

**ENTREPRENEURSHIP & EMPLOYMENT SUPPORT  
NETWORK FOR NEWCOMERS**



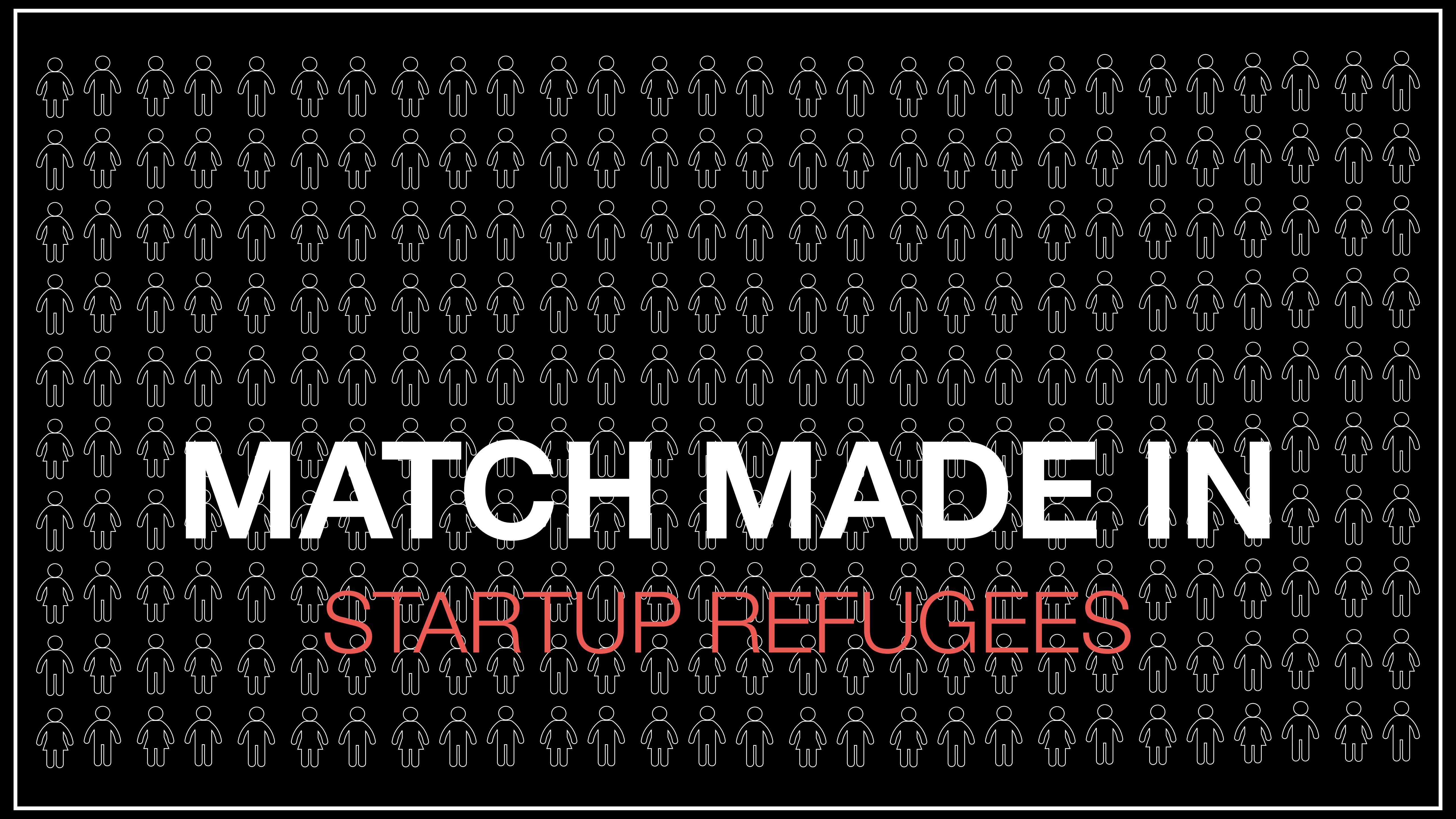


START  
UP REF  
UGEES









MATCH MADE IN

STARTUP REFUGEES



100%

WANT TO  
WORK



8300+  
PROFESSIONALS





# TOP 8 FIELDS OF EXPERTICE

1. Service
2. Construction
3. Logistics, Driving and Transportation
4. Education
5. Engineering & Mechanics
6. Information Technology
7. Business professionals
8. Healthcare







# MATCH CLINICS

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# STARUP REFUGEES SERVICES

## 1. PROFESSIONAL PROFILES

We map the professional profiles, needs, and goals of all newcomers with our Match Made in Startup Refugees online system.

