
REKRY-AMARE

Promoting Work-related Immigration
and Spreading Good Practices in the EU

1st June 2010 – 31st March 2013

FINAL REPORT

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REKRY-AMARE Promoting Work-related Immigration and Spreading Good Practices in the EU (1st June 2010 – 31st March 2013)

Content

1. OBJECTIVES, PARTNERS AND TARGET GROUP
2. REKRY-AMARE PROJECT IMPLEMENTATION
3. PUBLICITY AND COMMUNICATION
4. PROBLEMS AND RECOMMENDATIONS
5. PROJECT RESULTS
6. INNOVATIVENESS OF THE PROJECT
7. EQUALITY EFFECTS OF THE PROJECT
8. GOOD PRACTICES
9. THE CONTINUITY OF THE OPERATIONS

1. OBJECTIVES, PARTNERS AND TARGET GROUP

The purpose of the project was to support the employment of academically trained immigrants and immigrants with other valuable skills, to study and create flexible qualification channels, to study the preconditions for successful recruitment and to utilize the good practices of other EU countries, especially in recruiting immigrants with higher education and in utilizing their expertise.

The project was funded by the European Social Fund, the Häme Centre for Economic Development, Transport and the Environment, the HAMK University for Applied Sciences, the City of Lahti, the City of Kouvola and the Lahti unit of the Palmenia Centre for Continuing Education at the University of Helsinki.

Objectives

Based on cooperation with other partners from the EU-countries, project's aim was to find common good practices for supporting highly educated people to cope with following issues:

- Identification and recognition of previously achieved expertise
- Complementing degrees and expertise in a flexible way
- Recruitment models
- Preventing problems arising from differences in working cultures
- Supporting integration
- Developing and widening integration training
- Finnish language and culture skills
- Multiculturalism in work organizations and multicultural management
- Increasing cultural competence and conducting surveys related to Chinese and Russian immigrants
- Finnish working culture and working life
- Possibilities for academic apprenticeship

- Cooperation models for employment authorities in the Kouvola, Lahti and Hämeenlinna regions
- Labour force mobility (especially in health care professions)
- Study and adopt EU and WHO regulations and expertise

Partners

Finnish Partners:

- University of Helsinki, Palmenia Centre for Continuing Education, Lahti (Lead partner)
- University of Helsinki, Palmenia Centre for Continuing Education, Kouvola
- HAMK University of Applied Sciences, Research and Development Centre for Wellbeing
- Päijät-Häme Employment and Economic Development Office
- Heinola Employment and Economic Development Office
- Kouvola Employment and Economic Development Office

International Partners:

- Germany: GEKO- Association for European and Local Politics (Berlin)
- Poland: Adam Mickiewicz University, Centre for Migration Studies, The Institute of Ethnology and Cultural Anthropology (Poznan)
- United Kingdom: GEMS Northern Ireland Limited (Belfast)
- Ireland: Dublin Ballymun Job Centre (Dublin)
- Estonia: Jaan Tõnisson Institute (Tallinn)

Target groups

- Representatives of Finnish public services: employment services, social & health care organizations and municipalities
- Representatives of Finnish educational organizations: universities, universities of applied sciences & other educational organizations
- Representatives of Finnish business communities: business service organizations, business federations and private businesses
- Academically trained/skilled immigrants in the social & health care/other sectors

2. REKRY-AMARE PROJECT IMPLEMENTATION

Objectives in the REKRY-AMARE project plan were defined quite broadly, so during the project implementation the objectives had to be prioritized and specified to some extent. During the project it was learnt that there were no reasons to develop new operations models, because they had been developed in other connections and projects. REKRY-AMARE devoted itself to looking for, applying and processing good practices and disseminating good practises to the sphere of operations – taking into account EU and WHO regulations and recommendations.

REKRY-AMARE concentrated on promoting work related immigration especially for those with an academic degree. The project produced and disseminated information and including different quarters to think about matter together. Creating and further developing positive attitudes towards work related immigration in society was emphasized in all activities.

The project activities were finding different recruitment models in the project's target countries, liquidation work and assessment of qualification models in the social & health care field, carrying out

liquidation work on Chinese immigrants and Russian cooperation, dissemination seminars on good practices and expert workshops, looking into recruitment and support models and pilot education in work communities.

The searching and dissemination of good practices was carried out according to the project plan in cooperation with the representatives in the EU-area. A seminar/workshop on good and working practices and a partner meeting were held in every project partner country as stated as aims in the project plan. The project also made surveys on the situations in different countries and reported on them. These reports have enabled to create a present picture of the project countries' academically trained immigrants' labour market situation. (Further information about the reports at: www.rekryamare.fi/Publications).

An important sector during the project was producing local surveys to support processes developed by the project. The surveys were carried out by the project staff and were meant not only for the project's internal use but also to be exploited by the local representatives. The surveys were assessed internally by the project and published on the project website. The surveys were carried out by using questionnaires, e- questionnaires and interviewing local representatives and other interest groups. The project also devoted itself to the employment situation of Chinese immigrants in Finland. A series of four reports were made from these surveys. Further information on the contents of these reports at: www.rekryamare.fi/Publications.

