



Job Search Tips for International Students in Finland

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Hello international student!

We at the Student Union of the University of Eastern Finland (ISYY) are often approached by international students with the same question - where could I find a job? This document was created especially for the international students in North Karelia and North Savo regions - we have numerous international talents in Eastern Finland who wish to work in Finland either during their studies or after graduation. Although this document is created especially with the students in Joensuu and Kuopio in mind, you can use the tips and information to search for a job in all of Finland.

Job Search Tips for International Students in Finland combines useful information and tips about where to find either a part-time job to combine with your studies or how to land your first full-time job after graduation. To get started with the job search, you can check section 1 - *Quick Guide*. More detailed information about where to contact if you want some additional help or boost to your job search can be found in section 2 - *Support for Job Search*. Section 3 - *Practical Matters* consists of all the important information you need about Finnish working life, such as residence permits, collective labour agreement and taxation.

Good luck with your job search!

5.12.2024

Student Union of the University of Eastern Finland (ISYY)

International Sector

Coordinator of International Affairs (Joensuu)

Coordinator of International Affairs & Administration (Kuopio)

ISYY Executive Board member

Section 1 - Quick Guide

In this section, you will find information and useful tips to get started in your job search in Eastern Finland - whether you're looking for a part-time job to combine with your studies or looking into staying in Finland to work after graduation. More information about where to get additional help in job seeking and general tips for job seeking can be found in section 2 - *Support for Job Seeking*. You can also read more about Finnish Working Life in section 3 - *Practical matters*.

1. Part-time Job - Working During Studies

Many international students wish to work alongside their studies in order to earn some extra money and gain valuable experience for their CV. Below you can find some job ideas that you can combine with studying full-time and some other tips about where to search for a part-time job.

If you're looking for a summer job, start browsing for possible ads in December or early January. Most of the summer job vacancies are filled already in February.

1.1. Searching for Open Part-time Positions

The jobs listed below require no Finnish skills and can be combined with studying full time. Although your part-time job would not be from your field of study, it can give you valuable experience about working in Finland as well as a boost in your CV.

- Property cleaning and hotel cleaning
 - [SOL](#)
- Delivering food
 - [Wolt](#)
 - [Foodora](#)
- Delivering mail
 - [Posti](#)
- Transcription jobs
 - Can be done remotely all over the world.
 - The best portal to look for transcription jobs is [LinkedIn](#)
- Translation jobs
 - Something to look into if you're qualified.
 - The best portal to look for translation jobs is [LinkedIn](#).

You can search for part-time positions from LinkedIn as well as the job search portals and Facebook groups listed in subsection 2 - *Working after graduation (full time job)*.

1.2. Marketing Yourself

When searching for a part-time job, you can use your connections and social media to your advantage. Add an introduction about yourself on your Instagram or Facebook profile, local Facebook groups or LinkedIn to let others know you're looking for a job in the area. If possible, you can ask your friends and contacts to share your post.

If you have other international students as contacts, you can use their knowledge and past work experience in your own job search. Your contacts may be able to promote you to possible employers and companies in the area, and they could give you information about which companies to contact for open positions.

1.3. How Much Can I Work during My Studies?

With a residence permit for studies, you are allowed to work for an average of 30 h/week. The amount can be exceeded in some weeks, for example during holidays, if the average amount of working hours is no more than 30 h/ week at the end of the year.

If your degree requires you to complete an internship or a diploma work, the working time restrictions do not apply to these if it has been agreed beforehand that you will earn credits from this work. If the work is registered afterwards as an internship that is included in your studies, the 30-hour limit applies.

Read more:

- Migri.fi: [Residence permit application for studies](#)

2. Full-time Job - Working After Graduation

It is a good idea to start looking for a full-time job even before you graduate since it might take a while to land your first job. Remember to also extend your resident permit or apply for a new one before your current permit ends. More information about residence permits can be found in section 3 *Practical Matters*. You can find more detailed information about Finnish working life and where to get support in job seeking in sections 2 and 3 of this document.

2.1 Register as a Job Seeker

Register as a job seeker and handle matters with employment officials in the [E-services of Job Market Finland](#). In the E-services, you can create your own job applicant profile and notify the officials of a change in your work situation. To log in to the E-services, you need to identify yourself with either Finnish online banking credentials, or alternatively with the identification tools of other EU countries (eIDAS).

Read more:

- Työmarkkinatori.fi: [I am unemployed or about to be unemployed](#)

2.2 Search for Open Positions

You can search for open positions in job search portals, LinkedIn, or in social media (such as Facebook groups). You can also refer to your friends and connections about local positions - other international students or alumni may be able to refer you to possible employees that are hiring in your area. Although shorter fixed-term positions may not seem ideal, they are also worth considering since all kinds of work experience can boost your career right after graduation.

2.2.1. Job Search Portals

Here you can find the most commonly used online job search portals in Finland. You can search for positions or even general fields of work nationwide or narrow your search down to a specific city.

Most of the job search portals listed below offer job alerts, so remember to subscribe to job alerts if you want to get email notifications when a new position opens that fits your set preferences.

The general job search portals list most of the open positions even in the municipal sector or in educational institutions, but you can also browse the specific job search portal lists depending on your career goals.

