

A hand is shown from the top left, holding a watering can and pouring water onto a small green seedling growing out of a mound of soil. The background is a soft, out-of-focus green and yellow, suggesting a natural, outdoor setting. The text is overlaid on the right side of the image.

# **Tampereen Sarka – Employment with Impact**

A Work-Integrating Social Enterprise of the City of Tampere

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In-house  
company

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Founded  
in 2011

*Work is for  
everyone*

Mission

2024: Progressing to Work  
or Study



2021

**2,1 M€**

Turnover 2024



2016

eNPS  
Supported employees

**29**

NPS  
Customers

**72**

Staff and Customer Satisfaction Surveys 2024



**3**

Office and maintenance sites



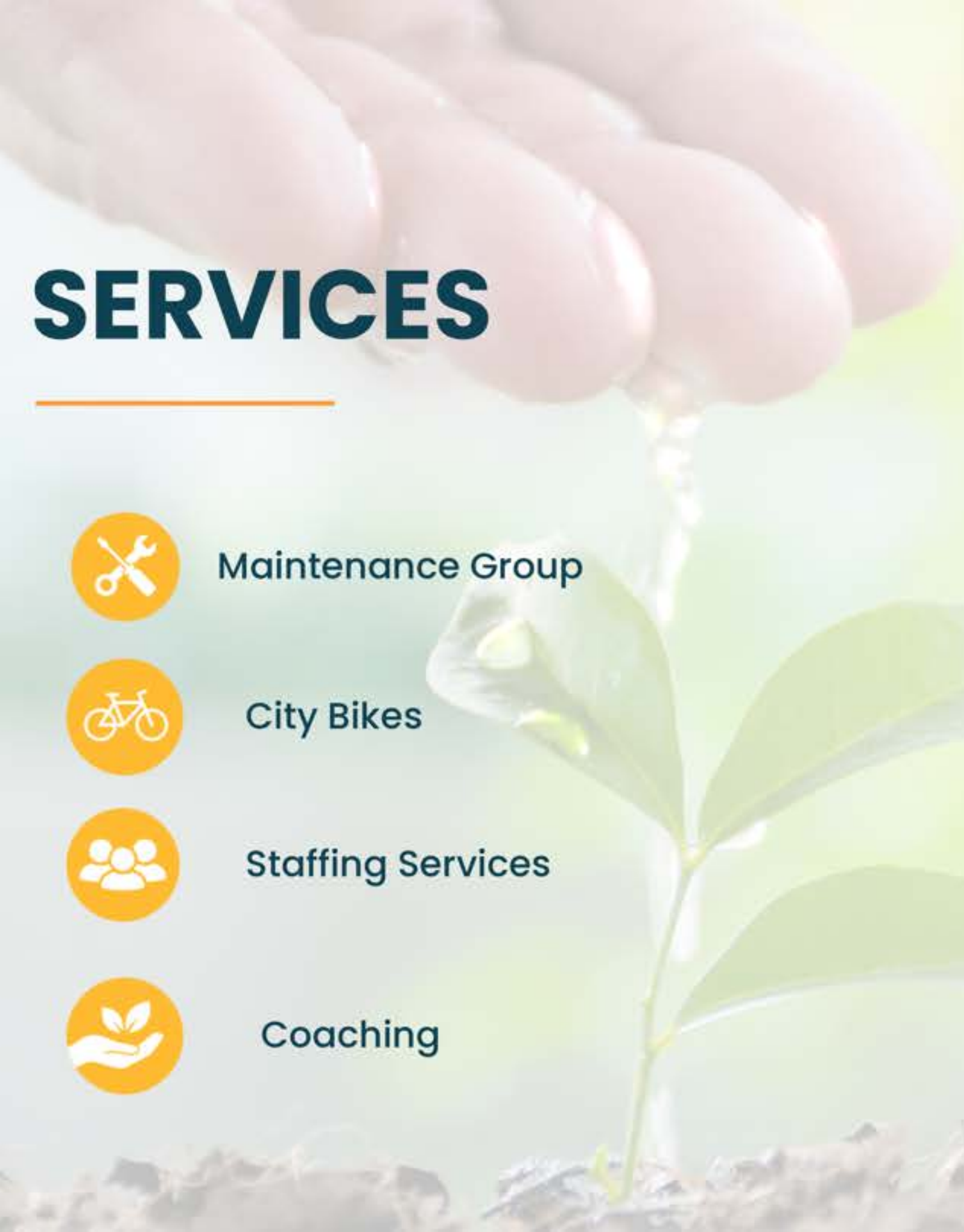
**10**

**140**

**+250**

Personnel, Supported  
Coachees 2024





# SERVICES



Maintenance Group



City Bikes



Staffing Services



Coaching





A woman with long dark hair, wearing a dark jacket and leggings, is captured mid-jump on a trampoline. She is smiling and has her arms raised. The trampoline is surrounded by a safety net. In the background, there are trees with some autumn-colored leaves, suggesting a park or wooded area. The overall tone is positive and energetic.

**We're the springboard that helps individuals  
leap forward into the workforce.**



# Our Approach: Supporting Individuals on Their Path to Employment

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Temporary employment with Sarka



Collective labor agreement & salary



Opportunity for vocational accreditation



Support from career & work ability coaches



# Job opportunities

## Staffing services

Various support tasks with Sarka's clients

## Maintenance group

Varied tasks in maintenance, upkeep, and cleaning

## Tampere City Bikes

Customer support and bike operating tasks

## PALI – Public Service Transportation

Assistance tasks in public transportation servicest







Whether within Sarka's own services or with our clients, there are many paths to meaningful work at Sarka.





# Empowering Individuals on Their Path to Employment

Our coaching program focuses on the key areas that drive **successful employment**:

- We work with individuals to polish job search documents, enhance skills, and identify strengths and areas for improvement.
- We help explore educational paths and options, providing tailored advice on further training or career development.
- We conduct interview preparation and practice, ensuring confidence and readiness for real-world job opportunities.
- We support individuals in addressing work well-being issues, strengthening work ability and mental health to improve their chances of long-term success in the workplace.
- We provide individual coaching, along with group and small group sessions to focus on specific job-search topics, using both in-person and digital learning environments.



# Practical support is crucial for success.

Nearly everyone in our coaching program needs guidance to enter the open labor market. Our work is not rehabilitative—our clients are beyond that stage but still need strong career and work ability coaching to succeed in the open labor market.



# THANK YOU

Tanja Kulmala  
Community Manager  
Tampereen Sarka Oy

TAMPEREEN  
sarka

SOCIAL  
ENTERPRISE