STARTUP REFUGEES:

ACTION REPORT 2025



START
UPREF
UGEES

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FOREWORD

At Startup Refugees, our mission is clear: to accelerate the inclusion of newcomers through employment, entrepreneurship, and skills development.

In 2025, 195 newcomers entered the open job market directly through our work, with at least 221 more finding employment through our guidance, training, and employer networks. Thousands participated in our different training and mentoring programmes. Behind these numbers are individuals building their lives, strengthening their skills, and contributing meaningfully to Finnish society.

This year also marked ten years of impact. Over the past decade, we have consistently seen that employment creates stability, confidence, and long-term belonging. Work is not only a source of income — it is a foundation for participation, dignity, and contribution. To make this impact more visible, we launched our Impact Calculator in 2025, highlighting the broader economic and societal value generated through the jobs and businesses created within our community.

Startup Refugees has always been a network and this year it continued to grow both regionally and internationally. We deepened employer collaboration, expanded our presence into new locations, and strengthened partnerships with cities, companies, and organisations committed to fair and inclusive recruitment

The operating environment in Finland changed over the year. Policy developments and public debate shaped how newcomers find work and how employers recruit internationally. Economic uncertainty and a more competitive funding landscape made 2025 a challenging year, but our operational impact remained strong.

This reinforces the importance of long-term partnerships, diversified funding, and demonstrating measurable results. Globally, displacement and labour market inequalities continue, while Finland needs talent. Our role remains to ensure skills are recognised, opportunities are accessible, and inclusion becomes a practical reality.

This report reflects a year of focused work, collaboration, and measurable progress.

I want to thank all of our customers, partners, funders, volunteers, and dedicated team for making this work possible.

Aicha Manai
CEO
Startup Refugees



2025
IN NUMBERS

195 employed to the open job market

221 newcomers employed indirectly

53 mentor–mentee pairs in our mentoring programs

4000 personal career support sessions with customers

6 entrepreneurship courses in two languages

769 business advice sessions on entrepreneurship

25 companies registered

67% of customers would have significantly less support and professional contacts without Startup Refugees

70% of customers say our support increases their feeling of belonging to Finnish society

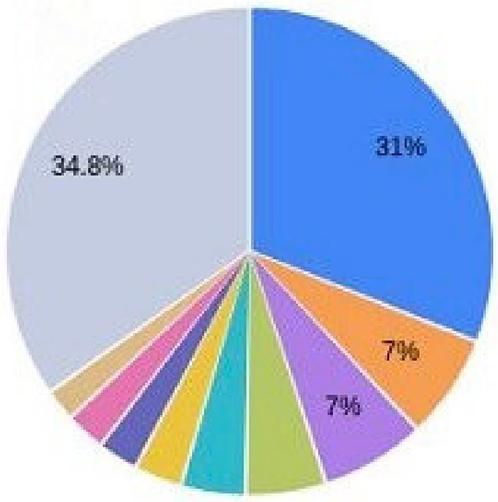
75% have increased confidence to take part in societal activities

Direct employment results include confirmed employment contracts achieved through Startup Refugees recruitment and matching services across regions. Indirect results include employment outcomes reported by clients after coaching and guidance (follow-up based).

START UP REF UGEES

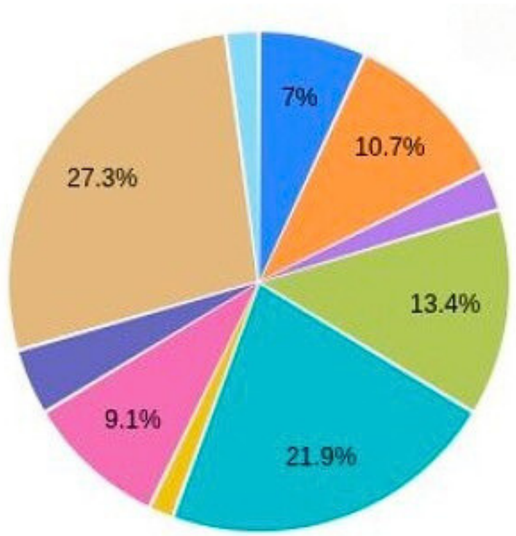
2025
IN NUMBERS

Nationality



- Ukraine
- Iran
- Nigeria
- Somalia
- Afganistan
- Morocco
- Russia
- Sri Lanka
- Others