General job search portals:

- [Job Market Finland](#)
- [Duunitori](#)
- [Jobly](#)
- [Barona](#)
- [Oikotie](#)
- [Work in Finland](#)
- [English jobs in Finland](#)
- [LinkedIn](#)

Open positions in the municipal sector:

- [Valtiolle.fi](#) - Nationwide job portal for open positions and internships in the state
- [Kuntarekry](#) - Nationwide job portal for open positions in the municipal sector

North-Karelia and North-Savo regions:

- [Opiskelijatöihin](#) (North-Savo region)
- [Open positions at UEF](#)
 - [UEF - Paid practical training](#)
 - [JobTeaser](#)

Facebook groups:

- [Joensuu English Speakers](#) (Joensuu)
- [Työtä tarjolla / Pohjois-Karjala](#) (North-Karelia)
- [Työtä tarjolla Kuopion alue](#) (Kuopio)

2.3 Marketing Yourself

When searching for a job, you can use your connections and social media to your advantage. Add an introduction about yourself on your Instagram or Facebook profile, local Facebook groups or LinkedIn to let others know you're looking for a job in the area. If possible, you can ask your friends and contacts to share your post.

2.4 Help and Guidance

There are many different organisations in both Joensuu and Kuopio that offer support for job seekers.

- [UEF Career Services](#) offer career counselling and courses in career planning and job seeking
- [Talent Hub Eastern Finland](#) offers e.g. solution-oriented study counselling and guidance for international students who want to find a job in Finland, course about working life in Eastern Finland, and a mentoring programme created to help international students get to know Finnish working life and build their networks in both North Karelia and North Savo region
- In Joensuu, you can sign up as a job seeker with [Luotsi](#) when you're close to graduation and get a personal coach (Duuniagentti) to help and support you in finding a job
- In Kuopio, [TyöNavigaattori](#) can offer help in job search
- [International House Joensuu](#) and [International House Kuopio](#) offer personal consulting and guidance for those who have moved to Eastern Finland
- Those who are under 30 can also get personalised help and guidance in job search from both [Ohjaamo Joensuu](#) and [Ohjaamo Kuopio](#)

You can read more about where to find help and guidance in job search in section 2 - *Support for Job Seeking*.

Read more:

- Europeanjobdays.eu: [Info about working and living in Finland](#)
- Job Market Finland: [Tips for finding a job](#)
- Work in Finland.com: [Working in Finland](#)

2.5. Summary

Before graduation

- Familiarise yourself with all the organisations that offer support in job seeking in your area
 - Consider contacting UEF Career Services and Talent Hub Eastern Finland during your studies
 - **Joensuu:** When you're close to graduation, you can sign up as a jobseeker to Luotsi and get a personal coach (Duuniagentti) to help you find a job
- Update your CV
- Check your residence permit and whether you need to extend or change it for work
- **NB!** You can begin applying for jobs right before you graduate

After graduation

- Sign up as a job seeker to TE Services after you have officially graduated
- **Kuopio:** Ask for help from Navigaattori for seeking a job in your area
- If you do not land a job right away, maintain and expand your skill set while applying for jobs
 - [UEF alumni study right](#)
 - Extra courses, e.g. from Adult Education Centres (Kansalaisopisto), Eduhouse
 - Finnish language courses (see subsection 9)
- After you are employed, consider joining a trade union or an unemployment fund

Section 2 - Support for Job Seeking

When you apply for a job in Finland, you should prepare well. This section contains some tips and support for job seeking.

Think about your strengths, skills and interests

First of all, before you start to look for a job, think about your interests, skills and strengths. Think about what kind of work you are prepared to do and in what locality. Are you looking for full-time or part-time work? Or do you want to work remotely?

Secondly, be active in job search! Take advantage of your networks, participate in recruitment events, workshops that support employment and various information events. Job search requires initiative, planning and patience. You should be prepared for the fact that sometimes the job seeking process takes several months.

Learn about the organisation of your interest

Once you have found an interesting job opportunity, familiarise yourself with the organisation and the open position before you submit your application. Search for information on the organisation's website and read about the organisation.

Create an interesting CV and cover letter

When seeking employment in Finland, it is customary to provide a CV and a cover letter. A well-crafted CV and cover letter can distinguish you from other candidates, potentially leading to an interview invitation or a job offer. In cases where the desired employer has no current openings, submitting an open job application expressing your interest in working for them is also an option. More details for creating a CV will be provided in chapter 10.

Build networks for yourself

Networks are crucial in the Finnish job market. While not all job openings are publicly advertised, making personal connections and networks can provide valuable information and lead to finding new employment opportunities. In particular, workplace networks hold significant importance. Even short-term work experiences or internships can help to expand your network. Also, do not hesitate to seek advice from others regarding job seeking. Additionally, consider whether someone within your own network may be able to inform you about job openings or even recommend you for a position.

Labour hire agencies

Even short-term contracts may offer you valuable experience and networking opportunities. By signing an agreement with the agency, you are placed to work for different employers. Such agencies can also assist you in finding permanent employment opportunities.

In Finland, employment services are always free of charge for employees. Never pay for employment services.

Recruitment events

There are a lot of recruitment events held throughout Finland, where organisations and employers from many sectors present their own activities and job openings. Recruitment events are a great way to find out about job openings, expand networks, and interact with potential employers. You can find information about recruitment events and job fairs on your local employment services website or by searching for “rekrytointitapahtuma” online.

Job search services

Help with finding work is available from, for example, advisors at International Houses in Kuopio and Joensuu, TE-offices in Kuopio and Joensuu, UEF career services and municipal employment services. There are support services and tips for job seeking listed in the paragraphs below that you can benefit from when looking for a job in Eastern Finland.

1. UEF Career Services

UEF Career Services is there for you during your studies to assist you with any questions related to your studies, career, or the working life. They offer personal career counselling, courses in career planning and job seeking, and a [JobTeaser portal](#).

1.1 Career Planning and Job Seeking Courses

The UEF Career Services provides various self-study courses and practical exercises in groups for career planning, job seeking and learning the basics of Finnish working life. The course material is distributed during the course and the courses take place online or on campus. The courses provide you career and employability competences and you will also learn about the requirements of the working life and develop your own career skills.

