

# Landing a Job in Finland: A Practical Guide for Immigrants

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*How to Navigate the Finnish Job Market and Build Your Career with Confidence*


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Cadweiser Ltd.



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# Table of contents

Table of contents .....	2
Introduction: Welcome to Finland – Why This Guide Matters .....	4
Chapter 2: Understanding the Finnish Work Culture .....	5
Chapter 3: The Finnish Job Market in a Nutshell.....	7
Chapter 4: Who Hires and Where – Key Sectors for Jobseekers .....	9
Chapter 5: Legal Basics – Work Permits, Social Security & Taxes .....	12
Chapter 6: Learning the Language – Why Finnish (and English) Matter .....	15
Chapter 7: Recognizing Your Skills – Degrees, Competencies, and Validation .....	17
Chapter 8: Education and Training Opportunities.....	19
Chapter 9: Volunteering and Internships as a First Step .....	21
Chapter 10: How to Search for Jobs in Finland – Portals and Networks .....	23
Chapter 11: Writing a Finnish-Style CV and Cover Letter .....	25
Chapter 12: Mastering the Job Interview .....	28
Chapter 13: Understanding Finnish Recruitment Practices .....	30
Chapter 14: Workplace Etiquette and Communication Styles .....	33
Chapter 15: Your Rights and Responsibilities as an Employee .....	35
Chapter 16: Continuous Learning and Career Progression .....	38
Chapter 17: Building Your Professional Network in Finland.....	40
Chapter 18: Starting Your Own Business in Finland .....	43
Chapter 19: What If You Don’t Find a Job Right Away? – Staying Motivated.....	46
Chapter 20: Stories of Success – Immigrants Who Made It .....	48
Conclusion: Your Journey Starts Here.....	50
 Appendices .....	51

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*To all immigrants. I have also been one.*

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# Introduction: Welcome to Finland – Why This Guide Matters

Moving to a new country is exciting, but also full of challenges—especially when it comes to finding meaningful work. Whether you came to Finland for family, safety, studies, or new opportunities, one thing is clear: getting a job is an important step toward building your future here.

But how do you find a job in Finland, especially if you don't yet speak fluent Finnish? What kind of jobs are available? How should you write a CV or prepare for an interview? What is Finnish work culture like? This book is here to answer those questions.

**This is not a textbook.** It is a practical, encouraging guide that gives you real-life tips, clear steps, and useful resources. Whether you are just starting your journey or have already been in Finland for a while, you will find advice here to support your job search.

In these pages, you will learn:

- How the Finnish job market works
- How to improve your chances of getting hired
- What tools and services are available to help you
- And how to grow professionally and succeed in your new environment

Many immigrants have successfully built great careers in Finland—**and so can you.** The path may not always be easy, but with the right approach, preparation, and mindset, you can find your place and thrive.

Let's get started.



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# Chapter 2: Understanding the Finnish Work Culture

To succeed in the Finnish job market, it's not enough to have the right skills—you also need to understand the *way* people work in Finland. Work culture shapes everything from communication and teamwork to job interviews and career development. Here are some of the most important aspects of Finnish work culture to know.

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## 1. Equality and Flat Hierarchies

Finnish workplaces are typically very flat. This means that even junior employees are expected to share ideas, and managers are seen more as coaches than strict authorities. Everyone is respected regardless of title.

**Tip:** Don't be afraid to speak up or ask questions—even if you are new.

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## 2. Trust and Independence

Trust is a big part of Finnish society and work life. Employees are trusted to manage their own time and responsibilities. Micromanagement is rare.

**Tip:** Show that you can work independently and take responsibility without constant supervision.

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## 3. Direct and Honest Communication

Finns value honesty and clarity. People usually speak directly, without “small talk” or exaggeration. This may feel strange at first, but it helps build trust.

**Tip:** Don't take direct feedback personally—it is usually meant to help, not criticize.

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## 4. Work-Life Balance

Work is important, but not everything. Finnish people value free time, family life, and well-being. Most people work 7.5–8 hours a day, and working overtime is not seen as a badge of honor.

**Tip:** Be on time and efficient, but respect your own limits too.

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## 5. Punctuality and Planning

Time is taken seriously in Finland. Meetings start and end on time, and deadlines are respected. Planning and preparation are highly valued.

**Tip:** Arrive a few minutes early, and inform your team as soon as possible if you are delayed or need to reschedule.

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## 6. Modesty Over Self-Promotion

In many cultures, it is normal to talk proudly about your achievements. In Finland, modesty is appreciated. You can talk about your skills, but do it in a calm, fact-based way.

**Tip:** Instead of saying “I’m the best,” show your strengths through examples and actions.

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## 7. Multicultural Workplaces Are Growing

More and more companies are embracing diversity and hiring international talent—especially in tech, health care, logistics, and service sectors. Still, many workplaces remain very Finnish, so adapting to the culture helps you succeed.

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### In Summary:

Understanding the unspoken rules of Finnish work life helps you avoid misunderstandings and integrate faster. You don’t have to change who you are—but showing cultural awareness is a sign of professionalism and respect.

**"When in Finland, be yourself—but also be open to new ways of working."**

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# Chapter 3: The Finnish Job Market in a Nutshell

Before you start applying for jobs, it's important to understand how the job market in Finland works—what types of jobs are available, who is hiring, and what kind of skills are in demand.

This chapter gives you a quick overview to help you focus your job search in the right direction.

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## 1. Key Sectors in Finland

The Finnish economy is diverse, but some sectors offer more opportunities for immigrants, especially if you don't speak fluent Finnish yet.

**Growing sectors with high demand for workers:**

- **Technology and IT** – software development, testing, data analysis, cybersecurity
- **Health and social care** – nurses, caregivers, support workers
- **Construction and maintenance** – electricians, plumbers, general labor
- **Logistics and transport** – drivers, warehouse workers, supply chain
- **Hospitality and cleaning** – hotels, restaurants, cleaning services

**Tip:** Jobs that require less customer contact often have lower Finnish language requirements.

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## 2. Types of Employment

In Finland, jobs can be:

- **Permanent (vakituinen)** – more stable, long-term contracts
- **Fixed-term (määräaikainen)** – for a certain project or time period
- **Part-time (osa-aikainen)** – especially common in services and retail
- **Internships / Apprenticeships** – good for gaining experience
- **Self-employment / Entrepreneurship** – possible with the right permits and planning

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## 3. Who Hires Foreign Workers?

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Many international companies use English at work and are more open to hiring non-Finnish speakers. These include:

- Global technology companies (e.g., Nokia, KONE, Wärtsilä)
- Startups and software firms
- Logistics and cleaning service providers
- Healthcare providers facing staff shortages
- Academic and research institutions

**Tip:** If you speak some Finnish *and* English, your chances improve significantly—even at beginner level.

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#### 4. Where Are the Jobs?

Most jobs are concentrated in:

- **Helsinki metropolitan area** (Helsinki, Espoo, Vantaa)
- **Tampere and Turku** – strong industrial and tech hubs
- **Smaller cities and rural areas** – more need for care, cleaning, and construction workers

**Tip:** Some smaller towns offer jobs and support programs for immigrants willing to relocate.

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#### 5. Hidden Job Market

Only about **30–40% of all jobs** are publicly advertised. The rest are filled through networks, referrals, and direct contact.