Legal Status



- Refugee status
- Asylum seeker
- Finnish citizen
- International students
- Others
- Permanent residence
- Refugee status
- Spouse, family ties
- Temporary protection
- Valid working visa

IMPACT & VISIBILITY

Impact Calculator

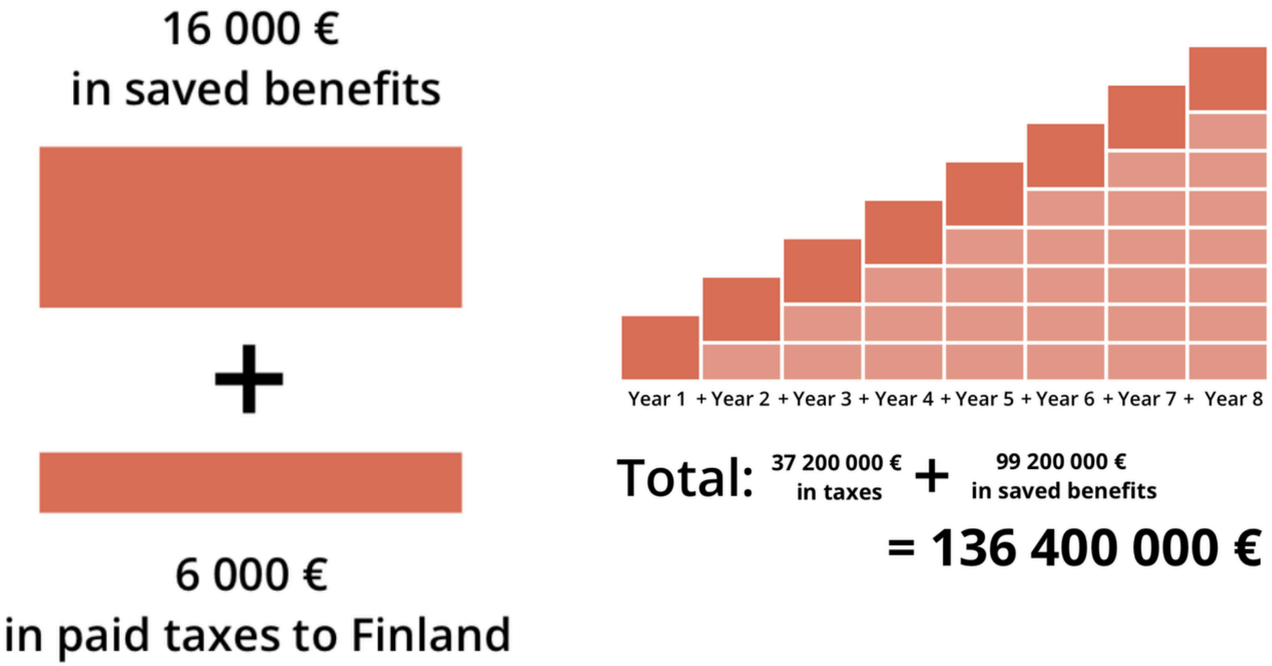
To celebrate ten years of supporting the employment of refugees and other migrants, we launched an Impact Calculator to make the benefits of employment visible and measurable. For ten years, Startup Refugees has focused on one core principle: jobs create impact.

The calculator:

- Demonstrates the economic and societal impact
- of employment
- Highlights contributions through taxes, income and reduced reliance on public support
- Is based on cumulative employment data, including contract lengths and salary ranges

The tool was designed by data visualisation expert Pekka Pulli using employment results collected throughout the years. It provides a concrete way to understand how each job created generates wider impact for individuals, families and Finnish society.

The Impact Model



COMMUNICATIONS

Social Media & Visibility

Our social media channels reached a total of 21 498 followers, compared to 18 708 the previous year, marking approximately 15 percent growth.

