

Building Consensus on Finland's Future: Pathways to an Inclusive and Socially Sustainable Labour Market, (PATHS) -consortium. PI Pauli Rautiainen, University of Eastern Finland
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Letter of Collaboration

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| Organisation and country | City of Tampere (Tampere region employment area), Finland. |
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The Tampere Region Employment Area consists of 16 municipalities within the Pirkanmaa region and provides statutory employment and business services to these municipalities, job seekers and businesses. As of 2025, employment services, alongside integration services, were transferred to the responsibility of municipalities in Finland. Furthermore, municipalities oversee secondary education, which positions them as key players in services aimed at migrants, promoting integration into local communities following the reforms. The city of Tampere has previously participated in municipal trials of employment services ahead of the reform and has been particularly proactive in advancing active labour market policies across Finland.

SRC Consortium PATHS focuses on collaboratively developing all aforementioned policies with local service providers and migrant communities. PATHS places particular emphasis on diverse study- and work-based migrant groups spanning various skill levels and professions, including those who have recently arrived in Finland or are expected to do so. Migrants' paths into and within Finland's labour market and society are tracked across key areas such as language learning, service access, and everyday life. Additionally, the project targets companies involved in international recruitment as part of employee migration processes. **PATHS consortium is led by the University of Eastern Finland (PI Pauli Rautiainen) and includes Tampere University, the University of Jyväskylä, and the Finnish Centre for Pensions as consortium partners.**

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| Purpose and objectives of the cooperation regarding the project; added value of the cooperation | Collaborative Agreements Between Tampere Region Employment Area and PATHS (if funded): |
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1. **Invitations to Research.** The Tampere region employment area and PATHS agree to collaborate on disseminating research invitations to local migrant communities and unemployed job seekers of migrant backgrounds. PATHS will monitor local migrants using the LearningTracker app and follow-up interviews over a six-year period. The app, developed by Professor Petri Nokelainen's research group (TAU), is used to track not only the pathways of migrants but also the learning in areas such as language acquisition, understanding of Finnish society, and the development of new professional

Description of the
practical
implementation
of the
cooperation

skills. In particular, it monitors the utilisation of artificial intelligence and other learning-supporting technologies in these learning processes.

2. **Event Series: Employment and Integration Services After Reforms.**
The Tampere region employment area is invited to join the event series "Employment and Integration Services After Reforms" (TE2025 and KOTO25), aimed at codeveloping integrated services together with employment areas across Finland. PATHS will study the 'service paths' of study- and work-based migrants, assessing their integration into areas such as education, language skills, employment, and access to social and health services. The findings to be discussed will stem from LearningTracker analytics, follow-up interviews, and registry-based research. The Tampere region employment area will participate in these co-development events, held annually throughout the project timeline (2026–2031, six events total). These events also facilitate policy dissemination among actors in the local employment ecosystem. Migrants and stakeholders from various occupational fields will contribute to discussions about integration and employment experiences. One or two events from the series are planned to be held in Tampere.
3. **Event Series: Migration, Integration, and Active Labour Market Policies.**
The Tampere region employment area is also invited to join the national policy development event series. These co-development events target findings related to study and work permits, job quality, and service implementation regulations. The Tampere region employment area's role includes participation in these events (six in total from 2026 to 2031). Discussions will involve ministries, government organisations, migrant societies, and the WORK2030 programme (inviting national employer and employee unions, federations, and other labour market actors).
4. **Participation in Societal Impact Board.** As a representative of local service providers, the Tampere region employment area is invited to join the Societal Impact Board of PATHS, which also acts as the project's steering group. This board gets together semi-annually, with its tasks including bridging the gap between research, regulation and practical implementation of various policies, and fostering the development of inclusive policies within Finland.