**Application**

**ESTA**, as the project partner, has proposed a visit to Finland to study the Finnish model for professional support in the social sector. One objective of the project is to modernize and establish a training and support system for social sector professionals within the framework of project activities. Gaining deeper insights into the Finnish model would therefore be valuable.

The Finnish model is built upon three key pillars:

* **Psychosocial support** (e.g., individual and collective well-being of employees, crisis management, and work supervision);
* **Professional development and support** (e.g., continuous learning on both an individual and workplace level, co-visions);
* **Leadership, mediation, and supervision** (e.g., organizational culture and a broader recognition of the value of work and workers).

They have contacts in the social and education departments of the City of Kerava, whom they could reach out to with preliminary approval. They wish to include three people in the visit who are actively working to achieve the program’s goals and to ensure broader representation of the topic.

Finnish culture and systems are similar to Estonia making it a good country to learn from.

It would be beneficial to meet people at various levels—social workers, institutional leaders, and decision-makers (such as local government officials responsible for the field). The visit could last up to four days, allowing time to observe how activities are implemented and to explore which aspects of the model could be adapted and applied in the Estonian context.

The cost of the trip will be approximately 3,000 EUR, with a maximum of 5,000 EUR.