The seminars and workshops were used for disseminating the newest research and practical information, sharing good practices and for networking. Theme related discussions were held and art originated methods were used in influencing attitudes. Immigrant employment to their own line of trade for immigrants already living in the country was also promoted with the help of the seminars.

The content of the seminars and workshops were planned and carried out to meet the project objectives and they were full filled as planned. International workshops were two day workshops. The first day was an internal work day for the project and the second a public seminar open for all. Surveys carried out in the workshops were assessed and reported and good practices were shared later in Good Practices -seminars organized in Hämeenlinna, Kouvola and Lahti. Programs of all seminars and workshops, including given presentations, are accessible at: www.rekryamare.fi/Events.

Participants of the kick off and final seminars held in Finland were Finnish representatives and cooperation partners and representatives from all EU partner countries. The participants of the domestic Good Practices –seminars were from the project's target groups, as social & health care professionals and academically trained immigrants. The participants in the final seminar organized in Lahti were local representatives as well as national representatives and decision makers and from other regions. Discussions were also carried out in network meetings and interest group events with health & social care professionals already living in Finland, university and polytechnics, labour administration, management consultancy companies, entrepreneur associations, health care organizations and representatives from counties and companies.

A need for recruiting foreign nurses has increased during the project and the recruitment activities have become concrete. For example some ESF projects organized language training for Spanish nurses with the intension of employing them in Finland. The REKRY-AMARE project was involved towards the end in planning and carrying out the work community familiarizing training for 17 Spanish nurses employed in Finland in Kymenlaakso region, because this kind of function fit well into the project's objectives. This meant three work community pilot training events and the training of work community coaches. The training events were organized in cooperation with the region's other rep-

representatives (MEDIKO, MINFO, Kymen Rekry) and they were carried out successfully and according to the objectives given for the training.

In a partial project of HAMK University of Applied Sciences a survey was carried out in which the regional need for labour and the need for qualification training for immigrants especially in the health and social care fields were researched. In addition to this, cooperation for increasing the educational opportunities of multicultural students was promoted. The students of nursing and social welfare training programmes made several project works either individually or in groups closely linked to REKRY-AMARE's themes concerning Expertise of Health Care Work and Quality and Multi professional service guidance- study modules. The activities of the partial project especially concerning the student project work answered directly to the needs of the project. The themes of the student project works (www.rekryamare.fi/Publications) offer a current picture of a multicultural Finnish work community and immigrant employment.

Cooperation with the project realizers and other representatives

The cooperation in this project has been planning and carrying out mutual activities with the project realizers. Partial realizers have also been committed to implementing the project. During the project experiences on immigrating labour and how to better identify and exploit the knowhow of academically trained immigrants already in the country was exchanged with all partial project realizers. A lot has been learnt from the project's foreign partners experiences from the point of view of either workforce sending (Poland, Estonia) or workforce receiving countries (Germany, Ireland, Great-Britain).

The project's activities were constantly evaluated through self-evaluation, peer group evaluation (partners in cooperation) and steering group work. The project's internal communication materialized with national and international partners by using electronic communication tools and in partner meetings.

The HAMK University of Applied Sciences of the Finnish project realizers carried out its partial project in Hämeenlinna region with its own local project group, reporting at project and steering group meetings and reporting in writing annually. Palmenia's units in Kouvola and Lahti worked in tight cooperation in the Päijät-Häme and Kouvola regions from planning activities to carrying them out.

The partial project representatives were in charge of arranging the seminars abroad. The seminars, visits and workshops were planned together with the Finnish realizers. In addition to the Finns and representatives of the organizing country only the target country's players of specific fields were invited to the foreign workshops. The representatives of partial projects were asked to give an expert presentation in the German and Irish workshops. Further information on the international seminars and present country situation at: www.rekryamare.fi/Events and Publications.

Schools, educators and authorities working in many different fields took actively part in local seminars, because they had a need to get further knowledge and they found the topics interesting. The main cooperation partnership in Finland was formed, against the project plan, with the public sector and other organizations which is where the biggest employers and need for labour in the social and health care fields lie. These cooperation partners were easily found and the amount was double compared to the amount in the project plan.

The REKRY-AMARE project was able to exploit development work carried out in other projects in its own activities, because of a functional network cooperation and take part in seminars and training

sessions organized by other parties. In Finland new project dimensions were gained by creating and expanding networks with foreign representatives.

The project staff took also part in ESF/EURES meetings organized by the Ministry of Employment and Economy, MATTO -supporting structure and EU's Finnish EURES-consulting services, health care meetings and different training events. This enabled exchanging experiences and increasing knowledge with other ESF projects dealing with immigrant matters and ESF-advisers dealing with employment services throughout the EU.

To enable creating a general impression of the recruitment of nurses in the EU countries and for planning consulting and guidance activities, the project representatives from Kouvola and Lahti took part in a study visit to Bilbao, Spain. The trip was organized by Minfo -project and MATTO -supporting structure. During the trip the participants met county authorities and became acquainted with the Spanish nurses and the language training organized for the Spanish nurses coming to Finland and the local health care system.

