

ESTONIA ATTRACTS TALENT



Do you have enough talent?

Of course not, but it's a global issue, there is a lack of smart talent everywhere. The shortage of skilled labour is acute all over the world and rivalry for skilled workers and talent is fierce.



As Estonia ranks **#1** in unicorns per capita in Europe, there is a big competition for a talented workforce. But we see it as a positive challenge to solve. The country is experiencing a true IT sector and technological start-up boom. Estonia is a successful startup hub - the more tech companies see the environment attractive and want to operate here, the more attractive we are for our talents and also for foreign specialists.



Tallinn got the title of the most intelligent community in 2020 from The Intelligent Community Forum (ICF).



How do you solve the talent issue on the country level?

Estonia has several initiatives in place:



Work in Estonia –

state program for international talent attraction. The program aims to make Estonia an attractive destination for living and working and to ensure that hiring and providing work for foreign talents is as simple as possible for companies.

International House of Estonia –



as part of the Work in Estonia program is a one-stop-shop service center providing a wide range of essential information – consultations and public authority services for international newcomers and employers.



e-Residency –

Estonia is the first country to offer e-Residency, a government-issued digital identity, and status to enable access to the country's e-services and transparent business environment.

Exemption from the quota for bringing in foreign labour –



Estonia has introduced the annual immigration quota for non-EU nationals, nevertheless, there is no limit to startups (incl. founders, employees), IT specialists, and top-level specialists, whose monthly income is at least equal to double the average gross salary in Estonia.



Startup Visa –

any non-EU startup that has a tech-based business solution and whose goal is to develop and launch an innovative and repeatable business model with great global growth potential can apply for the visa.

Digital Nomad Visa –



Estonia is allowing those employed by foreign companies and not tied to one location to come live and work in the country for up to a year. In addition, up to 90 days of travel across Schengen countries is allowed.

The Minister of Entrepreneurship and Information Technology Andres Sutt:

"The aim is to find solutions to the growth constraints of businesses, to make their lives easier so that both, our own people and those skilled workers who cannot be found here in sufficient numbers, can see Estonia as a country with an attractive and high-quality living environment. The people who are allowed to come here to work, create value for us."



How to describe the Estonian labour market?

The labour legislation is liberal and offers a lot of flexibility in agreeing on terms and conditions of employment.

+ straightforward labour legislation

Estonia offers:

+ easy hiring processes and free movement of workers in the European Economic Area (The European Single Market)

+ foreign languages are widely spoken (English is the working language in most of the IT companies in Estonia and in addition, most Estonian companies offer free Estonian courses.)



Why consider hiring a foreign talent?

When recruiting labour not only in Estonia but also abroad, the choice of candidates is wider and the probability of finding a specialist with higher competence is broader. In addition to high professional qualifications, the foreign specialist is also a motivated and dedicated employee and team member, who has made a considered decision to start working in Estonia and is ready to go through a thorough and time-consuming transition process, in other words, this specialist is committed to a certain place of work and residence for a long time.

Estonia offers:

+ simplified immigration processes for foreign talent hired (aforementioned exemption from the quota; shortened proceeding time for top specialist's visas; free online migration consultations with governmental migration advisors, etc.)

+ variety of other services by Work in Estonia program (for example a free international recruitment consultation session through Skype)

The co-founder of Bolt Martin Villig:

"It is necessary to bring smart workers to Estonia. If we want to grow our economy, we need to bring in a certain number of specialists from outside."

The ICT sector is characterized by a very high need for employment growth. According to the forecast, the total number of people employed in the main professions in ICT should increase at least 1.5 times by 2027. Due to the need for growth, the ICT sector and all other economic sectors will need every year a total of at least 2,600 new employees.



Where to find and how to recruit (tech) talent?

Tech talents are found in cooperation with universities (for example TalTech, University of Tartu), with the help of HR and recruitment agencies, via direct offers and internship offers (Cleveron Academy, etc.).

There are also some new initiatives to solve the problem about the lack of tech talent like: <https://kood.tech/>.

Furthermore, the Work in Estonia team is helping companies to find and keep people with exceptional skills from all over the world. More information: <https://www.workinestonia.com/for-employers/>.



What are the key advantages for (tech) talent in Estonia?

- + Estonia ranks #1 in the world for digital life – the IT culture in Estonia is engrained in the actual culture of the country. 99% of public services are available online 24/7.
- + Tallinn ranked as #1 in the list of best places for working remotely in 2021.
- + By economic activity, the gross wages and salaries in 2021 were highest in the information and communication field.
- + Tech sector is more open to international competition than any other sector, especially in the context of the labour market.
- + Tech business is booming in Estonia. There are many interesting tech employers, exciting projects and very good job offers including the possibility of rapid professional growth.
- + There is a progressive business environment with an efficient and compatible infrastructure. And for example, Estonia is among the countries with the cleanest air, according to the World Health Organisation.
- + Good balance between work and private life. Tech companies in Estonia usually have a very comfortable working environment and pay attention to their employees' well-being.
- + The absence of bureaucracy is a characteristic reflection of some aspects of Estonian culture, which is defined by a relatively small distance from power; this allows for a quick career path. Estonia always has a place for bold ideas.