



INARI

Make Inari Your Home!

SERVICE PATH FOR PEOPLE
IMMIGRATING TO FINLAND FOR
WORK
(VALID 2021-)



IMMIGRANT'S SERVICE PATH

An integrated immigrant feels like they are part of the community in Inari, and they are committed to their life there. They find meaningful hobbies, work in positions that corresponds to their competence, and develop their skills through purposeful studies. A smooth service process supports immigrants.



GREETINGS FROM THE MUNICIPAL DIRECTOR OF INARI

The municipality of Inari has always been an international area where people have come to visit, live, work and find inspiration. In recent years, Inari has attracted a lot of international tourists, but with regard to the availability of labour, Inari has the same challenges as many other Finnish municipalities. As older age groups retire, competition for skilled workers has become more fierce. The shortage of workers has affected the growing tourism industry, but in addition, the need for experts in the municipality's own service provision is increasing strongly. In particular, social welfare and health care services need more skilled workers as the sector's growth goes hand in hand with the ageing of our population.

Certain sectors, such as tourism and social welfare and health care, can not find enough employees in the local labour market and local jobseekers are not interested in certain positions. This is why the trend in modern working life is to find solutions elsewhere. Especially thanks to tourism, Lapland has already succeeded in active and productive recruitment from abroad. As an immigrant settles into life in Lapland, their challenges include long distances, lack of services, sometimes ruthless weather, a small number of people and different cultures.

Toni K. Laine

Municipal Director of Inari

SMOOTHLY INTO ARCTIC LIFE PROJECT

The Smoothly into Arctic Life project of the municipality of Inari aims to respond to the changes in working life and to help people moving for work from abroad make Inari their home. The aim has been to create an operating model for integration, set up services and make sure the services are working as they should. The work was carried out using service design methods, led by experts from Ramboll Finland Oy, and the result is a service path as part of the operating model. The vision for development is "Make Inari Your Home"; in other words, from the perspective of the municipality, the aim is also to get new residents to the municipality.

The project is funded by the European Social Fund through the ELY Centre for Lapland (80%) and the municipality of Inari (20%). The administration of the project has been the responsibility of the business and development services of the municipality of Inari, and one full-time employee has been hired for the project. The project period is 1 September 2019 - 31 October 2021, and the project budget is EUR 150,746.



Vipuvoimaa
EU:lta
2014–2020



Elinkeino-, liikenne- ja
ympäristökeskus

INARI

IMMIGRANT'S SERVICE PATH

The service path is a vision of a smooth offering of services set up for the needs of people immigrating for work. The service path describes and demonstrates the mandatory activities that an employed immigrant will encounter when moving to Inari, but also the activities that promote commitment and settling in locally. Making Inari their home, as is.

The service path serves as a guide for the development of services, as well as for employers, people working with immigrants and immigrants themselves, once the activities presented in the path have been implemented. An asterisk (*) indicates services that are under development.

The service path was created as part of The Smoothly into Arctic Life project, and parties identified as essential for different stages and activities were involved in its formation, such as: TE Services, KELA, Tax Administration, educational institutions (e.g. the Adult Education Centre), family services (e.g. day care), companies such as Inari-Saariselkä Tourism Oy, Inari rental housing Oy, municipality: Business and development services, education services, social and health services and administrative services.

IMMIGRANT'S SERVICE PATH

The service path describes and demonstrates the mandatory actions that people immigrating for work will need to take when moving to Inari, but also the activities that promote commitment and settling in - making Inari their home.

The actions are divided into three parts as follows:



BEFORE MOVING



DURING THE FIRST MONTHS



INTEGRATION

A person/entity assisting in actions that may require special support has been appointed on the service path.

- **Immigration coordinator*** takes care of guiding immigrants to the services of the municipality and provides help. An employee of the municipality of Inari.
- **Immigration mentor*** is a volunteer support person and mental support for immigrants. This mentor could be an Inari local who was either born there or who also immigrated there.