Project Administration

Administration and Steering Group accepted by the University of Helsinki, Palmenia Centre for Continuing Education Centre's board:

- Project's responsible director: Ms Anja Kuhalampi, Development Manager, UH./Palmenia, Lahti
- Supervisor: EU structural fund expert, Ms Leena Ruopuro / Mr Valter Karhu, Päijät-Häme Employment and Economic Development Office
- Economic matters: Ms Leena Kaukolahti, treasurer, UH

Structure of Steering Group, effective partners (substitutes and replacements in brackets):

- Chair (vice-chair) Mr Eero Valkonen, Director, Kouvola Employment and Economic Development Office
- Vice-chair (chair) Ms Arja-Tuulikki Wilen, Development Expert, Kouvola Employment and Economic Development

Other members:

- Mr Juha-Pekka Liljander, Director, UH/Palmenia, Lahti (Ms Anja Kuhalampi, Development Manager)
- Ms Marianne Teräs, Postdoctoral Researcher, University of Helsinki (no substitute)
- Ms Raija Hättinen, Human Resource Manager, City of Hämeenlinna (no substitute)
- Ms Aija Sievänen, EURES-advisor, Päijät-Häme Employment and Economic Development Office (Ms Piia Huhtanen, Labour Force Advisor)
- Mr Jorma Nikkari, Labour Force spokesperson, City of Lahti (Mr Sami Kuikka, Head of Labour Force)
- Ms Marjo Nieminen, Business Liaison Officer, Häme Development Centre Ltd (no substitute)
- Ms Tuula Carroll, Career Coordinator, City of Lahti (Ms Anne Saloranta, Development Manager on Immigrant matters)
- Mr Hannu-Pekka Huttunen, Project Manager, Uusimaa Centre for Economic Development, Transport and the Environment (no substitute)
- Ms Merja Salminen, Research Manager, HAMK University of Applied Sciences (no substitute)
- Ms Eveliina Selänpää, Director, Family group home Mansikkapuisto (no substitute)
- Mr Leo Pyöriä, Project Director, City of Kouvola (Ms Anne Piccolo, Head of International Affairs)
- Mr Tapani Kojonsaari, Project Manager, Ministry of the Interior/Ministry of Employment and Economy (no substitute)

Secretaries:

- Mr Mattias Spies (Ms Irma Tolonen), Project Manager, UH/Palmenia, Lahti
- Ms Ilse Palm, Office Secretary, UH/Palmenia, Lahti

Expert members taking part in Steering Group work:

- Mr Tuomo Kauha, Development Manager, UH/Palmenia, Kouvola (Ms Jenni Korjus, Planning Officer)
- Ms Marju-Riitta Ilmonen, Senior Planning Officer, UH/ Palmenia, Lahti
- Ms Marketta Jokinen, Planning Officer, HAMK University of Applied Sciences

The Steering Group met six times during the project to guide the project activities and to accept temporary reports and to offer valuable information and help to the project's questions and seminars. Further information on researches and a larger framework of the project was received from researchers in the Steering Group and other academically trained Steering Group members.

3. PUBLICITY AND COMMUNICATION

A general communication plan was made at the beginning of the project which was actively updated during the project. The plan defined the communication objectives, target groups, channels, activities and the final outcome and possible further actions. A report produced on the basis of the communication plan included 88 activities carried out during the project.

The main method of communicating with the target groups and cooperative partners in Finland and abroad was e-mail and exploiting internet. A website was created for the project at (www.rekryamare.fi) and the site will be active until the end of December 2015. A very important communication channel has also been the numerous planning and cooperation meetings with the local cooperative partners, local authorities, associations and educational organizations. Information was also distributed through Finnish, English and Polish brochures. The international partners also communicated about the project on their related web-sites including documentation of all material produced in English.

Press releases and bulletins were sent to the media at the beginning and end of the project and also when different events took place. Target groups, representatives and the great public were informed about research results and publications nationally and internationally, especially in the project's target countries. The media also received invitations to various seminars. The seminar programmes were marketed through e-mails and the partners' own web sites, national multi-cultural network ETMU and Ministry of Employment and Economy, MATTO- supporting structure. The final seminar was marketed more largely locally and nationally through several networks and in a regional newspaper advertisement. The cities of Kouvola, Hämeenlinna and Lahti were presented at the international seminars. European University Continuing Education Network and the project's cooperation partners were used to share information about the project internationally.

The following reports, surveys and theses produced by the project were published on the project's web site for public use:

- Jaan Tõnisson Institute (Tallinn, Estonia): Adaptation into the Estonian society immigrants with higher education and scientific degrees

