Salary recommendations

TEK’s starter salary recommendations for recent graduates and trainees.

TEK gathers statistics of salaries and the salary development of our members. We analyze this information and give our recommendations of the salaries for trainees and recent graduate engineers.

TEK has made a recommendation for a starter salary of EUR 4,020 per month. The recommendation is valid during a period from 1 June to 30 November 2021.
There is an increase of EUR 40 from the previous period. Please note, that the salaries vary depending on the region or the field of work. You can check your situation with Salary Surveyor [2] or ask for more detailed information from our salary experts [3].

The recommended starter salary is for expert tasks with a weekly working period of 37.5 hours. For more demanding jobs in certain fields, such as the commercial field, for those who do longer hours, and for those who have a lot of work experience, as well as for those who work in the Helsinki region the starter salaries may be higher than the recommended salaries.

The recommended starter salary is based on TEK’s labour market study and a questionnaire to recent graduates regarding actual basic salaries and official forecasts of future development of the economic trends and the salaries.

**RECOMMENDED SALARIES FOR TRAINEES AND FOR THESIS WORK**

TEK gives salary recommendations for work in the same field as your studies. Our salary recommendations are based on TEK's student members' summer job salaries and the projected future changes on the salary level. Salary recommendations for trainees are a good starting point for salary requests.

TEK has confirmed the following recommended salaries for trainees for 2021:

<table>
<thead>
<tr>
<th>STUDY POINTS</th>
<th>BASIC SALARY (EURO/MONTH)</th>
</tr>
</thead>
<tbody>
<tr>
<td>41-80</td>
<td>2 190</td>
</tr>
<tr>
<td>81-120</td>
<td>2 310</td>
</tr>
<tr>
<td>121-160</td>
<td>2 390</td>
</tr>
<tr>
<td>161-200</td>
<td>2 500</td>
</tr>
<tr>
<td>201-</td>
<td>2 650</td>
</tr>
<tr>
<td>Master's thesis</td>
<td>2 780</td>
</tr>
</tbody>
</table>

The trainee’s earlier work experience and additional studies increase the salary, as they improve the trainee’s qualifications for the job. Due to the higher costs of living the salary level in the Helsinki region is approximately six percent higher than in the rest of the country.

**RECOMMENDED SALARY FOR A MASTER’S THESIS**

The recommended salary for a thesis is **EUR 2 780 per month** in 2021. If in addition to the thesis, the employee carries out other duties, they should be recognized in the salary as an increasing factor.

**Keywords:**
salary [4]

**Source URL:** https://www.tek.fi/en/services/salaries/salary-recommendations-0

**Links**