BEFORE MOVING

MAKE INARI YOUR HOME

*All useful information
in one place*

MAKE INARI YOUR HOME

[Make Inari Your Home](#) brings together all the information you need for moving to and settling in Inari. You can find tips and instructions for all phases of this service path and how to take the necessary actions. The VR training package and video material help you get to know Inari, life in the town and what it means being a local even before moving there. In addition to the Make Inari Your Home website, you can learn about the Finnish society through national services such as [Info Finland](#).

Sámi culture is very present in the life in Inari. You can learn more about the Sámi culture and the current way of life on the websites of the [Sámi Parliament](#), [Siida](#) and [Sámi Cultural Centre Sajos](#).

EMPLOYMENT

*Where can I find a job
in Inari?*

VACANCIES

You can find job vacancies in the Inari region on the website of the [municipality of Inari](#), on the website of the [EURES employment service network](#) and by directly contacting a company you are interested in.

You can also utilise national employment service websites (e.g. Duunitori.fi, Mol.fi, Monster.fi) and personnel service companies operating in the area (e.g. Lapland Staff, Barona Lapland, Staffpoint).

APPLYING FOR A RESIDENCE PERMIT

*I'm coming from
within the EU*

*I'm coming from
outside the EU*

*YOU DO NOT NEED A
RESIDENCE PERMIT*

MIGRI

If you come to Finland for work and you are a citizen of a country other than an EU country or a Nordic country, you need a residence permit. You can apply for a residence permit in advance from [Migri](#) on the [EnterFinland website](#) and visit your nearest Finnish mission for identification. Before getting a residence permit, you must have a job in Finland.

If you come to Finland with a visa, you must apply for a residence permit from Migri if you want to work in Finland or stay for more than 90 days.



**EMPLOYMENT AND
RECRUITMENT
COMPANY**

**BEFORE
MOVING**

HOUSING OPTIONS

New home in Inari

HOUSING PROVIDERS:

Rental housing: [Inarin vuokra-asunnot Oy](#), Bilto.Oy, Ivalon vuokra-asunnot, Kalottikeskus, Rakennusliike Holmberg Oy, Sorakukkola Oy, Uni Kodit

If you're looking to buy property: Inaritalot Oy (constructors), Kiinteistömaailma Ivalo (real estate agent)

HOUSING NETWORKS

"Sodankylä-Inari-Utsjoki -alueen vuokra-asunnot" FB group (rental apartments in Sodankylä, Inari and Utsjoki), "Mun Lappi: Elämää Lapissa" FB group (Life in Lapland), www.tori.fi/etuovi.com

BUYING PROPERTY

When buying property, you can use InfoFinland's [instructions](#) for people looking to buy property. The bank and real estate agent will assist you in your purchase. For more information on building permits and land use planning, contact the municipal [technical services](#). If you are from outside the EU or EEA, you may need to obtain a permit from the [Ministry of Defence](#). Apply for a permit before purchasing a property.



IMMIGRATION COORDINATOR

IMMIGRATION MENTOR

SERVICES FOR FAMILIES WITH CHILDREN

MUNICIPALITY of INARI

You can find information on municipal services on the website of the municipality of [Inari](#). When moving to a municipality for a longer period of time, contact the municipal school and early childhood education and care services to arrange day care and education for your children.

SUPPORT FAMILY SERVICES

For more information on support family services, visit the [Suomi.fi service](#).

PARISH

The Evangelic-Lutheran [Parish of Inari](#) offers support in different situations, including peer group activities, volunteer work, discussion help and financial assistance. Services are held in the parish churches on Sundays. The parish also organises activities for families with children and young people. The services and other events organised by the parish are open to everyone.

OTHER RELIGIONS

Other notable parishes in Inari are the [Pentecostal Church](#), [Orthodox Church](#) and Jehova's witnesses.

THE MANNERHEIM LEAGUE FOR CHILD WELFARE IN IVALO (MLL)

[MLL](#) runs family café activities, childcare and "Friend for an Immigrant Mother" -activities.

RED CROSS, LAPLAND DISTRICT

[The Red Cross, Lapland district](#) offers multicultural activities as well as youth and friend activities.

EDUCATION OPPORTUNITIES

TE OFFICE

[The TE Office's training services](#) provide support and alternatives for planning your own professional growth and career.

