



Survey results – the re-employment of former Nokia employees

HRM Partners Ltd

March 21, 2014



Background information

- Nokia offered its employees impacted by the strategy change a Corporate Social Responsibility program Bridge. The program covered re-employment, various trainings and entrepreneurship. Approx. 5 000 persons in Finland and 18 000 globally joined Bridge.
- HRM Partners Ltd, a Bridge partner in Finland, is a well-established outplacement and coaching company. HRM Partners coaches directors, managers and employees in change and development processes.

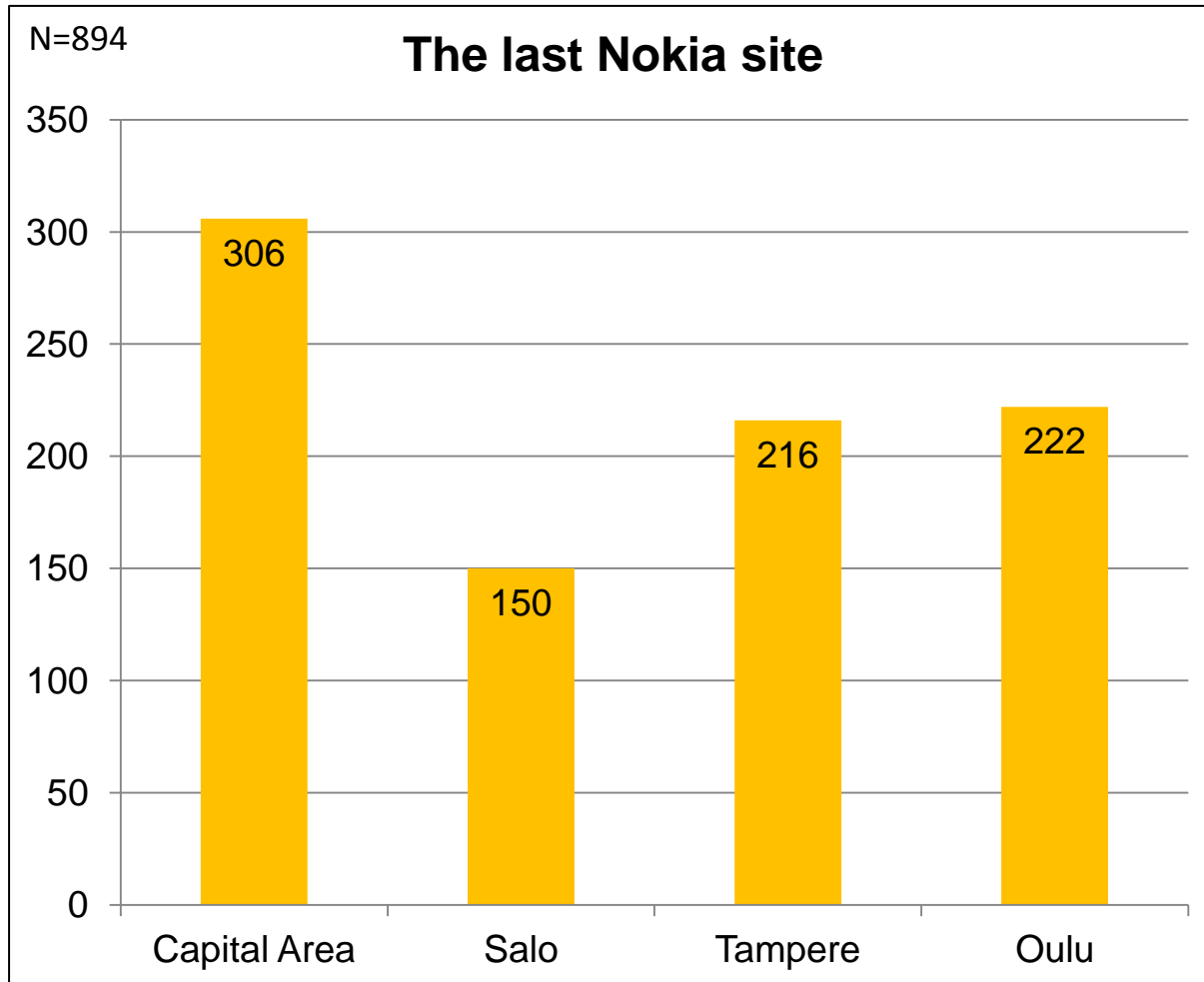
Background information

- Having been a long-term partner of Nokia, HRM Partners was responsible for Bridge outplacement training and recruitment service in Finland.
 - Outplacement consisted of group trainings and individual coaching sessions.
 - Over 1 800 persons in need of career planning and job searching support attended outplacement training.
 - The intention of Bridge Career Service recruitment aid was to connect the companies with open positions and the professionals leaving Nokia. Recruitment consultants gave long-term support in job searching.

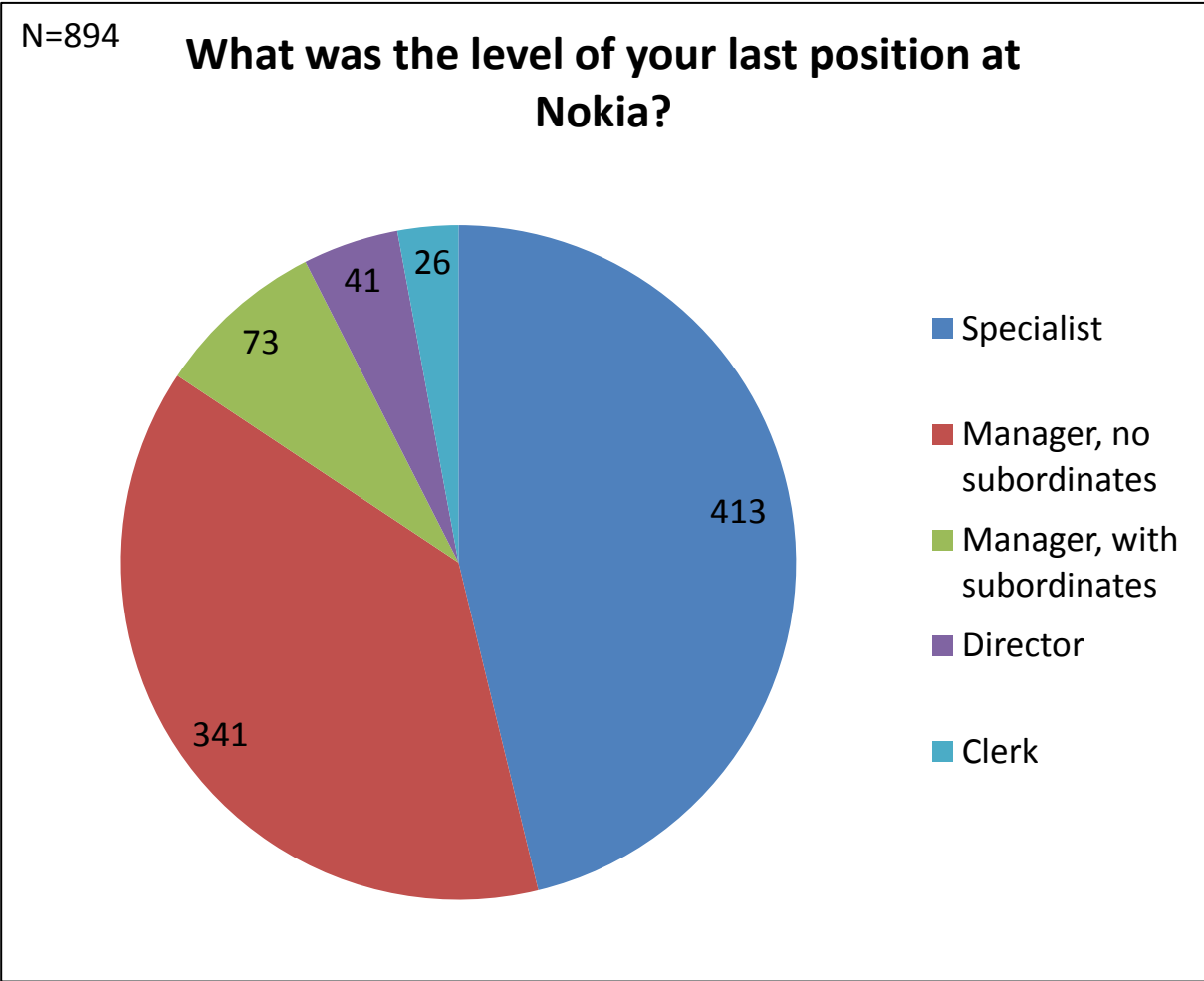
Survey background

- The goal was to find out the current employment status of individuals who had left Nokia 2011–2013
- The survey was sent to 1743 ex-Nokia employees who attended HRM Partners outplacement training in 2011–2013
- The number of respondents: 894
- The response rate was 51,3 % of which 63 % were male and 37 % female
- The survey was conducted in February 2014