## 2. NETWORK'S SUPPORT

All Startup Refugees network members offer something concrete to support the employment and entrepreneurship of newcomers. The support is channeled through us to those who need it the most.

## 4. TRAININGS

We offer trainings for newcomers so they could enhance their professional skills.

## 3. MATCHING

We match together the needs of newcomers with the opportunities offered by our network.

## 5. WORK LIFE SKILLS

Working Life in Finland: How to Find Work in Finland, company visits, mentoring, networking, paper work.

## 7. CONTINUOUS SUPPORT


The people we support have their own contact person at Startup Refugees.

## 6. EMPLOYMENT SUPPORT

Job fairs, job interviews, internships, jobs





The image features a solid red background with a white border. Overlaid on this background is a grid of 200 white human icons, arranged in 10 rows and 20 columns. The icons are stylized, showing a head, torso, and legs. The text "EMPLOYMENT PROGRAM" is centered over the grid in a large, bold, black, sans-serif font. The word "EMPLOYMENT" is on the top line, and "PROGRAM" is on the bottom line. The text is slightly transparent, allowing the grid of icons to be seen through it.

# EMPLOYMENT PROGRAM



1625+ JOBS

The infographic features a grid of 1625 white human icons on a red background. The icons are arranged in 13 rows and 125 columns. The text '1625+ JOBS' is centered over the grid, with '1625+' in black and 'JOBS' in white.



# EMPLOYMENT SERVICES

## 1. MAPPING SKILLS & NEEDS

Mapping the skills and needs of the job seekers at a Startup Refugees Match Clinic.

## 2. PRE-RECRUITMENT

T Pre-interviews & training.

## 4. INTERVIEWS

We organise the interviews together with companies. The company makes the decision on hiring.

## 3. MATCHING

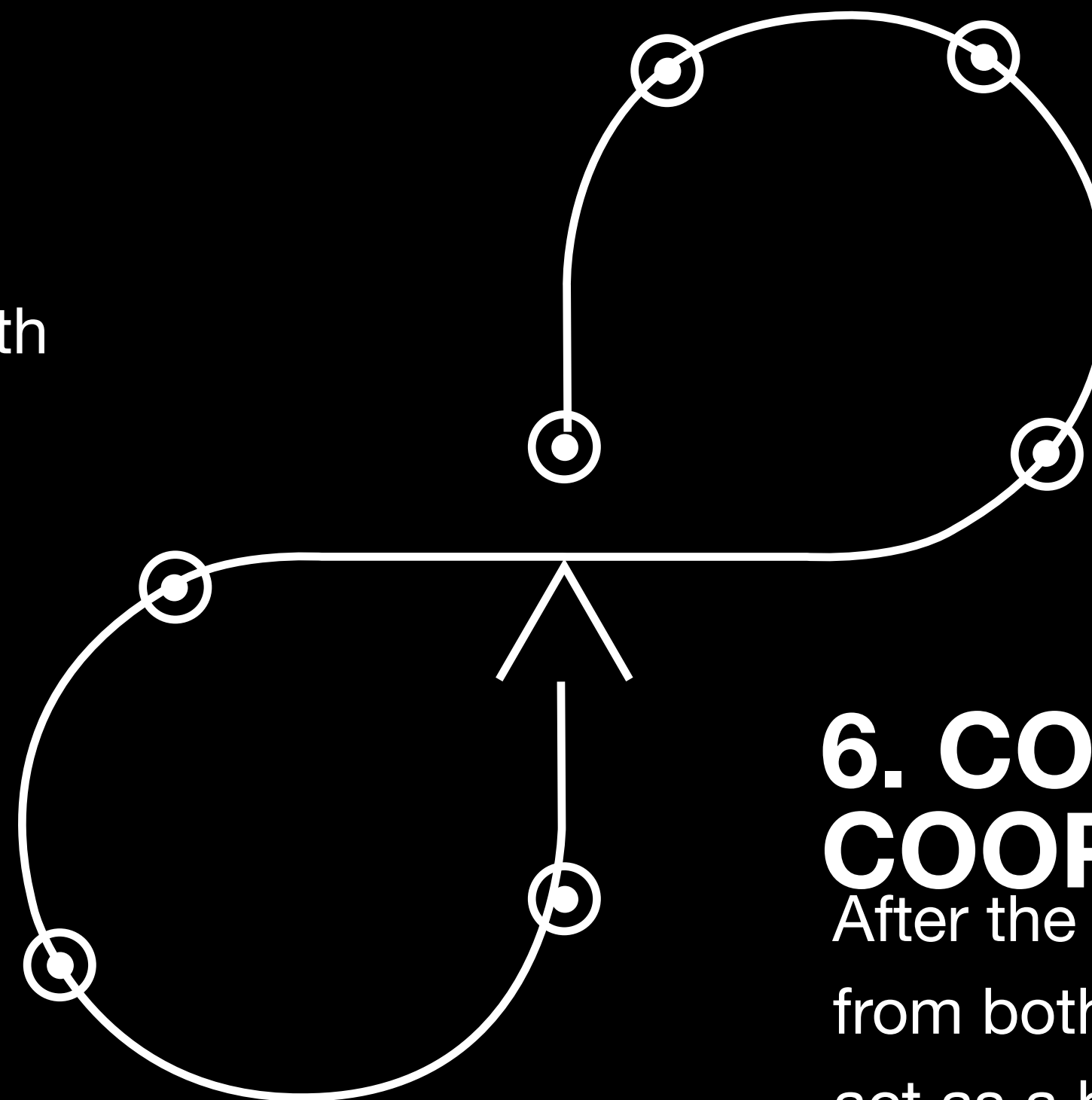
G We present the best candidates to the employer. The employer chooses the candidates for the interviews.