The courses are intended for all UEF students and offered in both autumn and winter semesters. The UEF recommends completing the self-study courses before practical exercise, because the knowledge obtained on the self-study courses will be put into practice and deepened in exercises. The registration occurs in Peppi.

Read more:

- Uef.fi: [UEF Study Guide in Peppi](#)
- Kamu.uef.fi: [Courses in career planning and job seeking](#)

1.2. Personal Career Counselling

The purpose of career counselling is to provide support in achieving career planning and employment skills. Effective career planning skills assist individuals in identifying their strengths and potential, self-development, and making informed decisions about their future. Counselling can be obtained through personal career guidance sessions or by participating in courses focused on career planning and job search strategies. Career counselling sessions involve discussions with a trained career counsellor. These conversations are tailored to address the individual's specific questions and requirements. The services are available at the UEF at any point during the studies and up to one year after graduation. You can read in more detail about career planning and counselling on the page of the Aarresaari, the career services network of Finnish universities. You will find the free times for appointments in the JobTeaser portal that is accessible with your UEF credentials. The one-hour sessions are for discussions about issues, such as, your strengths, interests or possible study or employment alternatives. The 30-minute appointments are for shorter questions, for instance, comments on job seeking documents or other job seeking advice.

Read more:

- Kamu.uef.fi: [Personal career counselling](#)
- Aarresaari.net: [Career Services Network of Finnish Universities](#)

1.3 JobTeaser Portal

JobTeaser is used in over 700 universities and higher education institutions in Europe and job and internship offers spread throughout Europe. In JobTeaser you will find information about job opportunities, employers, companies and events and book personal appointments to UEF career counsellors.

Read more:

- Kamu.uef.fi: [JobTeaser portal](#)

1.4 Job Advisory and Career

You can find more information about job advisory and career below. The information concerns, for instance, doctoral career, mentoring, entrepreneurship studies and services, career readiness self-assessment, support to EU career and practical training.

Read more:

- Kamu.uef.fi: [Job advisory and career](#)

2. Luotsi Joensuu

At [Luotsi Joensuu](#) you can get help with job search, entrepreneurship, improving your networking skills, and in planning your future from job agents (in Finnish “duuniagentit”) from Luotsi. The job agents offer free individual coaching for Joensuu residents and the events are open for everyone. Services are provided by the employment services of the City of Joensuu.

Luotsi also offers job info sessions for English speakers. Those sessions contain for example:

- Tips for independent job searching
- Easy access job opportunities with no Finnish language requirement
- Open job positions with job advertisements in English or where the working language can be English
- Tips for different industries
- Other factors promoting employment: TE services, learning Finnish, further education, and permits/cards. Recognition of prior qualifications in Finland.
- Upcoming events

Read more:

- Luotsi.joensuu.fi: [Duuniagentit](#) (Only in Finnish)
- Facebook.com: [Luotsi Joensuu](#)
- Instagram.com: [Luotsi - Työtä Joensuussa](#)
- Youtube.com: [Luotsi Joensuu](#)
- LinkedIn.com: [Luotsi Joensuu](#)

3. Ohjaamo Joensuu

The One-Stop Guidance Center, [Ohjaamo](#) is a place for people under 30, where they can get help in matters related to work, education and everyday life. Ohjaamo Joensuu will not directly provide you with an apartment or social assistance, but you get plenty of information and support for applying for these things.

Read more:

- Ohjaamot.fi: [What is Ohjaamo?](#)

4. TyöNavigaattori Kuopio

[TyöNavigaattori](#) is where Kuopio residents can seek expert assistance in finding suitable career and educational options. They offer guidance for studies, help for assessing your future options, and support for finding employment.

TyöNavigaattori assists you in various matters related to work, education, and everyday life. You can receive support for identifying your strengths, marketing your skills, and finding new career opportunities. The services are available to all working-age people in Kuopio and you can visit them without an appointment. You can also visit TyöNavigaattori if you have moved to Finland and need help or advice and guidance.

Read more:

- Kuopio.fi: [TyöNavigaattori](#)

4.1 ForeAmmatti - Skill Mapping Tool

[TyöNavigaattori](#) also uses the electronic ForeAmmatti service that offers personalised views of working life and the job opportunities available. ForeAmmatti is an online skill mapping tool and service that assists you in finding your place in working life.

Read more:

- Kuopio.fi: [ForeAmmatti](#)

4.2 Digiparkki

Digiparkki is a free service for working-age Kuopio residents and available at the [TyöNavigaattori](#). Digiparkki offers support for verbalising skills, using computers, and creating your CV. There is no appointment required.

They help with various topics, such as preparing and sending job search documents, using e-services, and creating a job search profile.

When applying for work, remember to bring:

- Certificates from previous jobs and schools
- CV, or a list of your study and work history (date, duration, institution/company, details)
- List of any internships, if you don't have much work experience yet

Read more:

- Kuopio.fi: [Digiparkki](#)

5. Ohjaamo Kuopio

The One-Stop Guidance Center, Ohjaamo is designed for people under the age of 30. You can go to visit Ohjaamo without an appointment and find reliable adults to talk about your thoughts and worries. Additionally, Ohjaamo hosts visiting experts from different fields, whose services are available to you according to the Ohjaamo and Navigaattori's weekly schedule.