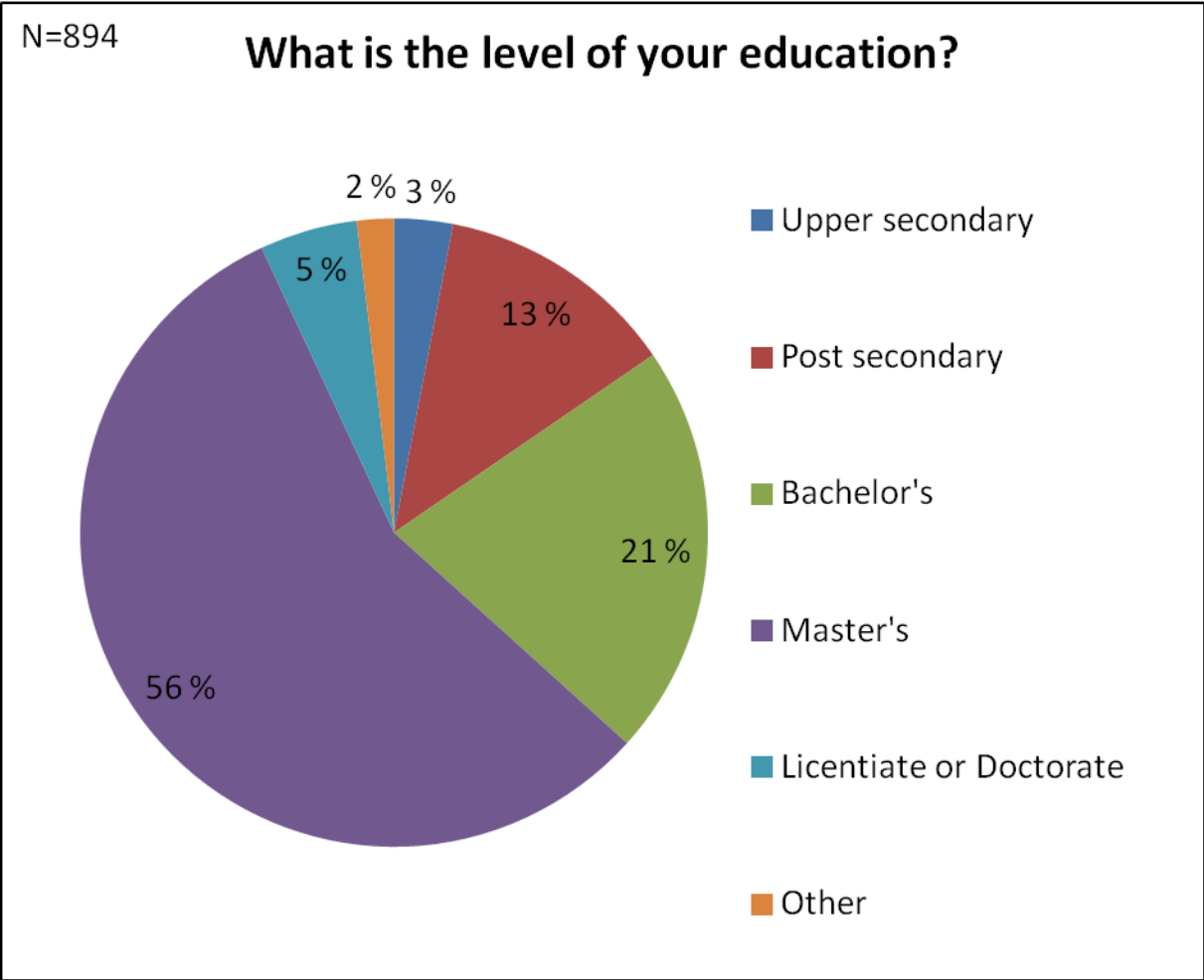
Respondents by site



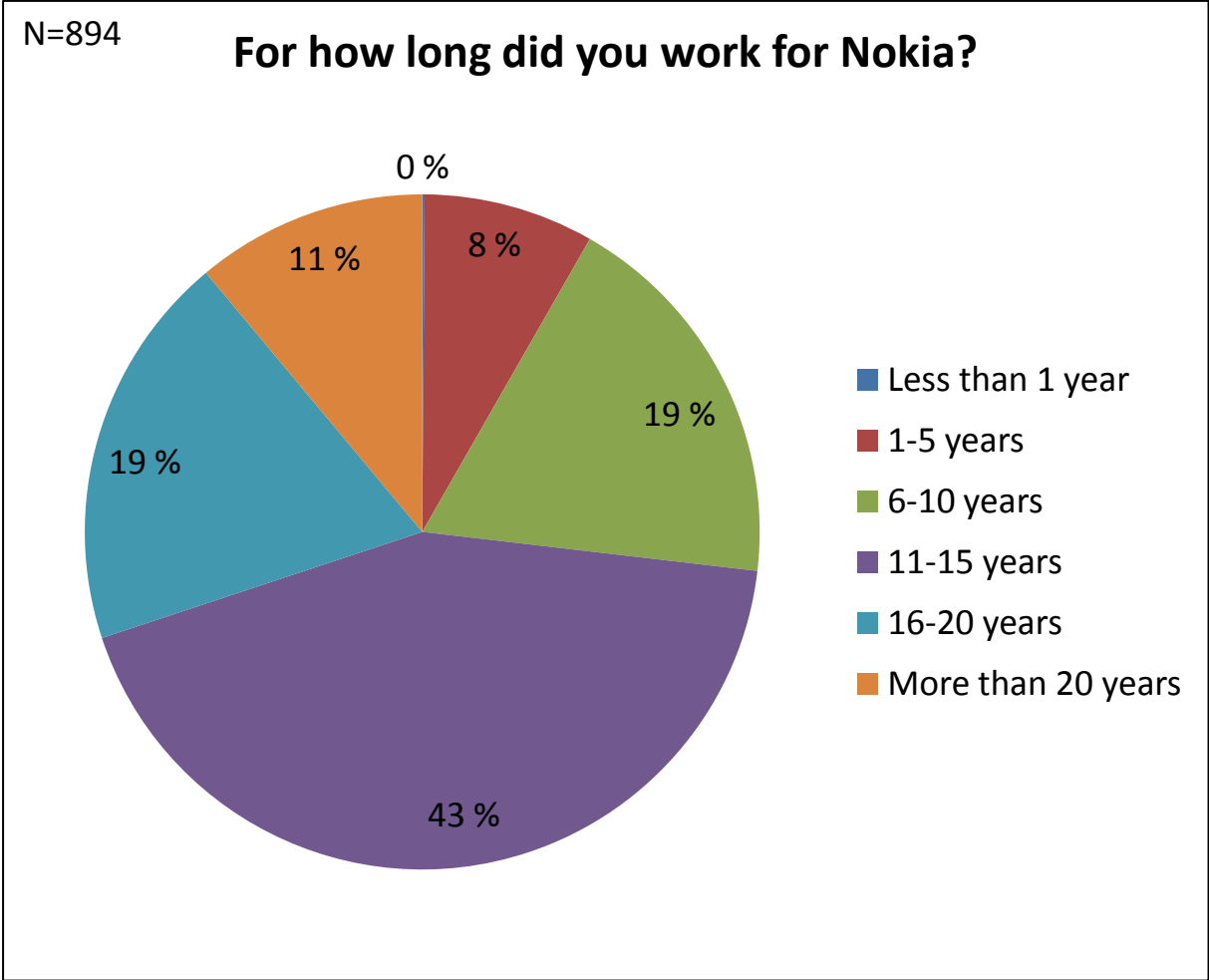
Position at Nokia



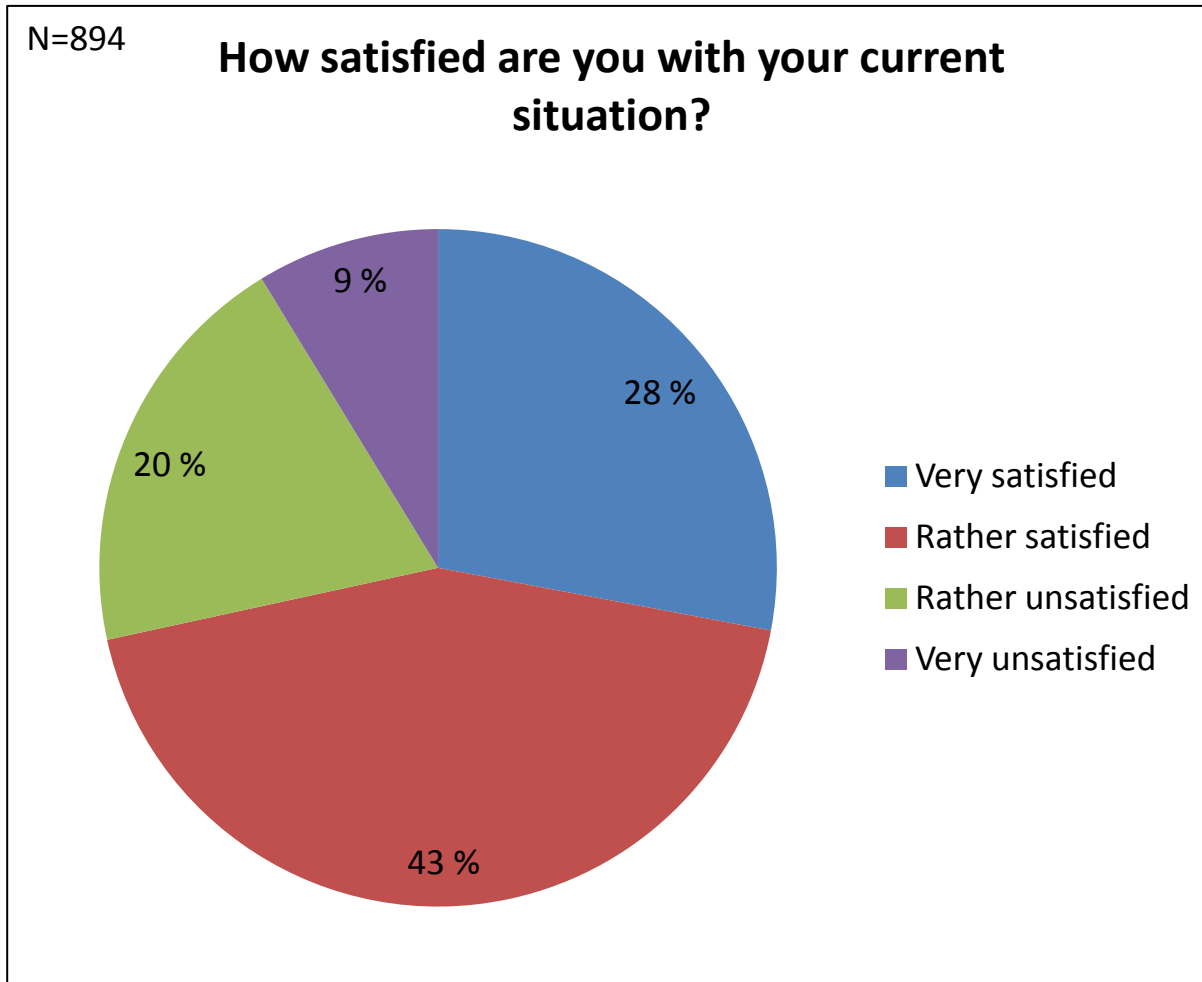
The level of education



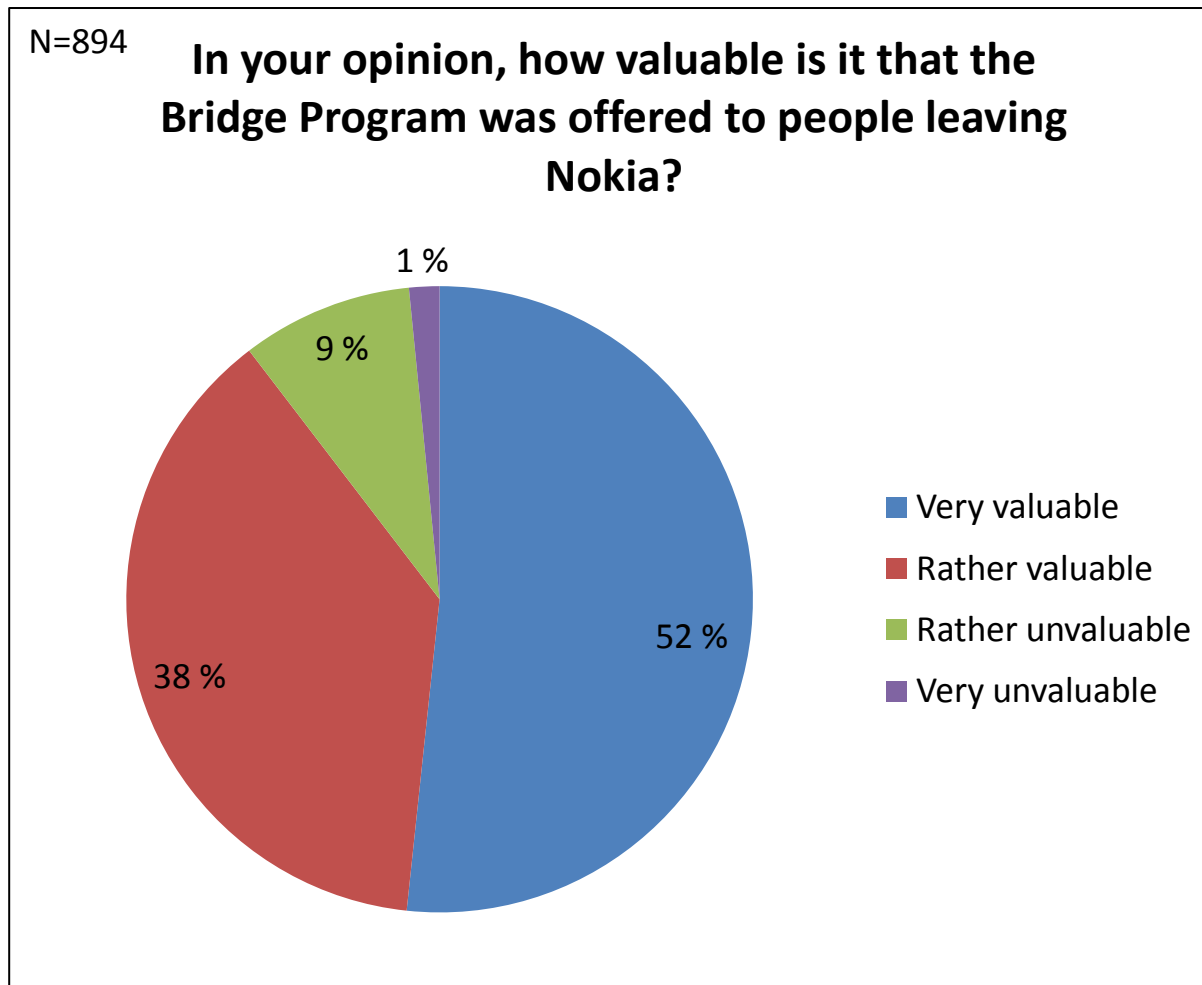