## 5. STARTING & ONBOARDING

Work begins. Startup Refugees can assist in the paper work and support in the onboarding process, if needed.

## 6. COMMUNICATION & COOPERATION

After the work has started we want to hear feedback from both the employee and the employer, and can act as a bridge between them, providing any type of extra training or language support that is needed.





A photograph of a public event, likely a job fair or interview session. A person with short blonde hair, wearing a black jacket and dark pants, stands on a small stage on the left, speaking into a microphone. They are positioned behind a black podium that has a laptop on top. The laptop screen displays a presentation slide with the number '16' and some text. A large, diverse group of people is seated at long wooden tables in the center and right of the frame, facing the speaker. They appear to be listening attentively. The room has a high ceiling with several large, modern, gold-colored pendant lights that resemble starburst or chandelier designs. In the background, there are large arched windows with colorful, abstract stained-glass-like patterns. Some text is visible on the windows, including 'Helsingfors', 'KABITA', 'Helsingfors AR 1836', and 'Helsingfors'. A poster titled 'personalhuset' is also visible on the wall. The overall atmosphere is professional and engaging.

# JOB FAIRS & INTERVIEWS

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**TÄNÄÄN**  
Ravintola-alan työpaikkoja, useita erilaisia (kokoaikainen,  
osa-aikainen, kesätyö)  
Pöytähaastatteluja  
Kaikki pääsevät haastatteluun!  
Yritykset valitsevat haastatteluiden perusteella  
parhaimmat kandidaatit

