



Finnish Job market

Terve – Namaste by Embassy of India
to Finland & Estonia

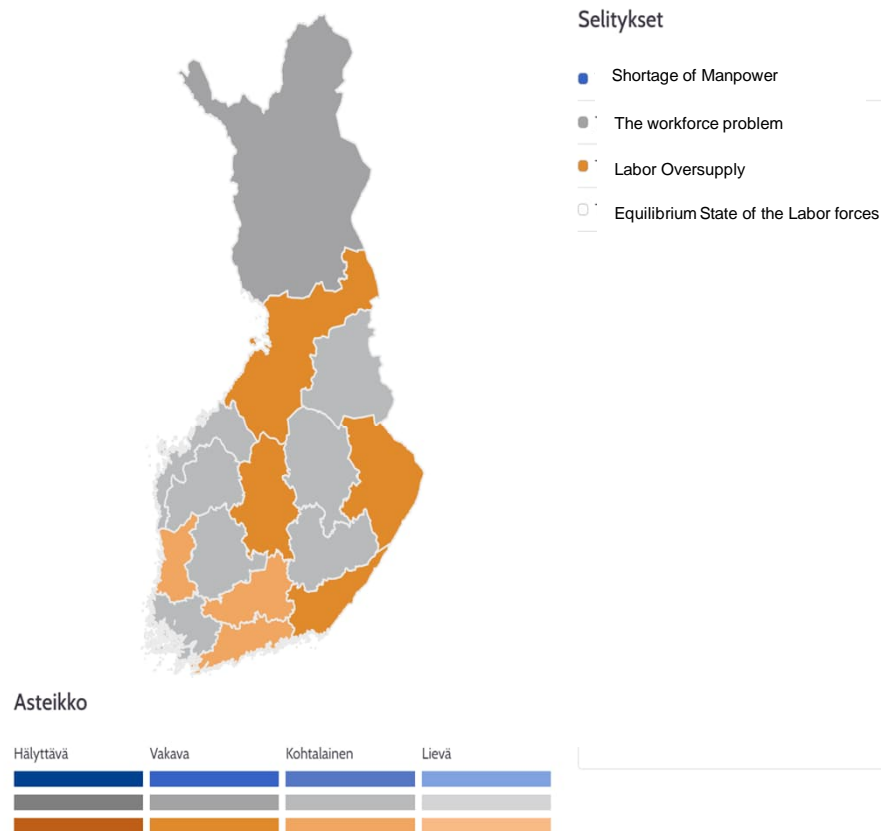
Date: 08.10.2024

Presented by : Chirag Suthar

Agenda

- Labor market refection
- Challenges in searching employment
- How to get employed!
- Useful links
- Q&A

Labor market reflection



Sources > tyovoimabarometri.fi & tradingeconomics.com

www.2dsfinland.fi

Shortage of Occupations

- Nurses
- Caregivers
- Kindergarten teachers
- Application designers
- General practitioners
- Housekeepers (home service activities) Office and facility cleaners, etc.
- Special teachers
- The waiters
- Welders and gas cutters

Most expected soft skills

- Digital competence
- Professional qualification
- Finnish language skills
- Operating in a multicultural environment
- Team player & communication skills

Current job market Data:

- Finland's unemployment rate rose to 7.5% in August 2024.
- The number of unemployed persons increased by 22 thousand year-on-year to 214 thousand.
- Job vacancy rate declined to 1.80% from 2.5% previous year
- In the meantime, the jobless rate for people aged 15 to 24 went up to 12.9%, which was 1.9 % points higher than a year ago.
- The employment rate of persons aged 20 to 64 fell to 76.9% from 78.9%, and the activity rate dropped to 68.2% from 69.1%

Challenges in finding employment:

- With high unemployment rate and competitive market and employee preference. The competition is fierce, with hundreds of candidates vying for any open position. For known example, there were nearly 2537 applicants for 18 nos of open position.
- As reported by Sitra, near about 75% of job vacancies are not publicly advertised for various reasons, such as a company creating a new position or an employee leaving their job unexpectedly. Companies may also want to reduce costs and save time associated with posting and evaluating job applications and interviewing candidates.
- Lack of traceability and confidence on credibility of academic credential of applicant
- Lack of network in the industry
- Lack of Finnish language skills, this already excludes many large scales and almost all Small & Medium scale companies those are already contributing to more than 70% of job market
- Common entry in the Finnish job market is Thesis work , summer & work internship, major of the trailing spouses are do not have these channels.

How to get employed!

Some practical tips.

