



Language and multicultural trainings

Arffman is Finland's largest private integration trainer and provider of employment management services. We have trainers specializing in language and culture, as well as coaching and guidance professionals from all over Finland. We are part of Barona.

LANGUAGE EDUCATION

Pre-departure Language Training for International Recruits

- This training allows participants to begin learning Finnish before arriving in the country, enabling them to study from home, often alongside their job.
- Duration varies depending on the language proficiency target, typically 3–7 months.
- The training is tailored to meet the unique needs of each group (e.g., social or retail sectors).

Suomi-hubi Finnish Language Training for Employees

- Language training in Finland for international employees – can be completed alongside work.
- Combines online lessons with independent study.
- Participants start at their current language proficiency level (beginner to advanced).

English or Swedish for the Workplace

- Designed to suit each specific work community.
- Includes two weekly lessons and independent assignments, with a recommended duration of 2 months.
- Empowers teams to use a foreign language confidently at work.

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MULTICULTURAL TRAINING

Work Community Training for Teams and Supervisors

- Training designed to help teams leverage multiculturalism as a workplace asset.
- Targeted at local teams that are hiring international employees.
- Training is customized based on the specific needs of the target group (employees or frontline personnel) and requirements.

Employee Orientation

- Coaching designed for employees recruited to Finland, aimed at successful adaptation and integration.
- Introduces employees to their company's work culture and the Finnish work culture.
- Covers communication skills, social interactions, and workplace practices.

Spouse Program: Coaching for Spouses of International Professionals

The Spouse Program supports partners of international professionals employed in Finland, facilitating their adaptation and integration. We offer:

- Personalized assistance with daily life, employment, and language learning
- A supportive community of international spouses
- Networking events and professional development workshops
- Career coaching and job search guidance

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