

Transcript

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00:00:03 Jonathon

Welcome to the International House Turku Podcast, your guide to living, working and studying in Turku.

00:00:09 Jonathon

We are your hosts, Jonathan Murphy and Rosa Pambuchan.

00:00:12 Roza

Hello.

00:00:13 Jonathon

Hi.

00:00:14 Roza

So this week we're talking about employment in city and new initiatives we've had during the last few months with our GNT employees.

00:00:23 Jonathon

And later in the episode, we will welcome one of our Gentee employees to the studio to hear more about her experiences working at the city of Turku.

00:00:30 Roza

Sounds very busy and exciting.

00:00:33 Roza

Let's go.

00:00:34 Jonathon

Let's go.

00:00:41 Jonathon

Welcome to another season, I guess, of the International House Turku podcast.

00:00:47 Jonathon

I'm ashamed to say I don't actually know which season we are up to now.

00:00:49 Jonathon

We have been here so many times in the studio.

00:00:52 Roza

I think that's the role of our listeners to keep track.

00:00:55 Jonathon

Exactly.

00:00:56 Jonathon

This could be season 100.

00:00:58 Jonathon

It's nice to see you.

00:00:59 Jonathon

It's been a while.

00:01:00 Roza

Exactly same.

00:01:01 Roza

And not only it's like a new season for the episode, but it's also a very nice and amazing, colorful season outside outdoors.

00:01:09 Jonathon

This is true.

00:01:10 Roza

What have you been up to?

00:01:11 Jonathon

Well, what haven't we been up to?

00:01:14 Jonathon

It seems like a total blur since we came back.

00:01:17 Jonathon

Someone asked me like, oh, like how was your summer vacation?

00:01:19 Jonathon

And I was like, I have no idea.

00:01:21 Jonathon

It's been so long since summer vacation.

00:01:23 Jonathon

We at the International House Talk, we've had lots of new things happening.

00:01:29 Jonathon

Hopefully, maybe some of our listeners will be familiar with our spouse program, for example.

00:01:33 Jonathon

I'm delighted that now officially the city has a spouse program for the partners of new international students or researchers who would like to join our community.

00:01:43 Jonathon

And I'm sure we'll be talking about that in more detail on an upcoming episode.

00:01:47 Jonathon

But how about you, Rosa?

00:01:48 Jonathon

How is your autumn going so far?

00:01:50 Roza

Yes, it's pretty well.

00:01:51 Roza

And hey, by the way, congratulations on lifting up that spouse program, because I think that's a really important thing.

00:01:56 Roza

And we have had so many international spouses.

00:01:59 Roza

So great job you're doing there.

00:02:01 Roza

But I guess the same about myself.

00:02:03 Roza

What haven't I been doing recently?

00:02:05 Roza

Really busy with our current innovation team, interviewing people, doing workshops, trying again to understand how do we make, create this kind of continuous pathway for internationals, international entrepreneurs, helping people and employers also understand about all the services that the city is providing.

00:02:26 Roza

Because hey, come and think that we have so many services

00:02:30 Roza

But it turns out that not many are aware about the services that we have.

00:02:34 Roza

So that's partially one of the things that we're trying to figure out.

00:02:37 Roza

How do we spread the word out loud and clear to everyone?

00:02:43 Jonathon

Yeah, that makes sense.

00:02:44 Jonathon

And, you know, I guess this episode we'll be talking about sort of maybe life behind the curtain of the city of Torku and any kind of public sector work more generally.

00:02:53 Jonathon

And

00:02:55 Jonathon

I think, as with any organisation, it goes through kind of quiet times and busy times, but it really feels actually in a nice way that there are lots of new initiatives and lots of things happening.

00:03:06 Jonathon

There is energy in the airs of our Sam Portal, as we call it, the office here on Ilia Piston Cardo.

00:03:12 Roza

Yes, and actually in one of our episodes, we happened to mention about one of the

00:03:18 Roza

upcoming, which is already a current ongoing initiative.

00:03:21 Roza

Do you want to open up a little bit?

00:03:23 Roza

Do you have any memory about it?

00:03:25 Jonathon

It was such a long time ago now, of course, but maybe, Mark, do you think perhaps you could refresh our memories with this?

00:03:32 Jonathon

One moment.

00:03:35 Jonathon

Then we call it the New Beginnings project name.

00:03:40 Roza

I mean, that's something which is very much about walking the talk, maybe showing some.

00:03:47 Jonathon

Example initiative, what the city can really do about the youth unemployment.

00:03:53 Jonathon

So hopefully we can tell more about that particular programme in a few weeks.