- 719 459 total impressions across channels
- Increased engagement around anniversary and campaign content

Startup Refugees was featured on media such as Yle, Kaleva, InfoMigrants, Helsingin Uutiset and Radio Helsinki.

In addition to digital communications and traditional media, storytelling was strengthened through a photo exhibition and a video series produced as part of the ten-year anniversary.





From Arrival to Belonging Exhibition

We produced From Arrival to Belonging, an exhibition highlighting the journeys of refugees and asylum seekers who arrived in Finland from the Middle East in 2015 and from Ukraine in 2022. The exhibition celebrates the ways these 12 individuals have shaped and enriched their communities. A parallel social media video series under the same title featured six individuals sharing their stories in greater depth online.

The exhibition opened at the ten-year anniversary gala and later travelled to:

- Stoa Culture Center, Helsinki
- Valkea Shopping Center, Oulu
- Revontuli Shopping Center, Rovaniemi

The main portraits for the exhibition were photographed by Nora Sayyad, while additional images featured throughout the years were captured by Jussi Hellsten, Julius Töyrylä, Iiro Immonen, Nora Sayyad, and Miikka Pirinen.

The project was funded by TAIKE.

ADVOCACY

World Refugee Week

During World Refugee Week, Startup Refugees combined advocacy and community engagement to highlight the contributions of refugees and migrants in Finland.

World Refugee Week meets Midsummer Magic at Kulttuuritalo's KULT club in Helsinki showcased performances exclusively by artists from refugee and migrant backgrounds. Including DJ Renaz, DJ Coco, West African drumming ensemble from Togo and Benin, and Palestinian dabke dance group.

The event provided a platform for refugee and migrant voices, raising awareness of their cultural, social, and economic contributions. It showcased the talent, resilience, and creativity of refugees and migrants, offering a glimpse into the richness they bring to Finnish society. Through music, dance, and storytelling, the event promoted greater understanding and unity within the community.

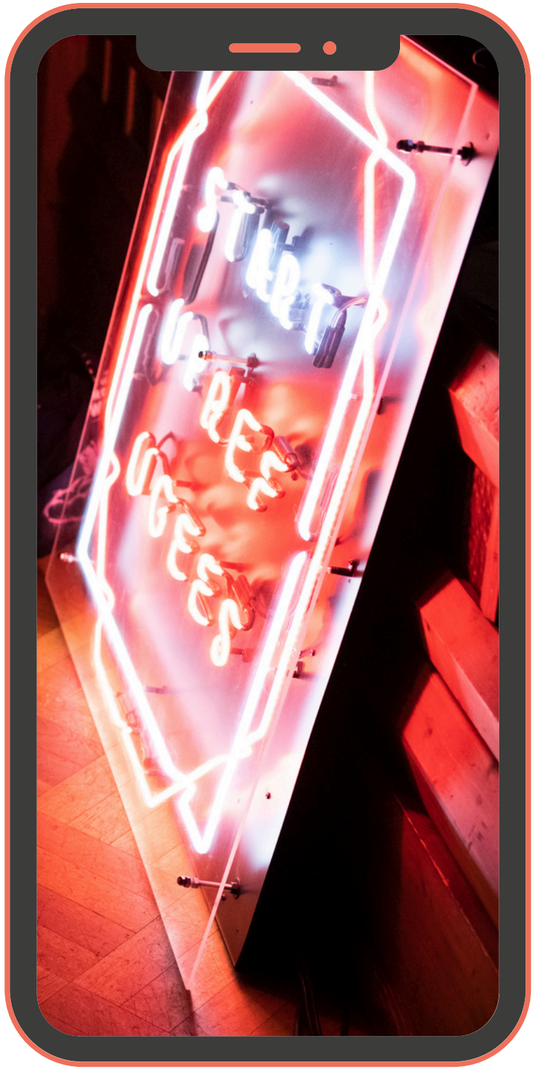
Ten-Year Anniversary

IIn 2025, we celebrated 10 years of building futures and creating opportunities, growing into a nationwide network supporting thousands of refugees, asylum seekers, and migrants in employment, skills development, and entrepreneurship.