THE SÁMI EDUCATION INSTITUTE & REDU

In the different education centres, you can supplement and increase your knowledge and skills through diverse trainings and courses. [The Sámi Education Institute](#) provides education on the Sámi language and culture, vocational education and training, and short trainings for supplementing prior competence. [Apprenticeship training](#) makes it possible to study for a profession while working.

[REDU Lapland Education Centre](#) in Lapland operates throughout the region.

EDUCATION OFFERED ANYWHERE IN FINLAND

Educational institutions around Finland offer remote study, so you can complete your studies elsewhere while based in Inari!

**BEFORE
MOVING**

HOBBIES

*Finding meaningful
hobbies*

ADULT EDUCATION CENTRE

Provides general education through a [wide range of courses](#).

LEISURE AND SPORT

Municipal leisure and sport services organises diverse activities and events for the residents of the municipality.

CULTURE SERVICES

Multicultural Inari offers [good opportunities](#) for engaging in different forms of culture.

EVENT CALENDAR

The municipality of Inari organises events actively. You can find all events [in one place](#).

SPORTS CLUBS

[Sports clubs](#) from hockey to archery and even darts.

ASSOCIATIONS

The diverse activities of [different associations](#) provide municipal residents with an opportunity to participate in society and engage in different hobbies and pastimes.

MUNICIPAL RIGHTS TO FISHING AND HUNTING

Local residents can purchase a personal seasonal permit for hunting or fishing in their own municipality from [Metsähallitus](#).

DEVELOPING YOUR LANGUAGE SKILLS

ADULT EDUCATION CENTRE

[Courses](#) on the basics of Finnish and the Sámi language as well as advanced courses*.

FINNISH FOR THE WORKPLACE

Working life oriented Finnish language training organised by the Centre for Economic Development, Transport and the Environment in Lapland as joint procurement training. There are three products: Recruitment training, TäsmäKoulutus (targeted training) and Change training, of which targeted training is the most common. The targeted training is funded by the employer and the employment and economic administration, and its duration is at least 10 training days. Also applies to non-EU citizens.

INTEGRATION TRAINING

Teaching Finnish as well as the customs of Finnish working life, culture and society. Integration training can be applied for through the TE Office or municipal social services.

LANGUAGE EXCHANGES*

You can learn the basics of a new language or share your language skills with other participants.

ONLINE TRAININGS

Finnish language courses are organised [online](#) throughout Finland, and you can also participate in them before moving to the area. You can find materials for learning Finnish independently online, for example on [Moninet](#).

**DURING
THE FIRST
MONTHS**

**RESIDENCE PERMIT AND
REGISTRATION OF THE RIGHT OF
RESIDENCE**

Within 3 months of arrival

MIGRI

If you come from outside the EU, you can apply for a residence permit in advance in the [EnterFinland](#) -service and register in person in a Finnish mission abroad. If you arrive in Finland with a tourist visa, you can apply for a residence permit while in Finland and register at Migri's service point. If you are an EU citizen, you do not need a residence permit when you arrive, but you must register your right of residence in Migri within 3 months of arrival in Finland.

Obtaining a residence permit and registering the right of residence always require personal identification on the location. The nearest Migri office is located in Rovaniemi, and you can book an appointment in advance on [Migri's website](#). The Finnish Immigration Service may grant a Finnish personal identity code when making a positive decision on a residence permit application or when registering an EU citizen's right of residence.

Please note that Nordic citizens register their stay at the Digital and Population Data Services Agency.



**IMMIGRATION COORDINATOR &
INTERPRETER SERVICES**

**EMPLOYMENT AND RECRUITMENT
COMPANY**

**APPLYING FOR A
PERSONAL IDENTITY
CODE**

**REGISTERING A
HOME MUNICIPALITY**

**APPLYING FOR A
TAX CARD**

**DIGITAL AND POPULATION
DATA SERVICES AGENCY (DVV)**

PERSONAL IDENTITY CODE

The Finnish personal identity code is used, for example, when dealing with authorities, identification and official documents. You will receive a Finnish personal identity code when your personal data is registered in the Population Information System. You need to register in person at the authority's service point in order to receive a personal identity code. You can obtain a Finnish personal identity code from Migri when applying for a residence permit or registering a right of residence (see Migri) or at the Tax Administration Office. You can also apply for a personal identity code separately from [the Digital and Population Data Services Agency](#) if the prerequisites for obtaining it are met, but you have not yet received a Finnish personal identity code. The nearest DVV office is located in Rovaniemi, and you can book an appointment in advance on the DVV website.

