

Interreg



Co-funded by
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Central Baltic Programme

TwinReg

finesta

One labour market, two countries?

TwinReg final event in Tallinn

22.10.2026

The shift

Estonia is no longer Finland's automatic labour reserve.

FINLAND

**Higher
earning**

**Geographical
proximity**

ESTONIA





A stylized map showing Finland in dark blue and Estonia in orange. Two white dots are placed on the border between the two countries, with lines connecting them to the text labels. The background is a light blue gradient.

FINLAND

Changing expectations

More
alternatives

Less automatic
mobility

ESTONIA

The need

The real challenge is securing the right skills at the right time.



SKILLS





FLEXIBILITY

The exchange

Could Finland's next major export to Estonia be leadership expertise?

FINLAND



Experience in global corporations

Industrial management

Complex operations

International leadership



ESTONIA

Entrepreneurship

Agility

Digital capabilities

Internationally ambitious
growing companies

The barriers

What prevents cooperation from working better?

REGULATIONS



ADMINISTRATION

The future

What should we do together?

A stylized map showing Finland in dark blue and Estonia in orange. Two small white circles are connected by a vertical line, indicating a point of contact or cooperation between the two countries.

FINLAND

Attract international
talent together

**Develop and exchange
competences**

Turn cooperation into
concrete programmes

ESTONIA

One labour market?

Not yet. But one shared opportunity.

Less dependence on traditional labour flows

More international workforce capabilities

More exchange of expertise and leadership

More competitive businesses on both sides