00:03:59 Roza

All right, so for those of you who it was still not clear because we did not reveal what this thing was going to be, but you heard by Besa, Balandar himself that we're having this initiative.

00:04:11 Roza

And now the name, this initiative has an official name of Gen T.

00:04:15 Roza

What is Gen T, Jonathan?

00:04:17 Jonathon

Gen T, that's a good question.

00:04:20 Jonathon

And actually I had a confident answer prepared, but then recently it seems that Gen T means many things to different people.

00:04:26 Jonathon

In my mind, I like to think of it as generation tool.

00:04:29 Jonathon

It can be generation the Finnish word for work.

00:04:32 Jonathon

It can be generation.

00:04:34 Roza

Yeah, or generation or generation hope, because that's what we bring to hope to bring with the work and future in particularly.

00:04:43 Jonathon

Exactly.

00:04:44 Jonathon

But whatever you want to call it, Genti is the city's new initiative and really something I think I'm quite proud of.

00:04:50 Jonathon

It's a challenge thrown down to employers because we know everyone else had difficult

00:04:56 Jonathon

the labour market has been in recent times, particularly for everyone, but especially for internationals and especially for young people.

00:05:04 Roza

Absolutely.

00:05:05 Jonathon

Finding that first opportunity after, for example, you leave university or in a kind of junior entry level role.

00:05:11 Jonathon

We hear time and time again, not just in Finland, but in other countries, that actually finding these first stepping stones into working life

00:05:18 Jonathon

it's getting harder and harder with everything else that's going on.

00:05:21 Jonathon

So Genti is the city's kind of initiative to specifically address youth employment.

00:05:27 Roza

Yeah, and it sounds again very interesting in a sense that it's not just an internship or anything.

00:05:34 Roza

These young people get to actually work.

00:05:36 Roza

They run coordinate projects and they get to influence what they are doing.

00:05:41 Roza

So I think it's a very amazing thing.

00:05:43 Roza

And like you said also, it's a challenge in a way thrown to the companies because the city wants to

00:05:48 Roza

act as a kind of like an example that if the public sector can do that, then I believe a lot of companies could also consider because we then also have the other initiatives that both financially and in other ways support the employment of internationals.

00:06:03 Roza

So we hope that if you're a company representative, then take note.

00:06:07 Jonathon

Absolutely.

00:06:08 Jonathon

Our employer services will be more than happy to support any hiring of internationals in any way that we can.

00:06:16 Jonathon

But certainly this is, kind of campaign is something that I would have been very interested in when I arrived in Finland, because when I arrived in Finland I think I would have just about

snuck under this kind of youth category, which is not necessarily teenagers, but of course it is kind of under 30, under 29, I believe.

00:06:33 Roza

Yeah, 30 deadline kind of, yeah.

00:06:36 Jonathon

So I would have, when I moved here when I was 27, I think.

00:06:39 Jonathon

So sadly, these days, I'm no longer eligible for Gen T, but that's why it's been so great, you know, in our team, because of course, many Gen T workers have gone to different parts of the city.

00:06:50 Jonathon

So here in our kind of

00:06:53 Jonathon

do this as Pala Voluta, employment services or vitality services.

00:06:58 Jonathon

We have representatives as we should soon see.

00:07:02 Jonathon

It's been great to get their, I guess, perspective.

00:07:06 Jonathon

Absolutely.

00:07:07 Roza

A new perspective fresh and they also have all the motivation, all the energy to come up and challenge old bones like yourself and me.

00:07:17 Jonathon

Exactly.

00:07:17 Jonathon

And you know, I think one thing the public sector really benefits from is having people with diverse backgrounds.

00:07:23 Jonathon

And I'm not just meaning international versus domestic here, but also the type of trainings they've had and the type of research degrees they've done and the perspectives they have.

00:07:32 Jonathon

And even if whatever background you have, whether you are a scientist or historian or a business graduate, I think the public sector's work is so broad that most people would have something to contribute in a way to our work.

00:07:47 Roza

Yeah, absolutely.

00:07:49 Roza

And hey, if you want to find out more about the Genti, of course, there is information on the City of Turku's web pages.

00:07:54 Roza

So we will also make sure to link more about it.

00:07:58 Jonathon

Absolutely.

00:07:58 Jonathon

But hey, maybe the best way that we can continue the discussion about Genti is to hear from a Genti worker.

00:08:05 Roza

To bring one right here into the studio and interview them.

00:08:09 Jonathon

Absolutely.

00:08:09 Jonathon

So we'll be right back with our interview.

00:08:26 Roza

All right, so we're back in the studio.

