# Insights & Recommendations from the Analysis

## 1. Program Scope & Purpose

This analysis assesses the impact and structure of the Think Career Mentoring Program, which connected skilled immigrants (mentees) with mentors across five rounds between Spring 2023 and Spring 2025. The program aims to support employment and integration into the Finnish job market through mentoring, skills development, and networking.

## 2. Participation Overview

* 284 unique mentees from 56 countries took part.
* 191 unique mentors from 71 countries contributed.
* Most mentees (93.3%) held at least a bachelor's degree, with 53.2% holding master's degrees.
* Repeated participation was noted for 12 mentees and 18 mentors---indicating value but unfulfilled goals in previous rounds.

📍 Top Countries of Origin (Mentees): India, Nigeria, Russia, Pakistan  
📍 Top Cities in Finland: Helsinki, Espoo, Tampere, Vantaa, Vaasa

**Insight:** Mentees are both well-educated and geographically diverse, with strong representation across Finnish cities in the capital region. This suggests potential for broader regional workshops and outreach.

## 3. Mentor-Mentee Dynamics

* Mentees are increasing in number at a faster rate than mentors.
* Most mentees and mentors belong to these career fields: STEM, Business and Finance, Education, and Hospitality.
* Fields like Law, Healthcare, and Public Services remain underrepresented.

**Recommendation:** Target mentor recruitment in underrepresented fields and balance mentor-mentee ratios more effectively by field and expertise level.

## 4. Career Support Needs

Mentees most frequently sought help with:

* CV and cover letter writing
* Networking and job search strategies
* Understanding the Finnish labor market
* Gaining confidence in pitching to employers

**Insight:** Tailored Mentorship Approach

Not all mentees begin their journey from the same starting point. Some are recent graduates new to Finland's labor market, while others are experienced professionals facing unique challenges in transitioning into their desired fields. These challenges such as limited local networks, unfamiliarity with Finnish hiring practices, or language barriers require different forms of support.

**Recommendation:**

The mentorship experience should be personalized based on the following:

* Career stage (e.g., new graduate vs. experienced professional)
* Specific barriers to entry (e.g., language, lack of portfolio, cultural differences)

By aligning mentors with mentees' specific needs, the program can provide more targeted and practical support, ultimately improving outcomes for participants.

## 5. Work Experience & Industry Trends

* 60% of mentees have 0--4 years of experience in their desired field.
* 55.5% of mentors have over 10 years of relevant experience.

**Insight:** Most mentees are in early-career or switching fields. Mentor selection should reflect this by providing guidance tailored to their career stage.

## 6. Program Outcomes (Pre vs Post Assessment)

* +13.2% employment/internship gain in 2023
* +5.6% employment/internship gain in 2024
* +12.9% growth in professional contacts in 2023
* Decline in 2024---possibly due to unclear survey wording or sample variation
* 30% increase in mentees' readiness to pitch
* Growth in mentees with portfolios in both years
* Slight gains in mentee optimism, though many remain unsure
* Over 80% of mentees would recommend the program to others (7/10 or higher)

## 7. Key Recommendations

* Recruit More Mentors, especially in underrepresented industries.
* Improve Matching by considering city, field, and experience level.
* Launch Optional Workshops (CV, networking, Finnish work culture).
* Engage Diaspora Communities for better outreach.
* Establish an Alumni Network for ongoing mentorship and networking opportunities.
* Introduce 6-month Follow-up Surveys to assess long-term outcomes.
* Standardize questions; terms like"3 months period" and "5 months period" can be, for example, replaced with "during the whole program".
* Use standardized fields (dropdowns) for countries, cities, education, and other relevant categories.
* Avoid free-text responses for core variables.
* Require completion of mandatory fields (email, country, education) before submission.
* Clarify survey questions especially terms like "professional contacts."

## 8. Conclusion

The Think Career Mentoring Program has made a meaningful impact on the career journeys of immigrant professionals in Finland. With continued refinement in mentor recruitment, survey standardization, and alumni engagement, it has the potential to scale and serve as a model for similar initiatives across Europe and beyond.

# Final Reflections

As we conclude this analysis, several key themes emerge clearly: the power of consistent support, the growth of mentees over time, and the increasing confidence they demonstrate in both their skills and outlook.

## Are We Satisfied?

Yes --- the data paints a strong, positive picture. We've:

* Tracked meaningful improvements year-over-year.
* Seen tangible growth in optimism and confidence.
* Watched mentees move from passive participants to active promoters of the program.

This isn't just encouraging --- it's validating.

## What Questions Remain?

While the results are promising, a few open questions might inspire further exploration:

* What specific program elements are driving the most impact?
* Are there any mentee segments (e.g., background, field, location) that benefit more or less?
* How do these metrics evolve after the program ends (e.g., 6 months later)?

## Final Word

The numbers speak volumes --- but it's the underlying stories of growth and transformation that genuinely matter. This analysis confirms that the program is not just functional but deeply impactful.

Let's keep the momentum going.