We organized a celebration gala for more than 200 of our network members at Home Hotel Jugend last October. The gala was hosted by one of our founders Riku Rantala, accompanied by DJ Renaz and a live performance by Hassan Maikal.

During the evening we heard stories of how Startup Refugees has supported newcomers over the past decade to find their professional voice and place in Finnish society.

As part of the celebration, Startup Refugees Fund awarded its largest-ever grant pot, with amounts ranging from €5 000 to €16 000, supported by Tieto, RELEX Foundation for a Better Future and Saber Kordestanchi.



STARTUP REFUGEES BUSINESS – GRANT WINNERS 2025

Four entrepreneurs were selected anonymously from over thirty short-listed applications.
Beyond funding, the grants provide recognition, visibility, and confidence to scale their businesses:



Gannet | €16 000

Dheyaa Al-Zirjawi



MIMIQIT | €10 000

Zachary Burda



Kiteen Autopesu | €5 000

Uzair Irshad



Refendr | €5 000

Faith O. Omojola

RECRUITMENT TEAM SOUTH

Program Results

In 2025, the Recruitment Team based in Helsinki strengthened its role as a trusted bridge between employers and international talent.

The year combined strong employment outcomes with deeper employer collaboration, inclusive recruitment initiatives, and important geographic expansion across the capital region and Turku.

Our work continued to focus on translating skills into concrete employment opportunities while providing personalised, long-term guidance to jobseekers navigating an increasingly complex labour market.

Behind each employment result is a process of coaching, preparation, employer dialogue, and trust-building.

20 Match Clinics organised across Espoo, Vantaa, Helsinki, Järvenpää and Turku

105 Direct employment outcomes through recruitment and matching services

110+ Recruitment opportunties created across multiple industries

221 Indirect employment results supported through career coaching

340+ Participants had their skills mapped into the Match platform

1800+ Personal appointments held during the year

FEEDBACK FROM PARTICIPANTS:

> **“Your organisation helped me find a job, and because of that my life started moving forward again.”**



> **“I secured a work-based residence permit through employment and I am now in the process of purchasing my own apartment.”**

Recruitment opportunites, South

Recruitment opportunities spanned hospitality, facility services, manufacturing, logistics, administration, technology, and skilled trades, alongside specialist and expert-level roles. This diversity reflects both the breadth of talent within our network and growing employer confidence in
our matching processes.

Inclusive recruitment remained a strategic priority. Our collaboration with IKEA through the Equal Start! programme focused on equitable internal recruitment and inclusive career development. We supported the drafting of job advertisements, participated in interviews, and provided guidance on fair selection practices across several cities. During Pride Week, we organised a job fair connecting LGBTQ+ jobseekers with inclusive employers, reinforcing our commitment to equal access to employment.

Employer engagement was further strengthened through four Business Breakfast events addressing inclusive recruitment, artificial intelligence in hiring, workplace belonging, and discrimination faced by young immigrant professionals.

These events strengthened partnerships and positioned Startup Refugees not just as a recruitment partner, but also as a key player in discussions on fair employment practices.

Innovation and internal development were central in 2025. We delivered AI training to ensure ethical tech use in our services and provided DEI training for companies. In collaboration with Scope Impact, we facilitated co-design workshops for the Halla Health self-care app, where participants contributed as paid consultants.

Geographically, we achieved key milestones.
We relaunched operations in Turku with the City of Turku Employment Services, opened a new office in Vantaa, and started supporting Vantaa's employment services. Major employer collaborations included Lidl, TechClass, Loisto Settlementti, Bolt, and IKEA.

In 2025, we demonstrated that sustainable employment outcomes are built on long-term employer relationships, personalized guidance, inclusive hiring, and continuous development.





RECRUITMENT TEAM NORTH

Project Results

In 2025, our team focused on strengthening employment pathways for newcomers in Lapland and Northern Finland, with particular emphasis on Rovaniemi, Oulu, Kuusamo and surrounding areas. Our work responded directly to the realities of the region: a highly seasonal labour market, strong employer demand during peak periods, and newcomers navigating work in Finnish and multilingual environments.