RAI  
ISS

# BIG RECRUITMENT EVENTS







# SMALL RECRUITMENT EVENTS







# COMMUNITY LEADERS

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# IMPACT

## Assumptions

Employed per year

350

Startup Refugees operation costs

700000

Share that stay in job

0.6

Yearly saved benefits for job

16000

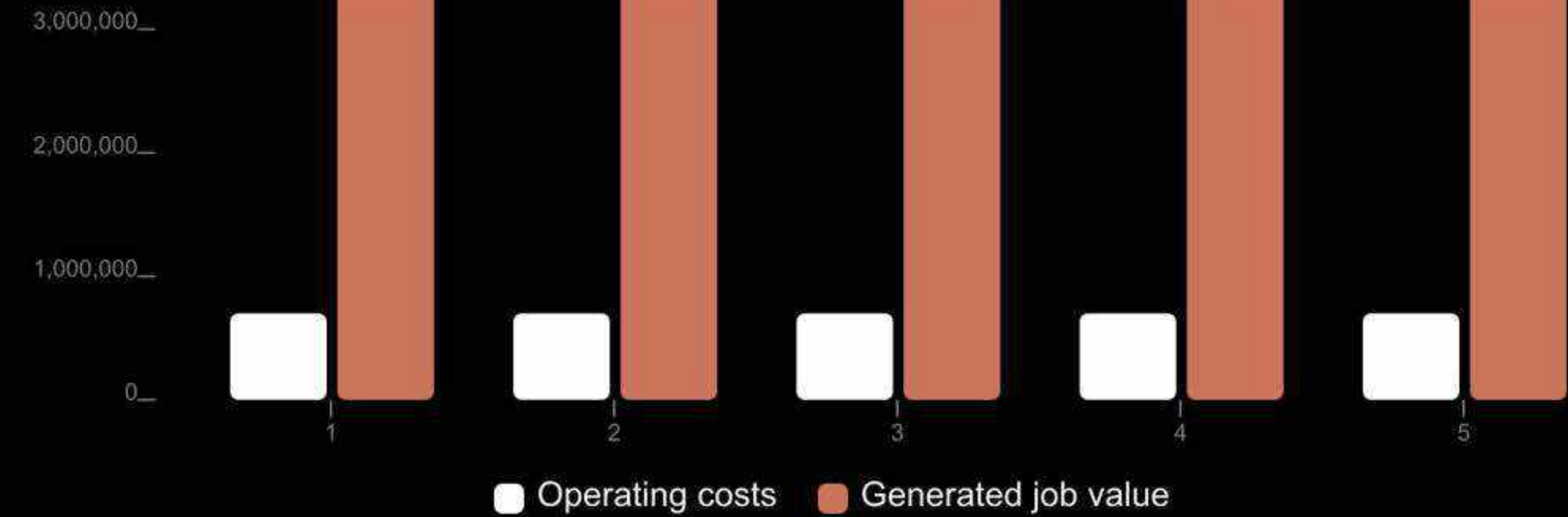
Value for shorter work period

0

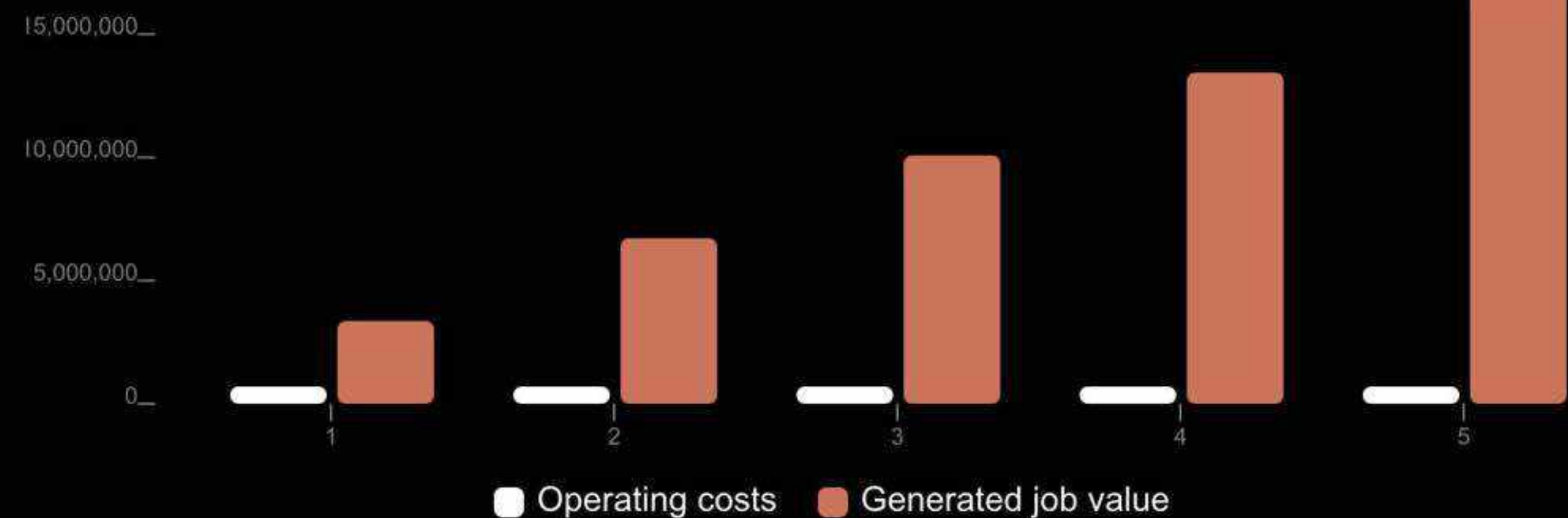
Years of operation

5

## Yearly operations



## Cumulative value of kept jobs






The image features a solid red background with a grid of 200 white human icons. The icons are arranged in 10 rows and 20 columns. Each icon is a simple white outline of a person, with some variations in arm and leg positions. Overlaid on this grid is the text "SKILLS PROGRAM" in a large, bold, black, sans-serif font. The text is centered horizontally and vertically, with "SKILLS" on the top line and "PROGRAM" on the bottom line.

# SKILLS PROGRAM



The background of the entire image is a solid red color. Overlaid on this background is a repeating pattern of small, white, stylized human figures. These figures are arranged in a grid, alternating between male and female symbols. The male symbol is a simple outline of a person with a rectangular torso and a small circle for a head. The female symbol is similar but includes a small circle for a bust. The pattern is dense and covers the entire area.