- Jokinen, Marketta (HAMK): REKRY-AMARE-hanke Hämeen ammattikorkeakoulun osahankkeen raportti 1, 2010
- Jokinen, Marketta (HAMK): REKRY-AMARE-hanke Hämeen ammattikorkeakoulun osahankkeen väliraportti 2, 2011
- Jokinen, Marketta (HAMK): REKRY-AMARE-hanke Hämeen ammattikorkeakoulun osahankkeen väliraportti 3, 2012
- Kauha, Tuomo (Palmenia, Kouvola): Selvitystyö nro 1; Kiinalaiset akateemiset maahanmuuttajat tulevaisuuden työvoimana Suomessa
- Kauha, Tuomo (Palmenia, Kouvola): Selvitystyö nro 2; Kiinalaiset maahanmuuttajat – Työvoimatarpeeksi Suomeen vai ei?
- Kauha, Tuomo (Palmenia, Kouvola): Selvitystyö nro 3; Työperäiset kiinalaiset maahanmuuttajat työvoimana Suomessa.
- Kauha, Tuomo (Palmenia, Kouvola): Selvitystyö nro 4; Kiinalaisen terveydenhoitokulttuurin erot ja yhtäläisyydet verrattuna suomalaisen terveydenhoitokulttuuriin
- Kauha, Tuomo (Palmenia, Kouvola): Selvitystyö nro 5; Kotoutumiskoulutuksen kehittäminen kiinalaisia maahanmuuttajia ajatellen.
- Krawczak, Aleksandra (Palmenia Lahti): Labour migration and integration in selected EU Member states 2011; Poland, Germany, UK, Ireland and Estonia
- Krawczak, Aleksandra (Palmenia Lahti): Work-related immigration (esitys ohjausryhmälle)
- Takkinen, Elisa; Kiikka, Emilia (HAMK): Monikulttuurinen työyhteisö: Sairaanhoidajaopiskelijoiden käsityksiä työtoveruudesta maahanmuuttajataustaisten hoitoalan ammattilaisten kanssa, 2012
- Report: REKRY-AMARE workshop in Belfast (North Ireland, UK), 24.-25.3. 2011
- Report: REKRY-AMARE seminar and workshop in Poznan (Poland), 4.-5.10.2011
- Report: REKRY-AMARE workshop in Offenbach am Main (Germany), 13.-14.3. 2012
- Report: REKRY-AMARE seminar and study visit, Dublin (Ireland), 11.-12.10.2012
- Sampakoski, Eveliina ja Kaarlampi, Susanna (HAMK): Korkeasti koulutettujen maahanmuuttajien kokemuksia työllistymisestä Kanta-Hämeessä, 2011
- Vainikainen, Outi (Palmenia Lahti & Kotka): Koulutetut maahanmuuttajat Päijät-Hämeen työmarkkinoilla, 2012

The REKRY-AMARE project attracted attention on all partial project partners' websites, portals and customer magazines (for example Palmenia, HAMK and Adam Mickiewicz University). The regional Employment and Economic Development Offices also passed information about the project. The project was presented several times on the Lead Partner's website (www.helsinki.fi/Palmenia), Sinoa's website and AMARE –Resource Centre's website, in Palmenia's training calendar and customer magazine and in Palmenia's Communication in social networks blog.

During the project six articles were published about the project in the area newspapers: Etelä-Suomen Sanomat, Hämeen Sanomat, Hämeenlinnan Kaupunkiutiset, Kouvolan Sanomat and in Kouvolan Sanomat's web news and in Uusi Lahti –newspaper. In Kouvola a radio journalist broadcasted one interview on local radio. When the project took part in the training of the Spanish nurses in Finland the nurses interested the local media in Kouvola and the article awoke discussion on the chat of the newspaper's website.

4. PROBLEMS AND RECOMMENDATIONS

During the realization of the REKRY-AMARE project it was found, that the subject's focal point had partially changed after the planning stage of the project. Changes in the society happen quickly which should and was acknowledged during the realization of the project flexibly by negotiating with different representatives and funders. It is also worth mentioning that by employing academically

trained immigrants you can cause brain drain in the workforce sending country, where the immigrants have been trained (ethical problems in recruiting process for example when recruiting healthcare personnel in a large scale from Estonia to Finland).

During the project it became clear that there is lacking of genuine understanding and positive reception to the fact that work based immigration is needed in Finland. The project has shown, that for example the authorities need more action and knowledge on what an immigrant employee is like and how they can be recruited. In this case it is more a question about cognitive and communicative activity than developing new models. On the other hand there is still work to be done in developing attitudes toward immigrants. In a survey produced by the project, it clearly states that over half of the respondents see that work based immigration is a temporary condition and that the immigrants should not seek to stay in Finland permanently or later apply for Finnish citizenship. On top of this, society must be ready to invest largely if it really wants to persuade academically trained immigrants to come to Finland.

Many other organizations and projects have thought of recruitment models for academically trained immigrants. During the project, it turned out that there were several development projects being carried out in Finland which handled this theme and which produced various models and solutions. It is recommended that when planning further projects, coordinators from the field on a national level should be involved in the planning process to avoid possible overlaps. During the planning of this project, the MATTO- supporting structure of the Ministry of Employment and Economy did not yet exist.

As for the project's target group, it can be noted that it is difficult to get companies involved in the development process, because they are mainly interested in immediate benefits. Also the economically situation has an influence on the matter. There were a few private companies in the spheres of operations which were short of staff and would have been interested. Nevertheless Opteam Ltd (operates all over Finland) working in the recruitment field was a very useful cooperation partner and easy to get involved in the project, because it also develops recruitment models itself.

The challenge with the academically trained immigrants was how to get current information on immigrant employment to spread among immigrants. One should be able to approach immigrants with an interesting and concrete theme and the theme should match the acute needs immigrants have at the exact moment of approach. It is recommended to offer knowledge to a group that already exists (for example AMARE) than to organize a separate general training. The international seminars had immigrant addresses which were found interesting by the players. It has been learnt during the project, that similar encounters are needed also in the future.