Ohjaamo can help you with various issues, such as:

- Your well-being and ability to cope
- Finding study and job opportunities
- Job searches
- Housing and everyday life
- Finances
- Filling in forms and handling your affairs with public authorities
- Finding interesting hobbies

Read more:

- Kuopio.fi: [Ohjaamo](#)
- Youtube.com: [Ohjaamo](#)
- Instagram.com: [Ohjaamo Kuopio](#)
- Facebook.com: [Ohjaamo Kuopio](#)

6. International Houses

6.1 International House Joensuu

Have you moved to Joensuu from abroad for work or are you planning to do so? [International House Joensuu](#) will help you and your family settle in and adapt to your new life in Joensuu. Additionally, International House will help you to communicate with public authorities and search for an apartment. They also offer guidance in questions related to residence permits and finding hobbies. Their services are free of charge.

International House Joensuu compiles the services of various operators in one place. The services are provided by the Immigration Services of the City of Joensuu, the city's development company Business Joensuu, the employment services of the City of Joensuu and the educational institutions in the region.

The services are aimed at people who have moved to Joensuu from abroad. They offer personal consulting and guidance services in various questions, assistance with understanding the decisions and procedures of different public authorities, as well as information on Finnish society and municipal services. Additionally, they offer Finnish language courses and help with questions related to family reunification, travel documents and citizenship. The services are free of charge and available in English and Finnish. For other languages, they use interpreting services.

International House Joensuu helps people moving to Joensuu from abroad to work with the following:

- assistance with residence permits
- finding an apartment
- opening a bank account
- registration with the Digital and Population Data Services Agency

- learning the Finnish language
- matters related to daycare and school
- health services, free time and hobbies

Read more:

- Internationaljoensuu.fi: [Frontpage](#)
- Internationaljoensuu.fi: [Moving for work](#)

6.2 International House Kuopio

[International House Kuopio](#) is a service point bringing together guidance and counselling services helping international newcomers and students to settle and start their life in Kuopio. They also provide help for employers while recruiting internationals to their companies. International House Kuopio works together with several different actors.

The services are intended for all immigrants in Kuopio and Siilinjärvi, regardless of the reason for moving to the region or residence permit status. They provide low-threshold guidance and advice based on multidisciplinary collaboration.

International House Kuopio offers guidance and advice on any issue, big or small.

Examples:

- education/training and competence development
- job search and employment
- Finnish language courses
- finding internships in different units within City of Kuopio
- finding employment and education
- if you are unsure which authority you should contact
- leisure time activities
- income

If necessary, International House Kuopio can enlist the help of an interpreter. You can go without an appointment, call by phone, or book an appointment by email. The services are free of charge, and you can use them anonymously if you wish. If necessary, we can enlist the help of an interpreter.

Read more:

- Kuopio.fi: [International House](#)
- Kuopio.fi: [Immigrant Services](#)

7. Talent Hub Eastern Finland

[Talent Hub Eastern Finland](#) is a project (1.9.2023-31.8.2027) funded by European Social Fund Plus (ESF+). The project is implemented by the University of Eastern Finland (coordinator), Savonia University of Applied Sciences, Karelia University of Applied

Sciences, North Karelia Municipal Education and Training Consortium, Savo Consortium for Education and Ylä-Savo Municipal Federation of Education.

7.1 What Is It about?

The working-age population in Eastern Finland is expected to decrease to around 25 % by 2030 due to retirements and other factors, such as the fallen birth rate. This phenomenon is leading to an acute shortage of workers in many sectors. Therefore, international talents are needed!

[The University of Eastern Finland](#) (UEF) plans to respond to the shortage of experts by tripling the number of foreign students by 2030. However, international students in Eastern Finland regions face difficulties in finding internships and jobs. Many students would like to stay in the area after graduation, but nearly half of them end up moving elsewhere in search of better employment opportunities. Job offerings and training programs must be aligned in order for graduation to lead to employment. Furthermore, workplaces, as well as official and leisure services, should operate multilingually to meet the needs of a diverse and international workforce. Talent Hub Eastern Finland helps students get to know Finnish working life, build networks, learn the language, and find internships, jobs and business opportunities. Their goal is that international students feel at home. They help employers identify the potential of international students and find a skilled workforce. Additionally, They offer support and concrete tools for recruiting, onboarding, and learning Finnish at the workplace as well as adapting to the Finnish work culture. The goal is to lower the threshold for hiring international talents and make it a natural part of organisations' everyday life!

Eastern Finnish regions will succeed when everyone is involved in building a common future. Therefore, the goal of Talent Hub is a welcoming and inclusive Eastern Finland that offers work, livelihood and a good life to everyone in the region.

7.2 Services for International Students

Below you will find short descriptions of the tools that are being designed to support international students on their path to employment.

7.2.1 MOOC Towards Working Life in Eastern Finland

With the help of the bilingual MOOC online course, international students can strengthen their working life skills and learn to talk about their competence from the perspective of working life in Eastern Finland. Talent Hub develops course sections for the needs of different fields and organises face-to-face classes and workshops.

Further information: Sami Tanskanen, UEF, sami.tanskanen@uef.fi

7.2.2 Finnish Language Learning

Talent Hub tests different models promoting Finnish language learning in studies, internships, and work. They combine language learning with subject studies in cooperation

between the subject teacher and the Finnish language teacher. They are developing the “Kielikamu model” during studies, in which students who speak Finnish help international students use the language in their everyday studies. They define job-specific language requirements to support practical training and offer personalised language support. The language pilots will be developed annually based on the feedback received.

Further information: Virpi Moilanen, UEF, virpi.moilanen@uef.fi

7.2.3 Mentoring Programme

An annually recurring mentoring programme helps international students get to know Finnish working life and build their networks. The mentors are working life professionals from several different fields in Eastern Finland. Mentoring is carried out in small groups, which guarantees the opportunity to participate for as many international students as possible. The application process for students for mentoring starts yearly in early November, and the mentor groups begin meetings in January.