1. Enrich your LinkedIn profile - optimizing your [LinkedIn](#) profile is an essential step in your job search process, especially when searching for unannounced jobs. To make the most of LinkedIn, make sure your profile is complete and up to date.
 - i. Focus on developing profile for the career you want to create
 - ii. Highlight your key skills 10 to 15 at the max. Get your skills endorsement from other , most important your managers & Coworkers
 - iii. Get Testimonial / recommendations from your dire/indirect manager and colleagues
 - iv. Place relevant and salable profile highlight
 - v. Do connect with key person of the target companies and recruitment agencies
 - vi. Keep posting relevant article and your past project achievements on social media. LinkedIn's new algorithm is promoting posts with optics.
 - vii. And remember, LinkedIn is not the only relevant platform for job seekers. Many companies are also active on other social media platforms, with job openings also found on Facebook as well!

How to get employed!

1. **10 focused applications** are better than 100 random applications. Focus and keep close watch on key companies where you find chances of getting employed and create LinkedIn and individual connects
2. There cannot be one CV for all job applications. Do take a time specifically draft CV for each application
3. Application must be with **cover/ motivation letter**. Motivation letter is the excellent place where you can freely tell why you deserve for the applied job outside typical frame of the CV. CV is information and Cover letter is your message to convey your suitability
4. **Pursue Volunteering or Intern Opportunities** : Interning and traineeships can be a valuable strategy for job seekers looking to break into the Finnish job market. An internship allows you to gain real-world experience, build your network, and demonstrate your skills and work ethic to potential employers. Volunteering is a great way to network – and it may lead to work opportunities. Volunteering also helps to develop new skills and demonstrate your ability to work as a team player and establish your Leadership qualities.
5. **Working with Recruitment Agencies and Headhunters** : Start by researching companies in Finland that specialize in your industry. Once you have identified an agency or headhunter, find where to upload your CV and other information. If not, you can always contact them by sending a brief email or message via LinkedIn detailing your career goals and the roles you are interested in.
6. **Join Networking Groups** : Become active in networking groups related to your geographic area or profession. [Expat-Finland](#), [Finland Forum](#), [The International English Speakers' Association of Finland IESAF](#), and [Women in Tech](#) can provide an excellent opportunity to connect with like-minded individuals and expand your network. In addition, you can find a list of many associations in Finland related to sports, culture, friendship, religion, and more on [InfoFinland's](#) website.

As with company recruiters, it's also good practice to seek permission before sending your CV or resume to headhunters.

When contacting recruiters, personalize your message, emphasizing your qualifications, experience, and aspirations. Always follow up with a friendly message and show respect for their time.

How to get employed!

On day of Interview:

- Be 10 minutes before the time. Punctuality is among the most anticipated virtue from the candidates
- Interview is more conversation and understanding counter suitability
- Dress formally, that reflects your approach and interest
- You can follow 3C formula – Calm, Confident & Clear
- Focus on listening, be specific & to the point on the answers
- Don't over commit, avoid making any exaggerated statements
- Sell your relevant skills with examples
- Be open to discuss about job modality and expectations

Job boards & Employment support platforms

Most Poppular finnish Jobsites

1. tyomarkkinatori.fi
2. [Oikotie työpaikat](http://Oikotie.tyopaikat.fi)
3. [Työmarkkinatori](http://Tyomarkkinatori.fi)
4. [Työnhaku & ura](http://Työnhaku.ura.fi)

Most helpful webpages for Expats

1. [LinkedIn](https://www.linkedin.com)
2. [Jobly \(ex Monster.fi\)](http://Jobly.fi)
3. [Duunitori](http://Duunitori.fi)
4. [The Hub](http://TheHub.fi)
5. [Meet Frank](http://MeetFrank.fi)
6. [Work in Finland](http://WorkinFinland.fi)
7. [Indeed](http://Indeed.fi)

8. [Glassdoor](http://Glassdoor.com)
9. [The Shortcut](http://TheShortcut.com)
10. [Startup refugees](http://Startuprefugees.com)
11. [Herizon](http://Herizon.com)
12. [Talent boost and International hub/house projects](http://TalentboostandInternationalhub.houseprojects.com)
13. [Spouse Program](http://SpouseProgram.com)
14. [Online industry communities](http://Onlineindustrycommunities.com)
15. laura.fi
16. [Staffpoint](http://Staffpoint.com)

Entrepreneurship!

Finland has excellent start-up ecosystem. There is support from all layers of the administrations in Finland.

- There many Start-up hubs where you can get more resources, coaching, work space, know-how, support and guidance for funding and scaling up in Finland. For example, Kius, Startup Sauna, HUB Finland, Aalto Startup Center, Space hub
- Business Finland has extensive support to Start-ups, SMEs, Large companies tec. Please refer to [For Finnish customers - Business Finland](#) for more details
- Many big cities like Espoo, Helsinki, Vantaa, Tampere, Jyväskylä, Oulu have their Yritys palvelut service center where you can get more supports and guidance. For example, Yritys Espoo, Yritys vantaa, Yritys Tampere etc.
- For small business each city has Start-up grant – support for new entrepreneurs. Link: [Start-up grants - Ministry of Economic Affairs and Employment \(tem.fi\)](#)



THANK YOU