Work experience at Nokia



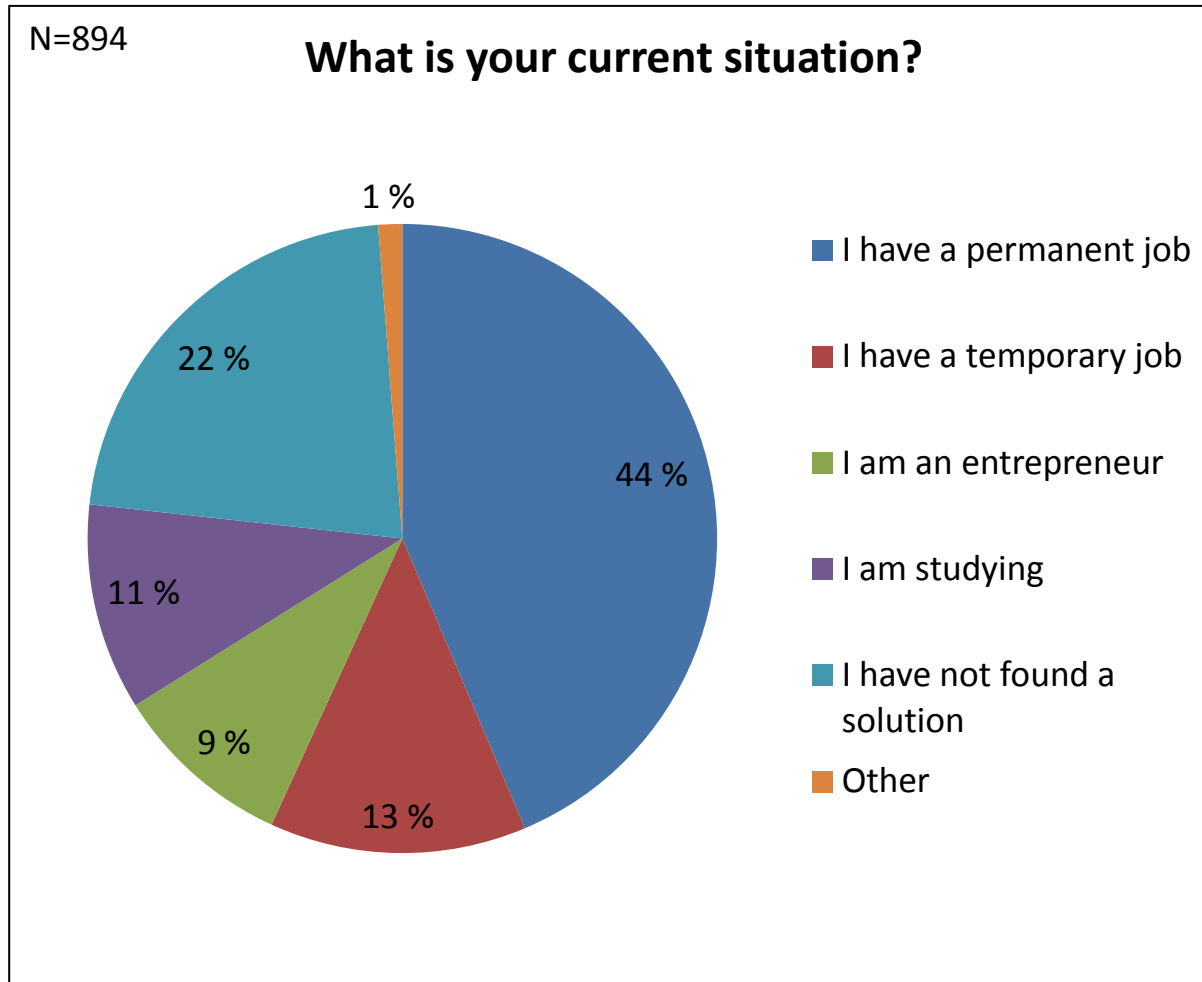
Satisfaction



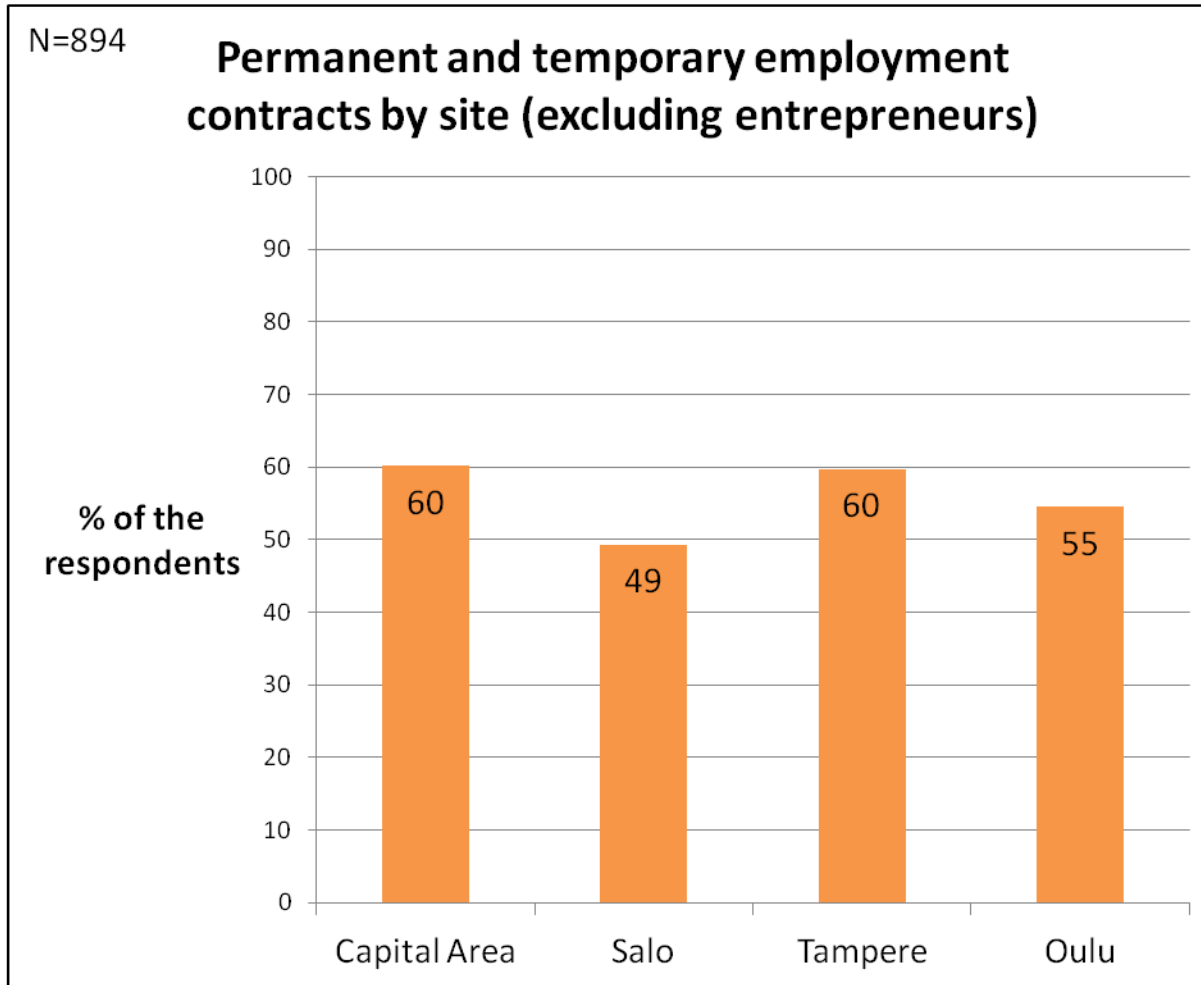
The Bridge program was appreciated



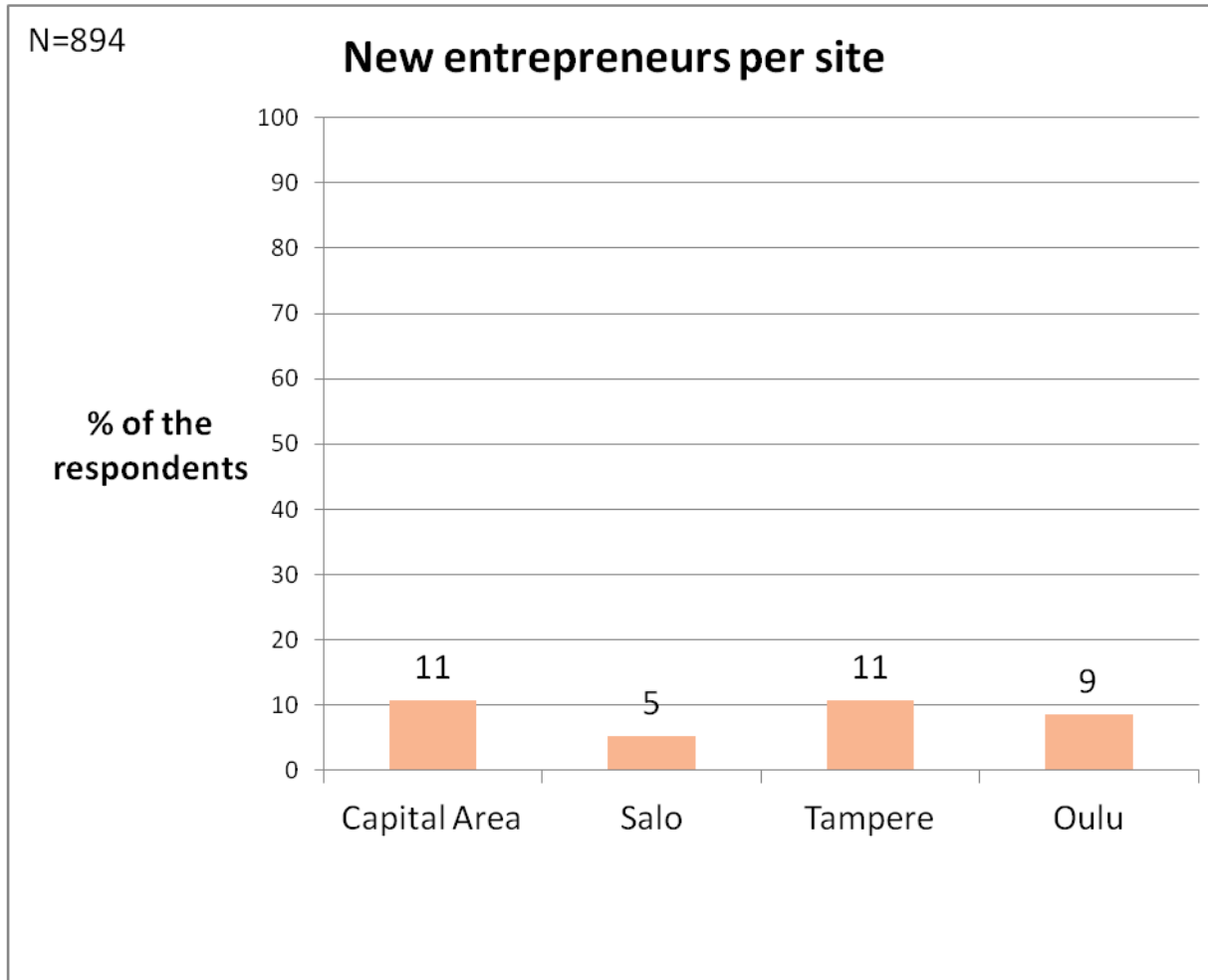
The respondents' current situation