A separate final publication on the project's results for the invocation of the target groups was found necessary to be produced at the end of the project. The need for this publication was clear and a deeper comparison discussion on the different operations models could be continued. It would have been possible to produce the publication through funds saved during the project. But because this publication was not included in the project plan and the project would have needed extended time, which the funder was not able to give without cutting the total funding, the publication was not produced.

A challenge in project administration was the administration of an international project and changes of staff during the project. At the beginning of the project the main funder did not have necessary readiness for international projects, which showed as a lack of English forms and directions for the international partners. However, feedback from the partial project partners showed that they were pleased in general with the administration of the project. This was possible by a good guiding, good

inner co-operation with financiers and partners and by systematic filing of the material during the project period. The recommendation is that it would be good to provide for different practices brought on by multiculturalism when a new programme period starts.

Internal communication with the national and international partners was challenging at the beginning of the project, but improved towards the end of the project with the interaction being suitably active and receiving good feedback from the partial project partners. In projects like this, in which the structure has been planned so that the main activities take place in Finland, but some activities take place once in every partner country, it is important to carry out sufficient internal English communication and to have sufficient material published on the project's website to involve the international partners to the project and its activities. Communication between different cultures with various languages and different concepts, culture and languages demand more time and resources than cooperation between domestic partners. The managerial practices also differ even among the same pan-European financing mechanism, like ESF, projects.

Because the subject was so extensive, there were challenges in the internal distribution of work in the project. During the project it was learnt that every subject should have its clear own task so that the remit and work distribution form naturally. The HAMK University of Applied Sciences of the Finnish partners carried out the project in its own field very independently, whereas Palmenia's Kouvola and Lahti units worked in cooperation from planning activities to carrying them out. It was also discovered that the difference of the international partner countries was a good thing which enabled the learning of different practices, but then again the comparison of different countries is difficult due to the dissimilarities.

An operations model in which similar ESF projects meet each other and work in cooperation to push a theme unity forward speeded up by the Ministry of Employment and Economy, MATTO- supporting structure, can be recommended to other theme unities. In further developing of the functions local concretization is needed even more than before, which was REKRY-AMARE's way of operating.

According to feedback gained from the international partners there was a too long gap between partner meetings. This was partly a result from the fact that according to the project plan seminars carried out abroad were meant for Finnish realizers i.e. they were the beneficiaries (mainly a funding and resource matter) of the seminars. Smaller international realizers found it problematic that the time in the payment process between costs materializing and to being paid out was very (too) long.

The co-operation was judged all over as good from partners and a good working atmosphere was established which led to a new project proposal related to third country immigrants to Europe with participation of Finnish, German, Irish and Polish partners from the project but also including new partners from countries like Italy and Spain.

5. PROJECT RESULTS

The project reached almost all objectives planned in the project plan.

The project produced eleven (11) extensive surveys, four (4) reports and two (2) thesis. These actions dealt with immigrants regional labour, need of know how and employment, situation of work based immigration in different countries, immigrants as future workforce, differences in health care cultures and developing of integration training. In addition to this students involved with the project produced several smaller theme based reports.

To disembark knowledge and imprinting actions of organizations and to open multicultural discussion the project has carried out seven international and four local seminars and two work community trainings. They enabled the development of social and health care multicultural work communities.

A total of 238 participants took part in the project events which amounts to 160 workdays. During the project long term cooperation was carried out with nine (9) firms (target 15) and with 22 other cooperation organizations (target 10) and tens of cooperation and dissemination events (look at chapter 6). A multi cultured Finland can be partially built with the help of the project results and create concrete advice to how work based immigration should be promoted in the project sphere of operations and thus secure the availability of competent labour.

The following eleven goals were listed in the project plan of REKRY-AMARE with the realization and results listed under them:

1. Conducting surveys on workforce and know how needs in the social and health care field in Kymenlaakso region, Häme region and Päijät-Häme region in Finland. (The surveys are written in Finnish language):

- Investigation by Outi Vainikainen (Palmenia Lahti & Kotka, in Finnish): Educated immigrants in the Päijät-Häme region labour market, 2012
- HAMK partial project annual reports 1, 2, 3 (in Finnish)
- A thesis in HAMK (in Finnish), amk-sosionomiopiskelijoiden Susanna Kaarlammen ja Eveliina Sampakosken opinnäytetyö: Korkeasti koulutettujen maahanmuuttajien kokemuksia työllistymisestä Kanta-Hämeessä, v. 2011
- Investigation in HAMK (in Finnish): Palvelukoordinaattori Kirsi Liimataisen kysely sosiaali- ja terveysalan vaihto-opiskelijoille v. 2011.
- Thesis in HAMK (in Finnish) hoitotyönkoulutusohjelman opinnäytetyö: Emilia Kiiikka ja Elisa Takinen, v.2012: Monikulttuurinen työyhteisö - Sairaanhoidajaopiskelijoiden käsityksiä työtoveruudesta maahanmuuttajataustaisten hoitoalan ammattilaisten kanssa, v. 2012
- Report from Kymenlaakso (in Finnish): Jenni Korjus, Tuomo Kauha, Palmenia Kouvola, 3/13: Accordin to the report the social and healthcare sector is seen the sector employing the most of the immigrant people in the future in Finland.