Throughout the year, our approach was hands-on, needs-based, and realistic. We worked closely with jobseekers, employers, education institutions, and local partners to turn opportunities into employment outcomes while fostering long-term confidence and labor-market attachment. Support included tailored CV feedback, interview prep, guidance on Finnish workplace culture, and assistance with seasonal contracts and job transitions.

Beyond job-search help, we provided emotional support during periods of fatigue, helping individuals stay motivated and resilient.

23 Pop-up guidance and recruitment sessions in Lapland

90 Direct employment outcomes in the Northern Ostrobothnia and Lapland region

700+ Personal support appointments in North Ostrobothnia

1800+ Personal support appointments in Rovaniemi

Recruitment collaborations with long-term employer partners such as Ekovilla, NClean, Arctic Career, Glass Resort, Bondata and UBSolar.

Expansion into new fields, including solar panel installation and renewable energy-related work as well as increased restaurant-sector recruitment in Oulu for candidates with basic Finnish skills.

RISE PROGRAM



In addition to direct recruitment efforts, we enhanced jobseekers' readiness through the RISE program in Oulu. This program equips participants with job-search tools and confidence-building in a peer setting, crucial in Northern Finland where networks are smaller and recruitment processes can be harder to access. Feedback highlighted the value of recruiter-level insight, CV and cover letter improvements, and the feeling of not being "alone" in the integration journey. Networking was a key takeaway, with many leaving sessions "more motivated" and "more confident." While many contracts were seasonal or fixed-term, they often served as stepping stones, boosting confidence, understanding of Finnish working life, and job-search skills.

ARCTIC MENTORS



A key achievement in the North was the completion of the Arctic Mentors 2024 project, which brought together key stakeholders to develop strategies for improving immigrant employment and fostering diversity. The first cycle of Arctic Mentors concluded, and a second cycle was launched, involving 40 mentoring pairs across various fields, including IT, tourism, healthcare, HR, entrepreneurship, education, and more. The program was particularly valuable in the Northern context, where professional networks are smaller, and personal connections are essential for career development. It helped participants expand their networks and gain valuable insights into their fields, contributing to long-term integration and employment success.

FEEDBACK FROM PARTICIPANTS:

> **“The Artic Mentors programme was a really great initiative and truly helpful for me. It gave me the opportunity to connect with new people and build meaningful connection. My mentor helped me adjust my CV to better fit the Finnish job market.”**



> **“Being part of this mentoring journey has been grounding for me. It’s given me space to reflect, ask questions, and feel supported while figuring out my next steps.”**

REFLECTIONS

Language adaptation is demanding but transformative. Many non-native Finnish speakers find working in Finnish overwhelming and may leave employment to join integration courses. Those who remain through the adaptation phase report improved confidence, more spontaneous language use at work and in daily life, and increased motivation to continue studying Finnish.

Even short or seasonal roles can have long-term impact when combined with guidance, reflection, and follow-up. Employer relationships are long-term investments. Sustained cooperation, such as the long-term collaboration with companies like Ikea, Tieto, Ekovilla, Netlight NClean, has resulted in stable and impactful outcomes.

Through the different mentoring programs, mentees gain access to professional networks and real work environments, helping them understand expectations, workplace culture, and everyday realities in their fields. Personal referrals improve outcomes.



Mentor recommendations increase access to internships, particularly in regions where recruitment relies on trusted relationships. When mentees feel supported, their confidence and initiative grow, leading to more active networking and job seeking.

Our experience shows that inclusion is possible even in seasonal and linguistically demanding labour markets when support is practical, honest, and sustained.

SKILLS DEVELOPMENT

Skills Development Team

In 2025, our focus was on developing and testing new service models, reaching new customer and beneficiary groups, and strengthening the practical impact of our work in employability, skills development, and mentoring.

Throughout the year, we combined proven training formats with first-time initiatives, laying a solid foundation for future scaling and long-term impact.

Operational Results

During the year, we delivered a wide range of in-house training activities focused on employability, job search skills, and integration into Finnish working life.

These different sessions mentioned on the right supported participants at different stages of their employment journey, from understanding Finnish working culture to developing practical job search, networking, and interview skills.