00:08:28 Roza

And here with us, we have one of our international Gentee employees, Shayana.

00:08:34 Roza

A very warm welcome to you.

00:08:36 Shiyana

Thank you so much for having me here, Rosa.

00:08:39 Jonathon

Yeah, absolutely.

00:08:40 Jonathon

Great to be here.

00:08:41 Jonathon

Well, perhaps we could start by

00:08:43 Jonathon

you could maybe introduce yourself and maybe tell a little bit about your background and what brings you here to the city of Turku.

00:08:49 Shiyana

Yes, thank you so much for this question.

00:08:51 Shiyana

So I'm Shaina from India.

00:08:53 Shiyana

I came to Finland five years back because my husband got a job.

00:08:58 Shiyana

And we actually came from Prague and to everyone's surprise that he applied for one job and he got it and we packed our bags.

00:09:06 Shiyana

I left my job, he left his job and then we moved to Helsinki first.

00:09:11 Shiyana

We stayed there for six months and then he found another interesting job in Turku and then we moved to Turku.

00:09:18 Jonathon

That's just what we like to hear.

00:09:20 Jonathon

People moving to Turku internally within Finland.

00:09:23 Jonathon

That's great.

00:09:24 Jonathon

Yeah.

00:09:26 Jonathon

So you were here in Turku and then, but what's your background?

00:09:30 Jonathon

What's your profession?

00:09:31 Shiyana

So by professional background, I'm A licensed pharmacist in India with master's in pharmacology and PhD in neuropharmacology.

00:09:42 Shiyana

So you can call me in normal words, like a scientist.

00:09:45 Shiyana

I have been a scientist.

00:09:47 Shiyana

And then I decided when I moved to Finland, especially to Turku, by that time, like I don't want to continue my research career.

00:09:56 Shiyana

career because I see myself as somebody different and my strengths are somewhere else.

00:10:02 Shiyana

So I'm like, I'm gonna combine and figure out my own natural strengths with my science background.

00:10:10 Shiyana

So that's how my journey started.

00:10:13 Shiyana

Yeah.

00:10:14 Roza

That sounds very interesting.

00:10:15 Roza

So a completely different background again and then moving to the public sector.

00:10:19 Roza

So maybe you could then

00:10:22 Roza

Enlighten us and tell us what does your current work imply?

00:10:26 Roza

What do you do?

00:10:27 Roza

What does a typical working day look like for you in the city of Turku?

00:10:32 Shiyana

I guess I would first say it that me as a person who is having this research mindset and I have been into 3 1/2 years of some experience of integration, language learning and then career transition

00:10:51 Shiyana

figuring out my next steps and with having a child in between.

00:10:55 Shiyana

So I had a lot on my plate in the last three years.

00:10:58 Shiyana

So I utilized a lot of services from the city or from the Finnish government, what they were providing.

00:11:08 Shiyana

And I was so surprised and happy to use those services.

00:11:12 Shiyana

And on the same time, I was feeling there

00:11:16 Shiyana

They have many good services, but not everybody knows and not many highly educated people could figure out if they are not proactive because scientists are usually shy people.

00:11:29 Shiyana

I am not one of those and that's why I was very much out there and figuring out and figuring out.

00:11:35 Shiyana

And that resulted me into being

00:11:38 Shiyana

actively interested into contributing for the highly educated internationals who come to Turku or to the Finland, and that's why I am here.

00:11:48 Shiyana

And in this current job, my task is related to I'm coordinating with my colleague this

00:11:57 Shiyana

International Friendship Program and the idea is amazing.

00:12:02 Shiyana

I love that.

00:12:03 Shiyana

It's the localites get friends with the international new students.

00:12:08 Shiyana

They both have a win-win situation from each other about the cultural and also about integration, about the languages.

00:12:16 Shiyana

They both have a lot to share.

00:12:17 Shiyana

And my other tasks are related to supporting the Women Health Hub through Business Turku.

00:12:23 Shiyana

And another task is related to help the highly educated internationals to make their employment paths in Finland, in Turku.

00:12:34 Roza

Very important and very interesting at the same time, especially having considered that you have yourself gone through a lot of these things like personally.

00:12:41 Roza

I think the job becomes a bit more personal than just a title, what you are doing.

00:12:46 Jonathon

Yeah, and you're nicely placed to help develop those services.

00:12:50 Jonathon

And I think, you know, speaking from the International House perspective as well, as anyone moving to Finland, but maybe especially, let's say, a highly educated worker, someone who has a PhD or has a master's degree student,

00:13:03 Jonathon

has a master's degree, I mean, then there is still a certain maybe stigma attached to using the employment services, to registering as a job seeker.