MUNICIPALITY OF RESIDENCE

If you move to Finland permanently, you can register Inari as your municipality of residence, subject to certain conditions, at the [Rovaniemi office of the Digital and Population Data Services Agency](#). Once you have a municipality of residence, you can use the services which that municipality offers only to its own residents. Sometimes a municipality of residence is also needed to use the services provided by state authorities or to receive financial benefits or subsidies. For more information, see the [DVV website](#) and [InfoFinland](#).

TAX ADMINISTRATION

If you live in Finland for more than 6 months, you will need a tax card for when you receive a salary or other income (e.g. Kela benefits). www.vero.fi

If you are staying in Finland for a maximum of 6 months, your employer will charge 35% of income tax from your salary, or you can apply for a tax card from the Tax Administration.

You need a Finnish personal identity code to get a tax card.

You need to register in person in order to receive a personal identity code. You can get a personal identity code by visiting the Tax Administration Office in Ivalo.

You can book an appointment for an individual or a group for the Tax Administration Office in advance from the national telephone service of the Tax Administration, and at the same time, ask which forms and documents you will need for the visit.



**IMMIGRATION
COORDINATOR &
INTERPRETER SERVICES**

**DURING
THE FIRST
MONTHS**

**APPLYING FOR A BANK
ACCOUNT, BANK CARD, AND
ONLINE BANKING CODES**

BANK

A bank account is needed to manage financial matters. When you open a bank account, you should also apply for online banking IDs, which can be used to manage many official matters online. Please note that you must apply for a personal identity code before you can use banking services, as you need it to open an account and obtain online banking IDs, for example.



**IMMIGRATION COORDINATOR &
INTERPRETER SERVICES**

**EMPLOYMENT AND RECRUITMENT
COMPANY**

HEALTH CARE SERVICES

*What kind of health care services do
I receive?*

**INARI AS A MUNICIPALITY
OF RESIDENCE**

If your municipality of residence is Inari (or another municipality in Finland), you can use the public [health services](#) provided by the municipality.

KELA

You may be entitled to Kela benefits if you live or work permanently in Finland. If you are have health insurance in Finland, you will receive a Kela card.

**CERTIFICATE OF ENTITLEMENT
TO MEDICAL CARE**

If you do not have a municipality of residence in Finland, find out from [Kela](#) about your right to access public health care services and to obtain a certificate of entitlement to medical care in Finland.

**PRIVATE HEALTH CARE
SERVICES**

In addition to its public services, Inari also has a [Terveystalo](#) private medical centre.

**IN AN EMPLOYMENT
RELATIONSHIP**

Employers are obliged to pay their employees preventive health care. You are entitled to this too if you are in an employment relationship.

INSURANCE

You are entitled to medically necessary treatment at the same price as people living in Finland when you have the [European Health Insurance Card](#) of the country in which you are insured.



**IMMIGRATION COORDINATOR &
INTERPRETER SERVICES**



**DURING
THE FIRST
MONTHS**



SCHOOL FOR CHILDREN

**DAY CARE FOR
CHILDREN**

EDUCATION AND DAY CARE SERVICES IN THE MUNICIPALITY OF INARI

Compulsory education in Finland covers all children aged between 6 and 20. The municipality of Inari offers to children of different ages [education services](#) that take into account the child's individual needs: early childhood education and care, preschool education and basic education. Parents may apply for a 24-hour day care place for their child if they do shift work or if their studies take place during the evening or weekend. The municipality of Inari also arranges non-statutory 24-hour day care for grade 1 and grade 2 pupils for evenings, nights and weekends if this is needed due to the parents' work, studies or other such reason. Day care is provided for grade 1 pupils during school holidays.

SUPPORT FAMILY SERVICES

[The municipality](#) organises a support person or family for a child and their family if they need special support.