**Tip:** Don't wait for job ads—start networking, talk to people, and let employers know you are available.

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#### In Summary:

- Focus on growing industries and jobs where language is less of a barrier.
- Be open to part-time or fixed-term work as a stepping stone.
- Many jobs come through networks, not job ads—start connecting today.

**"The Finnish job market rewards persistence, preparation, and people who take initiative."**

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# Chapter 4: Who Hires and Where – Key Sectors for Jobseekers

When looking for work in Finland, it's essential to understand which sectors are hiring and what types of jobs are more accessible for immigrants. While your background, education, and language skills will influence your path, there are opportunities in many fields—if you know where to look.

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## 1. Technology and ICT

Finland has a strong tech ecosystem, with companies ranging from large global firms to agile startups. Many tech companies use English as their working language, making them more open to international talent.

### Typical roles:

- Software Developer
- Test Engineer
- Data Analyst
- UX Designer
- IT Support

**Key locations:** Helsinki, Espoo, Tampere, Oulu

**Tip:** A LinkedIn profile and GitHub portfolio are often more important than a traditional CV in this sector.

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## 2. Health and Social Care

There is a **nationwide shortage of healthcare workers**. Many municipalities offer integration and training programs that help immigrants qualify as nurses, care assistants, or practical nurses—even if you start without Finnish language skills.

### Typical roles:

- Nurse (lähihoitaja, sairaanhoitaja)
- Elderly care assistant
- Support worker in disability services

**Tip:** Learning Finnish is a must in this field, but many programs help you study the language alongside your training.

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## 3. Logistics and Transport

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The logistics sector needs reliable workers for driving, deliveries, and warehouse tasks. Many employers accept limited Finnish skills if you are motivated and can follow instructions.

**Typical roles:**

- Truck driver
- Warehouse worker
- Courier / delivery driver

**Tip:** Forklift or truck licenses (like C/E) increase your chances significantly.

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#### **4. Cleaning and Facility Services**

This sector often serves as a **first job** for many newcomers. It offers flexible schedules and requires only basic Finnish in the beginning. Over time, it can also offer advancement opportunities.

**Typical roles:**

- Cleaner (office, school, hospital)
- Janitor / maintenance worker
- Hotel housekeeping

**Tip:** Employers value punctuality, careful work, and reliability over language or education.

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#### **5. Construction and Property Maintenance**

Construction is a large and internationalized sector in Finland, with constant demand for skilled and unskilled workers—especially in growing cities.

**Typical roles:**

- Construction worker
- Electrician or plumber
- Building painter or tiler

**Tip:** Valid safety training card ("Työturvallisuuskortti") is often required—but it's easy and inexpensive to get.

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#### **6. Hospitality and Food Service**

Restaurants, cafés, hotels, and event companies regularly hire part-time workers. English is often enough in international environments.

**Typical roles:**

- Waiter / Waitress
- Kitchen helper / Cook

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- Hotel receptionist

**Tip:** Attitude matters. A friendly, service-oriented mindset is often more important than experience.

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**In Summary:**

- Choose your target sector based on your **skills, language level, and interests**
- Consider starting in an entry-level job while working on your language and qualifications
- Many success stories start from sectors like cleaning, logistics, or caregiving

**"The best job for you might not be your dream job—but it can be your first step."**



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# Chapter 5: Legal Basics – Work Permits, Social Security & Taxes

Before you can start working in Finland, you need to understand the legal framework that affects your right to work, your benefits, and your obligations. This chapter explains the basics in simple terms, so you can move forward with confidence and avoid surprises.

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## 1. Work Permits and Residence Status

Your right to work depends on your **residence permit** or **EU/EEA status**:

- **EU/EEA citizens:** You don't need a work permit, but you must register your right of residence.
- **Non-EU citizens:** You usually need a residence permit for work, family, or studies. Each type comes with different work rights.
- **Asylum seekers:** After a certain period, you may have the right to work, but this depends on your application status.

**Tip:** Always check the exact conditions of your permit at [migri.fi](https://migri.fi).

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## 2. Registering Yourself in Finland

To access most public services and start working legally, you need to:

- Get a **Finnish personal identity number (henkilötunnus)**
- Register your **place of residence** (if you stay longer than 1 year)
- Open a **Finnish bank account**

These registrations are done through the **Digital and Population Data Services Agency (DVV)**.

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## 3. Social Security and Benefits

Social security in Finland is managed by **Kela**, the Social Insurance Institution.

You may be eligible for:

- Basic social assistance
- Child benefits
- Housing allowance
- Unemployment benefits
- Student support

To access these, you usually need to live in Finland **permanently** and apply separately through Kela.

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**Tip:** Applying for a Kela card is an important step after getting your residence permit and personal ID.

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#### 4. Taxation in Finland

Everyone working in Finland must pay taxes. Here's how it works:

- Before starting a job, you must get a **tax card** (verokortti) from the **Tax Administration** ([vero.fi](https://vero.fi))
- Your employer uses this to calculate and deduct taxes from your salary
- Taxes fund schools, healthcare, and other public services

Finland has a progressive tax system—**the more you earn, the more you pay**. But everyone also gets important services in return.

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#### 5. Employment Contracts

In Finland, a written employment contract is **strongly recommended**, though oral contracts are also legally valid. A good contract includes:

- Job title and duties
- Start date and working hours
- Salary and possible benefits
- Trial period (usually up to 6 months)
- Termination conditions

**Tip:** Don't be afraid to ask for a written contract and to review it before signing.

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#### 6. Occupational Safety and Rights

All employees in Finland—regardless of nationality—are protected by Finnish labor laws. These guarantee:

- Safe working conditions
- Fair wages and working hours
- Paid holidays
- Sick leave
- Protection against discrimination

You can also join a **trade union**, which helps protect your rights and negotiate better working conditions.

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### **In Summary:**

- Know your residence and work permit type
- Register with local authorities and Kela
- Understand taxes and employment rules
- Ask for a contract and learn your rights
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**"Being informed is the first step to being empowered in your new working life."**

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# Chapter 6: Learning the Language – Why Finnish (and English) Matter

You may have heard people say, *“You don’t need Finnish to work in Finland.”* That’s partly true—**some jobs don’t require Finnish**, especially in international companies. But in most cases, **learning Finnish will significantly improve your chances of finding a job and feeling at home** in Finnish society.

In this chapter, we’ll explore how language affects employment, and how you can start improving your Finnish (and English) step by step.

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## 1. Why Learn Finnish?

Here are some reasons why Finnish is worth learning:

- Many jobs require at least basic Finnish (especially in healthcare, services, and government)
- It helps you communicate better with colleagues, customers, and supervisors
- You’ll understand contracts, safety rules, and your rights
- It shows employers that you’re committed to integrating
- It makes everyday life—shopping, renting a home, talking to doctors—easier

**Tip:** Even **a few phrases** can make a big difference in how people see you.

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## 2. What About English?

English is widely spoken in Finland, especially in:

- The tech industry
- Universities and research
- Startup companies
- Some international service jobs (e.g. hotels, restaurants, customer support)

Still, **English alone may limit your job options**, especially outside big cities or in customer-facing roles.

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## 3. Where Can You Learn Finnish?

