

Work in Estonia

facts sheet 2018

The aim of Work in Estonia is to introduce Estonia as an attractive destination for living and working to talented foreigners, especially ICT specialists. We are also striving to increase Estonian employers' awareness of foreign recruitment.

Background: The information and communication technology sector of Estonia currently lacks about 7,000 specialists. By 2020, we will need 37,000 ICT specialists across all sectors, most of which will be covered by training contracts and existing workforce. However, there will still be shortage of about 8,600 specialists by 2020. Several countries are competing for foreign specialists. For example, the Netherlands, Ireland, Singapore, Canada, Denmark, Germany and Poland have been organising initiatives similar to Work in Estonia for years now.

Funding: From the ICT development programme and resources allocated to Enterprise Estonia from the state budget

Objective: To attract 2,000 foreign ICT specialists to Estonia by 2020.

Client base of companies as of early 2018: 120

Activities:

- **Distributing employers' job offers (in English)** on the workinestonia.com website and on social media. Throughout the year, job offers of Estonian employers were opened a total of 167,000 times.
- **Recruitment campaigns on selected target markets** (target markets for 2018 are 9 countries: Ukraine, Italy, Portugal, Slovenia, Bulgaria, Hungary, Turkey, Latvia and Georgia). The campaign is targeted at mid- and senior level IT specialists who have a great command of the English language.
- **www.workinestonia.com portal**, which provides a thorough overview on Estonia and working in Estonia to foreign specialists, as well as providing relevant information to employers who are interested in bringing foreign specialists to Estonia. During 2017, the website was visited by 470,000 people, i.e. about half a million people.
- **A handbook about living in Estonia** for foreigners, titled "Relocation Guide" (in ENG, FIN, RUS, both in print and online).
- **Document templates in English.**
- **Introductory videos about living in Estonia**, featuring testimonials from foreigners who already live in Estonia.
- **Increasing employers' awareness of foreign recruitment.**

Activities that will be added in 2018:

- **International House at Ülemiste City** — a place where you can carry out all the necessary processes for a newly arrived foreigner, such as applying for a residence permit, registering as a resident of the city, signing up for an adaptation programme, etc.
- The aim of the **foreign recruitment voucher** is to enhance foreign recruitment for ICT positions, for which it is difficult to find employees from Estonia. With this voucher, companies can partially compensate for expenses related to foreign recruitment, if they indicate that an ICT specialist from abroad (from the European Union or third countries) has stayed in Estonia to work here. First and foremost, the voucher is meant to be an encouragement measure for companies that so far have hired very few employees from abroad or none at all.
- **Step-by-step foreign recruitment instructions for employers (incl. an online solution)**
- **Pilot solution for distributing candidates**
- **Consultation for entrepreneurs who are recruiting from abroad for the first time.**
- **Counselling programme for spouses of foreigners**

6 reasons for working in Estonia (for foreign specialists)



Fast-track your career:

Climb up the career ladder faster and reach your professional goals in less time, with almost no organizational hierarchy limits.



Our future is bright:

Estonia is a true digital society and the start-up nation of Europe. Run businesses, access government services and sign documents online — anywhere, anytime.



So fresh & so clean:

As a clear winner of the category, Estonians highly value both the environmental cleanliness and the possibilities of spending time in the nature.



Safety first:

Crime rates are low, people around you are relaxed and usually modest. Cyber safety is such a hot topic, that NATO Cooperative Cyber Defence Centre of Excellence is located in Tallinn.



The living is easy:

No other tech hub beats Tallinn when it comes to optimizing your monthly expenses. Our free public transport and healthcare leave you more money to spend on fun things that matter to you.



Too good to be true?

We do not say Estonia is perfect, but it is a pretty awesome place to work and live. One thing to consider is the weather. Winters can be very cold, up to -20° , but it is compensated by our long summer days. Also, some local people think smiling too much is a sign of insanity.

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