35 CV & Cover Letter Training

38 Interview Training:

44 Working Life in Finland training in person:

97 Job Search Training

101 Professional Networking:

293 Working life in Finland training online:

Regional Expansion and Activities focusing on the Youth

We delivered training activities in Turku and organised three targeted workshops focusing on career counselling and job search skills in Finland, mock interviews and professional networking. The workshops were tailored to local needs and implemented in close collaboration with city stakeholders. Throughout the year, we combined proven training formats with first-time initiatives, laying a solid foundation for future scaling and long-term impact.

We also organised Dream Workshops for young refugees living in Järvenpää and Sipoo. The workshops focused on inspiration and motivation, exploring future pathways as well as skills awareness and career aspirations.

In addition to structured training and mentoring programs, we organised and facilitated information sessions, hackathons and various thematic workshops with a total of 365 participants.

Overall Reach and Feedback:

We had almost 1 000 participants in different trainings and events throughout the year, excluding customer support. Participants valued the practical activities, mentoring, and support, noting boosts in confidence, skills, and job readiness.





Mentoring Programs

During the year, we successfully piloted three mentoring programs in different fields:

1. ICT Mentoring Program with Netlight & Tieto
   - 26 mentor–mentee pairs
   - Included our first-ever hackathon
2. NGO Mentoring Program with Amnesty, Plan & Diakonissalaitos
   - 21 mentor–mentee pairs
3. Engineering Mentoring Program with a Finnish construction company
   - 6 mentor–mentee pairs

A total of 53 mentoring pairs participated in the program. Six months after the 2024 cohort, 14 out of 25 mentees had secured employment, resulting in a 56% employment rate.

MENTORING PROGRAM MENTEES FEEDBACK:

“The mentoring program has really helped me grow both personally and professionally. I got to meet some great people and learn more about NGOs in Finland, which gave me a better idea of what working in that field is like —and actually made me want to be part of it. It also made me stop and think about what I really enjoy doing, and it’s helped me start setting some goals for myself.”

– NGO Mentoring Program

“It gave me so needed clarity, what of my skills and experience can match the current NGOs needs, what value I can bring. It's extremely important and I couldn't get this from nowhere else.”

– NGO Mentoring Program

“As someone who relocated to Finland recently, building a professional network here was crucial. This program connected me with mentors and fellow participants who understand the Finnish job market and technology sector, which has been invaluable.”

– IT Mentoring Program



ENTREPRENEURSHIP

Entrepreneurship Team & Operational Results

2025 focused on development and new openings. We strengthened and expanded our entrepreneurship courses, making them more accessible to a wider range of aspiring entrepreneurs, and developed new AI training to support our clients in business development. The year also marked the successful completion of several projects with strong results, while further strengthening both international and national cooperation with practitioners supporting entrepreneurship.

3581

Participations in entrepreneurship activities

6 Startup grants

25 New busnesses

38 Business mentoring sessions in cooperation with our network members

53 Newcomers gained business skills through AI-assisted entrepreneurship training in the UPBEAT project with Haaga-Helia University and the Estonian Refugee Council.

265 Participants across our new Crash Courses, Incubator, and Growth programs delivered in English and Ukrainian

769 Business advice and coaching sessions

Working with Partners

The AMBITIOUS project, funded by the Erasmus+ programme, was implemented in partnership with Startup Refugees, Forward·Inc, and PLACE Network. The project strengthened the capacity of organisations supporting migrant entrepreneurs by developing practical training resources on online facilitation, innovation and leadership, and business idea testing. Through transnational collaboration, three open-access training manuals and a facilitation toolbox were co-created and piloted across Europe.

In total, 39 trainers participated in Training of Trainers activities, and 64 migrant entrepreneurs took part in innovation and business idea testing training. The project improved the quality, inclusiveness, and sustainability of entrepreneurship support while strengthening European cooperation within the migrant entrepreneurship ecosystem.

We also organized 16 events supporting migrant entrepreneurs in rural Finland through the SISU project and produced videos with local experts to share tips, tools and inspiration. Partners included Leader Viisari ry, Northern Central Finland Vocational College (POKE), and the Äänekoski Entrepreneurs Association, and was co-funded by the European Union and the ELY Centre.