There are many free or low-cost options:

- **Integration training** (kotoutumiskoulutus): Includes Finnish lessons and career guidance for newcomers
- **Adult education centers** (kansalaisopisto, työväenopisto): Offer affordable Finnish courses

- **Online tools:** Duolingo, WordDive, Memrise, Yle Kielikoulu
- **Language cafés and conversation clubs:** Practice speaking in a relaxed environment
- **Vocational training with language support:** Learn Finnish alongside job skills

**Tip:** Ask your local TE Office about free courses available in your area.

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#### 4. How Much Finnish Do You Need?

That depends on the job. A rough guide:

Language Level	What You Can Do	Suitable Jobs
A1–A2 (Basic)	Understand simple instructions	Cleaning, warehouse, kitchen work
B1–B2 (Intermediate)	Join conversations, read work emails	Healthcare, customer service
C1+ (Advanced)	Work in Finnish professionally	Administration, education, sales

Even if you're just starting, **don't wait until you're fluent**. Apply for jobs and improve your skills at the same time.

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#### 5. Tips for Learning Faster

- Set small, realistic goals (e.g. “Learn 5 new words a day”)
- Use Finnish in real life—at the store, in emails, with neighbors
- Watch Finnish TV with subtitles
- Practice speaking without fear of making mistakes
- Make Finnish-speaking friends or join a hobby group

**"Learning a language is like building a bridge—one word at a time."**



#### **In Summary:**

- You don't have to be fluent to start looking for work—but every bit of Finnish helps
- Combine language learning with job seeking and daily life
- Take advantage of free courses and be patient with yourself
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**"Your accent doesn't matter. Your effort does."**

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# Chapter 7: Recognizing Your Skills – Degrees, Competencies, and Validation

You may have years of education and work experience from your home country—but will Finnish employers recognize them? This chapter helps you understand how to identify your skills, translate them into the Finnish job market, and get formal recognition where necessary.

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## 1. Your Skills Are Valuable – Even If They Look Different

Don't underestimate your background. You might have:

- Academic degrees
- Vocational training
- Work experience (paid or unpaid)
- Life experience, language skills, or cultural understanding
- Technical or practical skills learned outside formal education

**Tip:** Start by making a full list of your strengths. You may have more to offer than you realize.

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## 2. Translating Your Competencies to the Finnish Context

Many skills are transferable—even if job titles or processes are different.

For example:

- “Office manager” could become “administrative coordinator”
- “Construction foreman” might align with “site supervisor”
- “Customer service” could include retail, hospitality, or call center roles

**Tip:** Use clear, simple English or Finnish in your CV. Avoid country-specific job titles or jargon.

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## 3. Degree Recognition and Validation

If you have a **university degree or professional qualification**, you may want it formally recognized in Finland—especially for regulated professions.

There are two main types of recognition:

- **Academic recognition** (for further studies): Handled by universities and [Studyinfo.fi](https://www.studyinfo.fi)
- **Professional recognition** (for working in certain fields like teaching, healthcare, law): Handled by [Finnish National Agency for Education \(EDUFI\)](https://www.edufi.fi)

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In some cases, you may need to:

- Submit certified translations of your diplomas
- Complete additional studies or exams
- Show work history and training records

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#### 4. Recognition in Practice-Oriented Fields

In vocational fields like plumbing, construction, and mechanics, formal validation is **not always needed**, but **skills must match Finnish standards**. You can:

- Apply for **competence-based qualifications** (näyttötutkinto)
- Attend **vocational training (ammattillinen koulutus)** with Finnish language support
- Take **skills tests** through apprenticeship programs or training centers

**Tip:** TE Office advisors can help guide you to the right path based on your field.

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#### 5. What If You Don't Have Official Documents?

If you had to leave your country quickly, you might not have diplomas or certificates.

In that case:

- Focus on building a **skills-based CV**
- Highlight work experience and practical know-how
- Get **references** or testimonials from people in Finland who have seen your work
- Consider **starting from an entry-level job** and working your way up



#### In Summary:

- Your experience and education matter—learn how to present them clearly
- Get formal recognition if your profession requires it
- Focus on skills, not just titles or degrees

**"It's not just what you've done—it's how you explain it that opens doors."**



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# Chapter 8: Education and Training Opportunities

Sometimes, to get the job you want in Finland, you need to learn new skills or update your qualifications. Luckily, Finland offers many **accessible, high-quality education and training options**—including programs tailored for immigrants.

In this chapter, you'll learn what kinds of education are available and how to find the right learning path for your career goals.

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## 1. Why Consider Further Education or Training?

Here are some common reasons:

- Your previous qualification isn't fully recognized in Finland
- You want to change careers or upskill
- You need Finnish-language support while learning
- You want to meet people and grow your local network

**Tip:** Even a short course or training certificate can help you stand out to employers.

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## 2. Types of Study Options

Type	What It Offers	Example Fields
Vocational Training ( <b>ammattillinen koulutus</b> )	Practical, job-oriented education	Healthcare, construction, logistics, IT
Higher Education ( <b>universities &amp; UAS</b> )	Academic or applied degrees	Engineering, business, social services
Short Courses / Adult Education	Specific skills or general knowledge	Language, IT tools, entrepreneurship
Integration Training	Combines language, culture, and career planning	Tailored for new immigrants

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## 3. Education with Language Support

Many vocational schools offer programs with **Finnish language support** or even **partially in English**, especially for immigrants. Some examples:

- **VALMA** (preparatory education for vocational training)

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- **TELMA** (training for working life and independence)
  - Dual-study models where you work and study at the same time

**Tip:** Ask your local TE Office for immigrant-focused training programs—they often offer **free courses with daily allowances**.

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#### 4. Online and Flexible Learning

You can also study online or part-time while working or caring for family. Popular platforms and providers include:

- **Open University (Avoim yliopisto)**
- **Open University of Applied Sciences (Avoim AMK)**
- **MOOCs** like [Digicampus.fi](https://digicampus.fi), [Coursera](https://coursera.org), [FutureLearn](https://futurelearn.org)

**Tip:** Many open university courses do not require entrance exams.

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#### 5. Where to Start Looking

Here are useful starting points to search for training and education:

- [www.studyinfo.fi](https://www.studyinfo.fi) – National portal for all study programs
  - [TE-palvelut.fi](https://te-palvelut.fi) – Public employment services with training options
  - Local **adult education centers** (kansalaisopisto)
  - **Career guidance centers** in your city or municipality
- 



#### **In Summary:**

- Education in Finland is **affordable, high-quality, and inclusive**
- You can study full-time, part-time, or online—at any age
- Even small upgrades in your skills can open big doors

**"Learning something new is never wasted—it's an investment in your future."**

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# Chapter 9: Volunteering and Internships as a First Step

If you're struggling to get your first job in Finland, don't worry—**many people start by gaining experience through volunteering or internships**. These paths can help you build skills, get local references, improve your Finnish, and expand your network. In this chapter, we explore how to use these opportunities as a springboard into working life.

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## 1. Why Volunteering Matters

Volunteering is **unpaid work** you do for a good cause—but it also benefits you. It shows initiative, commitment, and community spirit. Many employers value applicants who have been active, even without paid experience.

