



## Results - Displaced talent: Multi-stakeholder dialogue

Åbo Akademi University's Refugee Entrepreneurship Group hosted a hybrid workshop co-organized with Maria Elo (University of Southern Denmark) and Migration Institute of Finland in Turku 12-13.10.2023. The event was funded by Åbo Akademi University Foundation.

We draw some key points from the panel discussion **What kind of knowledge and experience do we have in Finland that could lead to better capacity building?** that took place 13.10.2023.

### Take-aways from the discussion:

- Displaced talents are rarely recognized as talents, but viewed mainly as refugees, social issue or integration subject
- Finland – like Germany and Greece- is facing a challenge of a limited talent pool in the labour market and needs more immigration of talents to fill in this gap
- Aging host country firms are interested in displaced talents, yet they lack the necessary tools to evaluate how well these talents align with their organizational needs.
- Business organizations have both capacity and willingness to advance the talent employment of displaced talents, but many need facilitation from support institution.
- Well -functioning talent programs exist in business organizations, but are not usually shared on a broader level and amongst different actors.
- Lack of an advanced level of host country language knowledge and acknowledgement of qualifications remains a major impediment to labour market participation of displaced talents
- Local Chambers of commerce and business ecosystem actors can identify specific needs and bridge the gap between available talents and the market needs
- Diverse institutions and NGOs are working on solution models, but those are often limited in terms of space, time and funding (e.g. projects) and not scaled out nationally or actively disseminated to crucial stakeholders
- Displaced talents face intersectional challenges that are not solved with one program or policy only, e.g. child care, language, re- and up-skilling of qualifications. A customized approach is essential to effectively tackle these multifaceted challenges.
- National migration policy and institutions (e.g. Migri) do not serve the economy and business needs as they should, e.g. enabling smooth talent employment
- Investment-, innovation- and business ecosystem programs may foster economic integration of displaced talents
- Pathway for entrepreneurship and respective programs are lacking or inadequate regarding displaced talents
- Empathy, humanistic values and multistakeholder collaboration need to be advanced in business and economy

We would like to thank cordially our panelists for these insights:

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