12 000

OPPORTUNITIES TO  
IMPROVE SKILLS





# FIELD-SPECIFIC COACHING

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# PHOTOGRAPHY TRAINING

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# FORKLIFT TRAINING

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# WORKING LIFE IN FINLAND

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# SCRUM MASTER TRAINING







# TIETO & TELIA MENTORING PROGRAM

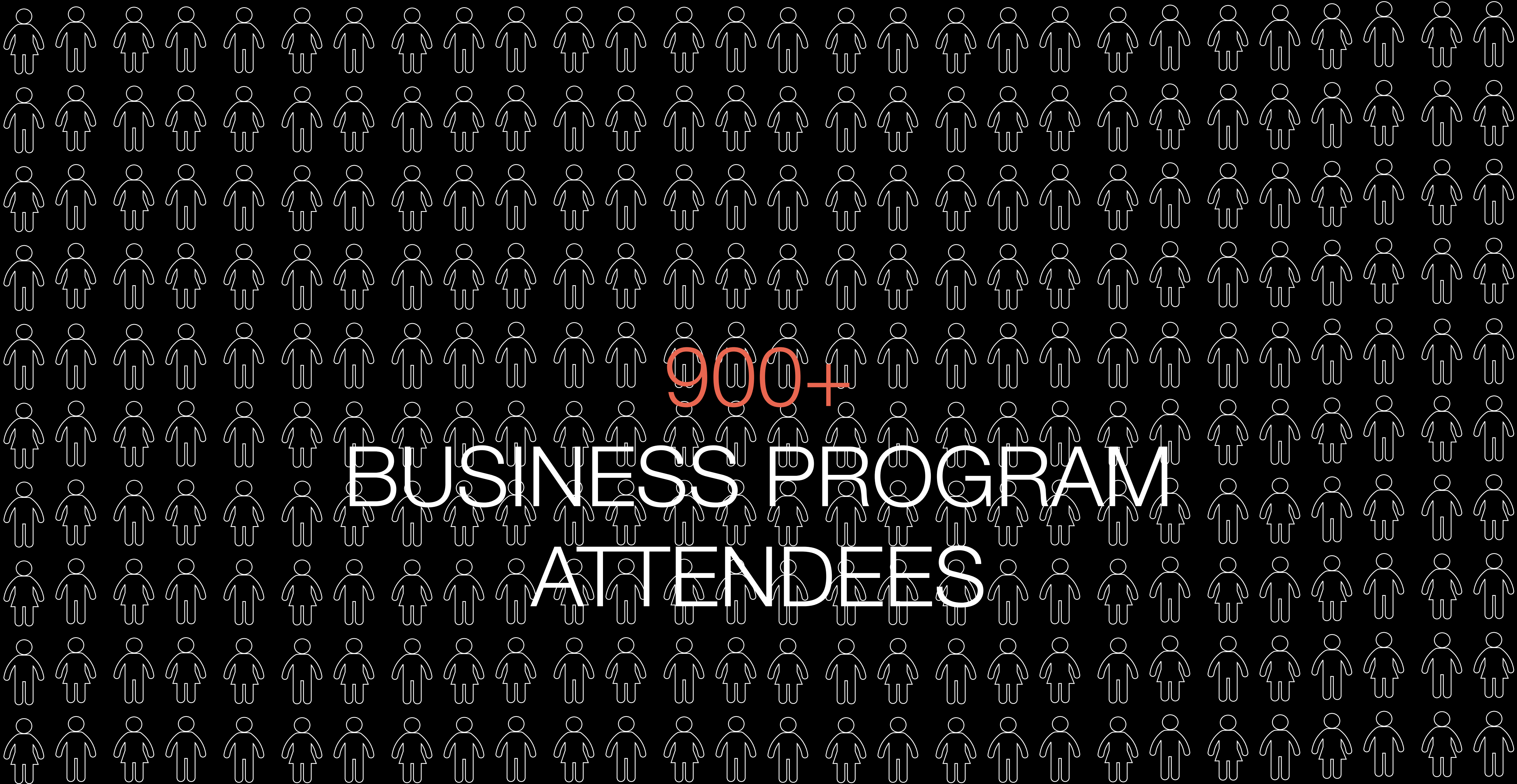




The image features a solid red background with a white border. Overlaid on this background is a grid of 100 white human icons, arranged in 10 rows and 10 columns. The icons are stylized, showing