### Volunteering helps you:

- Practice language skills
- Understand Finnish work culture
- Add local experience to your CV
- Build confidence and social connections

**Tip:** Treat volunteering like a real job—be punctual, motivated, and responsible.

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## 2. Where to Volunteer in Finland

You can volunteer in many places:

- **NGOs and associations** (e.g. Red Cross, multicultural centers, youth programs)
- **Charity shops and food distribution**
- **Events and festivals**
- **Schools and libraries** (e.g. as a language buddy or homework helper)
- **Municipal services** (helping elderly people, children, immigrants)

### Where to find opportunities:

- [www.vapaaehtoistyö.fi](http://www.vapaaehtoistyö.fi) (in Finnish and English)
- Your local **city website** or **multicultural center**
- Ask at libraries, churches, and community centers

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## 3. What Is an Internship in Finland?

An internship (harjoittelu or työharjoittelu) is **short-term work experience**, often part of a training or education program. Some internships are paid; others are unpaid but include insurance and mentoring.

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### Types of internships:

- **Part of vocational training**
- **University or UAS study-related internships**
- **Government or NGO programs for immigrants**
- **Work tryouts** (työkokeilu) arranged by TE Office

**Tip:** Even short internships can lead to permanent jobs if you make a good impression.

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### 4. Work Tryouts (Työkokeilu)

This special program helps unemployed people and immigrants test their fit in a workplace. It's organized through the TE Office and:

- Lasts 1–6 months
- Does not involve a salary, but you get **daily support and insurance**
- Helps both you and the employer decide whether to continue

**Tip:** Ask your TE advisor about työkokeilu opportunities in your field.

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### 5. How to Include Volunteering and Internships in Your CV

Always include unpaid experience in your CV, just like a job:

#### Example:

*Volunteer Assistant* – Helsinki Food Bank (2023–2024)

Helped with logistics and food distribution for low-income families; worked in a team of 10 volunteers and interacted with clients in Finnish and English.

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#### In Summary:

- Volunteering and internships are **smart first steps** if you're new to Finland or changing careers
- They help you gain skills, references, and visibility
- Many people find their first real job this way

**"Sometimes the best path to paid work starts by working for free—with purpose."**

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# Chapter 10: How to Search for Jobs in Finland – Portals and Networks

Looking for a job can feel overwhelming—especially in a new country. But don't worry: Finland offers **many tools and services to help you**, both online and in-person. In this chapter, we'll show you **where and how to look** for jobs effectively.

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## 1. Where to Look – Job Portals and Platforms

These are the most commonly used websites in Finland for job hunting:

- **TE-palvelut.fi** – Official government job site; has thousands of listings
- **Duunitori.fi** – One of Finland's biggest job boards
- **LinkedIn.com** – Popular for professional and English-speaking roles
- **Indeed.fi** – Aggregates job ads from across the web
- **[Mol.fi]** – Redirects to TE-palvelut

**Tip:** Set up alerts so you receive notifications about new jobs in your field.

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## 2. Hidden Job Market – Why Networking Matters

In Finland, up to **60–70% of jobs are never publicly advertised**. These are filled through:

- Internal recruitment
- Recommendations
- Direct contact
- Professional events or social networks

That's why building your **professional network** is just as important as searching job ads.

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## 3. How to Build Your Network in Finland

Start simple:

- **Tell people** you are looking for work
- **Join events**, seminars, and language cafés
- Use **LinkedIn** to connect with others in your field
- Attend **career fairs**, both general and immigrant-focused
- Ask teachers, classmates, or mentors for advice or introductions

**Tip:** Finnish people may not offer help unless you ask—so don't be shy to reach out politely.

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## 4. Contacting Employers Directly

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Many companies welcome **open applications**. This means sending your CV and a short email, even when no job is advertised.

**How to do it:**

- Visit the company's website and look for a contact or "Careers" page
- Write a short, professional email explaining who you are and what kind of work you are looking for
- Attach your CV and tell why you are interested in *that specific company*

**Tip:** Even if they don't hire immediately, they might contact you later.

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## 5. Using Public Employment Services

The **TE Office** (Työ- ja elinkeinotoimisto) offers:

- Job listings
- Career guidance
- Language and integration programs
- Support for training, entrepreneurship, and relocation
- Personal advisors and group workshops

You can also use their e-services at [www.te-palvelut.fi](http://www.te-palvelut.fi).

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## 6. Beware of Job Scams

Most jobs in Finland are legitimate, but always be cautious:

- Do not pay to apply for a job
- Be careful with jobs that don't offer written contracts
- If it sounds too good to be true, it probably is

If you're unsure, ask TE Office or a trusted advisor.

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### In Summary:

- Combine **online portals**, **networking**, and **direct contact** to increase your chances
- Don't rely only on job ads—many jobs are filled through relationships
- Take advantage of public services and stay active

**"Finding a job is not just about applying—it's about connecting."**

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# Chapter 11: Writing a Finnish-Style CV and Cover Letter

Your CV (curriculum vitae) and cover letter are usually the **first impression** you make on an employer. In Finland, these documents are expected to be **clear, concise, and relevant**. Even a great candidate can be ignored if their documents are confusing or too long.

In this chapter, we'll show you how to write a **professional Finnish-style CV and cover letter** that gets attention.

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## 1. What Employers Expect in Finland

✚ Finnish-style CVs are:

- **Short** (1–2 pages)
- **Simple and easy to scan**
- **Focused on what matters for the job**

✚ Cover letters are:

- **Targeted to one job only**
- **Short** (no more than one A4 page)
- **Professional but not too formal**

**Tip:** Always tailor your documents to match the specific job you're applying for.

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## 2. How to Structure Your CV (Resume)

A basic Finnish CV includes:

### 1. Personal details

Name, phone, email, LinkedIn (optional), location (e.g., Helsinki, Finland)

👉 *No need for marital status, nationality, or a photo (unless requested)*

### 2. Profile Summary (optional but recommended)

A 2–3 sentence introduction about your background and goals

### 3. Work experience (*most recent first*)

Job title – Company – Dates

- Describe key tasks and achievements
- Focus on results (e.g. “Improved warehouse workflow by 20%”)

### 4. Education and training

Degree – School – Country – Year

Include Finnish courses if relevant



---

## 5. Skills

Languages, software, tools, licenses (e.g. forklift, safety card)

## 6. Other (volunteering, certificates, hobbies)

Anything that shows responsibility, teamwork, or local activity

**Tip:** Use bullet points and action verbs (managed, improved, supported).

---

## 3. How to Write a Strong Cover Letter

A great cover letter answers three questions:

### 1. Who are you?

One sentence about your background.

### 2. Why are you applying for this job?

Mention the company and role specifically.

### 3. Why should they hire you?

Match your skills to their needs. Show motivation.

### Example paragraph:

*"I am a logistics professional with five years of experience in warehouse operations and inventory control. I am applying for the Warehouse Assistant role at Company X because I admire your efficient operations and team values. I believe my attention to detail, forklift license, and ability to work in fast-paced environments would be an asset to your team."*

**Tip:** Always write a **customized** cover letter. Don't copy-paste the same one for every job.

---

## 4. Language and Layout

- You can write your CV and cover letter in **English or Finnish**, depending on the job ad
  - Check grammar and spelling carefully
  - Use a **simple, professional layout** (many free templates exist online)
  - Save and send as **PDF** to keep formatting safe
- 

## 5. Where to Get Help and Templates

- TE-palvelut – offers free CV workshops and support
  - Duunitori CV builder
  - Europass CV – international format (also accepted in Finland)
  - Libraries and adult education centers often offer free advice
-



### **In Summary:**

- Your CV and cover letter are your **first marketing tools**—make them strong and targeted
- Keep them short, clear, and job-specific
- Use real examples to show what you can do

**"You don't need to be perfect—just relevant, professional, and honest."**

---

# Chapter 12: Mastering the Job Interview

Getting invited to a job interview means your CV and application caught the employer's attention—congratulations! Now it's time to show them who you are and why you're the right person for the job.

