



VANTAA EMPLOYMENT PROGRAM **draft**



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Starting points



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Why and with whom is the employment program being created?



- Vantaa's population is growing quickly, and it is the most international city in Finland. The city offers its residents a wide range of training opportunities and services.
- Finland's economic growth is currently slow, and unemployment is high. To turn this difficult situation around, it was decided that an employment program would be created to act as Vantaa's shared compass towards a more vital city.
- With the help of an effective employment program, we will accelerate employment, seek out a new boost for competence in Vantaa and decisively overcome unemployment together.
- The employment program is relevant to the entire City of Vantaa and, as such, all of the city's departments are preparing its content. The municipality's residents, entrepreneurs and third-sector operators will also be heard in the creation of the program's contents.

Principles for promoting employment 2025

- Employer-based employment services are at the core of all services
- We will ensure equal and non-discriminatory services for all customers.
- All activities will aim to develop competence.
- Economic sustainability will guide the entire service production.
- Cooperation and networks will help to create comprehensive solutions for promoting employment.

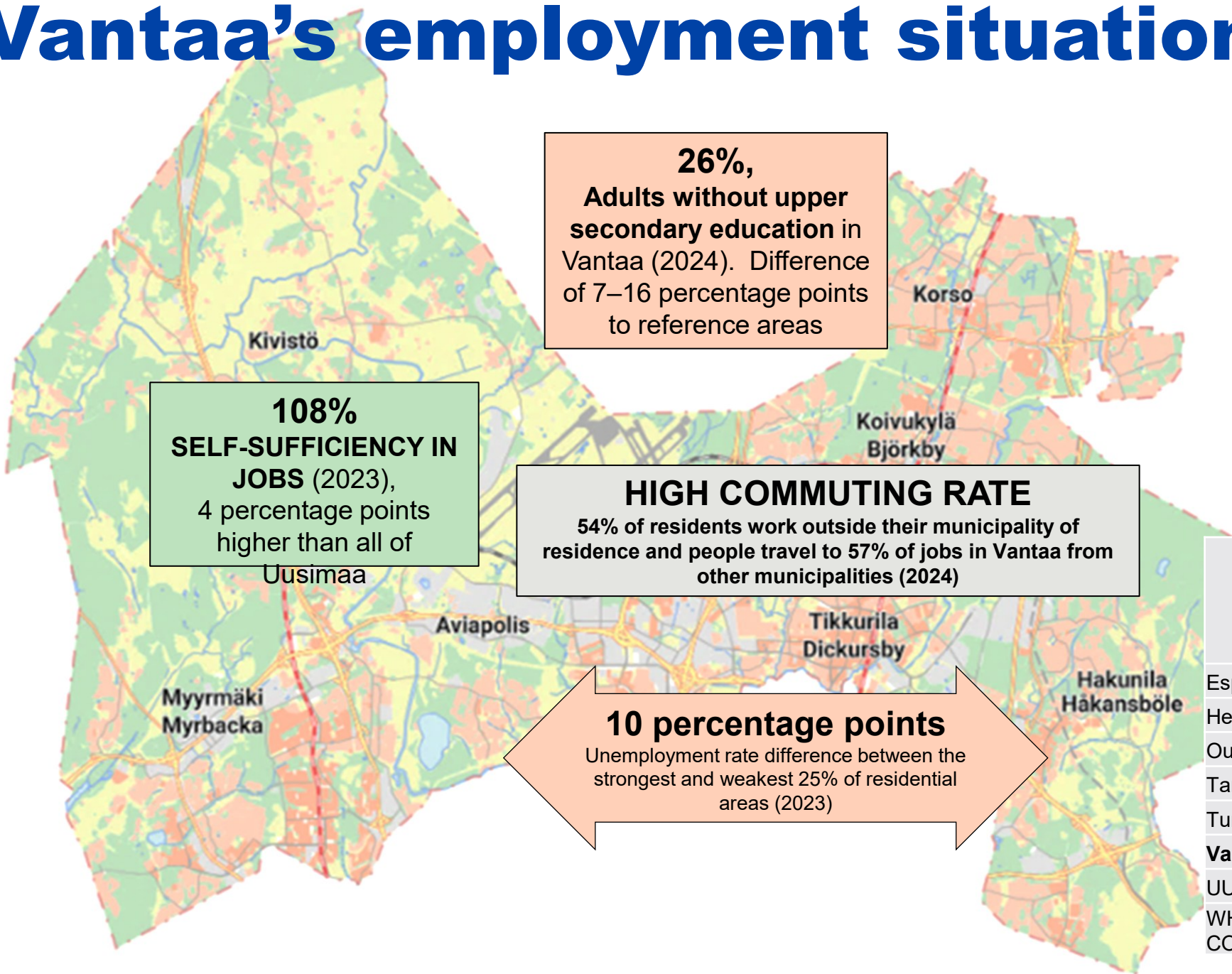


Preparation schedule



- Council treaty commission for the drafting of an employment program 5/2025
- Project team and cooperation team begin activities 6/2025
- Workshop with representatives from Economic Development Services, Vantaan Yrittäjät and the Chamber of Commerce 9/2025
- Survey for the municipality's residents, entrepreneurs and third sector on the OsallistuvaVantaa.fi platform Nov. 24–Dec. 7, 2025
- Council of the Disabled 10/2025
- Youth Council 12/2025
- Employment program to the Business Development and Employment Section for a decision 3/2026

