

## **VANTAA'S PLEDGE TO THE EUROPEAN PILLAR OF SOCIAL RIGHTS, 2025**

### **Commitment to Principle 3: Equal Opportunities**

#### **Vantaa Aims to Lead the Way in Sustainable Integration**

Vantaa is committed to advancing the integration of all new residents in the city in an equal and sustainable way. Vantaa is currently the most multicultural city in Finland and thus is aiming to lead the way nationally in how to help residents with migrant backgrounds to integrate into society and find quality employment in a sustainable way.

Vantaa will further develop services for new residents with a migrant background to advance digital participation, improved Finnish language skills, employability, and integration into society. This is done by increasing opportunities to participate in training by expanding civic orientation studies, offering more training in the Finnish language, and increasing training and support in digital skills. We will further develop models combining work and language training, such as language support at workplaces. An important aspect is cooperation with local businesses. As a collaboration between the six largest cities in Finland, our goal is to involve a total of 1000 new companies/employers in the international recruitment services offered in these cities, to offer them support in aspects of international and multicultural workplaces and recruiting processes.

We will ensure that the city's basic services serve all residents equally. Concrete actions include city-wide development of customer service and interaction skills under Vantaa's employment services' "Customer Service 2030" project and developing diversity competence through training offered to staff.

We are actively improving the welcoming culture that supports new residents of Vantaa in settling into their new hometown. Tangible methods for this include sending a welcome letter for

all new residents and organising regular events where essential information about the city and the functioning of the service system is shared.

We want to keep up and further increase trust between communities and the city to advance good relations between different communities in our city. We will continue to have close cooperation with the migrant organizations in Vantaa and organise roundtable discussions with communities on current topics the residents are bringing up.

We will particularly promote the status of migrant women in integration services to advance women's employment, skills development, and social inclusion. Concrete actions include mapping out the new resident's situation holistically in initial services, offering civic orientation and language training to women outside the workforce, and developing cooperation between home and basic services (e.g. Involving Parents in School and Working Life method).

Vantaa, March 13, 2025

Pekka Timonen

Mayor

City of Vantaa