00:13:12 Jonathon

Of course, this is the process that I went to, but actually if you know where to look in that service, there are people who can help you and there are services.

00:13:20 Jonathon

I'm not saying that it's the finished article yet, but it can be useful.

00:13:24 Shiyana

Yeah.

00:13:25 Shiyana

I mean, it's a very impactful and meaningful job for me and my task because of my personal experiences and because through my journey, I have been in touch with many motivated and highly skilled, highly educated people.

00:13:44 Shiyana

And I really want to help them.

00:13:47 Shiyana

And when I tell them, hey, don't be at home, just go out.

00:13:51 Shiyana

And they're like,

00:13:53 Shiyana

Why?

00:13:54 Shiyana

Because these ideas are not so common back in their countries and it's everybody has their own personal journeys and own personal mindsets also.

00:14:04 Shiyana

So I am trying to help that now.

00:14:06 Shiyana

I'm very fortunate and grateful that I got this opportunity.

00:14:10 Shiyana

I was trying to influence that only in my short, small circle, but through the system,

00:14:19 Shiyana

I am able to influence that in thousands.

00:14:22 Shiyana

I can help thousands of people through my ideas and I am very happy that my ideas are very nicely perceived at the institute, like at the city as an employer side.

00:14:35 Shiyana

They're very welcoming.

00:14:36 Shiyana

So no complaints, not at all.

00:14:41 Roza

That's very nice to hear and kind of that brings us to our next topic in a way which we wanted to.

00:14:48 Roza

discussed with you is particularly this working culture, the Finnish working culture, because we have talked with Jonathan with many, many internationals who move here to study, but when you move then to work life, the working culture may be completely different versus the university international bubble maybe or wherever you are coming from.

00:15:09 Roza

So you kind of already tackled that it's more like positive surprises than anything, but is there anything you could add about

00:15:18 Roza

that maybe confused you in the beginning about the Finnish working culture or particularly the public sector in the city?

00:15:24 Roza

Anything you could bring to us now?

00:15:27 Shiyana

Yeah, so from the public sector perspective, it's my first

00:15:34 Shiyana

international job in the public sector.

00:15:37 Shiyana

I have been to many others, but those were different than this.

00:15:41 Shiyana

So I came with completely empty mind.

00:15:45 Shiyana

Like, I don't know what are the expectation, even what are the hidden expectation or what is obvious, which might not be obvious to me.

00:15:55 Shiyana

And I straightforward told to my team

00:16:00 Shiyana

a leader that, hey, please give me the benefit of doubt that this, some things which might be obvious to you might not be obvious to me.

00:16:11 Shiyana

So, and they were like, yeah, of course.

00:16:14 Shiyana

I found it very warm and open mindset that they are not expecting me to know everything.

00:16:23 Shiyana

I am allowed to ask, I'm allowed to say my perspectives and

00:16:29 Shiyana

That was something very nice.

00:16:31 Jonathon

That's really nice to hear.

00:16:32 Jonathon

And of course, I am heavily biased because I've worked in the public sector in a number of countries.

00:16:37 Jonathon

But I think the public sector often gets a slightly unfair reputation for maybe being a bit sort of faceless and not so agile.

00:16:46 Jonathon

You know, we're a large organization.

00:16:47 Jonathon

We are maybe not having that kind of startup mentality exactly.

00:16:51 Jonathon

But of course, when you work for an organization where our stakeholders, our customers are the residents, you know, I think

00:16:59 Jonathon

you have that responsibility.

00:17:00 Jonathon

And as you mentioned, we have the flip side of working in the public sector is that you do have such an impact or the potential to have an impact on many, many people's lives.

00:17:09 Shiyana

Yeah.

00:17:09 Shiyana

And that's actually the fuel to the motivation that what you're working, it's not just your work.

00:17:15 Shiyana

It's actually thousands of people at the end of your work who are going to benefit from your efforts.

00:17:21 Shiyana

And that's very rewarding for me.

00:17:23 Shiyana

And that's why I have been into science from very starting and into research for that

00:17:29 Shiyana

And now at the public sector, I'm exploring this impact and meaning from a different direction and different perspectives.

00:17:36 Shiyana

I can accept it that it wasn't my career plan while I was doing this career transition to be into the public sector or to do this work.

00:17:45 Shiyana

But somehow the situations had turned into and I have been very actively networking.

00:17:52 Shiyana

And when I learned about how much feedback system is valuable in Finland, many countries

00:17:59 Shiyana

I have experience, they have feedback system only to show, but they do not have it in reality.

00:18:05 Shiyana

And my feedback has resulted me into getting this job.