2. Developing multicultural work communities and linked to it developing management and training in the fields of social health care

- Result from Tuomo Kauha's investigation: Education possibilities concerning the work related immigration should be developed especially by short precision courses, for example language and cultural courses, by qualifying education and towards professional continuing education
- Seminar in Finnish in Hämeenlinna, Finland: Highly educated immigrants, recognition of the exams passed abroad, permissions of occupations in Finland, 12.9.2011, HAMK, PART 1 - target group authorities, representatives of education organizations, PART 2 -target group immigrants
- Seminar in Finnish in Kouvola: Multicultural Future of social and health care sector, Kouvola, 6.3.2012
- Seminar in Finnish in Lahti: Multicultural Future of social and health care sector , Lahti, 12.6.2012
- HAMK co-operated intensively with the education organizations in the Hämeenlinna region and developed regional immigration education planning and co-operation

- Project studies in HAMK together with social, health care and guidance students done in multi-cultural work communities
 - Proposal done by Marketta Jokinen, HAMK, about a responsible teacher dealing with immigration and multicultural issues in Hämeenlinna region, working in close contact with AMARE centres and recruiting organizations and other education organizations in the region
 - Work community education in Kymenlaakso for those recruited Spanish nurses/2012-2013
 - Education for mentors for those recruited Spanish nurses in Kymenlaakso, 2012
3. Identifying recruitment models and good practices used in the EU region
- REKRY-AMARE Opening Seminar and workshop in Lahti, Finland (14.-15.10.2010)
 - REKRY-AMARE seminar and workshop in Tallinn, Estonia (16.-17.12.2010)
 - REKRY-AMARE meeting in Belfast, UK (24.-25.3.2011)
 - Finnish-Polish seminar & workshop in Poznan, Poland, (4.-5.10. 2011)
 - Finnish-German seminar & workshop in Offenbach am Main, Germany (13.-14.3.2012)
 - REKRY-AMARE workshop & project meeting in Dublin, Ireland (11.-12.10.2012)
 - International Recruiting - Challenges and Solutions - REKRY-AMARE -international final seminar and partner meeting, Lahti, Finland (17.- 18.1.2013)
 - Aleksandra Krawczak´s report on the situations in different countries (Palmenia Lahti): Labour migration and integration in selected EU Member States – Poland, Germany, UK, Ireland and Estonia
 - Jaan Tõnisson Institute´s report from Estonia: Adaptation into the Estonian society immigrants with higher education and scientific degrees, v.2011
 - Reports on the international seminars/workshops organized by the international project partners in Great Britain, Ireland, Poland, Germany, Estonia during 2010-2012
 - Thesis from HAMK bachelors of social services students (in Finnish): Susanna Kaarlampi, Eveliina Sampakoski, Korkeasti koulutettujen maahanmuuttajien kokemuksia työllistymisestä Kanta-Hämeessä
 - An Investigation done by HAMK (in Finnish) Palvelukoordinaattori Kirsi Liimataisen kysely sosiaali- ja terveysalan vaihto-opiskelijoille
 - A thesis from HAMK nurse students (in Finnish): Sairaanhoidajaopiskelija Emilia Kiikan ja terveydenhoitajaopiskelija Elisa Taskisen opinnäytetyö: Monikulttuurinen työyhteisö: sairaanhoidajaopiskelijoiden käsityksiä työtoveruudesta maahanmuuttajataustaisten hoitoalan ammattilaisten kanssa
 - Intervention education about multiculturalism in working communities, Kouvola (Spain Case)
4. Developing new recruitment models and identifying employers´ special recruitment needs based on the experiences in other EU countries.
- In the course of the project it was stated that there already are good models, so new models are not needed to develop but instead search, apply, edit and spread the knowledge about the existing good practices to the regions.
 - Co-operation was done with several MATTO supporting structure and other immigrant projects/networks and theme forums, for example MINFO project, KYMPIT -theme forum, Workplace Pirkanmaa, Spurtti project, Participant in Finland project, Way to the nurse project, Womento project, Mytty group, Alipi project, multicultural centre Saaga

- Co-operation was done with regional actors in Kanta-Häme, Kymenlaakso and Päijät-Häme in Finland
- Recommendations about different practices in the several regional events organized during the project period and in the international final seminar 17.1..2013
- Knowledge was gained on EU wide skill monitoring models which could be used also in Finland as well as recommendations from EU and WHO level on skilled labour immigration especially in the health care sector

5. Promoting in one's own country the employment of social and health care and other academically trained immigrants employment in their own fields in the receiving countries and thus reducing labour shortage.