IMMIGRATION COORDINATOR

IMMIGRATION MENTOR

PARISH

[The Evangelic-Lutheran Parish of Inari](#) runs family club and children's club activities as well as activities for young people that include youth evenings, confirmation trainings, excursions and camps. The parish also serves as the supporting organisation for the scouts. Diaconal workers organise various peer group and leisure activities. It is also possible to apply for financial aid through the church's social work. Priests and diaconal workers also provide conversational therapy where needed.

MANNERHEIM LEAGUE FOR CHILD WELFARE FAMILY CAFÉS AND CHILD CARE

[The local associations of the Mannerheim League for Child Welfare](#) in Inari and Ivalo run family cafés, which are open environments for peer interaction. Ivalo's local association also runs a family café in Saariselkä. Associations also organise a variety of other activities in which families and children can participate, such as the 'Befriending an immigrant mother' programme.

RED CROSS, LAPLAND DISTRICT

[The Red Cross, Lapland district](#) offers multicultural activities as well as youth and friend activities.

INTEGRATION

LANGUAGE PROFICIENCY

From basics to proficiency: at work

FINNISH FOR THE WORKPLACE

Training organised by the employer as a joint procurement during working hours for its employees.

The ELY Centre for Lapland coordinates joint procurement training and has three products: Recruitment training, TäsmäKoulutus (targeted training) and Change training.

From basics to proficiency: in free time

ADULT EDUCATION CENTRE

On the Adult Education centre's [courses](#), you can learn basic and advanced* Finnish and Sámi languages.

FINNISHCOURSES.FI

[InfoFinland provides](#) online study materials for the Finnish language which is open for everyone.

CHILDREN'S LANGUAGE SKILLS

School & Early Childhood Education

FINNISH AS A SECOND LANGUAGE

In schools and early childhood education and care, high-quality Finnish language teaching is offered to pupils at different levels in accordance with the pupil's particular needs.

Continuous community support

The municipality of Inari and its residents and stakeholders support the development of language skills by offering opportunities for face-to-face practice in everyday life

INTEGRATION

Living in Inari

*Feeling
welcome*



Social life



*Connections
with locals*



*Low threshold for
participation*



*Getting to know local
culture and operating
methods*



*Meaningful
leisure time and
opportunities*



AINOLA

[At the Ainola Inclusion Centre](#), you can take part in events and hobby meet-ups, read magazines, have coffee with local people, use the virtual service point or use the TE Office's telephone.

FAMILY CAFÉ ACTIVITIES

[Family cafés](#) are places for both children and adults to meet each other and spend time together. It is also a meeting place for different generations and cultures.

ORGANISATIONAL ACTIVITIES

[Organisations](#) promote in numerous different ways citizens' well-being, inclusion, life management skills, social life and skills needed for working life. Village associations are local non-governmental organisations which have the role of being a joint forum for the different associations and actors in the village.

ADULT EDUCATION CENTRE

The Adult Education Centre has more to offer than just languages: you can learn handicrafts, fine arts, music, dance and physical activity [on the courses](#) at the Centre in Inari.

CULTURAL AND LEISURE SERVICES

The multicultural [Inari](#) offers good opportunities to enjoy different forms of culture and many hobbies.

VIRTUAL COMMUNITIES

Inari also has an active Facebook peer support group of immigrants, [Arctic Life Inari](#), and the social media channels of the [municipality of Inari](#) provide up-to-date information on municipal matters.

SÁMI CULTURE

The Sámi culture is strong in Inari-Saariselkä, and anyone is welcome to events arranged by Sámi people. [The Sámi Parliament](#), [Siida](#) and [the Sámi Cultural Centre Sajos](#) have a lot of great information about being Sámi and its significance for the identity of the area.

INTERPRETING SERVICES

When handling matters with the authorities, you will be provided with interpreting services.



IMMIGRATION COORDINATOR

IMMIGRATION MENTOR

INTEGRATION

UNEMPLOYMENT

What if I become unemployed?