00:18:09 Shiyana

So they found out some value in that and I was equally surprised, okay, let's see what do I have to contribute.

00:18:18 Shiyana

And now in two months,

00:18:20 Shiyana

I can say.

00:18:21 Shiyana

I'm finding my desk to be full of lots of new ideas and areas where I can contribute and I'm finding it like how to be fair with my time.

00:18:34 Roza

Yeah.

00:18:36 Roza

Sounds very good and kind of feels in all the points that we have also maybe previously discussed that kind of openness and daring to bring your ideas because again we have talked about

00:18:46 Roza

Finnish workplaces and work cultures being a bit more open and all kind of ideas being welcome and open discussion particularly being very important.

00:18:55 Jonathon

Yeah, and then this is really the idea, I guess, behind some of the campaign like Gen T to get these new ideas in.

00:19:00 Jonathon

we started International House, I think, 100 years ago.

00:19:04 Jonathon

We could kind of consider ourselves like recent arrivals, but of course we are not so recent anymore.

00:19:08 Jonathon

We are,

00:19:10 Jonathon

integrated or experienced or however you want to call it.

00:19:12 Jonathon

So I think having someone who's used services for internationals much more recently than we have, like that's what I've really appreciated about you being here and many of our other Gen Z workers as well is you have this fresh perspective and enthusiasm for what we're doing.

00:19:29 Jonathon

So you've been here for a couple of months and as I always like to say on this podcast, I'm a future studies student.

00:19:35 Jonathon

I like thinking about the future.

00:19:37 Jonathon

This might be a big question, but of course you've had this sort of taste now of public sector work.

00:19:41 Jonathon

I think you mentioned before that you're, you kind of, in your career you were sort of combining this kind of scientific background and now maybe some public sector work, but how do you see your future developing in Finland?

00:19:52 Jonathon

Would you like to stay here in the public sector or are you ready to scurry back to the lab or to the?

00:19:58 Jonathon

pharmaceutical company, for example.

00:20:00 Shiyana

So I might not be going to the lab, but I think everything happens for a reason.

00:20:09 Shiyana

We don't know the big plan and we never, that's why we all feel a little anxious and concerned about what is coming in the future.

00:20:17 Shiyana

So, but when you know it's a bigger picture and something is like already falling on place at it should be, that gives me the strength and like going ahead with the motivation

00:20:28 Shiyana

and the positivity that I never knew how much great experiences I could have in Finland, even without a job.

00:20:36 Shiyana

I love this country.

00:20:37 Shiyana

I had amazing all experiences in Finland.

00:20:41 Shiyana

So I'm still having those pink glasses to stay in love with it.

00:20:48 Shiyana

So definitely I'm staying in Finland for that reason.

00:20:52 Shiyana

And my experiences with the Finnish or international people I have met has been very positive and growth orienting.

00:21:01 Shiyana

And I am a growth oriented person.

00:21:03 Shiyana

So Finland just resonate with me, my values, my family values.

00:21:09 Shiyana

So I have my personal story to stay here, personal reason to stay here.

00:21:14 Shiyana

And I want to contribute to this country

00:21:17 Shiyana

through public sector and also to keep my health background in touch intact.

00:21:22 Shiyana

So I'm not leaving my health background.

00:21:26 Shiyana

I am keeping both and something in the future might come in the intersection.

00:21:32 Shiyana

And because whatever you plan, it doesn't go like that.

00:21:35 Shiyana

has been my experience.

00:21:37 Shiyana

So better to stay open and see and trust yourself and go ahead.

00:21:42 Roza

I think that's great advice in a way.

00:21:44 Roza

We have also talked previously as well that it does not have to be one exact route and that kind of linear, but it can be like a hybrid or fusion of previous skills and something that you are open, you acquire along the way, which I believe has also happened in your career path in a way.

00:22:01 Roza

And also it kind of brings us to our next question about you already kind of gave

00:22:07 Roza

advice or encouragement to other internationals.

00:22:10 Roza

But what would be that kind of particular one thing you want the other internationals to keep in mind and remember and keep on telling to themselves when they are looking for a job or when they feel lost in Finland, in Turku particularly?

00:22:24 Shiyana

My own experiences tells me that what helped me the most is by staying outside the home.

00:22:35 Shiyana

by staying at the relevant places and how would I call some place as a relevant one which is aligning with my career or was for me it was I'm A licensed pharmacist and here the whole life sciences industry events are aligned with my career because when I'm figuring out what could be my next role could be not a researcher then could it be sales or could it be business development or could it be alliance or partnership management

00:23:05 Shiyana

When I move out of the home and go to those events and pitch myself, I really had those experience when I didn't know how to pitch myself because I didn't know what I'm moving into next.