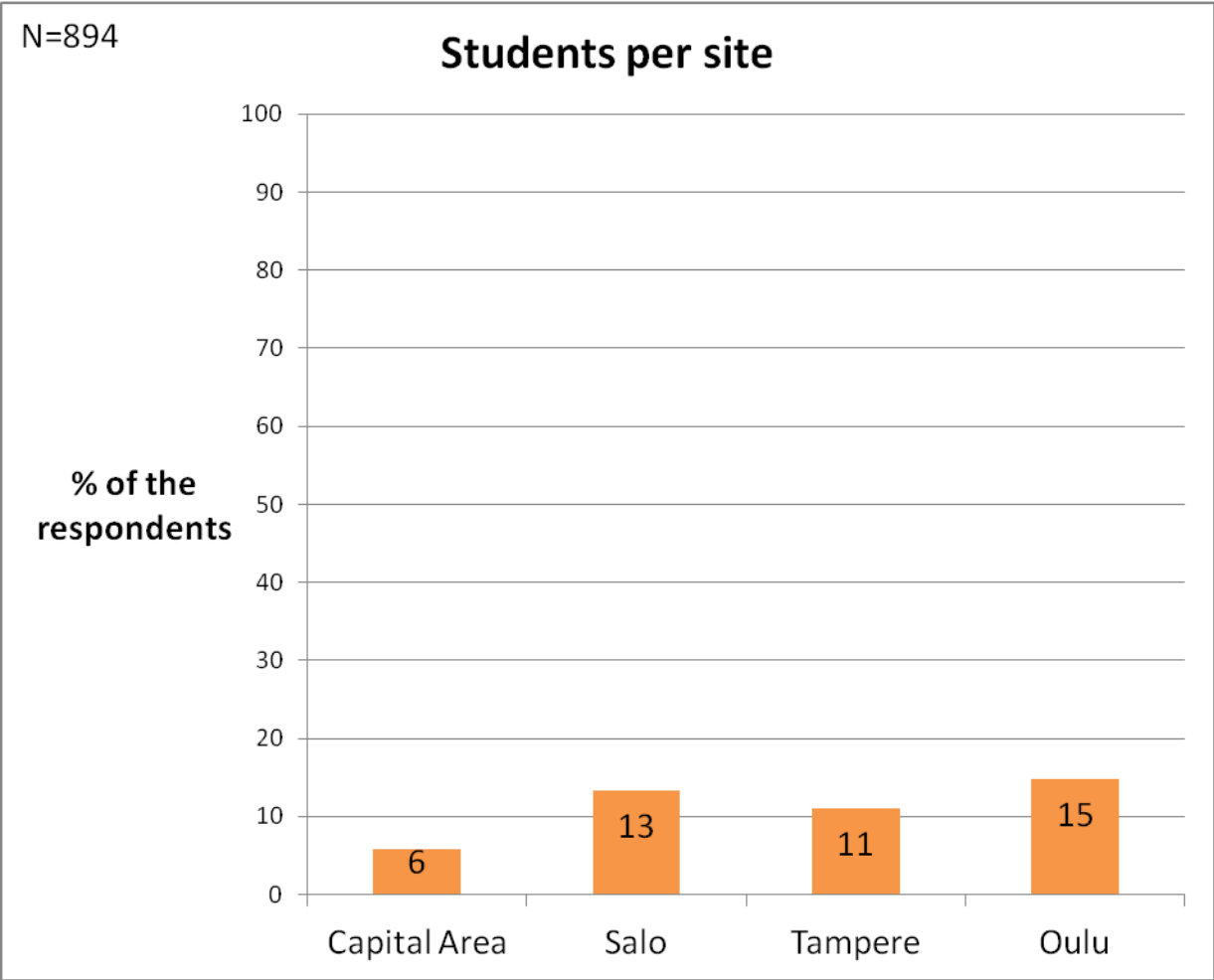
Re-employment per site



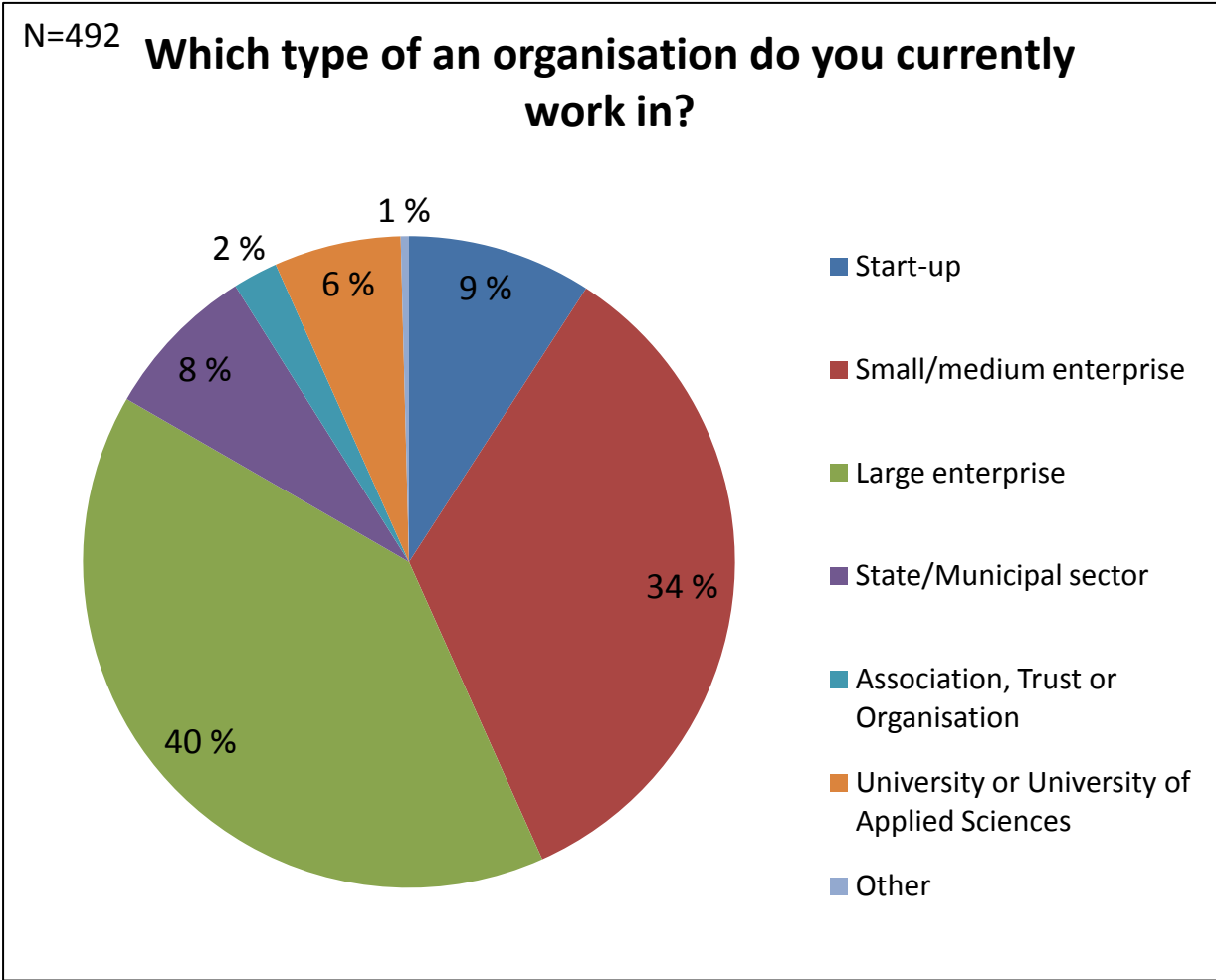
Entrepreneurship



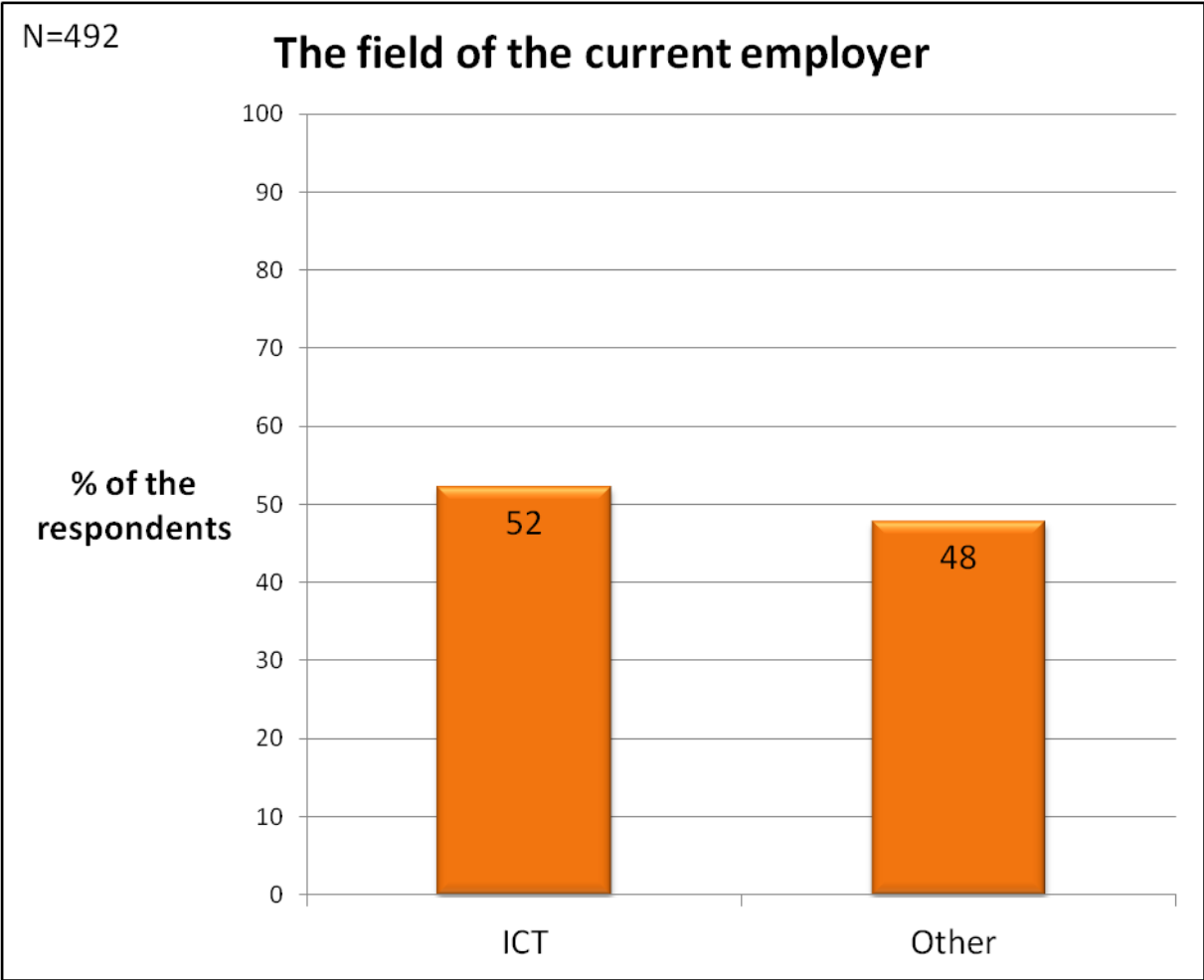
Further studies



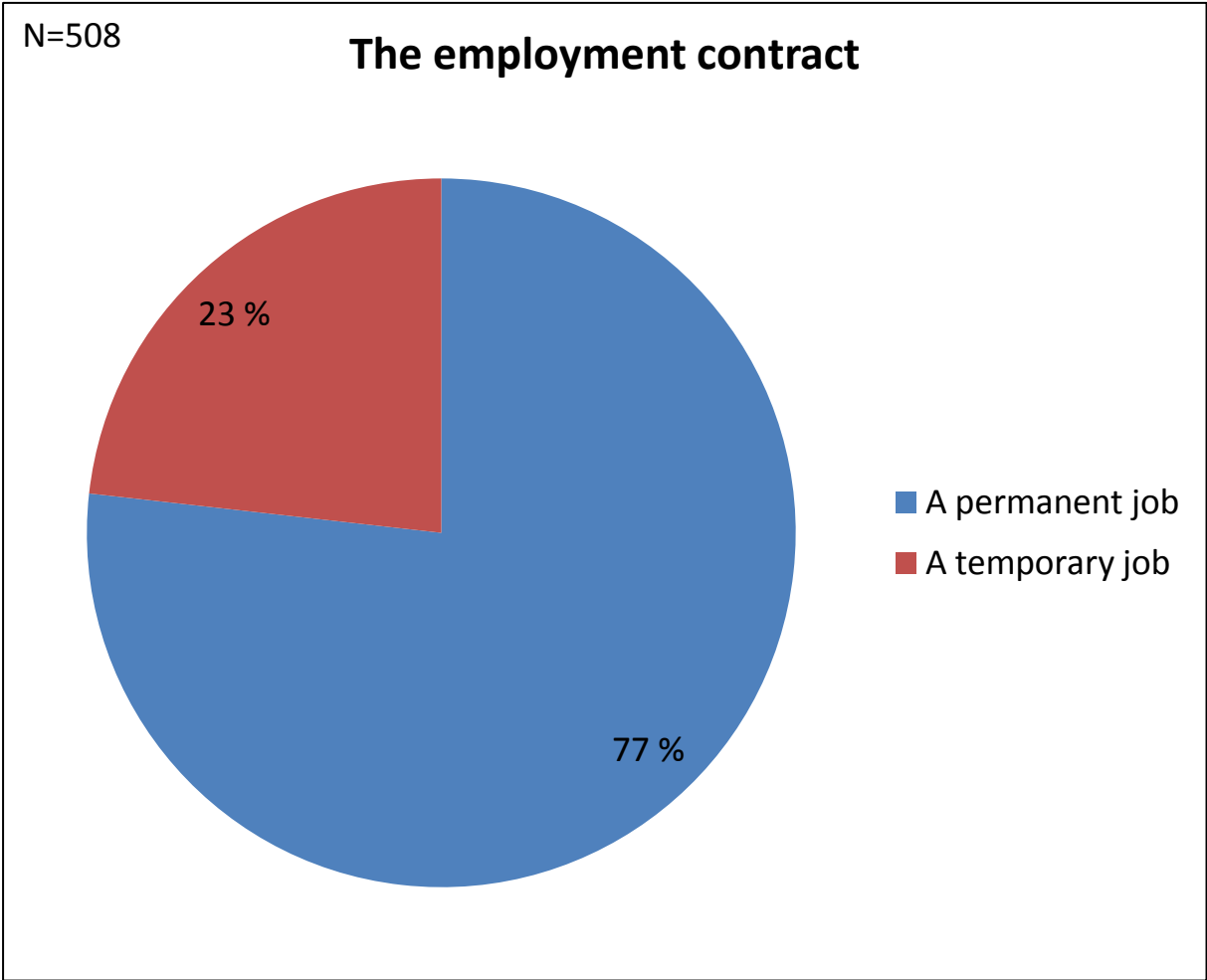