ENTREPRENEURSHIP PROGRAM FEEDBACK:

“I loved the course, the content and the facilitator. There was no gate keeping information. Although I did not come into the course with a specific business idea, I left confident in the knowledge that there is a lot of help available. Thank you!”

“Meeting with mentors was extremely inspiring for me. When I listened to their stories, experiences, and honest stories about successes and mistakes, I felt that in front of me were people who had already gone through the path that I was just starting to walk. It was very supportive and gave me confidence.”

“My mentor is Anna. I remember that during the first general meeting I thought: “It would be cool if Anna became my mentor.” And so it happened! She is an incredible person - warm, important and at the same time very professional. She gave specific advice, helped find solutions, shared knowledge and supported.”



NETWORK & PARTNERSHIPS

Businesses play a critical role in turning integration into a shared success story. Supporting Startup Refugees is a concrete way for businesses and organisations to challenge existing labour market inequalities and demonstrate leadership beyond compliance in their social responsibility, sustainability, and diversity efforts.

Diverse, mobile talent is a permanent reality of the modern workforce. Companies that learn today how to support refugee career mobility are better prepared for the future of work — adaptable, inclusive, and competitive. Consumers also increasingly prefer brands that demonstrate social responsibility. For businesses in Finland, this is not only the right thing to do: it is the smart thing to do.

In 2025, we had four corporate partners who supported us financially with a total of 32 000 euros. In addition, companies and organizations donated to the Startup Refugees Fund and sponsored the ten-year anniversary events. Altogether, 66 000 euros were collected through partnerships, sponsorships and donations from organisations and companies in 2025.

In addition, we formed around 30 pro bono partnerships with organisations and companies wanting to use their staff, skills and resources to support Startup Refugees' work. These pro bono partnerships benefited hundreds of newcomers and are worth tens of thousands of euros.

We have offices in Helsinki, Vantaa, Oulu and Rovaniemi but our network expands beyond those specific cities and even beyond Finland. This year we had activities in 74 locations, of which 36 are outside Finland.







Refugee-Friendly Employers Initiative with UNCHR

In 2026, we partnered with the UN Refugee Agency UNHCR to launch the Refugee-Friendly Employer Pledge.

The initiative highlights companies that are committed to supporting refugees in their long-term integration, career development, and advancement within the workplace. Through a structured selection process, six companies were recognized for their commitments for 2026: IKEA Oy, StaffPoint Oy, Bolt.Works Oy, Ekovilla Oy, Learning Intelligence Group / Claned, and UBSolar Finland Oy.

As part of the recognition, the companies committed to concrete and measurable actions. These include increasing refugee representation in their workforce, facilitating the employment of refugees into mid-level roles, and providing structured career development opportunities.

Several companies pledged to offer paid language learning during working hours, while others committed to training their staff in trauma-informed and inclusive leadership practices.

REFUGEE-FRIENDLY EMPLOYER

START UP REF UGEES

UNHCR
The UN Refugee Agency

In addition, companies are supporting skills development through apprenticeships, upskilling programs, and access to digital learning platforms, as well as creating clearer internal career pathways.

The purpose of the initiative is to move beyond individual employment outcomes toward systemic change. By working closely with employers, the UN Refugee Agency UNHCR in cooperation with Startup Refugees aims to ensure that refugees can access meaningful and sustainable careers, while supporting the development of a more inclusive and competitive Finnish labour market.

For companies, participation offers an opportunity to access diverse and often underutilized talent, respond to workforce needs, and strengthen their organizational resilience. At the same time, it allows them to take a proactive role in shaping more inclusive workplace practices and contributing to long-term social and economic impact.

FINANCE & PEOPLE

In 2025, Startup Refugees' funding was a blend of private and public sources, complemented by fundraising and service sales with an overall budget of 1.25 million euros.

Our strategic goal for service sales was 75 000 euros for 2025 and we managed to sell more than 100 000 euros worth of services mainly to cities and municipalities. At the same time several major grants we applied for were rejected.

