

# Upskilling, reskilling and employing adult refugees

## Governance and funding in Finland

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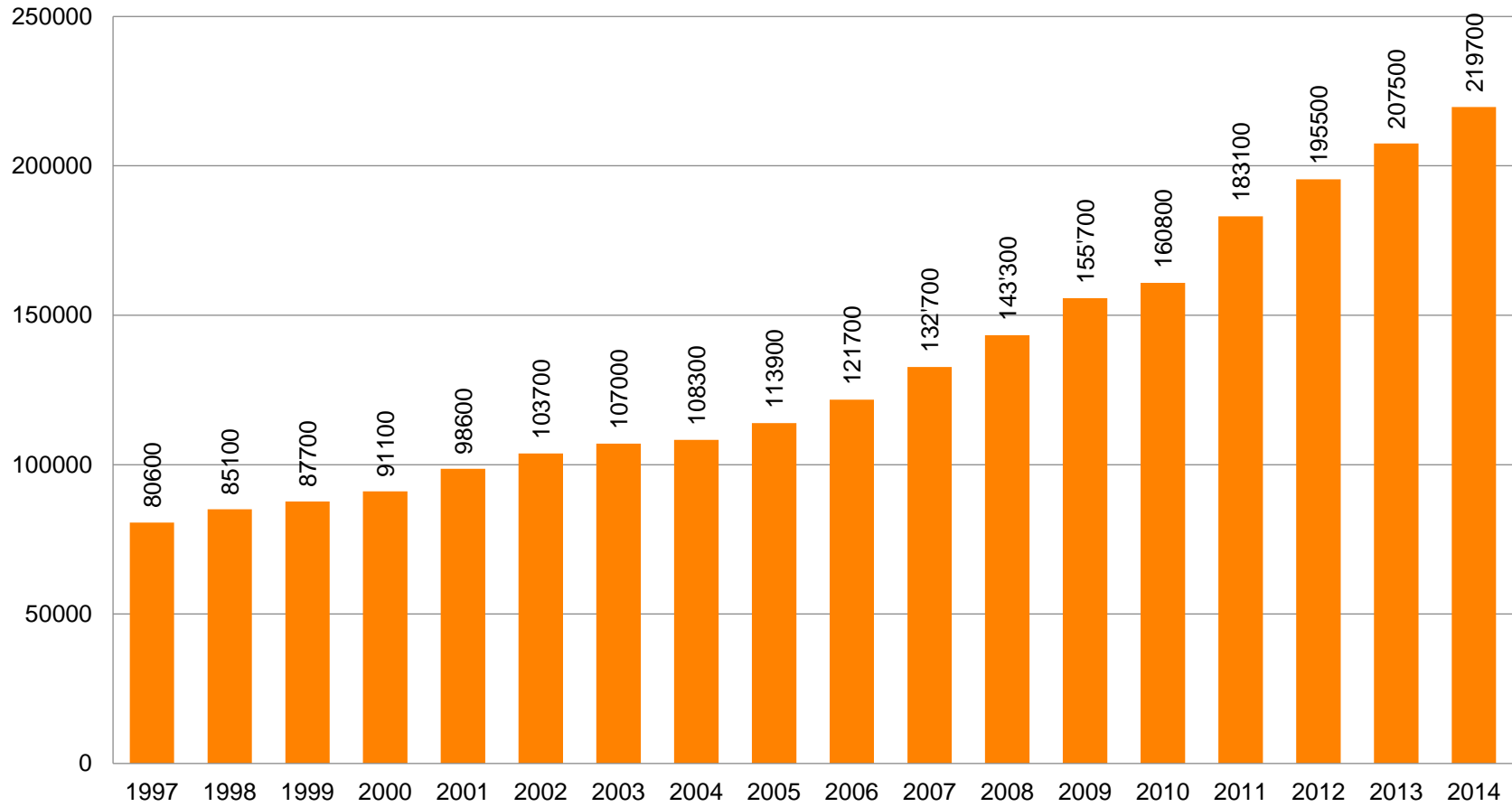
**Special Adviser**

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Ministry of Economic Affairs  
and Employment of Finland

# Population of Foreign Origin in Finland 1997–2014 (Statistics Finland)



# Population by Nationality, Country of Birth and Mother Tongue 2014



## NATIONALITY

Finnish	5 252 078
Foreign	219 675
<b>RESIDENTS</b>	<b>5 471 753</b>

### **Largest groups from:**

Estonia	48 354
Russia	30 619
Sweden	8 288
China	7 559
Somalia	7 381
Thailand	6 864
Iraq	6 795
India	4 728
Turkey	4 508
Great Britain	4 280

## COUNTRY OF BIRTH

Finland	5 149 776
Other	321 977

### **Largest groups by country of birth:**

F. Sovjet Union	54 742
Estonia	42 652
Sweden	31 894
Russia	12 005
Somalia	10 054
Iraq	10 001
China	9 433
Thailand	9 240
Ex-Yugoslavia	6 941
Germany	6 473