The new employer



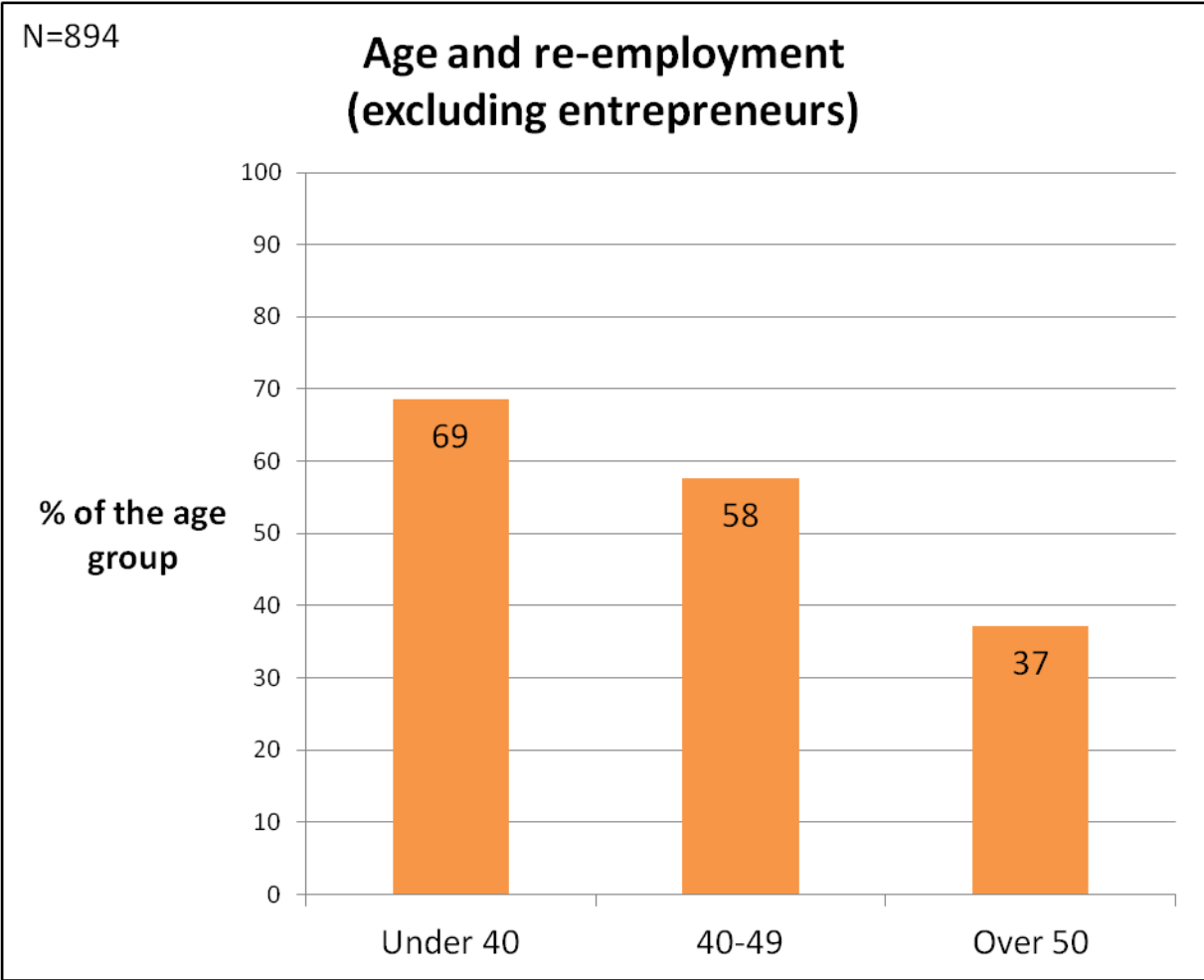
The new employer's industry



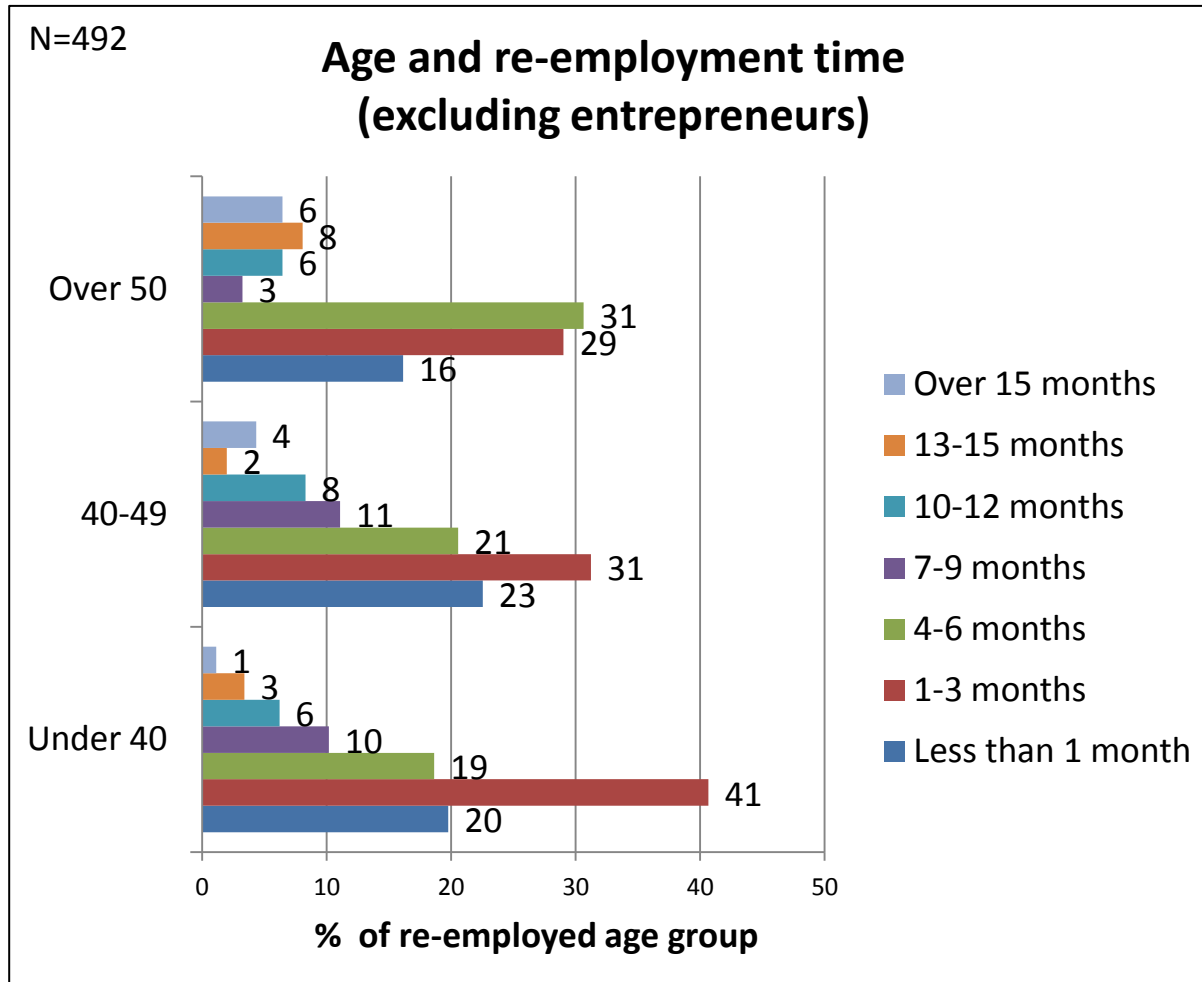
The type of employment contract



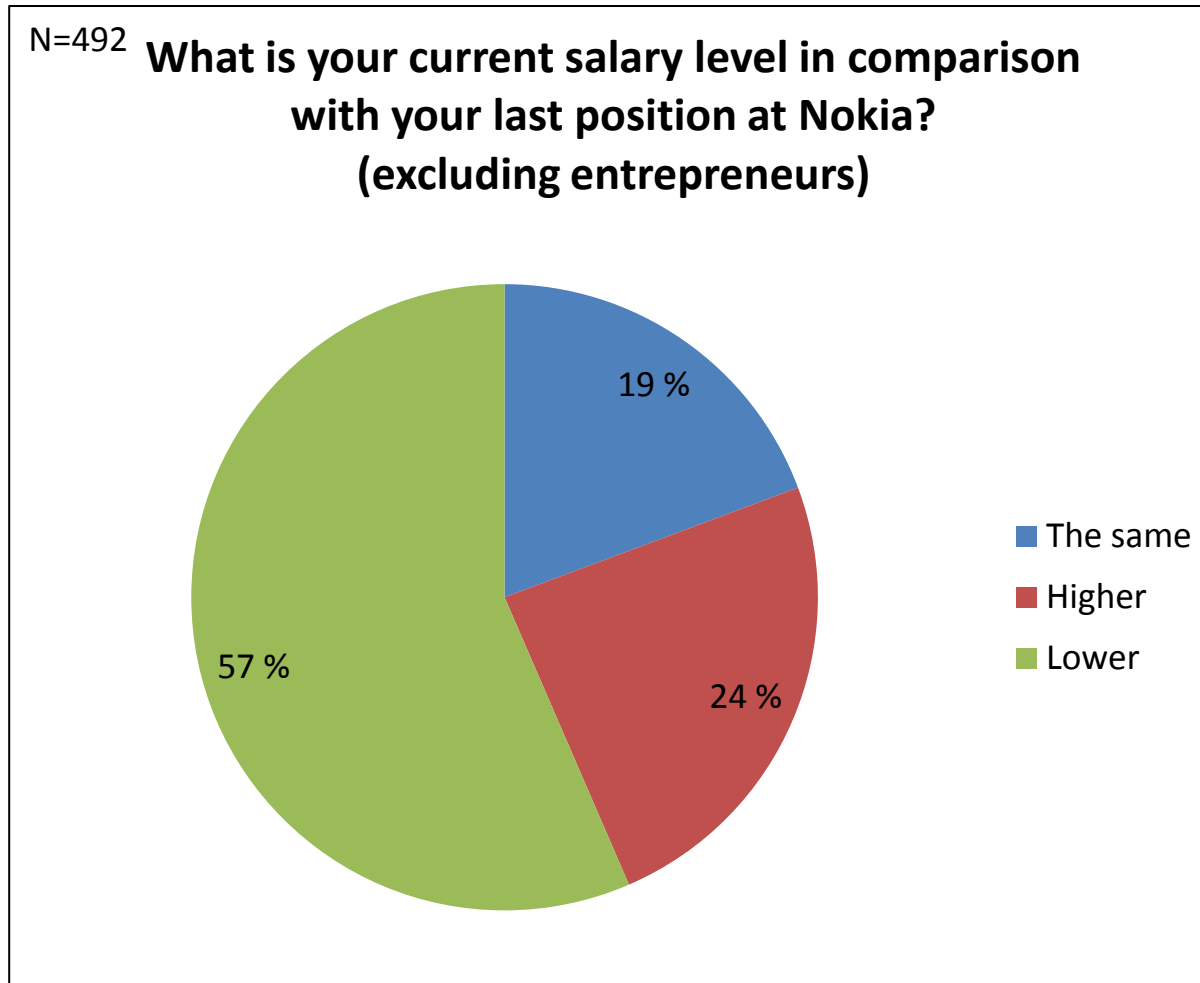
The re-employment by age groups