The employment program and activities supporting the professional skills of asylum seekers were primarily financed by grants from STEA and the European Social Fund (ESF). The business program received its largest grants from the Private Entrepreneurs Foundation and the Ministry of Education and Culture. Additionally, the year saw some donations and other small-scale grants and joint project fundings.

Our strategic goal for 2024-2025 was to develop staff skills and know-how to provide better service. In 2025, the staff development was supported throughout the year by various training and learning opportunities.







The staff received training in innovation, AI & ethics, work ergonomics, cybersecurity, communication, psychological resilience, partnership management, and DEI. Team leaders also received training on work ability and wellbeing, while some teams had tailored coaching.

In 2025, 32 regular staff members were employed in Helsinki, Vantaa, Oulu, and Rovaniemi, including one intern. Additionally, 30 hourly employees, known as Community Leaders, supported employment programs, events, and workplace orientation.

The organisation strengthened its structure and regional presence, opening a new office in Vantaa in August. To support growth, two new roles were added: People & Culture Manager and Senior Specialist, Fundraising and Service Design, focusing on internal development, wellbeing, sustainability, and enhancing fundraising and service design expertise.

STARTUP REFUGEES BOARD

The board had six meetings in 2025. The chair of the board is Elisa Vepsäläinen and the board was joined by two new members: Shadia Rask and Saber Kordestanchi. The board currently consists of Elisa Vepsäläinen, Antti Innanen, Camilla Weurlander, Reetta Räty, Shadia Rask and Saber Kordestanchi who cover a wide range of expertise such as leadership, international recruitments, entrepreneurship, immigration, research, communications, journalism as well as diversity and inclusion themes.

The auditor for the year 2025 was Christian Klemetti from Tilintarkastamo Klemetti Oy and the vice auditor was Lotta Kauppila from Tilintarkastusrengas Oy.



Elisa Vepsäläinen



Antti Innanen



Shadia Rask



Camilla Weurlander



Reetta Räty



Saber Kordestanchi

LIST OF ONGOING PROJECTS AND FUNDING 2025

Project / Funder	
Working life participation of immigrants / Funding Centre for Social Welfare and Health Organisations (STEA)	1/2025 - 12/2026
Business services for young immigrants / Ministry of Education and Culture	1/2025 - 12/2025
Business program / Yksityisyrittäjäin säätiö	1/2025 - 12/2025
Work Force (North Ostrobothnia) / ESF+ (EU)	1/2023 - 6/2025
Diverse Talents (capital region) / ESF+ (EU)	10/2023 - 3/2026
Arctic Mentors (Lapland) / ESF+ (EU)	07/2024 - 6/2026
SISU Business / Central Finland / Funded by ELY Centre & EU	1/2024 - 12/2025
AMBITIOUS / Erasmus+ (EU)	12/2023 - 12/2025
UPBEAT / Interreg (EU)	8/2024 - 2/2026

Photo exhibition and video production / Art Promotion Centre Finland (TAIKE)	1/2025 - 12/2025
AMARA / Nordic Council of Ministers	1/2025 - 12/2025
Kotona maaseudulla / European Agricultural Fund for Rural Development (EU)	10/2025 - 9/2027
Organizational development / RELEX Foundation	6/2024 - 12/2027

LOOKING AHEAD

In 2026, Startup Refugees will strengthen its core programmes in employment, skills development, and entrepreneurship while building a more sustainable funding base through service sales and partnerships. We aim to expand inclusive recruitment and training services across Finland, deepen employer collaboration, and enhance the use of the Match platform.

At the same time, we will actively advance advocacy and strategic partnerships to promote equal access to meaningful professional opportunities for newcomers.

A key focus will be the launch of new projects supporting young people and families on their path toward working life, including a family-centred coaching model that engages both youth and their close adults. We will further develop the Match platform to better identify skills and service needs, while ensuring personalized guidance and measurable impact.

Through stronger regional cooperation, innovative partnerships, and targeted inclusion efforts, we aim to create more accessible and equitable pathways to meaningful employment for newcomers across Finland.





Thank you for being part of our work — we look forward to continuing it together in 2026.

yours truly,
Startup Refugees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