Further information: Marko Pietilä, UEF, marko.pietila@uef.fi, Minna Tarvainen, Savonia UAS, minna.tarvainen@savonia.fi

7.2.4 Future Talents Team

Future Talents team aims to increase cooperation with companies. Additionally, it aims to find internships, student project work, workplace learning opportunities and part-time jobs. For employer organisations, the team offers a new way to find talent.

Further information: Sanna Jeskanen, Karelia UAS, sanna.jeskanen@karelia.fi, Johanna Taavitsainen, Savonia UAS, johanna.taavitsainen@savonia.fi

7.2.5 Developing the Entrepreneurial Path for International Experts

The goal is to increase the support provided by educational institutions, improve access to easy-to-read information and develop students’ entrepreneurial skills through personal guidance and entrepreneurship sparring. Talent Hub offers support for entrepreneurs who have already started business operations in business management and development. Concrete services include the development of a virtual peer group, the provision of continuous learning services and group visits to participating companies.

Further information: Heikki Immonen, Karelia UAS, heikki.immonen@karelia.fi

7.2.6 Alumni Activities

Talent Hub develops activities aimed at graduates, such as the alumni ambassador model. They will assemble and pilot a peer support network for those responsible for graduating students’ affairs. The educational institutions communicate together about sector-specific services for graduates.

Further information: Outi Santaniemi, Karelia UAS, outi.santaniemi@karelia.fi

7.2.7 Solution-oriented Study Counselling

Talent Hub looks for the best and most efficient way for students from different educational and competence backgrounds to find employment with solution-oriented study counselling. The study and career counsellors of the educational institutions meet to solve an immigrant's study path that is most likely to lead to employment. The first participants have been included in the service in 2024.

Further information: Juhani Lantto, Savo Vocational College, juhani.lantto@sakky.fi

7.2.8 Recognition of Professional Competence

It is often challenging for an international expert to succeed in job searching because it is difficult to put one's skills into words due to insufficient Finnish. Professional competence may remain hidden in a job interview if it cannot be communicated fluently. Recognition of professional competence indicates what kind of tasks and work environments the applicant can cope with independently and where he or she needs help. It distinguishes between work skills and Finnish language skills.

Further information: Pauliina Korhonen, Savo Vocational College, pauliina.korhonen@sakky.fi

Read more:

- Uefconnect.uef.fi: [Talent Hub Eastern Finland](#)

8. TE Offices and Job Market Finland

If you live in Finland and you are an unemployed jobseeker, you can get employment support services from the employment services of your municipality's TE Office. If you become unemployed in Finland or seek a job as a graduate, register as a jobseeker immediately. The TE Office will support you in your job search.

You will find your nearest TE Office at the [regional pages](#) of [Job Market Finland](#), the E-services. Most of the TE Offices encourage job seekers to primarily use the E-services for all official matters, such as registering as a job seeker, notifying officials of a change in your work situation, or applying for a start-up grant. In case you are unable to use the online service, you can also visit their office during opening hours or call by phone. At Job Market Finland you can browse open positions and regional pages that have up-to-date information on vacancies and services in a region or municipality. By choosing a municipality or region you can easily find the contact information and current news for a region.

Employment and economic development services (TE services) transfer from central government to municipalities starting 1 January 2025 to bring services closer to jobseekers

and support faster employment. The aim is to increase the responsibility of municipalities for employment service and the reform aims to create a clear service structure that contributes faster employment of jobseekers.

Read more:

- Infofinland.fi: [If you become unemployed](#)
- Tyomarkkinatori.fi: [TE24 and KOTO24](#)
- Tyomarkkinatori.fi: [Personal customers](#)
- Tyomarkkinatori.fi: [Information about working life](#)
- Tyomarkkinatori.fi: [Vacancies](#)

9. Learning Finnish Language

Many Finnish employers demand fluent Finnish, which is why it is difficult for foreigners to find a job in Finland especially outside of the Helsinki metropolitan area. Therefore, you should invest time in learning Finnish throughout your studies. Studying and learning the basics of the Finnish language, especially using it in everyday life situations, will also help you adapt more quickly.

In addition to the courses offered by [UEF's Language Centre](#) and the free courses by different associations in your campus city, you can attend paid Finnish language courses offered at your local community college, or online on digital platforms.

9.1 Kuopio

9.1.1 Language Lessons and Groups at Kompassi

Finnish language lessons and groups offered by an international meeting place [Kompassi](#) are open to everyone and free of charge. You don't need to register, and the lessons take place at Kompassi.

Kompassi offers non-stop grammar-oriented lessons, repeat and learn Finnish -lessons, Finnish discussion groups, and lessons that orientate in reading and writing Finnish.

Read more:

- Puijola.net: [Finnish language lessons](#)

9.1.2 Finnish Courses at the Kuopio Adult Education Centre

[Kuopio Adult Education Centre](#) (Kuopion kansalaisopisto) offers over two thousand courses each year in different study subjects. [Online registration](#) is only available in Finnish, but Customer Service can be contacted by phone or email in English. English can also be used at the customer service desk.

9.1.3 Kuopio City Libraries

Sometimes Kuopio City Libraries offer Finnish language cafés.

Read more:

- Kuopio.finna.fi: [Kuopio City Library](#)
- Instagram.com: [Kuopion kaupunginkirjasto](#)

9.2. Joensuu

9.2.1 Finnish Courses at JoMoni

[Joensuu district multicultural association](#) (JoMoni) is an organisation founded in 2009 that promotes multiculturalism in Joensuu and nearby regions, fights against racism and looks after the interests of immigrants. At JoMoni you can find language activities, such as Finnish language courses.

