

TAMPERE



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SUPPORTED TRAINEESHIPS FOR MIGRANTS

PROMOTING MIGRANTS' ACCESS TO THE LABOUR MARKET BY PROVIDING SUPPORTED TRAINEESHIP SCHEMES.

Tampere is an industrial city, which very much relies on export trade. The overall situation of employment is quite challenging at the moment due to the economic crisis. The total migrant population is still quite small, only around 6.7% of the total population, but it's increasing every year. Most of the newcomers are coming for work, study reasons, or personal reasons while about a third arrive due to humanitarian reasons.

Unemployment rates of migrants in Tampere is quite high 35% in October 2013 and 36% in the same month of 2014. Tampere has a devoted service centre for supporting those with special difficulties in accessing the labour market, promoting several measures to address different target groups, such as young people, low skilled people and the long term unemployed. Among these measures are:

- rehabilitative work experience
- employment services for young people
- vocational and language training for migrants
- development and support services

KEY FEATURES OF THE PROGRAMME

The city of Tampere has established a specific programme to promote employment opportunities for migrants, both the ones that are still within their integration period (the first three years in Finland) and those who have been in Finland for a longer period.

Key features of the programme are:

- It promotes supported access to local working life by providing beneficiaries with work experience through a traineeship of three to six months (five days a week / six hours a day).
- Beneficiaries participate in specific job trainings held at the workplace.
- Trainees attend a Finnish language class during the programme (one day a week). Study hours are counted as working hours.
- Every trainee has a supervisor who supports them during the traineeship, introducing them to tasks, and being responsible for their supervision.
- Individualised additional support from the Employment Service Unit is provided to the beneficiaries.
- Joint assessment meetings are held regularly between the job supervisor, the trainee and the Employment Service Unit staff.
- Trainees get a job certificate at the end of the traineeship period and specific support is given in terms of career guidance and orientation.



SUCCESS FACTORS AND RESULTS

- Goal of the programme for 2014: reach and serve 100 beneficiaries. Actual number of beneficiaries supported as of the end of 2014: 146. Out of these, 10 people got a paid job directly after their internship and the others were either directed to further education programmes or to other support services according to their individual tailored plans.
- Goal of the programme for 2015: serve 150 beneficiaries. As of May 2015 130 beneficiaries had already been involved in the process. Out of these, three were already recruited and 17 others will be recruited by the end of the year.
- Providing a language training during the traineeship period and at the work place proved to be successful both in terms of increasing the employability of the beneficiaries and giving them the specific language skills required by some posts.
- The role of the job supervisor proved to be crucial for ensuring individualised support including giving constant feedback and encouragement to the trainees.

CHALLENGES, RECOMMENDATIONS & WORK FOR THE FUTURE

The challenging economic situation has reduced the possibilities to find traineeship opportunities even in the public sector. However, an ageing workforce and retirements are partially providing new opportunities for migrants to enter the labour market.

Particular efforts are required to involve the private sector and motivate employers to commit to providing traineeships and job opportunities but it is a worthwhile investment.

The programme shows that investing in vulnerable groups and making local labour markets more inclusive has a relevant impact for the sustainability of the local welfare system. It contributed to getting beneficiaries off social benefits and makes them active citizens and taxpayers.

INNOVATION

- **Internal coordination of different city services:** the programme is part of the global integration policy of the city of Tampere and there is close cooperation in place with the migrant advice centre 'Mainio', youth housing activities, several migrants associations and the city migrant council. A number of the traineeships offered actually take place in various city services.
- **Individualised approach:** staff of the Employment Service Unit in the city of Tampere identified the best traineeship opportunities among public offices,

private companies, and associations. The traineeship place is identified according to the trainees profile, potential employment pathway and educational plans.

- **Social inclusion through practice:** the programme provides a unique opportunity for migrants to step into real local working environments and reduces prejudices against them through concrete cooperation with locals.