TE OFFICE

If you become unemployed, register immediately as an unemployed jobseeker. [The TE Office](#) provides employment advice services that can help you find solutions for your situation and to locate a new job. The TE Office can also enable independent studies supported by unemployment benefits and provide job coaching or online integration training for immigrants. The TE Office also offers intensive language training for the unemployed.

KELA

You can receive unemployment benefits from [Kela](#) for the duration of your unemployment.

SOCIAL WELFARE IN INARI

[Social services](#) provide services that promote employment for the unemployed and rehabilitative work activities.

COMPETENCE DEVELOPMENT

New job opportunities!

SAKK AND REDU

(The Sámi Education Institute and REDU Lapland Education Centre)

Educational institutions organise multidisciplinary vocational education and training for both young people and adults. The main campus of [SAKK](#) is located in Inari and offers 20 different degrees. It is also the only vocational institution that offers Sámi languages and culture in their study offering. [REDU](#) is the largest vocational institution in Lapland and it operates in the whole Lapland region.

In the different education centres, you can also supplement and increase your knowledge and skills by taking short courses. For example, you can take a licence training course and then complete the exam for obtaining a hygiene passport, an alcohol passport or a safety passport for the tourism sector.

SUPPLEMENTING COMPETENCE OR FURTHER TRAINING IN A NEW FIELD

Unlimited possibilities!

TE OFFICE

[TE Office's training services](#) provide support and choices when you're planning to supplement your professional competences.

MUNICIPALITY of INARI

The municipality offers apprenticeship support for companies as well as organises and coordinates courses.

EDUCATION OFFERED ANYWHERE IN FINLAND

Educational institutions around Finland offer remote studies, so you can complete your studies elsewhere while based in Inari!

INTEGRATION

ENTREPRENEURSHIP

Dreams come true!



BUSINESS AND DEVELOPMENT SERVICES IN THE MUNICIPALITY OF INARI

[The business advisory services offered by the municipality of Inari](#) provide help with setting up a business, advice on financial support and increasing competence, networking support, opportunities to familiarise yourself with business projects and support for promoting international collaboration.

TE OFFICE

It is possible for start-up entrepreneurs to obtain from the TE Office entrepreneurial coaching and a start-up grant aimed at supporting new entrepreneurial activities and employment.

ENTREPRENEURS' ORGANISATIONS

Entrepreneurs' organisations operating in Inari, Ivalon yrittäjänaiset ry (Ivalo Female Entrepreneurs' Association) and Inarin Yrittäjät ry (Inari Entrepreneurs' Association) offer local entrepreneurs different benefits, networking opportunities and peer support.



IMMIGRATION COORDINATOR

ENTREPRENEURSHIP SERVICES

InariSaariselkä Matkailu Oy

[Tourism marketing](#)

Metsähallitus

[Land use permits and rights](#)

Kiinteistökehitys Inlike Oy

[Renting premises](#)

Technical services of the municipality of Inari

[Building permits, plots, supervision](#)

Local government co-management area of Arctic Lapland

[Environmental permits and supervision](#)

Terveystalo

[Occupational health care](#)

MUNICIPALITY OF INARI WEBPAGE

Information on the municipality and services of Inari.

<https://www.inari.fi/en/>

MAKE INARI YOUR HOME WEBPAGE

Information on settling in and living in Inari.

<https://www.inari.fi/en/services/make-inari-your-home.html>

INFOFINLAND.FI

Information on Finnish society for immigrants and those working with immigrants

<https://www.infofinland.fi/>

MIGRI

The Finnish Immigration Service

<https://migri.fi/en/home>

KELA

Social Insurance Institution of Finland

<https://www.kela.fi/web/en>

TAX ADMINISTRATION

Finnish Tax Administration

<https://www.vero.fi/en/individuals/>

DIGITAL AND POPULATION DATA SERVICES AGENCY

Digital and population data services agency

<https://dvv.fi/en/individuals>

TE SERVICES

Public employment and business services

<http://www.te-palvelut.fi/te/en/>

*Important links for
immigrants*

A romantic scene of a man and a woman standing close together on a rooftop covered in snow. They are silhouetted against a bright, low sun that creates a warm, golden glow across the sky and the snow. The background shows a distant, hazy horizon over what appears to be a snowy landscape.