9.2.2 Non-stop Finnish Courses by International House Joensuu

[International House Joensuu](#) offers help and support to new Joensuu residents who have moved to the city from abroad. The services are provided by the Immigration Services of the City of Joensuu, the city's development company [Business Joensuu](#), the employment services of the City of Joensuu, and the educational institutions in the region. They organise non-stop and free-of-charge Finnish language courses for immigrants on different levels.

Read more:

- Internationaljoensuu.fi: [Non-stop Finnish language courses](#)

9.2.3 Finnish Courses at Joensuu Community College

[The Community College Joensuu](#) offers Finnish language courses with various skill levels.

Read more:

- Uusi.opistopalvelut.fi: [Available courses](#)

9.2.4 Integration Plan and Training at the TE Office

Integration training offers adult immigrants better chances of integrating into Finnish society. The training improves your language skills and offers useful knowledge of Finnish society and working life. It aims to prepare you for study and working life in Finland. The training can also include recognition of your previous skills or recognition of your degree. You may sign up at your nearest TE Office and they will evaluate your options of starting integration training!

The TE Office will guide you to integration training if:

- you have lived in Finland for less than three years,
- you are at least 17 years old, and
- you are unemployed job seeker or becoming unemployed.

The training must also meet your study skills and abilities and support your own employment goals. Your local TE Office may advise you to take a language level test before directing you to the international training. The level test assesses what kind of integration training suits you.

Read more:

- Tyomarkkinatori.fi: [Regional pages](#)
- Tyomarkkinatori.fi: [Integration plan](#)
- Tyomarkkinatori.fi: [Integration training](#)

9.3 UEF Language Centre

[The UEF Language Centre](#) is responsible for language and communication studies included in degrees on Joensuu and Kuopio campuses. In addition to degree courses, they offer Finnish as a second language studies for the students, researchers, and staff of the UEF. The levels of the language courses do vary. You can also attend some of the courses at the open university.

Read more:

- Uef.fi: [Peppi UEF](#)
- Studentuef.sharepoint.com: [Language Centre Study Community](#) (requires UEF login)
- Uef.fi: [Open University](#)

9.4 Learn Finnish Online

9.4.1 Duolingo

Duolingo offers a free mobile app and web to learn various languages, including Finnish. It is an easy way to incorporate learning a little bit of Finnish to your everyday life. Download the app to your phone or use the web version to learn Finnish!

Read more:

- Duolingo.com: [The world's best way to learn Finnish](#)

9.4.2 Kielibuusti

[Kielibuusti](#) is a gateway to learning Finnish and Swedish. It is a free-of-charge information platform and resource bank produced with the support from the [Ministry of Education and Culture](#). Kielibuusti offers tips and free online material for learning Finnish.

Read more:

- Kielibuusti.fi: [Learn Finnish](#)

9.4.3 Bonus: Learn Swedish Online

Swedish is Finland's other official language, and it is easier to learn compared to Finnish since it resembles other languages more than Finnish. Some jobs, especially around the Southwestern Finland and Uusimaa, require Swedish language skills. However, knowing just Swedish isn't enough in the job market since Finnish is still a requirement for jobs, but it may open some doors for you. [Kielibuusti](#) offers free online learning materials.

Read more:

- Kielibuusti.fi: [Learn Swedish](#)

10. Curriculum Vitae - CV

A CV, short for Curriculum Vitae, is a document that summarises your education, work experience, skills, achievements, and other qualifications. Employers in Finland normally ask job seekers to submit their CV along with a cover letter when applying for a job.

10.1 How to create a good CV

Your CV is your first opportunity to communicate your skills and experiences to a future employer. It implies in a nutshell who you are, what your skills are, what kind of educational background and work experiences you have gathered. It is important to tailor your CV to the specific job you are applying for. Naturally, it should also be updated whenever there is something new to add.

A good CV is both visually appealing and concise, as well as clear and informative. Most importantly the basics and formatting should be in order. However, a well-designed CV helps you stand out from the crowd. In other words, a visual CV - one where colours, fonts, shapes and layout are thoughtfully considered - is a good way to make a good impression. It is also important to ensure that visual elements and formatting do not detract from the readability and informativeness of your CV! For example, keep the contrast of your CV in mind and make sure the exported version of the document text is selectable by a cursor (text should not be a picture).

Your CV should highlight the aspects that are most relevant to the position. You can start with a short profile text or statement. This kind of introduction should highlight your core

competencies, key achievements, and career aspirations. Tailor the profile statement to the specific job you are applying for.

Instead, in the work experience section, it's important to describe your role more in detail than just listing tasks you have done. The recruiter should be able to grasp what part of the overall picture you played, your role, and what you have achieved. Writing job descriptions using active, first-person verbs, such as "I did, I developed, I designed...") helps to present the candidate as a self-directed, motivated and proactive employee. The recruiter should also gain a clear understanding of the candidate's skills and achievements, as well as their role within the company, team, or specific project.

A good CV includes at least the following:

- **Full name and contact information - Residence, email address, phone number.**
- **Work experience:** Describe your work experience and start with the most recent experience. Briefly outline your responsibilities, roles, duties, and achievements. Focus on transferable skills that will help you succeed in other roles as well.
- **Education and qualifications:** Start with the most recent education. If relevant, include details about your degree, such as learned skills, projects you participated in, and your roles and achievements.
- **Language skills:** Indicate your language proficiency for example according to the Common European Framework of Reference for Languages (CEFR) or describe it verbally, numerically, or using a star rating scale from 1 to 5.
- **IT skills:** List the tools, programs, programming languages, and operating systems you are proficient in.