- Seminar in Hämeenlinna, Finland in Finnish: Korkeasti koulutetut maahanmuuttajat, ulkomailla suoritettujen tutkintojen tunnustaminen, ammattioikeudet ja ohjaus Suomessa, 12.9.11, HAMK, OSA 1 Kohderymänä viranomaiset, oppilaitosten edustajat, OSA 2 Kohderymänä maahanmuuttajat
- Seminar in Kouvola, Finland: Sosiaali- ja terveysalan monikulttuurinen tulevaisuus, Kouvola, 6.3.2012
- Seminar in Lahti, Finland: Sosiaali- ja terveysalan monikulttuurinen tulevaisuus, Lahti, 12.6.2012
- HAMK haastatteli maahanmuuttajille suunnatun, amk-opintoihin valmentavan hankkeen maahanmuuttajia, jotka olivat kiinnostuneita kouluttautumisesta sosiaali- ja terveysalalle.
- REKRY-AMARE final international seminar: International Recruiting - Challenges and Solutions, Lahti, 17.1.2013
- Good practices from EU and Canada were presented in the Lahti final seminar 17.1.2013

6. Developing new and flexible qualification models for academically trained professionals who have graduated abroad and developing new and flexible qualification models also for polytechnics, universities, and organizations based on experiences from EU countries.

- HAMK, Hämeenlinna has carried out investigation about the system of entrance examination to the universities of applied sciences; in Finland it is possible to study only when you have passed the normal tests planned for everyone
- Some positive statements done for the custom entrance examination but this needs a upfront decision from the organization in hand.

7. Investigating the possibilities and models of academic apprenticeship.

- The project investigated that there is no academic, examination oriented apprenticeship training available at the moment in Finland.
- The project investigated also that there is no financing for the polytechnic apprenticeship training, not even for some parts of it
- The project investigated that in the system nowadays there is still the possibility to get more readiness to the existing academic examination by apprenticeship type of continuing education but they don't produce sustainable solutions
- In the final seminar 17.1.2013 developing needs and good practices from EU and Canada level were presented

8. Investigating the functionality of the recruitment coordinator model in the recruitment of Russian and Chinese social and health care professionals.

- Petroskoi model Ven workline, KYAMK - Petroskoi co-operation, Spain Case in Kymenlaakso, China, - investigations done by Palmenia/Kouvola unit 3/2013
- Tuomo Kauha/Palmenia Investigation: Half of the responders see or might see that there would be a need to set up special recruiting coordinators to the municipalities for supporting immigration.
- Recruiting nursers to Kymenlaakso is today directed to Spain instead of Russia because of the economical situation in Spain and the more simple license process.

(9. Creating an interactive guidance and consulting service in simplified text on the Web.)

- Obs. During the project it was stated that because there are many services made to this section done by other actors, REKRY-AMARE is not going to invest into this section. Also updating the website and paying the costs would be difficult and the website couldn't offer sustainable solutions. The Finnish Ministry of Employment and Economy is coordinating the existing services, for example:
 - Working in Finland, http://www.mol.fi/mol/en/02_working/index.jsp
 - Welcome to work in Finland -internet material is a material to learn about Finnish language, Finnish working culture and working life. It is planned for the purposes of work related immigrant needs and is meant to use already in the sending country or in the early phase after coming to Finland. It can be used both when learning by one self or as a supporting material in contact or multifaced teaching. The material is free of charge and can be utilized by anyone: <http://elearning.fi/matsku/>
 - INFO-PANKKI, <http://www.infopankki.fi/>. There can be found important basic information for immigrants about the Finnish society and the possibilities in Finland
 - Other Finnish language learning possibilities in the internet: <http://www.oweness.vu.lt/fi>, <http://www.donnerwetter.kielikeskus.helsinki.fi/finnishforforeigners/>, <http://www.uuno.tamk.fi/index.html>, <http://www04.edu.fi/suomeaolehyva/>

10. Dissemination of good practices in the EU regions (Good Practices -seminars)

- REKRY-AMARE Opening Seminar and workshop in Lahti, Finland 14.-15.10.2010
- REKRY-AMARE seminar and workshop in Tallinn, Estonia 16.-17.12.2010
- REKRY-AMARE meeting in Belfast, UK 24.-25.3.2011
- Finnish-Polish seminar & workshop in Poznan, Poland, 4.-5.10.2011
- Finnish-German seminar & workshop in Offenbach am Main, Germany, 13-14.3.2012
- REKRY-AMARE workshop and project meeting in Dublin, Ireland, 11.-12.10.2012
- International Recruiting - Challenges and Solutions - REKRY-AMARE project international final seminar and partner meeting, Lahti, Finland 17.-18.1.2013
- Other international network co-operation, other projects like INNO-VET etc.

11. Surveys on China and Russia (in Finnish):

- Kauha, Tuomo (Palmenia, Kouvola): Investigation 1; Chinese academic immigrants as a future workforce in Finland
- Kauha, Tuomo (Palmenia, Kouvola): Investigation 2; Chinese immigrants - For workforce to Finland or not?
- Kauha, Tuomo (Palmenia, Kouvola): Investigation 3; Work related Chinese immigrants as a workforce in Finland.

- Kauha, Tuomo (Palmenia, Kouvola): Investigation 4; Differences and similarities in Chinese healthcare culture compared to the Finnish healthcare culture.
- Kauha, Tuomo (Palmenia, Kouvola): Investigation 5; Developing the social integration education in regard to the Chinese immigrants

6. INNOVATIVENESS OF THE PROJECT

Themes of the REKRY-AMARE are timely and with their help important questions and problems will be dealt with now and in the future. For example according to the local surveys produced by the project it is clearly seen by over a half of the respondents that Finland needs work based immigrants in the future. The need of labour in the social and health care fields is great and it cannot be fulfilled in the future by Finnish resources, so development in this sector is necessary.

