Think Career: A Mentorship Journey Transforming Immigrants’ Future in Finland

Since its inception in early 2023, the Think Career Mentoring Program has become a vital bridge for skilled immigrants seeking meaningful employment and career growth in Finland. Spanning five mentoring seasons from 2023 to spring 2025, the program has fostered a diverse community of mentees and mentors, driven by the belief that guidance, networks, and understanding can unlock new opportunities in Finland's complex labor market.

A group of people posing for a photo

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Photo by Samuel from @saintfilmz

# Who Are the Mentees and Mentors?

Across the program’s life cycle, 284 unique mentees representing 56 countries participated, with over 93% holding at least a bachelor's degree. The cities of Helsinki, Espoo, Tampere, Vantaa, and Vaasa had the highest concentration of mentees. The repeat participation of 12 mentees reflected the high value of the program despite not meeting the initial goals.

A map of the world

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On the mentor side, 191 professionals from 71 countries volunteered their time, expertise, and empathy. Some mentors returned for multiple seasons, reinforcing the community spirit that defines Think Career. The mentor-to-mentee ratios showed an increasing strain over time, suggesting the need for future capacity building.

A map of the world

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# Career Fields and Experience Levels

While over half of the mentees had less than five years of work experience in their field, more than half of the mentors had over a decade of expertise. This gap revealed the program’s strength in pairing aspiring professionals with seasoned guides.

A graph of different colored bars

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Mentors and mentees were categorized into nine primary career fields. STEM, Business, and Social Sciences dominated, while healthcare, medicine, law, and public service fields were underrepresented. Interestingly, mentees outnumbered mentors in most sectors, underscoring the demand for support.

A graph of a graph of a group of people

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# What Changed? – Impact Analysis

We measured feelings and transformation through a robust pre- and post-program survey approach. In 2023 and 2024, we observed a 30% increase in pitch readiness, a skill crucial for job interviews and networking events.

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Job and internship acquisition also rose, especially in the earlier rounds. In 2023, 13.2% of mentees reported gaining such opportunities, while 5.6% achieved this in 2024. Professional contacts expanded by 12.9% in 2023, although they dipped in 2024, likely due to a misinterpretation of the survey wording.

A group of graphs with text

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# Optimism and Recommendations

When asked whether they felt optimistic about their career path, most mentees across seasons responded positively—an intangible yet crucial measure of success. Equally promising, over 80% of mentees were at least 70% satisfied with the program and said they would recommend it to others. On a scale of 0 to 10, recommendation scores clustered between 8 and 10.

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# Looking Forward

The Think Career team is already implementing changes based on these findings. Improvements in data collection, more transparent communication, and expanded mentor recruitment are on the horizon. Additionally, a new alumni network is being considered to support continued connections beyond the program’s official timeline.

We invite readers to explore more granular insights through the analyst’s GitHub repository, where all data, analysis code, outputs, and insights are openly available.

[Insert GitHub Repository Link Here]

# Conclusion

Think Career has connected people, shifted perspectives, opened doors, and sparked hope. As Finland diversifies, programs like this will be crucial for integrating talent, fostering a sense of belonging, and empowering the next generation of changemakers.

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