a head, torso, and legs. In the center of the grid, the words "BUSINESS" and "PROGRAM" are written in a large, bold, black, sans-serif font, stacked vertically. The text is centered horizontally and partially obscures the icons behind it.

# BUSINESS PROGRAM





900+

BUSINESS PROGRAM  
ATTENDEES





90+  
COMPANIES  
REGISTERED



ENTREPRENEURSHIP & EMPLOYMENT SUPPORT  
NETWORK FOR NEWCOMERS



**ENTREPRENEURSHIP COURSE**

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NewCo  
Helsinki





# BUSINESS MENTORING







# POP UP'S, FAIRS AND FESTIVALS

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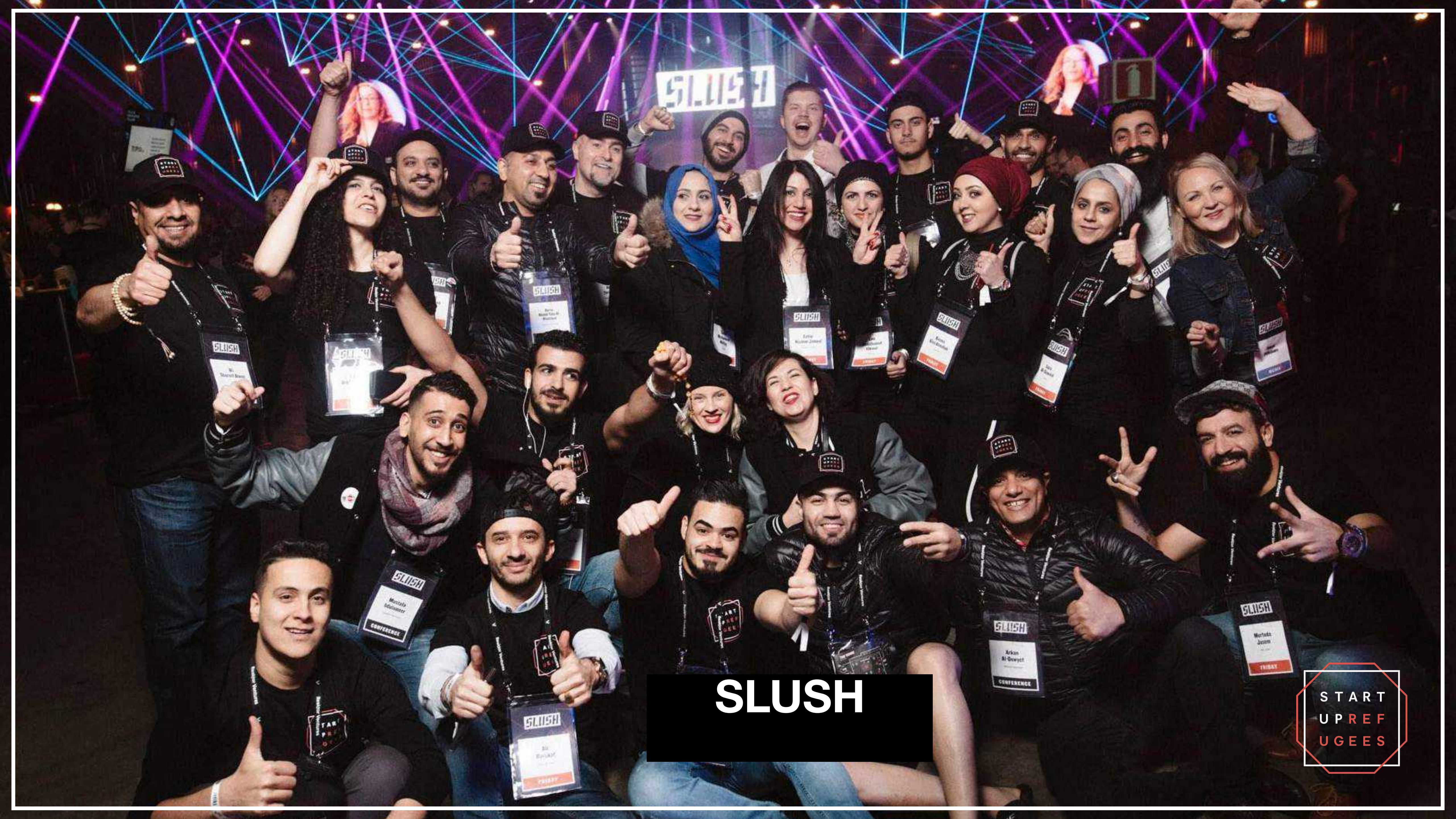