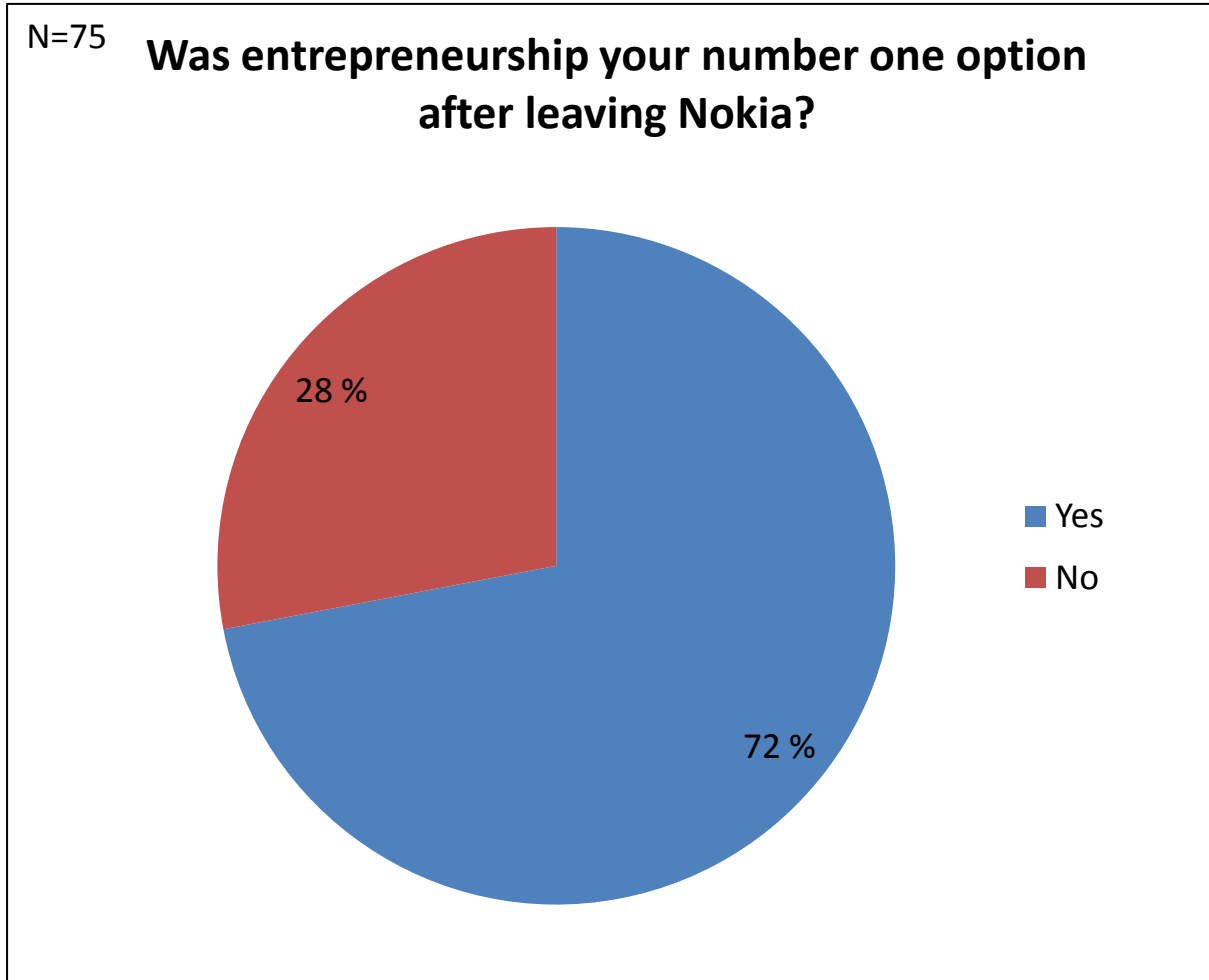
Re-employment time by age groups



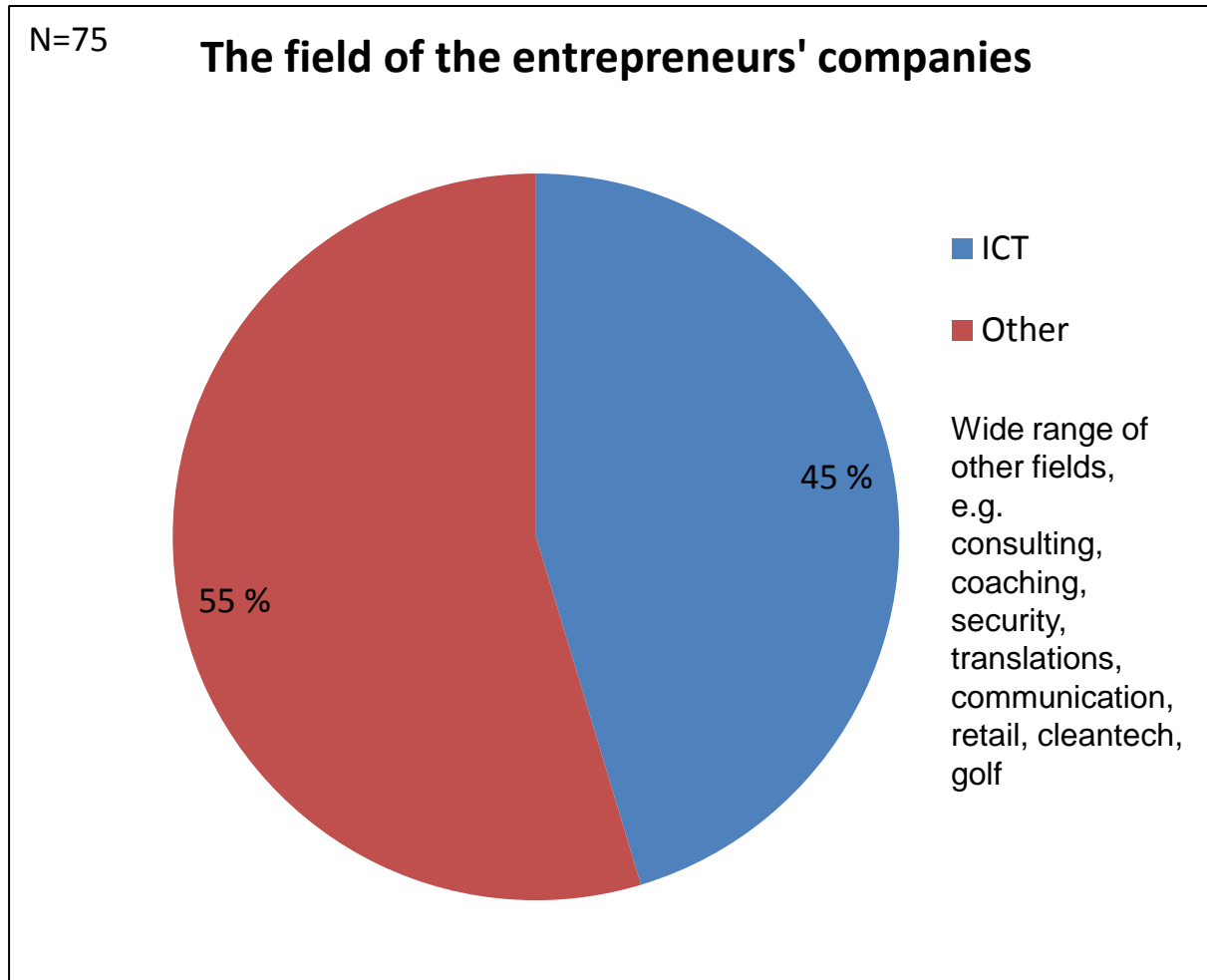
Salary level



Entrepreneurs



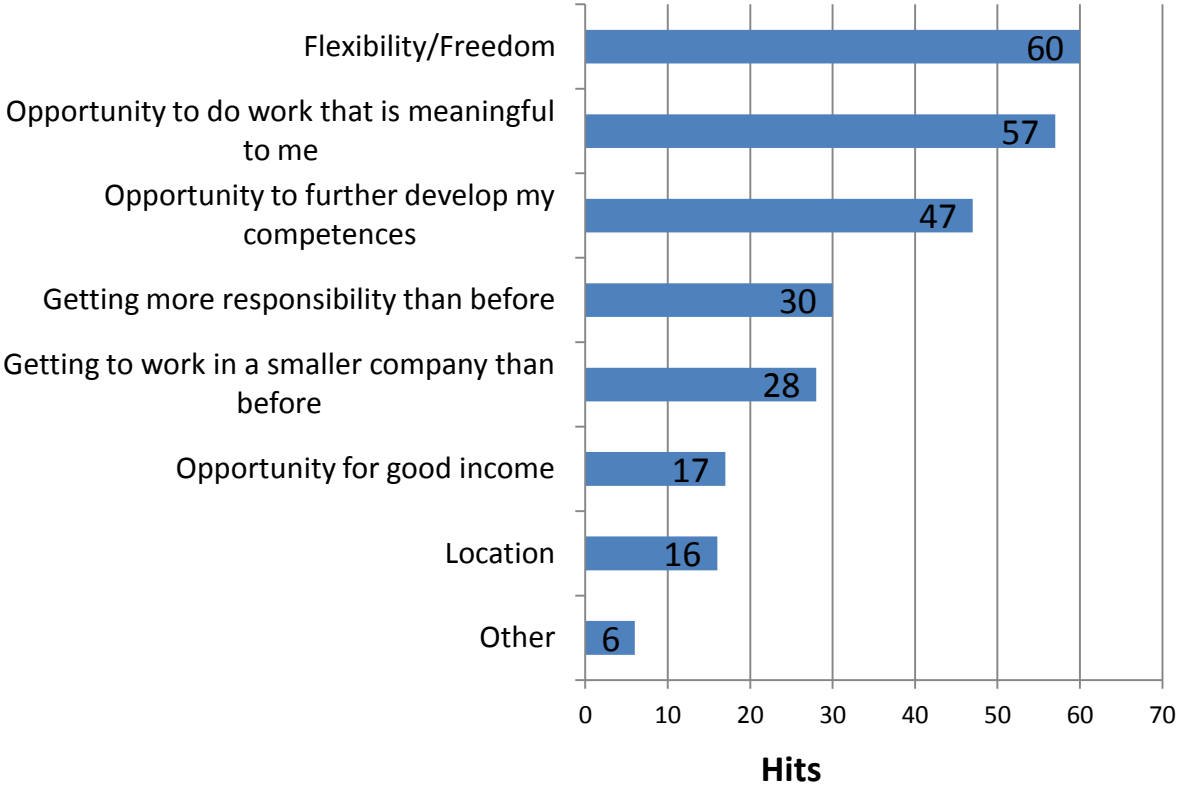
The industry of new the companies