You can also include:

- **Profile statement:** A brief but informative introduction about yourself. Explain in one or two sentences who you are, what you are skilled at, and what you are seeking and aiming for.
- **Social media channels:** Mention which platforms you are active on. If creating an electronic CV, you can provide direct links to your accounts. Make sure your profiles are professional and presentable.
- **Positions of trust:** Have you been involved in student associations or served as, for example, the chairperson in a board? Mentioning these roles can be beneficial as it presents you as reliable and active to potential employers.
- **Hobbies and interests:** Your hobbies can give insight into your personality and interests.
- **References:** You can add the names of people who have agreed to recommend you for the job. Add the contact information of the references. Remember to ask the references for permission. The interviewer cannot contact the references without your consent.
- **You can also include a photograph of yourself.** However, bear in mind what is stated in the job advertisement. Sometimes recruitment can be anonymous, in which case the employer wants applications without a picture or other information that could be used to profile your other personal data.

Format and else

- Maximum of 1-2 pages, keep it short!
- Customise your CV for each new application
- Only list the work experience that is relevant for the job you are applying for
- Double check the grammar and spelling
- Don't forget to save your CV in the correct file format (normally as a PDF file)
- Reverse-chronological order (most recent experiences first!)

Read more:

- LinkedIn.com: [How to Prepare a Good CV: A Comprehensive Guide](#) (Mohammad Adnan Rabbani on LinkedIn)
- InfoFinland.fi: [Job Application and CV](#)
- Webaim.org: [Contrast checker](#)
- Coe.int: [Official translations of the CEFR Global Scale](#)

10.2 CV generators and layouts

You can get free CV layouts or design your CV on different platforms. Examples of those are listed down below.

Read more:

- Cvpohja.fi: [CV pohja](#)
- Canva.com: [Canva](#)

10.2.1 The Europass CV

[The Europass CV](#) is one of the best-known formats in Europe. It is easy to use and familiar to many employers and institutions. You can generate your Europass CV by creating your Europass profile with information on your education, training, work experience and skills. You can create, store and share CVs in 31 languages on the Europass.

Read more:

- Europa.eu: [Create your CV](#)

11. Cover Letter

Finnish employers require a cover or a motivation letter as a part of your job application. The letter is usually one page long and it is your chance to tell the employer more about yourself, work experience, and qualifications for that specific position.

A cover letter or an application letter (in Finnish 'työhakemus') is a professional document that accompanies your Curriculum Vitae (CV). The aim of the cover letter is to convince an employer that you are the right person for the company. Therefore, it is important to invest

time in writing the cover letter. The purpose is to tell the employer, why are you applying for the job, why are you interested in working for the company, and how your skills, education and experience are.

A good job application or cover letter should be:

- Concise
- Fluent and grammatically correct
- With a clear structure
- Focused on your qualifications

A good tip for you is to ask your friend or someone else to proofread your cover letter to ensure there are no mistakes. Always remember to doublecheck the information that there is no information that refers to the previous job you applied for.

The cover letter structure starts by a concise and informative introduction of yourself. Approach your cover letter from the employers' perspective and write especially about your professional background. After the introduction, indicate the most relevant skills or experiences you have gathered during your studies or career and point out especially those that match with the job you are applying for. Then, show your motivation and explain why you are applying for the position. Why are you interested in this particular position and what has motivated you to apply? Additionally, you can write a little bit about your personality and your most important qualities that you would bring to the company. You can also mention how your former colleagues or friends describe you and how your qualities make you a perfect match for this job! In the end, briefly summarise your key features you would bring to the company.

Read more:

- Indeed.com: [Cover Letter Samples and Templates](#)
- Indeed.com: [How To Write a Cover Letter \(With Examples and Tips\)](#)
- Jobseeker.com: [Cover Letter](#)
- Nationalcareers.service.gov.uk: [Covering Letter](#)
- Finrepo.fi: [Job Application or Cover Letter](#)

12. What Do Graduates from Higher Education Do?

You can check where other graduates get employed with different kinds of degrees on the website [toissa.fi](#) that is provided by Tampere University and other higher education institutions. The website provides information about the working life of graduates from different universities and universities of applied sciences.

Read more:

- Toissa.fi: [Töissä.fi](#)

Section 3 - Practical Matters

We have collected some good-to-know info before you enter the Finnish workforce to this section.

1. General Information about Working in Finland

It's a good idea to read about what working in Finland is like, what the working culture is here and what is expected of employees on a general level. However, every company is different and has their own working culture and rules (besides the official laws) so it's good to be aware that the links below offer a generalisation of Finnish working life. Also, as a foreign employee, it is important to know the basic rules of working life, so you do not get taken advantage of.

Read about working culture in Finland:

- Infofinland.fi: [Finnish working life](#)
- Workinfinland.com: [Finnish work culture](#)

Read more about working in Finland:

- Migri.fi: [Finnish Immigration Service -homepage](#)
- Migri.fi: [Work Help Finland mobile application](#)
- Infofinland.fi: [Homepage](#)
- Infofinland.fi: [Tips for job hunting](#)

Read more about worker's rights:

- Työelämäpelisäännöt.fi: [Fair play at work -homepage](#)
- Sak.fi: [ABC of the working world](#)

2. Residence Permit and Work Permit

You need a residence permit that is granted by Finland if you plan to work here. The Finnish Immigration Service's website has all the information you need to get a right residence permit for you. We have highlighted below two permits that are aimed at those who are seeking work after graduation. Note that different rules apply to EU citizens and non-EU citizens.

Read more:

- Migri.fi: [Work in Finland](#)
- Migri.fi: [First residence permit](#)
- Migri.fi: [Extended permit \(new fixed-term residence permit\)](#)
- Migri.fi: [EU registration \(free movement\)](#)
- Enterfinland.fi: [Residence permit on the basis of work](#)

Residence permit application for person with a degree completed in Finland

- you have studied and completed a degree or qualification in Finland; and
- you have a job, pursue a trade or engage in business activities in Finland.