00:23:16 Shiyana

But when even I said this to somebody, they were able to connect to it.

00:23:21 Shiyana

They were able to guide me and I have given me by strangers 20 minutes of call.

00:23:27 Shiyana

So please, my advice is go out to those professional networking events

00:23:34 Shiyana

and network.

00:23:35 Shiyana

Do not just talk to your friend while there.

00:23:38 Shiyana

No.

00:23:39 Shiyana

Put out there your word and say whatever stage you are.

00:23:43 Shiyana

You don't need to have a perfect page.

00:23:45 Shiyana

Just tell whatever, wherever you are and you never know what other person could like give you A1 insight.

00:23:54 Shiyana

And I have given many those insights which helped me for the next step, next step.

00:23:59 Shiyana

And then somebody connected me to somebody where I got an amazing

00:24:03 Shiyana

internship experience.

00:24:05 Shiyana

So it really is very amazing.

00:24:10 Shiyana

Only uncomfortable situation is to go and ask and self-doubt.

00:24:15 Shiyana

Please do not do that.

00:24:16 Shiyana

Just go and ask and ask the questions.

00:24:19 Shiyana

All questions which you think are stupid, they are stupid from your perspective, but not from the other's perspective.

00:24:25 Shiyana

So be courageous.

00:24:29 Shiyana

Be open, be available, sell yourself, market yourself, understand this market, and figure out what it takes for you to understand the common network friends.

00:24:42 Shiyana

professional networks, have a list of those and then even follow up with them, meet them, go for lunch or the coffee, ask them for even some simple teams meeting guidance or somebody could really help you.

00:24:58 Shiyana

I have received all these help from all the great Finnish people.

00:25:03 Shiyana

So I would say stay open.

00:25:07 Jonathon

Now you've mentioned this on the podcast, of course, now you will have to give the advice to other people.

00:25:13 Jonathon

You'll get inundated with LinkedIn requests and so forth.

00:25:17 Jonathon

While we're on the theme of advice, of course, one thing we're also thinking about are the companies.

00:25:23 Jonathon

This has been on my mind since we went to the Talent Boost Summit in Helsinki this week.

00:25:28 Jonathon

That was a really interesting event.

00:25:30 Jonathon

But

00:25:31 Jonathon

Is there anything you would like to say then to the Finnish employers?

00:25:36 Jonathon

you've worked in or had internships in a couple of places here.

00:25:39 Jonathon

Is there anything you think they should know when they are considering hiring international talents?

00:25:45 Shiyana

So, for the Finnish employers, according to on my own experiences, whenever I spoke to somebody about or as a thesis worker and or maybe as a

00:25:59 Shiyana

I was trying to use these things as a connecting stepping stones and because I was on the crossroads.

00:26:06 Shiyana

So I thought it strategically that this would be low threshold, no problem thing for them and easy to do.

00:26:14 Shiyana

And for my surprise, they didn't know about it.

00:26:17 Shiyana

And they're like, what is it?

00:26:19 Shiyana

Say it again and how to do it.

00:26:20 Shiyana

What are the bureaucracy?

00:26:22 Shiyana

How much is the paperwork?

00:26:23 Shiyana

And I'm like, no, I'll take care of all those things.

00:26:26 Shiyana

If you agree, if you need somebody like me, then so I would say for the Finnish employer to be more aware of the services cities are providing and they can really both of them.

00:26:38 Shiyana

It could be a win-win situation for the employer and the employee both.

00:26:42 Jonathon

And again, just to clarify, for anyone not aware, so the Tuokokalu, the Palaka Tuki, these are services offered by Tuku Employment Region in order to help to assist with job seekers.

00:26:51 Jonathon

So if you are in a registered job seeker with them, then often there are pathways to the labour market where they can subsidise.

00:26:58 Roza

It's actually very interesting and this very well aligns also with the work that we've been doing currently with the innovation team.

00:27:04 Roza

We've been interviewing particularly companies and it turns out that a very, very, very few of them only know about so many services that we have.

00:27:12 Roza

And we have been talking about incentives already in this podcast as well about the international voucher and whatnot.

00:27:19 Roza

But it's surprising that, like you mentioned, a lot of companies just have this mindset that, oh, it's just complicated and we don't want to deal with it.

00:27:26 Roza

Whereas there are like both financial

00:27:28 Roza

mentoring, support, all kind of things that when utilized, it does bring a lot of value on top of a motivated employee, but also you're not kind of like taking any step back or it's not suffering.