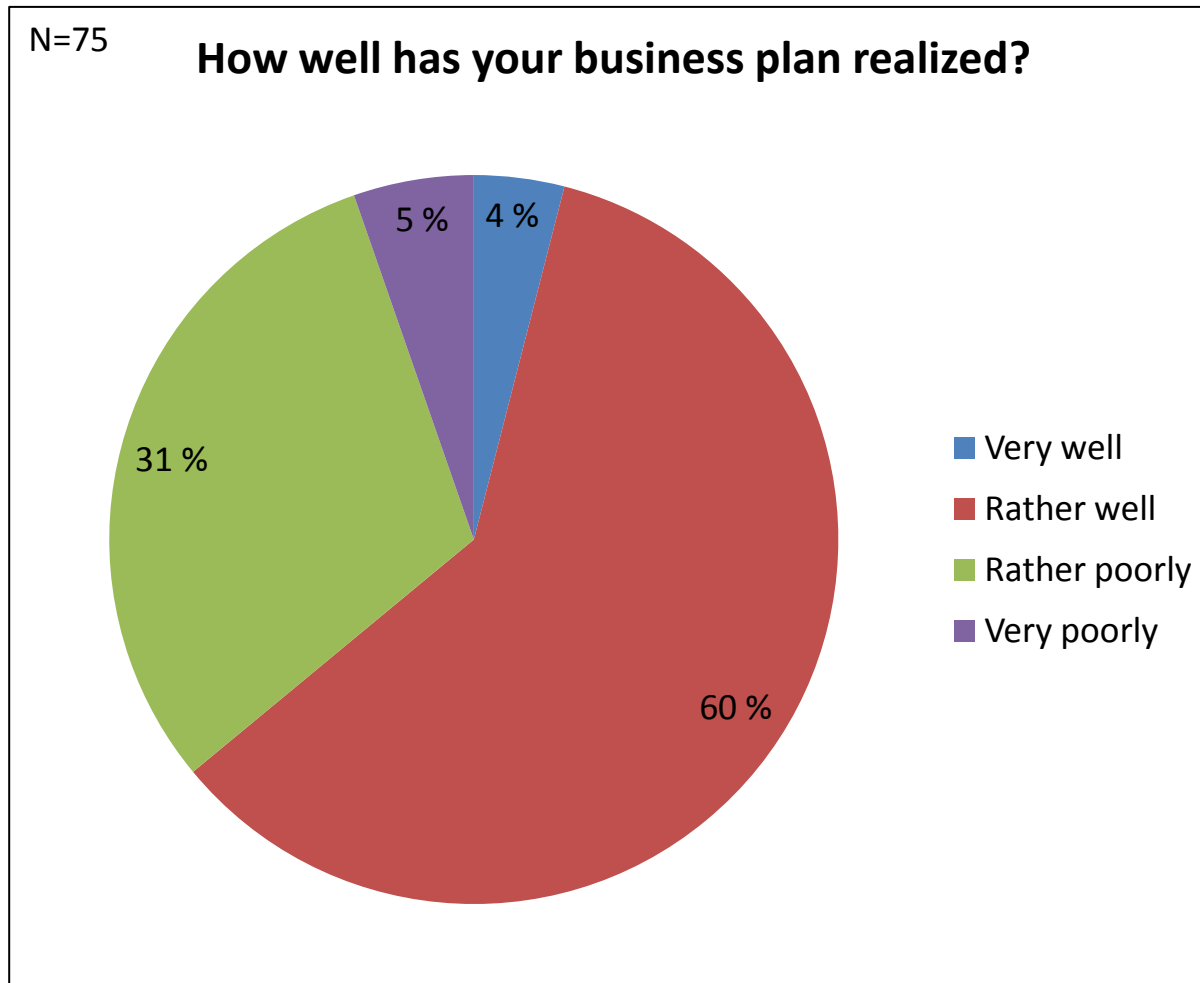
The best things in entrepreneurship

N=75

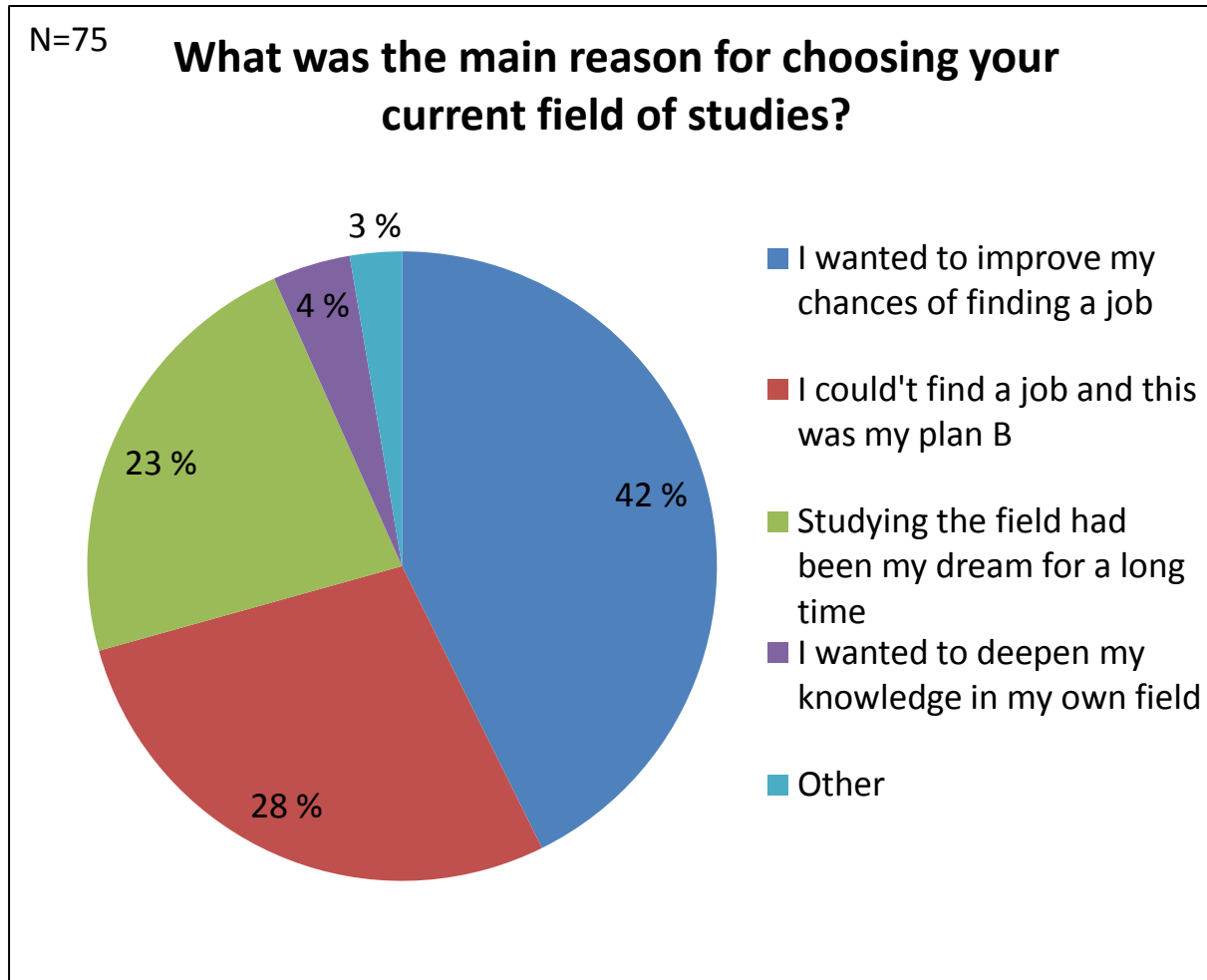
What are the best things about being an entrepreneur? You can choose multiple options.



