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FINNISH TALENT BOOST PROGRAMME AND THIRD- COUNTRY PARTNERSHIPS

Ministry of Economic Affairs and Employment, Finland

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TALENT BOOST PROGRAMME 2023-2027

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1. COUNTRY BRAND AND TALENT ATTRACTION

- Defining the demand and supply of international talent
- **Building partnerships with focus countries (EU/EEA + India, Vietnam, Brazil, the Philippines)**
- Offering services to employers supporting international recruitment
 - Guidance, training, mentoring
 - Networks in partner countries
 - Digital platforms

2. SWIFT AND SAFE RESIDENCE PERMIT PROCEDURES

- Average processing time 1 month overall/1 week fast track for specialists)
- Increasing ex post control for both employees and students → automated checks + rules on when permits should be revoked
 - 3/6-month unemployment rule
 - Student resorting to minimum subsistence benefit

3. TALENT RETENTION

- Increasing the provision of English-language education
- Ensuring access to basic banking services
- Making Finnish working life more welcoming
- Improving Finnish and Swedish language learning opportunities
- Promoting financial incentives supporting talent attraction and retention

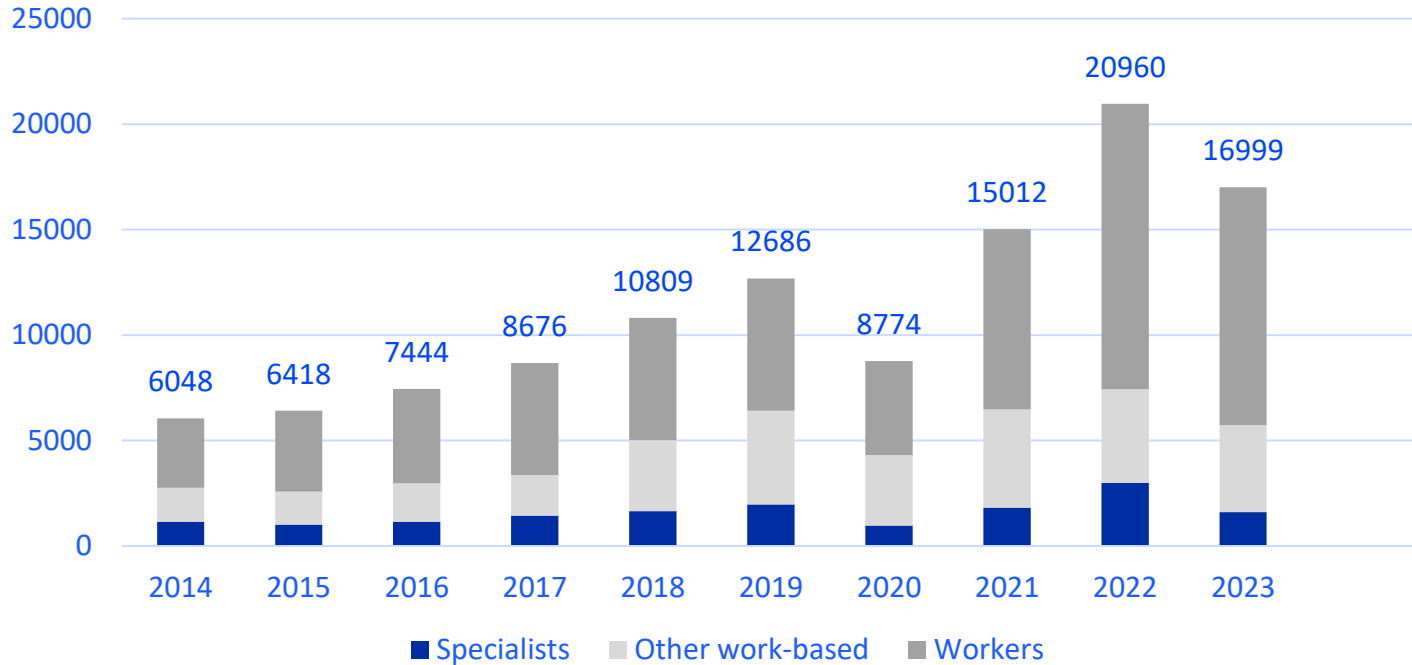
4. MEASURES AGAINST LABOUR EXPLOITATION

- Anti-exploitation Action Plan



1ST WORK-BASED RESIDENCE PERMIT APPLICATIONS FROM THIRD COUNTRIES 2014-2023

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THIRD-COUNTRY PARTNERSHIPS

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- According to the Government Programme (2023), international recruitment is supported from EU/EEA, India, Vietnam, Brazil and the Philippines.
 - Based on market rating + socio-political analysis
- “Partnership model for international recruitment” gathers state-level measures with an aim to:
 - Support employers to recruit specialists and skilled workers from EU/EEA and selected third countries smoothly and ethically
 - Make Finland a reliable partner for countries of origin and a good place to work and live for international talents
- More detailed demand of skills and labour depends on the employers: no nationally set targets or quotas
 - IT, social and health care, services, industry



THIRD-COUNTRY PARTNERSHIPS (2)

- More concretely, state-level support to international recruitment in/with partner countries can include measures:
 - To increase cooperation and dialogue between the governments (MoU negotiations underway)
 - To raise awareness of working and living in Finland
 - To support employers in finding reliable recruitment partners
 - To ensure swift processing of residence permits while effectively preventing misuse
- Talent Managers placed at Embassies in India, Vietnam and Brazil to build local networks
- The economic impact of the partnership model will be evaluated before the end of the government term



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THANK YOU!

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