In this chapter, we'll walk you through **how to prepare, what to expect, and how to succeed in a Finnish job interview.**

---

## 1. What Is the Finnish Interview Style Like?

Finnish job interviews are usually:

- **Structured but calm**
- **Polite and respectful**
- **Focused on your skills and motivation**
- Often conducted by 1–3 people
- Sometimes include a second round or test task

**Tip:** It's not about selling yourself aggressively—just be **genuine, prepared, and professional.**

---

## 2. Before the Interview: How to Prepare

- **Research the company:** What do they do? What are their values? Who are their customers?
- **Read the job ad carefully:** Make sure you can explain how your experience matches their needs
- **Prepare your story:** Who are you? What have you done? What do you want to do next?
- **Think of examples:** Practice describing situations where you solved a problem, worked in a team, or showed leadership

**Practice common questions:**

- Tell us about yourself
  - Why are you applying for this position?
  - What are your strengths and weaknesses?
  - Describe a challenge you have overcome
  - Where do you see yourself in 3–5 years?
- 

## 3. During the Interview

- 
- ✓ Be **on time** – join the online meeting or arrive 5–10 minutes early
  - ✓ Dress appropriately – smart casual is usually fine
  - ✓ Listen carefully – and don't be afraid to pause before answering
  - ✓ Answer clearly – avoid long stories; give examples
  - ✓ Show motivation – tell why you want *this* job, not just any job
  - ✓ Ask questions – about the role, the team, or the company's goals

**Tip:** It's okay to admit if you don't know something—show willingness to learn.

---

#### 4. Cultural Notes for Finland

- Silence is normal – don't panic if there's a pause
  - Direct communication is appreciated – be honest
  - Modesty is good, but don't hide your strengths
  - Humour is okay – if used respectfully
- 

#### 5. After the Interview

- **Send a thank-you message** (email is enough)

Example: *"Thank you for the opportunity to discuss the role. I enjoyed learning more about your company and would be excited to join your team."*

- **Be patient** – Decisions may take time. If they gave a timeline, wait until then before following up.

**Tip:** If you're not selected, ask for feedback—it helps you grow.

---

#### 6. Special Situations

- **Group interviews:** Show teamwork and active listening
  - **Video interviews:** Test your connection and environment beforehand
  - **Language challenges:** Let them know your level—and show how you compensate (e.g. learning actively, using tools)
- 



#### **In Summary:**

- Interviews in Finland are **friendly but professional**
- Prepare well, give clear examples, and show interest
- Don't try to be someone you're not—**authenticity builds trust**

**"An interview is not a test—it's a conversation to see if you fit together."**

---

# Chapter 13: Understanding Finnish Recruitment Practices

Recruitment in Finland may feel different from what you're used to. To improve your chances, it helps to understand **how Finnish employers recruit**, what they look for, and what the typical hiring process looks like—from application to offer.

This chapter gives you an inside look at the **Finnish way of hiring** so you can approach each step with confidence.

---

## 1. The Recruitment Process – Step by Step

Most companies follow a similar structure:

1. **Job posting** (or internal search/network referrals)
2. **Application period** (usually 2–4 weeks)
3. **Shortlisting candidates** (based on CVs and cover letters)
4. **Interviews** (1–2 rounds)
5. **Possible task or skill test**
6. **Reference check**
7. **Job offer**

**Tip:** Keep track of where and when you applied, so you're ready if contacted.

---

## 2. What Employers Value

In addition to qualifications, Finnish employers often focus on:

- **Motivation and attitude**
- **Cultural fit and communication**
- **Independence and responsibility**
- **Willingness to learn**
- **Language skills (even basic Finnish can help)**

**Tip:** Showing interest in the company—not just “any job”—makes a strong impression.

---

## 3. Recruitment Is Slow (Sometimes)

Hiring in Finland is often careful and deliberate:

- Decisions can take **weeks** after interviews
- Many roles require team input and HR coordination
- Holidays (summer, Christmas) can slow things down

**Tip:** Don't take silence personally—follow up politely if a deadline passes.

---

#### 4. What About Rejection?

Not getting a job is **normal**, even for qualified applicants. But Finnish employers often:

- Provide a **short notice by email or phone**
- May not always give feedback (especially if many applied)

**Tip:** If you reach the interview stage, always ask for **constructive feedback**.

---

#### 5. Using Recruitment Agencies

There are many companies in Finland that help match jobseekers with employers.

Examples:

- **Barona**
- **StaffPoint**
- **Opteam**
- **Adecco Finland**
- **ManpowerGroup**

They offer temporary, part-time, and full-time positions.

**Tip:** You can register with multiple agencies—some focus on logistics, others on healthcare, etc.

---

#### 6. Seasonal and Project-Based Work

Some jobs are **temporary but recurring**, especially in:

- Tourism and hospitality (e.g. Lapland in winter)
- Agriculture (summer berry picking)
- Event organizing and logistics
- Cleaning and construction

**Tip:** Short-term work helps build your CV and network—and may lead to a longer contract.

---

#### 7. Workplace Trials and Apprenticeships

- **Työkokeilu (work tryout):** Arranged via TE Office, helps you prove your skills
  - **Oppisopimus (apprenticeship):** Earn while you learn—work part-time and study toward a qualification
-



### **In Summary:**

- Finnish recruitment is **transparent but can be slow**
- Employers look for **reliable, motivated people—not just experience**
- Rejections are normal—keep improving and applying

**"Every job you apply for is practice. Every rejection is a lesson. Every interview is progress."**



---

# Chapter 14: Workplace Etiquette and Communication Styles

Getting the job is just the beginning. To succeed and feel comfortable in a Finnish workplace, it's important to understand how people interact, communicate, and behave at work. Even if your tasks are clear, **the unspoken rules of work culture** can affect how others see you—and how you feel about your work.

This chapter helps you navigate daily work life with confidence and respect.

---

## 1. Be Punctual – Time Matters

In Finland, **being on time is a sign of respect**. Meetings start at the scheduled time—not 5 minutes later. Being late (even once) can damage trust.

**Tip:** If you're running late or sick, always inform your supervisor as soon as possible.

---

## 2. Respect Personal Space and Boundaries

Finns tend to:

- Avoid interrupting others
- Keep a physical distance (especially in small talk)
- Value peace and quiet, even in shared workspaces

**Tip:** Listen carefully, and avoid being too loud or dominant in conversations.

---

## 3. Use First Names, but Stay Polite

Most people in Finland—even managers—go by their **first names**. This doesn't mean the environment is informal in all ways, but it reflects the flat hierarchy.

**Tip:** Be respectful, but no need for "Sir/Madam" or overly formal language.

---

## 4. Direct and Honest Communication

Finns usually say **exactly what they mean**. They don't exaggerate, and they don't expect you to "read between the lines."