## MOTHER TONGUE

Finnish	4 868 751
Swedish	290 747
Sami	1 949
<b>Others</b>	<b>310 306</b>

### **Largest groups:**

Russian	69 614
Estonian	46 195
English	16 732
Somali	16 721
Arabic	14 825
Kurdish	10 731
Chinese	10 110
Albanian	8 754
Farsi	8 103
Thai	8 038



# Integration services

# Immigration and Integration Authorities



## MINISTRY OF INTERIOR

- Overall immigration policy
- Legislation on entry & exit
- Residence of foreigners
- International protection
- Resettlement program

Legislation: Aliens' Act (2003) and  
Act on the Reception of Persons  
Seeking International Protection (2011)



## MINISTRY OF ECONOMIC AFFAIRS AND EMPLOYMENT

- Integration policy
- Employment services
- Coordination of integration measures
- Municipality placement
- Guidance of ELY Centres

Legislation: Act on Integration (2010)



# Integration policy



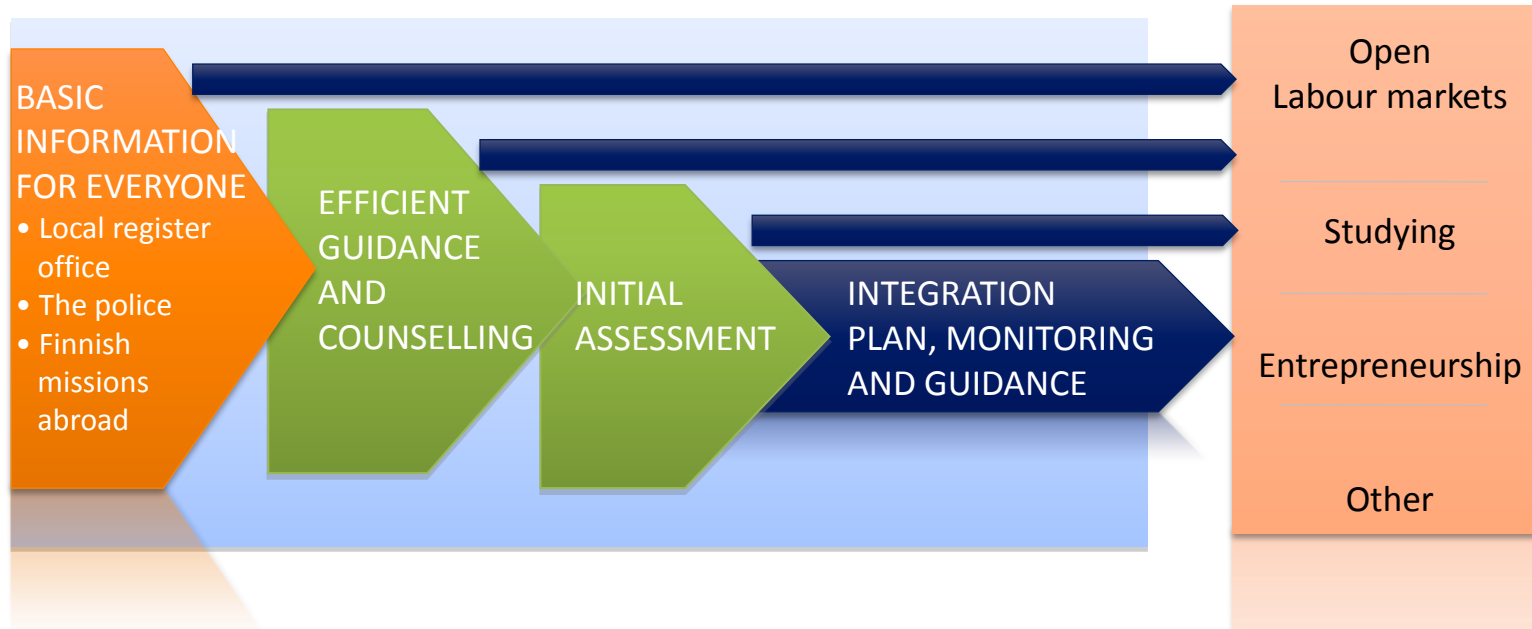
- **Integration policy promotes the employment of immigrants and helps them to become members of Finnish society and supports integration as a two-way process. Integration policy promotes the inclusion of immigrants in all areas of Finnish society.**

## The priority areas of integration policy are

- support for immigrant families,
  - support for employment of adult immigrants,
  - support for immigrants in their efforts to become municipal residents,
  - smooth and well-managed entry of beneficiaries of international protection into municipalities,
  - smooth cooperation between central and local government and
  - involvement of civil society in the integration process.
- 
- **Successful integration policy is a joint effort!**



# Integration Services and Guidance



Regional responsibility: ELY-centers  
Local level: Municipalities and TE-offices  
Civil society: NGO's, religious communities, sport clubs etc.