“You can apply for this permit regardless of which permit you had during your studies. Since you have completed a degree in Finland, you do not need to apply for a residence permit for an employed person or for a residence permit for an entrepreneur, for example. The degree you have completed in Finland does not need to be recent: you may apply for this permit even if time has passed since you completed your degree.

You can apply for this permit as an extended permit when you have graduated.”

Source: Migri.fi: [Degree completed in Finland](#)

Application for students and researchers: residence permit to look for work or to start a business

“Apply for a residence permit with this application if you need a residence permit to look for work or to start a business and you do not yet have a job. The permit must be applied for within five years from the date when your residence permit for studies or research expired.

You can apply for this permit as an extended permit when you have graduated.

You may get the permit for two years at the most. You can apply for a residence permit with this application also if you already have a job but you do not earn enough to be issued with a residence permit on the basis of work.”

Source: Migri.fi: [Residence permit to look for work](#)

EU registration (free movement)

“If you are a citizen of an European union (EU) member state, a Nordic country, Liechtenstein or Switzerland, you do not need a residence permit to stay in Finland. To register your right of residence, apply for EU registration if:

- you are a citizen of an EU Member State, Liechtenstein or Switzerland; and
- you will stay in Finland for longer than 3 months without interruption.

As an EU citizen, you have the right to start working immediately after you have arrived in Finland. You have an unrestricted right to work already when you are waiting for a decision on your EU registration application.”

Source: Migri.fi: [Registration of right of residence](#)

Read more:

- International House Joensuu: [Advice for residence permits](#)

3. Collective Labor Agreement (TES)

Aside from various laws set to protect workers, it is important to know that there are other important guidelines to know about. As there is no universal minimum wage in use, each field has their own Collective Labor Agreement (TES). The Agreements are negotiated between the Labor Unions and Employers' Organisations and are mostly used as universal agreements on the field no matter if the employer or employee are members of the union/organisation.

TES includes the information about salary, working hours, overtime pay, sick day payment, sick day payment when a child is unwell, vacation days and how terminating a contract of employment is done. The Agreement is in sense more important than the contract of employment, although it is defined on the contract which TES is used, the Agreement itself lays down the rules of work life. A copy of the applied TES should be available at the workplace or a link to it should be easily available. Unfortunately, mostly the Agreements are only available in Finnish and Swedish.

In Finland being a member of a Labor Union is common (roughly 70 % of the workers are union members). It is against the law to penalise employees for being a union member.

Read more:

- Finlex.fi: [Työehtosopimukset](#) (in Finnish)
- Työelämäpelisäännöt.fi: [A collective agreement is different from an employment contract](#)
- Infofinland.fi: [Employment contract and terms of employment](#)

4. Finnish Bank Account

There are two banks in Finland with whom you could consider opening a bank account: Nordea and S-pankki. There are other banks too, but it is more difficult to open an account with them as a foreigner (Osuuspankki, POP Pankki, Danske Bank).

If you get Finnish online banking codes from a Finnish bank, your life becomes much easier since the electronic codes are used for identity verification in a lot of places.

You typically need proof of the following to open a Finnish bank account: an identity document, right of residence in Finland and Finnish personal identity number.

Read more:

- Nordea: [How to open banking services when you are new to Finland](#)
- S-pankki: [Welcome to S-Bank](#)

5. Taxation

In Finland, taxation is progressive, meaning that you pay more tax on a larger salary and less tax on a smaller salary. Tax rate tells you how much tax you pay on your income. The rate is calculated for each person in Finland separately. Your employer will withhold the amount of tax directly from your salary and pass it on to the tax authorities. Therefore, you need to provide your employer with your tax card.

After each year, the Tax Administration calculates automatically on your behalf whether you have paid a sufficient amount of tax. You will receive a tax refund if you have paid too much tax and, vice versa, if you have paid too little tax, you must pay the missing amount in back taxes.

Read more:

- Infofinland.fi: [Taxation](#)
- Vero.fi: [Individuals](#)

5.1 Tax Card

You can get a tax card by:

- calling Finnish Tax Administration (Vero)
- completing a paper form
- visiting a tax office
- requesting a tax card online at MyTax

Check with your employer whether they receive tax card details electronically directly from the Tax Administration or you yourself must send or bring the tax card to them.

Read more:

- Vero.fi: [Tax card](#)

6. Joining an Unemployment Fund

It is wise to join an unemployment fund since by doing so you become eligible for an earnings-related allowance based on your salary level if you become unemployed. Some of the funds are field specific, but there are a few that are generic.

Note that in order for you to receive this benefit, you must have worked at least for six months in Finland. You need to also register as an unemployed jobseeker at the TE Office.

You can get the basic unemployment benefit from Kela if you do not belong to an unemployment fund.

Read more:

- Tyj.fi: [If you become unemployed](#)
- Tyj.fi: [Join an unemployment fund, when you move to Finland](#)
- Tyj.fi: [Funds' contact information](#)
- Tyj.fi: [Terms and duration](#)
- Kela.fi: [Unemployment](#)

6.1 Unemployment Fund YTK

YTK is a popular unemployment fund in Finland since it isn't for any specific field, and anyone can join it.

Read more:

- Ytkkassa.fi: [YTK's homepage](#)
- Ytkpalvelut.fi: [Work life services -homepage](#)

7. Work and Enterprise

If your dream is to become an entrepreneur and start your own business, we have collected below a few useful links to websites that tell you more about how to do this in Finland.

Read more:

- Infofinland.fi: [Starting a business in Finland](#)
- Suomi.fi: [Information and services for companies](#)
- Uusyrittyskeskus.fi: [Homepage](#)