Vantaa's employment situation



Increase in working-age people 2014->2024	
Espoo	21%
Helsinki	7%
Oulu	10%
Tampere	17%
Turku	13%
Vantaa	20%
UUSIMAA	9%
WHOLE COUNTRY	0%

	Foreign-language speakers aged 20–64	Change in number of foreign-language speakers aged 20–64, 2014–2024
Espoo	29%	124%
Helsinki	23%	62%
Oulu	8%	117%
Tampere	13%	100%
Turku	19%	95%
Vantaa	32%	143%
UUSIMAA	22%	94%
WHOLE COUNTRY	14%	92%

Main objectives



- We will raise the competence level of Vantaa residents in order to clearly improve inclusion in the labor market. Reducing the number of adults without upper secondary education and ensuring that the language skills of all Vantaa residents correspond to the requirements of the labor market are the most important factors. This will only be possible with the cooperation of the entire city.
- We will improve the employment opportunities of Vantaa residents. We will increase job seeking for unemployed Vantaa residents in cooperation with employment, education and business development services. We will acquire demand-based training and coaching services that will effectively increase employment. We will take better care of customers who need help and guide them to work, study or other services and benefits that correspond to the customer's needs.
- We will strengthen urban development to support employment and entrepreneurship as well as intervene in the districts' differentiation.

Focuses draft



Vantaa as a forerunner of employment competence: Improving the situational picture of city-level employment management and employment as well as developing proactivity and capacity for change.

Accelerating employment

Customer promise: Vantaa is the number one partner in Finland for companies and employers. We increase employment activity and job opportunities for Vantaa residents.

Boosting competence in Vantaa

Customer promise: We offer an education path to working life, have a handle on vocational qualifications and language proficiency needs and aim towards higher-level competence together.

Decisively overcoming unemployment together

Customer promise: We improve the prerequisites for employment and ensure that our customers receive the right services. Together, we aim for employment without ever giving up.

Solutions **draft**

With the employment program, we seek city-level solutions that utilize the combined resources of the departments and Wellbeing services to promote employment.



Accelerating employment **draft**



Vantaa is the number one partner in Finland for companies and employers. We increase employment activity and job opportunities for Vantaa residents.

Main actions:

- We will build high-quality and effective one-stop recruitment and competence services: Vantaa is a valued and skilled labor market operator and a partner in smooth recruitment and competence development for its employer customers.
- We will carry out extensive employment and competence surveys of companies in Vantaa every year: We will look for hidden job opportunities for job seekers in Vantaa and offer recruitment training and other short training courses to support recruitment.
- We will accelerate and activate the job seeking of Vantaa residents and the founding of new businesses: We will make jobs visible, support new businesses and guide people to more suitable work faster.
- We will adopt Vantaa's recruitment subsidy, which will be allocated annually depending on the employment situation. Currently, it would at least be allocated to young people aged 18–29.
- We will implement employment impact assessment as a tool in business lot provisions and premises expansions, as well as the city's other large investments.

Boosting competence in Vantaa



draft

We offer an education path to working life, have a handle on vocational qualifications and language proficiency needs and aim towards higher-level competence together.

Main actions:

- We will improve the working life education skills of city staff, organizations and sports associations working with children and young people, as well as that of parents.
- We will ensure that young people in Vantaa complete an upper secondary vocational qualification. We will diversify study methods and utilize in new ways the opportunities of the employment services as well as Varia's new pilot for operational steering in vocational education and training. We will establish the "From Varia to work" operating model.
- We will create a new kind of learning environment for studying the national language using the city and its services. We will diversify the selection of language-learning services, both free and subject to a charge, and offer workplaces language-supported services as part of immigrant recruitment.
- We will promote transitioning from upper secondary education to higher education and improve the opportunities for higher education studies alongside work for Vantaa residents.

Decisively overcoming unemployment together **draft**

We improve the prerequisites for employment and ensure that our customers receive the right services. Together, we aim for employment without ever giving up.

Main actions:

- We will implement first-class work ability services in cooperation with the Employment Services and the wellbeing services county.
- We will create new kinds of employment and activation services implemented by the city.
- We will direct customers to the right services and benefits.
- We will expand the use of employment terms in the city departments' procurements and expand the use of result-based employment services for those with the most difficult labor-market status.
- We will improve the prerequisites for employment by developing residential areas.



Implementation draft

Improving the situational picture of
city-level employment management
and employment as well
as developing proactivity and
capacity for change together

Implementation of the employment program **draft**



- All of the city's departments are strongly involved in the implementation of the employment program.
- Among other things, city-level steering commits the departments to shared objectives, maintains the situational picture and improves city-level coordination between departments.
- The employment program is also connected to other city-level policies and initiatives, such as the viability program, the model city of integration and the non-discrimination program.