- Saying "no" is not rude—it's honest
- If you disagree, you can say so—respectfully
- Feedback is often given directly but not emotionally

**Tip:** Be honest about your limits. If you don't understand something, just ask.

---

## 5. Initiative and Independence Are Valued

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Once trained, employees are expected to:

- Manage their tasks without constant supervision
- Take initiative if they see a problem
- Suggest improvements or ideas

**Tip:** Ask questions at the start, but then try to handle your tasks independently.

---

## 6. Breaks and Lunch Culture

Workplaces usually have:

- **Short coffee breaks (10–15 min)**
- **Lunch break (30–60 min)** – sometimes at a subsidized canteen
- Employees are free to eat alone or with colleagues—both are okay

**Tip:** If invited to coffee (“kahvitauko”), it’s often a good way to connect socially.

---

## 7. Equality and Non-Discrimination

Finnish workplaces emphasize:

- **Equal rights** for men, women, and all backgrounds
- **Zero tolerance for harassment or discrimination**
- Protection for employees with disabilities or health needs

If something feels unfair or unsafe, you can:

- Speak to your supervisor or HR
  - Contact your union or occupational safety representative
- 



### In Summary:

- Be on time, do your tasks, and respect others' space and silence
- Don't be afraid to ask, give feedback, or speak up when needed
- Adapt to the style—but always stay true to yourself

**"Professionalism in Finland means reliability, honesty, and respect—for time, tasks, and people."**

---

# Chapter 15: Your Rights and Responsibilities as an Employee

When you start working in Finland, you become part of a system that strongly protects workers. At the same time, there are clear expectations for how employees should act. This balance of rights and responsibilities creates trust and fairness in the workplace. In this chapter, you'll learn the most important legal protections and expectations every worker in Finland should know.

---

## 1. Your Basic Rights as an Employee

As a worker in Finland, you have the right to:

- ✓ **A written employment contract**
  - ✓ **A fair salary** based on your role and experience
  - ✓ **Safe and healthy working conditions**
  - ✓ **Working hours that follow the law** (usually 7.5–8 hrs/day)
  - ✓ **Paid annual leave** (usually 4 weeks or more per year)
  - ✓ **Sick leave and medical protection**
  - ✓ **Protection against discrimination**
  - ✓ **Join a trade union** and seek advice
- ◆ *These rights apply regardless of your nationality or how long you've been in Finland.*

---

## 2. Your Responsibilities as an Employee

Just like you have rights, you are expected to:

- ⚙ **Do your job professionally and responsibly**
- ⚙ **Follow instructions from your supervisor**
- ⚙ **Respect work safety rules**
- ⚙ **Arrive on time and communicate absences**
- ⚙ **Protect employer's property and information**
- ⚙ **Work as part of a team and treat others respectfully**

**Tip:** If something goes wrong or you make a mistake, be honest and fix it—this builds trust.

---

## 3. Contracts and Trial Periods

- A **written contract** should state your tasks, salary, hours, trial period (usually up to 6 months), and notice period

- 
- During the trial period, both sides can end the contract with short notice
  - Always read your contract carefully—ask for help if you don't understand

**Tip:** Keep a copy of your contract and payslips—they are important.

---

#### 4. Wages and Pay Slips

- Finland has **no national minimum wage**, but most industries follow **collective agreements**
- You should receive a **payslip** each month showing: salary, taxes, working hours, deductions
- Salaries are usually paid once a month

If your pay is wrong or missing, talk to your employer or union.

---

#### 5. Sick Leave and Health

If you are sick:

- Inform your supervisor **as soon as possible**
- A doctor's note may be needed (depending on workplace rules)
- You can usually stay home and get paid for **short-term sick leave**

You also have access to:

- **Occupational health services** (provided by employer)
  - **Public healthcare** if you live in Finland permanently
- 

#### 6. Vacations and Public Holidays

- You earn paid vacation based on how long you've worked
- Most people get **4–5 weeks per year**
- There are also **paid public holidays** (e.g. Christmas, Midsummer, Independence Day)

**Tip:** Always agree on vacation days in advance with your supervisor.

---

#### 7. Unions and Worker Protection

Finland has strong labor unions that:

- Help you understand your rights
- Negotiate better wages and working conditions
- Support you in case of problems or disputes

Membership is **voluntary but recommended**. Unions also provide unemployment fund membership if you lose your job.

---



### **In Summary:**

- Finnish law protects workers well—but you also need to act responsibly
- Know your rights, follow your duties, and seek help if needed
- A good worker is not just skilled, but also **reliable, respectful, and informed**

**"Knowing your rights protects you. Knowing your responsibilities earns you respect."**

---

# Chapter 16: Continuous Learning and Career Progression

Getting a job is a big step—but it's not the final destination. In Finland, professional development is encouraged at every stage of your career. Whether you want to gain new skills, change your field, or aim for a higher role, **learning never really stops**. This chapter shows how to keep growing after you've started working—and how to open new doors in your career.

---

## 1. Why Lifelong Learning Matters in Finland

In Finland, employers and employees both value:

- Keeping skills up to date
- Adapting to new technologies
- Learning new languages or tools
- Gaining broader responsibilities over time

**Tip:** Even small learning steps (like an Excel course or basic Finnish class) can lead to big career improvements.

---

## 2. Ways to Keep Learning While Working

You can develop your skills through:

- **Short courses** (e.g. digital tools, safety training, customer service)
- **Language training** – many employers support this
- **Online learning platforms** (see Chapter 8)
- **Vocational education** in the evenings or part-time
- **Open University / Open UAS** courses
- **Mentoring or job shadowing** within your company

**Tip:** Ask your manager if your employer supports further training or offers development plans.

---

## 3. Career Discussions and Development Plans

In many workplaces, employees have annual **development discussions** with their supervisor. These are:

- A chance to talk about your goals
- A time to ask for more responsibility or new challenges
- A way to plan training or skills development

**Tip:** Come prepared—show that you're serious about growing in your role.

---

#### 4. Changing Fields or Advancing

You don't have to stay in the same job forever. In Finland, it's common to:

- Move from one role to another inside a company
- Switch industries after retraining
- Start your own business after gaining local experience
- Study for a new profession later in life

**Example:** A cleaner who studies Finnish and vocational courses might later become a team supervisor or start a cleaning business.

---

#### 5. Professional Networks and Events

Keep your career moving by:

- Joining **LinkedIn groups**
- Attending **industry events or trade fairs**
- Joining a **professional association**
- Asking colleagues how they've developed in their careers

Networking is not just for job-hunting—it's also for **learning and inspiration**.

---

#### 6. From a Job to a Career

A job is something you do. A career is something you build. In Finland, building a career means:

- Setting personal goals
  - Learning continuously
  - Taking initiative
  - Being open to new opportunities—even outside your comfort zone
- 



#### **In Summary:**

- Your growth doesn't stop after you get a job—it's just beginning
- Finland supports continuous learning at every age
- The best career paths are rarely straight—but they always move forward

**"Don't wait for opportunities to come—create them by growing your skills and mindset."**

---

# Chapter 17: Building Your Professional Network in Finland

In Finland, many jobs—and opportunities—are found through **networks, not just job ads**. But how do you build a professional network in a new country, especially if you don't speak fluent Finnish yet?

This chapter offers practical tips on how to **connect, communicate, and create relationships** that support your career and personal growth.