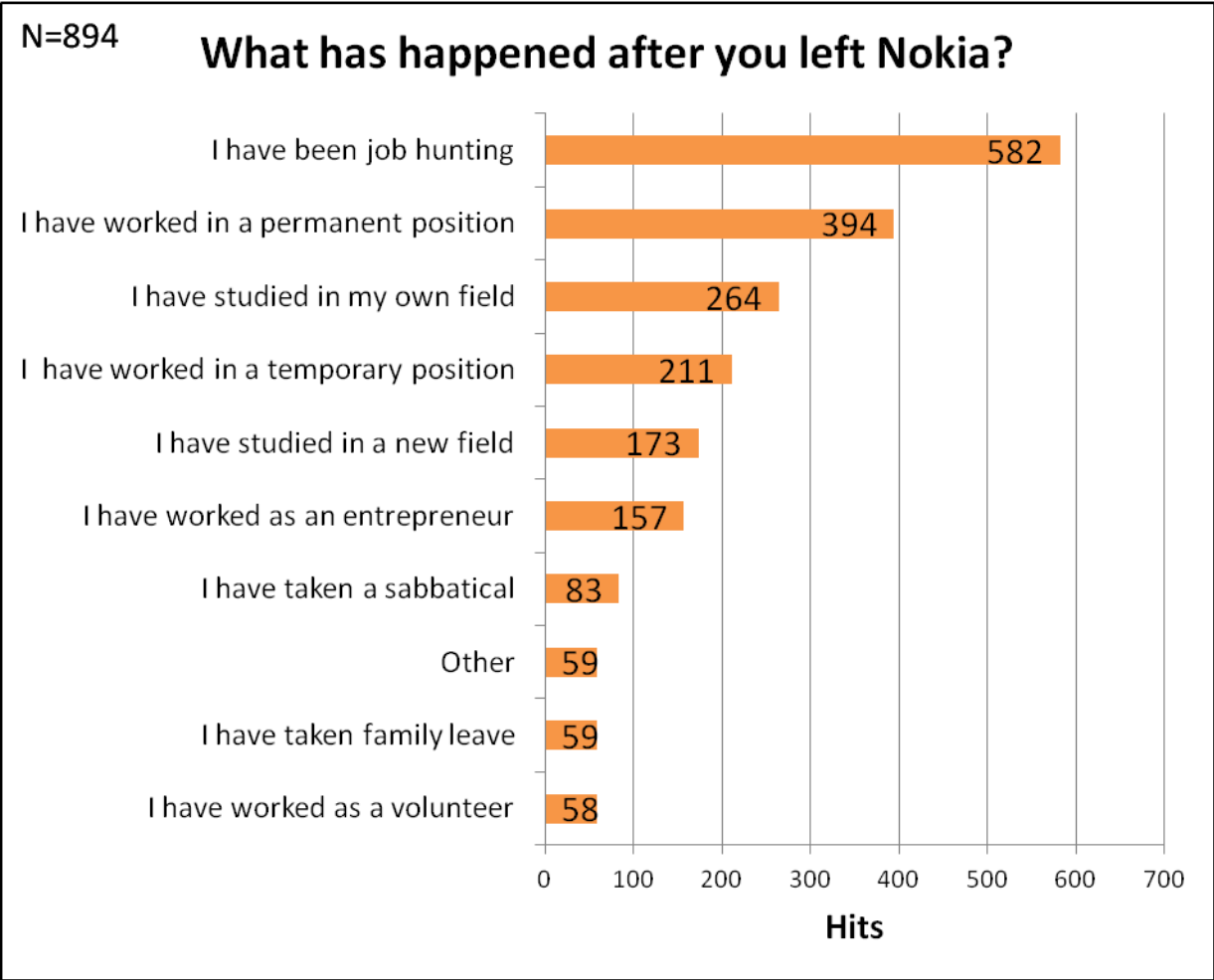
The business plan realization of the entrepreneurs



Reasoning the choice of studies



What has happened after Nokia



Additional information and contacts

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