# Speeding up the integration

1. **Rapid move from reception centres to municipalities – paired with**
2. **Rapid start of integration process: registration with Employment and Entrepreneurship Office, skills mapping including language and professional skills**
3. **Ensuring access to integration training, ia. securing resources, and developing the contents and way to deliver the training**
4. **Speeding up the paths to the labour market, including a Social Investment Bond project, piloting combination of language and vocational training**
5. **Ensuring educational paths, safe environment for unaccompanied minors**







# Government Integration Programme

# Government Integration Programme



- Outlines areas of focus for integration for the period 2016-2019.
- The Government approved the programme on 8 September 2016.
- The goal is to promote equality and ensure that the knowledge and skills of immigrants benefit Finnish society.
- By means of an effective initial stage of integration and cooperation between authorities and stakeholders, efforts are made to ensure a smooth transition for immigrants into, for example, studies or working life.
- Aimed at four focus areas, which are based on the Government Programme.

Using immigrants' cultural strengths to enhance Finnish innovation capacity

Enhancing integration through cross-sectoral measures

Increasing cooperation between the State and municipalities in the reception of beneficiaries of international protection

Promoting a humane national discussion culture that will not tolerate racism

# Example: “Growth from Migration” project



- **Strong political commitment and government policy as a backbone**
  - Steering committee formed by the Department Directors of the Ministry of Economic Affairs and Employment
- **Including the point of view of migration to all levels of growth policy and new model of regional governance (aluehallintouudistus)**
- **Aims to bring migration as active part of business, innovation and development cooperation policies**
- **Finding ways to systematise the development of international talent attraction & retention work in Finland**
  - Avoid overlapping work and re-inventing the wheel
  - Facilitate the sharing of good practices between the regions, cities and projects
  - Support regions in building structures for long-term international talent attraction and retention



# **Integration training and vocational training for immigrants**



# Integration Training in Finland

- **Integration training as labour market training (LMT) is free of charge for individuals and unemployed people get unemployment benefit and a small subsidy for expenses during the training period.**
- **Due to the current situation of remarkably increases in the amount of immigrants, the integration training is under reform.**
- **The National Board of Education and Ministry of Employment and the Economy have specified possible new implementation models for the integration training of adult immigrants.**

## Purpose of the new implementation models:

- to speed up access to training as well as entry to working life and further studies
- to support supplementation of prior learning
- to diversify and enhance implementation methods
- to enhance the effectiveness of training

# Vocational Training for Immigrants (LMT)



- **Training courses are selected through procurement procedure by regional centres of economic development, transport and environment (ELY-centres).**
- **The basic selection criteria for sector is the regional employment situation and the needs of the regional labour market.**
- **Trainings are provided with guidance and support in linguistics also**
  - Co-operation with vocational and linguistic teacher
- **Examples of vocational training programmes for immigrants:**
  - Construction
  - Transportation and storage
  - Accomodation and Food service
  - Other services
  - Real Estate activities (Property maintance, janitors)
  - Health
- **Also training programmes for higher educated immigrants as part of business and innovation**
- **Training programme aiming for certification process of medical doctors outside EU**

# Self-motivated education through unemployment benefit – an alternative for LMT



- **Jobseekers who are entitled to unemployment benefit can participate in self-motivated fulltime education and training for a maximum of 24 months through unemployment benefit if it is considered to improve their employability**
  - Integration Training
  - Vocational Training
- **The aim is to motivate people to update their skills and improve their employability instead of passive social security schemes during unemployment**
- **Jobseekers don't have any subjective right to this scheme, it will always be means tested by the TE-official**



**Others than  
national fundings**



# Social Impact Bond (SIB) for Immigrants - A Pilot Project to Speed up Employment



## *Aims*

- To find a full time employment in four months
- Find new models to combine individual educational need and work in a flexible way
- At least 2 000 immigrants get a job
- Employment from 4 to 6 months after beginning trial

## *How it works?*

- Companies invest to the fund established by an implementor of the project
- Fund finances the measures of the project (language training, supplementary training, internship)
- Public funds are not used

## *Profit to the investors*

- If, as a consequence of the pilot project, target group has employed, reasonable state funds have been saved
  - The amount is shared among the investors as a profit
- Service production: 1.9.2016 -31.12.2019 and monitoring 2017-2019 (tax revenue per year)

# EU Funds (ESF, AMIF)



## *European Social Fund*

- Many programs helping the integration and employment
- Developing a post-integration training service model for those who have completed their integration training but have not found employment - Kotona Suomessa, Home in Finland (S20251)
- Developing language training for people at work - Töihin Suomeen, Working in Finland (S20598)
- Development of pedagogic and didactic models, which more efficiently takes in consideration different learner and teacher styles - Kotokoulutuksen kehittäminen, Improved method in cultural and Finnish language training for immigrants (S20225)
- And many more <https://www.eura2014.fi/rrtiepa/?lang=en>

## *Asylum, Migration and Integration Fund*

- Programs helping the reception of refugees in municipalities

# Thank you!

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