---

## 1. Why Networking Matters

In Finland:

- Up to **70% of jobs** are never advertised publicly
- Employers often hire based on recommendations
- People prefer to work with someone they already know or trust
- Networks help you stay informed about your field and find new learning or business opportunities

**Tip:** Networking isn't just about asking for help—it's about **building mutual trust** over time.

---

## 2. How to Start – Even with a Small Circle

Start simple and grow step by step:

- Tell your **friends, classmates, or teachers** what kind of work you're looking for
  - Ask for **introductions** or tips
  - Be active in your **language course or training program**
  - Join **local events** or **volunteer activities**
  - Don't be afraid to talk to people—you don't have to be perfect
- 

## 3. Use LinkedIn Like a Pro

LinkedIn is widely used in Finland, especially in business and tech. You can:

- Create a profile in English or Finnish
- Add your work history and skills
- Follow companies and professional groups
- Send polite messages to people in your field
- Share posts or updates about your learning and goals



---

**Tip:** A simple message like “*Hi, I’m new to Finland and interested in your industry—would you be open to a short chat?*” is often welcome.

---

#### 4. Where to Meet People Professionally

##### **Events and fairs:**

- Recruitment fairs (e.g. *Duunitori Rekry, International House Helsinki*)
- Industry events (e.g. tech meetups, health expos)
- Language cafés and integration activities

##### **Communities and organizations:**

- Multicultural associations
- Trade unions and chambers of commerce
- Women’s networks, entrepreneurship groups, student unions

##### **Online communities:**

- LinkedIn groups
  - Facebook groups like *Jobs in Finland* or *Expats in Finland*
  - Slack or Discord communities for tech and design
- 

#### 5. How to Build Meaningful Connections

Good networking is based on:

- Listening as much as speaking
- Offering something back—like your own experiences or help
- Following up and staying in touch
- Being **genuine, curious, and respectful**

**Tip:** It’s okay to start by just saying “hello” or asking a question. People are often happy to help—but you have to take the first step.

---

#### 6. Professional Associations and Alumni Networks

Many fields have their own professional associations. Joining one helps you:

- Access training, events, and job opportunities
- Stay updated on trends in your field
- Meet mentors or peers with shared interests

Examples:

- **TEK** – Engineers and tech professionals
- **SuPer** – Healthcare workers
- **Yrittäjät** – Entrepreneurs
- **Alumni networks** – from your school, training, or university



### **In Summary:**

- Networking is not about status—it's about **trust and shared interests**
- Be curious, helpful, and visible—your network will grow
- Many good things in Finland come quietly, through relationships

**"Your network is not who you know. It's who knows you—and believes in you."**

---

# Chapter 18: Starting Your Own Business in Finland

If you have a business idea—or just want more independence—starting your own business in Finland might be the right path. While it requires courage and preparation, Finland offers **a stable, supportive environment for entrepreneurs**, including immigrants.

This chapter guides you through the basics of becoming an entrepreneur in Finland, from planning to registering your business.

---

## 1. Can You Start a Business as an Immigrant?

Yes. If you live in Finland legally and have the right to work, you can usually also:

- **Start your own business (toiminimi)**
  - **Become a freelancer or light entrepreneur**
  - **Register a limited company (osakeyhtiö)**
  - ◆ If you're a non-EU citizen, check that your **residence permit** allows entrepreneurship. You can apply for a separate **entrepreneur permit** if needed.
- 

## 2. Steps to Start a Business in Finland

### 1. Validate your idea

- What problem does it solve?
- Who are your customers?

### 2. Write a business plan

- This helps clarify your idea and is often needed for funding

### 3. Register your business

- [www.ytj.fi](http://www.ytj.fi) – Joint business information system
- Choose your business type (e.g. sole trader = *toiminimi*)
- Get a Business ID (Y-tunnus)

### 4. Sort out taxation and insurances

- Register for VAT if needed
- Take out **YEL pension insurance** (mandatory if income > €8,000/year)

### 5. Start operating and marketing your service

---

## 3. Support for Immigrant Entrepreneurs

Finland offers many free services to help you get started:

- **Enterprise Agencies (Uusyrityskeskus)** – Free advice and mentoring

- **TE Office** – Entrepreneurial training programs and info sessions
- **StartUp Refugees** – Specialized support for immigrant entrepreneurs
- **Business Helsinki** – Free business advice and workshops
- **ELY Centre** – Offers startup grants and training in some cases

**Tip:** Take advantage of local services—many offer help in English and even your native language.

---

#### 4. Types of Business Structures

Form	English Name	Who it fits
Toiminimi	Sole trader	Freelancers, small shops or services
Osakeyhtiö (Oy)	Limited company	Growing businesses, partnerships
Kevytyrittäjyys	Light entrepreneurship	Easy start via platforms like UKKO.fi or OP Light Entrepreneur

**Tip:** Start as a light entrepreneur if you want to test an idea without full registration and accounting setup.

---

#### 5. Common Business Fields for Immigrants

Immigrants in Finland often succeed in:

- Cleaning, construction, and renovation services
- Food businesses (catering, cafes, food trucks)
- Hairdressing, wellness, and beauty services
- IT consulting or design
- Translation, tutoring, or cultural services

**Tip:** Your language and cultural skills can become part of your business value!

---

#### 6. Challenges to Be Aware Of

- Finnish bureaucracy can be slow—but is transparent
- Marketing and finding clients may take time
- You're responsible for your own taxes, insurances, and paperwork
- Income may be unstable at first—plan for this



**In Summary:**

- 
- Finland supports entrepreneurship—and immigrants are welcome to build businesses
  - Start small, plan well, and use all available help
  - Your background can be your business advantage

**"You don't need to be rich or famous to start a business—just determined and prepared."**

---

# Chapter 19: What If You Don't Find a Job Right Away? – Staying Motivated

Let's be honest: finding a job in a new country can take time. Even if you do everything right—write a great CV, apply to many jobs, go to interviews—it might still take **weeks or months** before you succeed.

This chapter is about how to **cope with delays, stay positive, and keep moving forward**, even when the results are not immediate.

---

## 1. You're Not Alone

Many immigrants—Finnish citizens included—go through long job searches. It doesn't mean you're failing. It's part of the process, and your time will come.

**Every “no” brings you closer to a “yes.”**

---

## 2. Measure Progress Differently

Don't focus only on whether you got a job. Celebrate other wins:

- You completed a Finnish course
- You updated your CV
- You got an interview
- You made a new connection
- You learned a new word, skill, or tool

**Tip:** Track your progress with a notebook or app to stay motivated.

---

## 3. Keep a Daily or Weekly Structure

Unemployment can feel stressful when your days have no routine. Try this:

<b>Morning</b>	<b>Afternoon</b>	<b>Evening</b>
Job search or language learning	Networking, volunteering, applications	Relaxation, family, hobbies

**Tip:** Even a short, focused 2–3 hour daily job-search “shift” is more effective than random effort.

---

## 4. Use the Time to Build Yourself

While you're searching:

- Improve your Finnish or English

- 
- Volunteer or help a friend
  - Take a free course online
  - Build your LinkedIn profile
  - Start a personal project or portfolio

**Remember:** Employers respect people who stay active, even when unemployed.

---

## 5. Ask for Help and Feedback

Don't isolate yourself. You can:

- Contact TE Office or job coaches
- Ask a friend to review your CV
- Join immigrant or career support groups
- Attend events—even just to observe and learn

**Tip:** Many people will help you if you show motivation.

---

## 6. Take Care of Your Mental Health

Job hunting is emotionally hard. To stay mentally well:

- Talk to someone regularly
- Move your body—walk, exercise, stretch
- Avoid comparing yourself to others
- Be kind to yourself—this journey is not easy

In Finland, **mental health services** are available via public healthcare or immigrant support centers if you need extra help.