00:27:41 Roza

So definitely I agree with you that they should be more utilized and maybe it's partially also our job to help companies understand.

00:27:49 Jonathon

Yeah, I think a lot is, the city is aware of this.

00:27:53 Jonathon

Of course, there are thousands of companies here, but we are.

00:27:56 Jonathon

continuing to develop our services towards companies.

00:27:59 Jonathon

But Shaina, we would have you on this podcast for several hours, but unfortunately, of course, we are running out of time.

00:28:07 Jonathon

We do have one question left that we asked all of our guests here on the International House Talko podcast, and it's a bit existential, but bear with me.

00:28:14 Jonathon

But basically, of course, if you could cast your mind back five years ago when you're moving to this new country to Finland,

00:28:21 Jonathon

thinking of yourself then and then thinking about what now and your experiences, is there anything you would like to advise or anything you would like to say to that past self of yours from five years ago?

00:28:32 Jonathon

What's the one piece of advice that you wished you would have known back five years ago?

00:28:38 Shiyana

I would say I wish I would known myself better.

00:28:42 Shiyana

I wish I would have trusted myself better.

00:28:46 Shiyana

I would have like then

00:28:50 Shiyana

operated all my journey from a different mindset rather than self-doubting myself whenever I have been to those networking places or in the teams meeting for guidance for somebody and am I doing something offensive?

00:29:07 Shiyana

Is everything okay?

00:29:08 Shiyana

So I try to give other person a good experience as an

00:29:12 Shiyana

representative of India and a highly educated person from India.

00:29:16 Shiyana

So I was like too much hard on me.

00:29:21 Shiyana

Like, am I even traveling in a nice way in a bus?

00:29:25 Shiyana

If they do not talk, I shouldn't talk even on the phone.

00:29:28 Shiyana

And so, I mean, I was respecting everybody around me, trying to adjust and a lot adjust and self-doubting and questioning myself A lot.

00:29:39 Shiyana

And now I tell myself, come on, if you could have trusted yourself and you are a kind person, you are a smart woman, you are not somebody stupid or you would go something crazy or do something crazy, why would you have those doubts?

00:29:56 Shiyana

So just, so it is, I think it's the lost place when you enter a new country.

00:30:01 Shiyana

So irrespective of how much educated you are or you not, that having self-trust is the key and also the believing in the process or believing in kind of bigger picture that you are here for some reason that other surprises will be revealed on its time and just be kind and going with the flow and enjoy the beautiful nature around you and do whatever you are able to do in the given circumstances.

00:30:30 Shiyana

Just do not self-doubt.

00:30:34 Shiyana

That's very good.

00:30:35 Roza

And yes, very important, I think, to all of our listeners, regardless whether they're international or local and regardless of age, I believe it's very valid.

00:30:44 Roza

That kind of advice that will help everyone.

00:30:46 Roza

And before we let you go, actually, I have to throw that last question.

00:30:51 Roza

So yeah, we usually talk about this, like, you know, finish working, life balance and whatnot.

00:30:56 Roza

And here we're sitting on a Friday afternoon in the studio.

00:31:00 Roza

of the city and it's moving towards weekend.

00:31:02 Roza

So do you have any relaxing plans or are you planning to work over weekend?

00:31:08 Roza

Anything that you have planned coming?

00:31:09 Roza

Nice.

00:31:11 Shiyana

So of course no plans to work on the weekend related to work work but related to home work like the child and the house cleaning.

00:31:20 Shiyana

Those chores are waiting and maybe some meal prepping over the weekend and going for a walk.

00:31:27 Shiyana

Ruskov, this event

00:31:29 Shiyana

by international women.

00:31:31 Shiyana

I'm definitely going to join them.

00:31:33 Shiyana

And they are going for a forest walk with all nice-minded, like not nicely, open-minded people all together in the

00:31:45 Shiyana

So I'm looking forward to that.

00:31:48 Shiyana

It's going to happen tomorrow.

00:31:50 Roza

That sounds amazing.

00:31:51 Roza

And I'm sure also if our listeners check the calendar of the events of Tuku, they will find a lot of interesting events.

00:31:57 Roza

Most of them are particularly free of charge, just like-minded people wanting to spend time together.

00:32:04 Roza

So again, there are a lot of services.

00:32:06 Roza

There are events.

00:32:06 Roza

Just try to actively reach out and look for that.

00:32:09 Roza

And if you for some reason cannot find, then reach out to either of us.

00:32:13 Roza

in here and then we'll try to help guide you.

00:32:15 Jonathon

Yes, International House.

00:32:16 Jonathon

It's always open.

