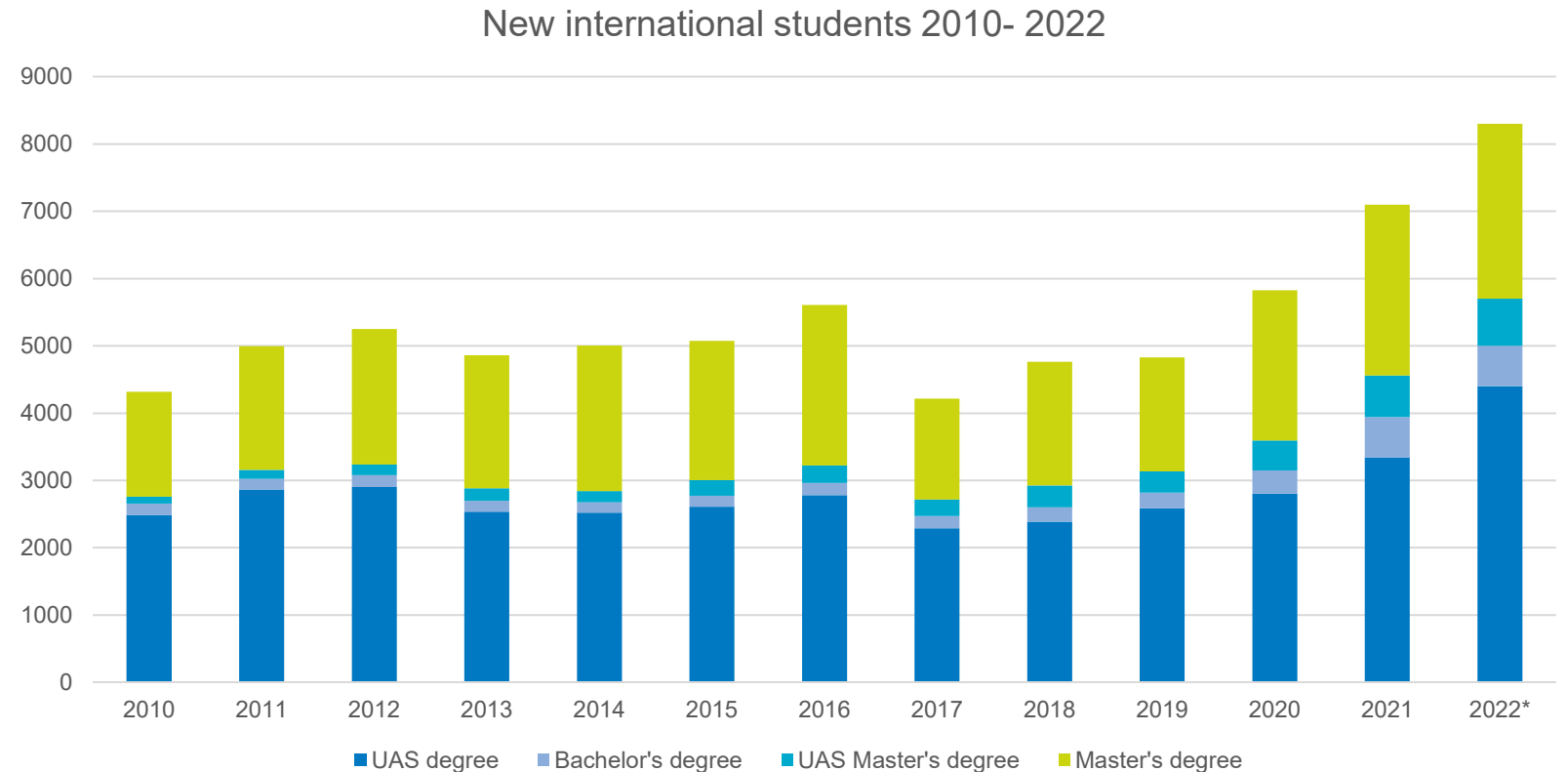
- Talent Boost –program was launched by the Finnish Government in 2019

TALENT BOOST NETWORK



HEIs role in Talent Boost

- The objective of HEIs is to triple the amount of their international students by 2030
- The objective is that 75 % of degree-seeking international students will be employed by the Finnish labour market. Currently the employment rate is around 50 %.



Why hire international talent?

In a survey done by Business Finland the Finnish companies replied:

- To bridge the skills gap (50 %)
- To recruit special talent (30 %)
- To develop the working culture (22 %)
- New ways of thinking (12%)
- Growth opportunities that special talent represents (10 %)
- New clients/networks (9 %)
- New markets (8%)
- **No positive impact (4%)**

International degree students

- There are around 20 000 international degree students in Finland
- They are allowed to work up to 30 hours/week
 - No limit for EU – citizen
- Hiring an international student as an intern is an easy way to test your own organization

Challenges for international degree students

- Problems entering the country (non-Schengen)
- Challenges in finding an employment that matches qualifications
- Not enough internship places

How are companies encouraged to hire international degree students?

1. Companies can leave a job advertisement in the HEIs own recruitment portals (JobTeaser)
2. By participating in projects and events
3. Collaborating with HEIs



**Kiitos! / Thank you! /
Aitäh!**

Jukka Väyrynen
Jukka.vayrynen@haaga-helia.fi
+35840-5790100