**CHRISTMAS MARKET**

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SLUSH

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Lounge

Photobooth

Art Corner

Support  
newcomer  
founders and  
Polaroid your  
festival  
memories  
(Selfies for free)

# FLOW FESTIVAL







# FLOW FESTIVAL

START  
UP  
REF  
UGEES

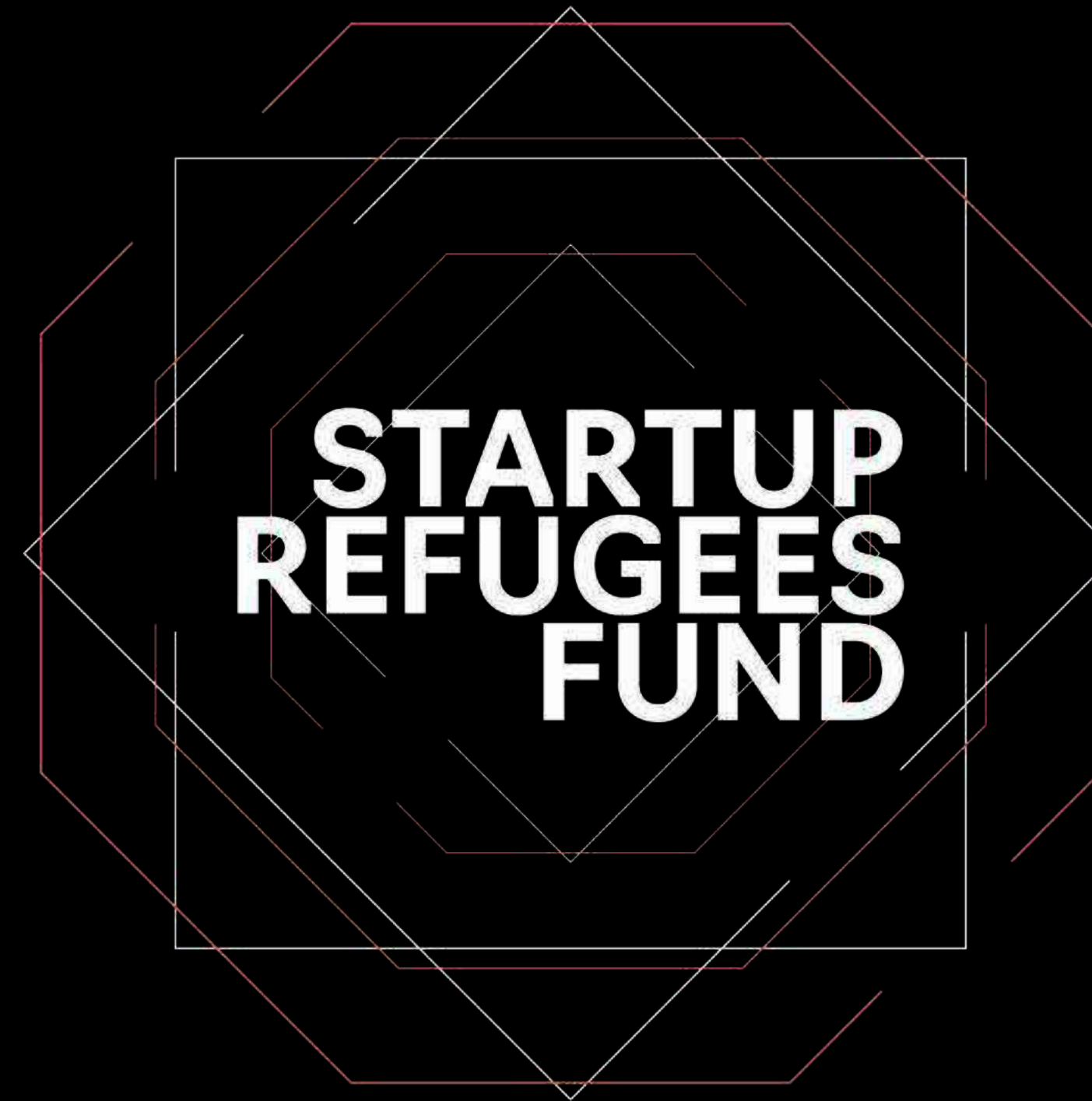