Work based immigration was dealt with at the same time from an international and regional point of view, which was a new way of combining project needs identified in earlier projects. Through the help of international cooperation the project learnt from other countries' experiences and how they dealt with the challenges of emigration and immigration. The project carried out surveys and sought for good practices from elsewhere in Europe. Based on the project's results the regional players can assess and develop locally and regionally suitable course of action to the better. This multilevel approach turned out to be interesting and it had novelty value.

In the regional and interactive seminars organized by the project, the best practices detected by the project could be presented. In this way the actors could learn and apply the results to their own practices. According to a survey carried out by the project "Work based immigration should be improved especially by increasing teaching possibilities of the Finnish language, culture and legislation and by promoting encounters between Finns and immigrants, which would enable the development of Finns attitudes against multiculturalism".

It was also innovative to organize such project activities which would have been impossible to organize without project funding. With help from the project it was possible to answer to topical needs turning up during the project which nevertheless fit in with the project objectives. The Spain Case is an example of this which was possible during the project due to good network cooperation.

7. EQUALITY EFFECTS OF THE PROJECT

The results of REKRY-AMARE promote the situation of foreigners and immigrants already living in Finland in the Finnish labour market. The project for one also developed Finnish studying and work cultures towards equality when developing multicultural practices in participating educational institutions, workplaces and employment authority cooperation.

According to the project application the project had positive social and economic influences towards sustainable development. The project prevented through its realization the marginalization of ethnical groups in a very difficult labour market position and promoted participation, employment readiness and improving life management as well as finding career paths. The project for one had effect on the reduction of imbalance in the labour market, relief of labour shortage and reduction of immigrant structural unemployment and long-term unemployment. Durable immigrant labour market integration and the forming of a multicultural Finland at workplaces were promoted by the project.

8. GOOD PRACTICES

A good practice was that the project had national and international partners of which not all had previously worked in cooperation. Good practices were sought for and disseminated by the project nationally and internationally through project events, seminar presentations gathered at the project website and publications produced by the project.

During the realization of the REKRY-AMARE it was found to be a good practice to organize several interactive regional events to disseminate information and to highlight and handle regional needs and pain spots together with different participant quarters. Without the training events of REKRY AMARE this would not have come true so inclusively. The organized Finnish and international seminars worked out fine as far as contents and organization were concerned and learning parties were both the Finnish and the international partners. According to the feedback received from both the seminar presenters and the participants a general wish was that up-to-date areal seminars would be organized regularly, for example annually.

The project results fit in especially with local and regional circumstances. Recent information linked to the theme and new operation models for dealing with attitudes, for example by using methods based on art, were offered to local authorities in the organized seminars. According to the received feedback this was a good practice to gather different parties together to hear and discuss and apply information produced in the project in practice.

The project has taken part in regional and national events organized by Finnish MATTO- supporting structure and other projects and negotiated with different projects. As a result of this good and functional cooperation networks were created to be exploited also after the project has ended. Good practices during the project have been the process of visiting different countries and getting to know their conditions and applying them locally. A lot was also learnt from earlier projects, such as AMARE, which investigated a Canadian operations model and applied it to Finnish circumstances.

Quick reacting to Case Spain multi-partial training for work communities and immigrants can also be mentioned as a good practice, which would not have come true without good and functioning network cooperation.

The Finish situation was discussed against the EU experiences and fruitful also took on board the work WHO did on this issue and discussed possibilities to work also in accordance with international ethical standard on migration.

9. THE CONTINUITY OF THE OPERATIONS

The project produced new knowledge to be exploited by the sphere of operations, such as reports and surveys which can also be exploited after the project has ended. According to a survey made in the project the integration of work based immigration should be developed onwards. The project website enables exploitation of the project's results to the end of 2015. This could further develop the social sustainability of academically trained immigrants in the sphere of operations.

Employment authorities, firms and other employers, researches of work based immigration and educational institutions are long term users of the project results. The results should be exploited in normal activities centering on academically trained immigrant integration either locally or more extensively. It was clearly noticed during the project, that there is a lack of systematic activities in Finland to entrenched models in to the area. Hopefully, knowledge about the results of different

project will spread through supportive structures in Finland (MATTO, ALPO, EURES and so on) coordinated by Ministry of Employment and Economy more largely and the results can be exploited more systematically in the regions.

The project results can also be exploited by universities which develop and carry out new models of further education. The project serves development of social integration training. The interaction of regional economic life, local administration and local educational representatives will grow as they reflect on the most necessary fulfilment of work based immigration in apiece regions also after the project has ended.

The information produced by REKRY-AMARE will be exploited in planning of further projects connected to these themes. Hopefully the good cooperation between the partners will continue to go on. A green light for the continuation of the project could be the approval of a German led EU project plan already made by the international partners of the project. In the new project idea it is planned to develop the integration of immigrants from countries outside the EU such as China and Russia. Regional ESF funding has also been applied for the development of multicultural communication of work communities.