00:32:17 Jonathon

But Jana, thank you so much for coming to the studio today.

00:32:20 Roza

Thank you.

00:32:21 Roza

Have a great time on weekend as well.

00:32:23 Roza

Thank you and same to you guys.

00:32:25 Roza

Thank you.

00:32:33 Jonathon

And we're back to.

00:32:34 Jonathon

reflect on another episode, Rosa.

00:32:38 Jonathon

Again, a huge thank you to Shaina for taking the time to come and see us and really share her experiences.

00:32:45 Roza

And also it's very interesting and pleasing to think of her not anymore as just an international talent in Dugu, but a colleague.

00:32:52 Roza

So that was a very nice experience for us.

00:32:55 Roza

But yeah, we talked today about working, working culture.

00:32:59 Roza

We talked about the Genti, about a lot of the services that we have in the city, but that

00:33:04 Roza

do not reach out, do not have as wide an outreach as they should because apparently also as in the case of China, she was able to utilize this as a way to get through and get her this experience of working, which is very, very important for many internationals, for many young people and kind of like a stepping stone to then further continue their career.

00:33:27 Roza

And other than that, we also talked about the weekend plans, about the season, about the colorful autumn out there,

00:33:35 Roza

How do you feel about it, Jonathan?

00:33:36 Jonathon

I love autumn.

00:33:37 Jonathon

I sort of have a British sensibility where it's too hot in the summer and it's too cold in the winter, but the autumn for me is the nicest of all the seasons.

00:33:47 Jonathon

It reminds me actually when I first moved to Finland, because I moved here in October and those first few days exploring the river Aura and the leaves on the trees changing and everything.

00:33:57 Jonathon

Of course, we do know that whilst we do still have some sunlight left, at the moment autumn is that time of year when the day

00:34:05 Jonathon

start getting shorter, the darkness is kind of creeping in, the weather is starting to change.

00:34:09 Jonathon

So I think in that sense, I would echo Shaina's advice about leaving the house, trying to get out into the world.

00:34:17 Jonathon

In some ways, the autumn is not the most dynamic networking time because many people would just like to hibernate and watch Netflix at home.

00:34:24 Jonathon

But actually, you know, there's a lot of things out there.

00:34:26 Roza

Yeah, absolutely.

00:34:27 Roza

And again, like we mentioned, there are a lot of events and websites where you can check what is happening for the coming week, for the weekend is usually.

00:34:35 Roza

full of events as well.

00:34:37 Roza

So the city of Turku has this event calendar, but on top of it, also our employment region has a calendar.

00:34:42 Roza

So if you don't just want to go and hang out in any event, they're also employment related and that kind of self-growth events as well.

00:34:49 Roza

Definitely.

00:34:50 Jonathon

And I think it's.

00:34:50 Roza

What else do we have in the International House?

00:34:52 Roza

Any upcoming events?

00:34:53 Jonathon

Sure.

00:34:54 Jonathon

Again, depending on exactly when this episode, when you're listening to this episode, we do have

00:35:00 Jonathon

some workshops coming up, which you can see on our website.

00:35:03 Jonathon

We have, of course, our famous bees, Bisperian Tai, which is the last Friday of every month.

00:35:09 Jonathon

If you are an international spouse, then you are very welcome still to register for our spouse program.

00:35:15 Jonathon

We've had a couple of events so far, but you can register anytime.

00:35:18 Jonathon

this season until December.

00:35:20 Jonathon

So you can just basically you can just register at the end and come for the Christmas party if you don't want to go to anything else.

00:35:26 Roza

That's fine.

00:35:28 Jonathon

So yeah, I think, you know, it's a really, it is still a time where you can find what you are looking for.

00:35:35 Jonathon

And certainly shout out to any families out there.

00:35:38 Jonathon

Of course, it is the Soslama, the Finnish half term is coming up around the time of recording.

00:35:44 Jonathon

And there's lots and lots of events the city organizes for families, for those who have to look after the school-aged children.

00:35:51 Roza

There's things happening around the city too.

00:35:53 Roza

A lot of things happening and you won't be bored.

00:35:56 Roza

So just stay tuned, follow us on our social media channels, reach out, ask if you have questions like Shannon also mentioned, like, don't just sit there in a dark corner and think that this is going nowhere.

00:36:11 Jonathon

Yeah, absolutely.

00:36:12 Jonathon

We are here for you and happy, more than happy for any kind of questions or feedback you have.

00:36:17 Jonathon

But again, Rosa, thank you so much for today.

00:36:19 Roza

And Marco, of course.

00:36:21 Roza

And see you during the next episode.

00:36:23 Jonathon

Take care.