---



### In Summary:

- Delays in finding a job are normal—don't let them define your self-worth
- Stay active, keep learning, and build your routine
- Your effort today is shaping the opportunities of tomorrow

**"Success doesn't always arrive fast—but it does arrive for those who keep showing up."**

---

## Chapter 20: Stories of Success – Immigrants Who Made It

Sometimes the best motivation comes from hearing **real stories of people like you**—immigrants who started with uncertainty but built meaningful careers and lives in Finland. These stories prove that success is possible with perseverance, learning, and community support.

Here are a few inspiring examples.

---

### **Amina – From Language Learner to Nurse**

**From:** Somalia

**Then:** Arrived with no Finnish and no formal education

**Now:** Practical nurse at a senior care home in Tampere

Amina began her journey in integration training. She studied Finnish intensively and completed a vocational program in health and social care. Today, she supports elderly clients with kindness—and helps new immigrants navigate the same path she once walked.

*“Learning Finnish was hard. But now, I help people in their own language—and that gives me power.”*

---

### **Luis – From Unemployed Graduate to Software Developer**

**From:** Brazil

**Then:** Applied to 50+ jobs with no replies

**Now:** Front-end developer at a startup in Helsinki

Luis studied computer science in his home country, but Finnish employers didn’t recognize his experience. He took online coding courses, built a strong GitHub portfolio, and volunteered in hackathons. A local mentor helped him improve his CV—and finally, he got hired.

*“When I stopped waiting for luck and started building my skills, everything changed.”*

---

### **Mehmet – From Construction Worker to Business Owner**

**From:** Turkey

**Then:** Worked odd jobs in construction and cleaning

**Now:** Owns a small renovation business in Espoo



---

Mehmet started with short contracts but earned trust through hard work. He took safety and entrepreneurship courses, and eventually started his own “toiminimi” company. Today, he has two employees and a full calendar of renovation work. *“My business is built on trust. I always show up and do my best—that’s the secret.”*

---



### Nguyen – From Restaurant Helper to Chef

**From:** Vietnam

**Then:** Worked washing dishes and cleaning

**Now:** Head chef at a popular Asian-Finnish fusion bistro

Nguyen started in a kitchen with no Finnish and no job experience. He learned on the job, improved his language skills, and asked for more responsibility. His creativity and discipline helped him rise quickly—and now he leads a team.

*“Finland gave me a chance. I gave everything I had in return.”*

---



### Your Story – Still Being Written

Maybe your journey is just beginning. Maybe you’re in the middle of it. Wherever you are, remember:

- Others have walked this road before you
  - You’re not starting from zero—you bring experience, strength, and culture
  - With effort, support, and time, you can also become one of these success stories
- 



### In Summary:

- Immigrants succeed in Finland every day—in many ways
- No two stories are the same, but they share **resilience, learning, and action**
- Let these stories guide you—but create your own path

**"Success in Finland is possible—and you are already on your way."**

---

# Conclusion: Your Journey Starts Here

Moving to a new country is one of the bravest things you can do. Building a life—and a career—in that new place takes time, effort, and patience. But as you’ve read in this book, **you are not alone**, and **you are not powerless**.

You now have:

- The knowledge of how the Finnish job market works
- Tools to search, apply, and succeed professionally
- Tips for learning Finnish and navigating cultural differences
- Stories and strategies that prove success is possible

Remember: **You don’t have to be perfect—you just have to keep going.**

Take one step each day. Learn one new word. Reach out to one new person. Apply for one more job. These small efforts will grow into big results over time.

**Finland needs people like you. Your skills, your experiences, your ideas, and your voice matter here.**

So keep going. Your future is waiting.



# Appendices

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## A. Useful Links and Resources

Topic	Website / Service
Job search	<a href="https://te-palvelut.fi">te-palvelut.fi</a> , <a href="https://duunitori.fi">duunitori.fi</a> , <a href="https://oikotie.fi">oikotie.fi</a>
CV & job applications	<a href="https://europass.eu">europass.eu</a> , <a href="https://työnhakuopas.fi">työnhakuopas.fi</a>
Finnish language	<a href="https://yle.kielikoulu">yle kielikoulu</a> , <a href="https://duolingo.com">duolingo.com</a> , <a href="https://worddive.com">worddive.com</a>
Starting a business	<a href="https://ytj.fi">ytj.fi</a> , <a href="https://businesshelsinki.fi">businesshelsinki.fi</a> , <a href="https://start-uprefugees.com">start-uprefugees.com</a>
Education	<a href="https://studyinfo.fi">studyinfo.fi</a> , <a href="https://opintopolku.fi">opintopolku.fi</a>
Worker rights & unions	<a href="https://tyosuojelu.fi">tyosuojelu.fi</a> , <a href="https://superliitto.fi">superliitto.fi</a> , <a href="https://tek.fi">tek.fi</a>
Immigration info	<a href="https://migri.fi">migri.fi</a> , <a href="https://infopankki.fi">infopankki.fi</a>

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## B. Job Search Plan – Checklist

- ✓ I have a clear idea of what kind of job I want
  - ✓ I've created or updated my CV and LinkedIn profile
  - ✓ I'm applying to jobs regularly and tracking my applications
  - ✓ I've attended at least one job-related event or info session
  - ✓ I've contacted at least 1–3 employers directly
  - ✓ I'm improving my Finnish or English every week
  - ✓ I've talked to someone about my career goals
  - ✓ I'm volunteering or participating in a useful activity
  - ✓ I'm taking care of my physical and mental well-being
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## C. Common Finnish Terms in Work Life

Finnish	English
Työnhaku	Job search
Työsopimus	Employment contract
Palkka	Salary / Wage
Työkokeilu	Work tryout
Harjoittelu	Internship

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<b>Finnish</b>	<b>English</b>
Toiminimi	Sole trader business
Työttömyysturva	Unemployment benefit
Loma	Vacation
Työtodistus	Work certificate
Työterveyshuolto	Occupational healthcare

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#### **D. Services for Immigrants**

- **International House Helsinki** – One-stop service for newcomers
  - **StartUp Refugees** – Entrepreneur and employment support
  - **Nicehearts ry / Familia ry / Moniheli** – Community support and integration
  - **Kela** – Social security services
  - **TE-toimisto** – Employment support
  - **Libraries** – Free internet, books, Finnish learning, and sometimes career events
  - **Multicultural Centers** in most cities – Ask your local municipality
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#### **Optional Next Steps**

If you found this guide useful, consider:

- Sharing it with others who might benefit
  - Creating a personal “job roadmap” using this content
  - Starting a group or community for peer support
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#### **Final Words**

We believe in you. Finland is stronger with your skills, energy, and perspective. Whether you succeed tomorrow or a year from now—**don’t give up. You belong here.**