# **FREELANCING IN IT, PILOT IN JORDANIA 2021**

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**THE ONLY FUND FOR  
NEWCOMER FOUNDERS**

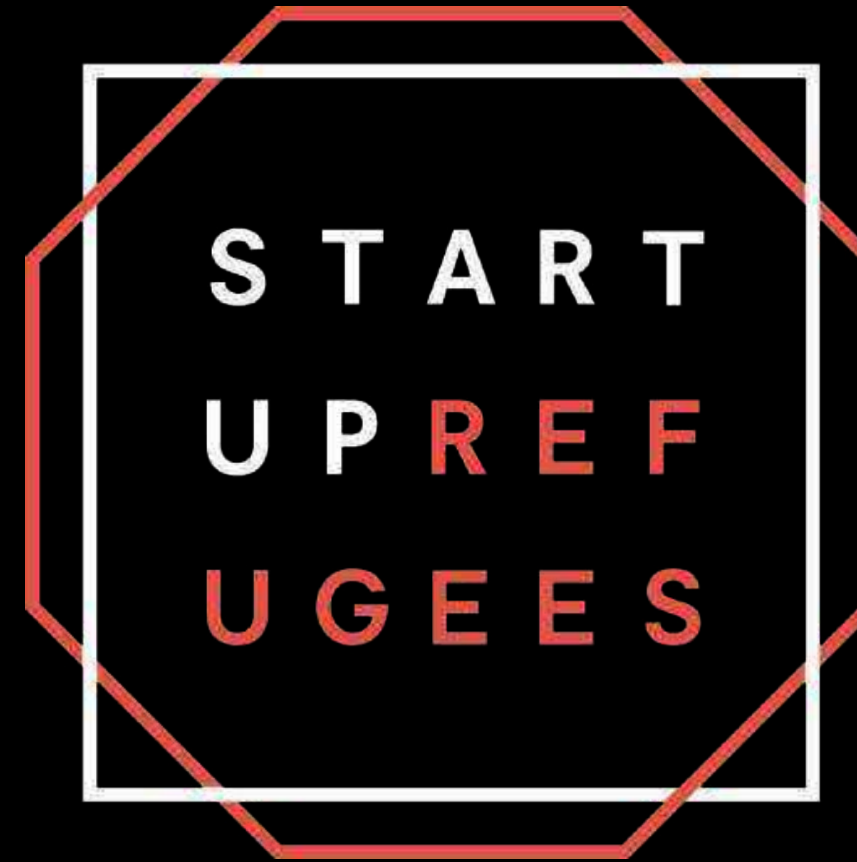




**SLUSH**

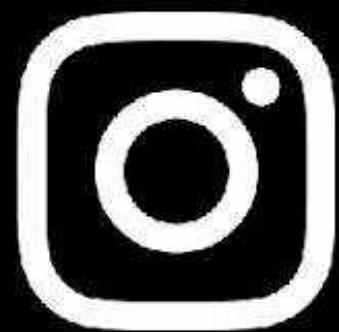
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**CONTACT US:**

**[startuprefugees.com/contact](https://startuprefugees.com/contact)**



**startuprefugeesnetwork**



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