

MUNICIPAL STRATEGY 2026–2033



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Foreword

The Municipality of Vihti has existed for more than 500 years. Our long history provides us with stability and continuity, as well as a foundation on which we can build something new and grow. Growth, however, is not an end in itself, but a means of securing services, jobs and the municipality's financial resilience. During the strategy period extending to 2033, Vihti will be guided by an ambitious vision: we are the best municipality in Uusimaa to live, thrive and do business in. This vision is not merely a slogan, but a promise that our municipality will not settle for a supporting role when it comes to good everyday life, work and entrepreneurship.

Recent years have been strong ones for Vihti's development, but our operating environment is changing rapidly and becoming increasingly challenging. The world around us is undergoing transformation, the population is ageing, municipal growth is becoming polarised and public finances are weakening. We will respond to these challenges through our new municipal strategy, which will guide all our operations and decision-making in the coming years.

The municipality's core task is to promote the wellbeing of its residents and to provide services for them in a manner that is financially, socially and environmentally sustainable. As residents' needs change, we will develop municipal services and cooperation with organisations so that we fulfil the promise made in our vision. A good everyday life is the foundation of our strategy. That is why we prepare for threats and exceptional circumstances in a proactive and careful manner, ensuring that our ability to operate is preserved in all conditions.

In the long term, however, the municipality's financial resilience and vitality are built through investment and growth. For this reason, a key objective of the strategy is to make Vihti the new direction of growth. Through new, attractive residential areas, the removal of unnecessary restrictions on construction and efforts to attract private investment to Vihti, we will strengthen our revenue base, create new jobs and open up new opportunities for growth. The West Railway Line under construction and new business areas will bring us opportunities that we, as a municipality, cannot afford to miss.

Vihti will become the best municipality in Uusimaa only by working together. When we take care of the wellbeing and satisfaction of our current residents and businesses, strengthen the attractiveness of our municipality, increase Vihti's visibility and bring residents, personnel, decision-makers, businesses and organisations together behind a shared vision, we will build the best municipality in Uusimaa.

Erkki Eerola
Municipal Manager



OUR VISION

**WE ARE THE BEST
MUNICIPALITY IN UUSIMAA**

TO LIVE, THRIVE AND DO BUSINESS IN





OUR MISSION

WE ARE BUILDING A BETTER MUNICIPALITY

where lifelong stories are made



Strategy implementation and monitoring

The municipal strategy guides all our operations and decision-making in the municipality. We will implement the strategy through five transformation programmes. The programmes are municipality-wide and are managed across service centre boundaries.

Wellbeing Plan

Personnel Programme

Comprehensive Safety and Security Development Programme

Growth Programme

Communications Programme

Strategic key indicators



OBJECTIVE	INDICATOR / SOURCE	BASELINE	TARGET LEVEL 2033
Enabling a good life	HYTE coefficient	68/100 points; 13th out of 26 in Uusimaa	79/100 points; best in Uusimaa
Zero tolerance for bullying	Not bullied at school during the school term	Grades 4–5: 63%; Grades 8–9: 67%; Upper secondary school: 92%	100 %
Population growth	Population	28 856 (31.12.2025)	30 000
Growth in the number of jobs	New jobs	0	400
Increasing employment	Employment rate	5th out of 10 KUUMA municipalities; 78.9% (31.12.2024)	Best among the KUUMA municipalities; 80.8% (31.12.2024)
Increasing awareness of Vihti	Municipality of Vihti image survey: knows Vihti or has visited Vihti; interest in moving to Vihti; visibility in national media*	89 % (2023) 29 % (2023) 1 157 (31.12.2025)	95 % 40 % 1 500
Improving the wellbeing of municipal personnel	Personnel wellbeing; how likely are you to recommend your employer? (NPS)	3.02 in 2025, scale 1–4; 32% would recommend	3.4; 50% would recommend



Our Values

Service-mindedness

The municipality's employees and elected officials work for the residents of Vihti and local businesses. We are easy to approach and take prompt action. We provide high-quality services with a positive attitude.

Responsibility

Our operations are open and transparent and can therefore be assessed by residents. We do as we say and say what we do. Our operations are financially, socially and environmentally sustainable.

Community spirit

We act as a platform for community spirit and as an enabler of the development of the entire municipality. We channel and enable the activities of different active groups in developing our municipality. We promote the common good through cooperation between the municipality, residents and the third sector.

Courage

We act boldly, creatively and proactively. We dare to experiment and succeed, but also to fail and try again. Through courage, we will make Vihti an even more vital municipality, one that stands out as a forerunner in competition between municipalities.





ENABLING A GOOD LIFE

Our task is to enable a well-functioning and good everyday life. The extensive Wellbeing Plan, the Comprehensive Safety and Security Development Programme and the Personnel Programme will guide us in achieving our objectives.

Goal 1: Enabling a Good Life

Safety and security as a prerequisite for good everyday life

We ensure that various threats and disruptions are prevented and that preparations are made for them in advance. In addition, we ensure safe mobility, accessibility and barrier-free access. During the strategy period, we will prepare a Comprehensive Safety and Security Development Programme, train our personnel and systematically inform residents about safety and security matters.

Better everyday life through high-quality basic services

Our population is ageing, family structures are becoming more diverse and the needs of residents are changing. We must develop our services in line with these changes. In this way, we can provide higher-quality basic services in a sustainable manner.

Vihti is a child-friendly municipality where decisions are made with due consideration for the needs of children and young people. Through high-quality early childhood education, education and training, we invest in children's future. In Vihti, every child and young person has the right to a safe growth environment, as well as early childhood education and basic education within a safe distance from home, free from bullying.

With the reform of employment and economic development services, responsibility for these services was transferred to municipalities. Our objective is to create a new, more effective service package which, when correctly targeted, supports employment and the operating conditions of businesses.

As our population ages, we will ensure, together with the wellbeing services county and the third sector, that every resident can live an everyday life that is good for them. We will ensure that municipal services are easily accessible.



Goal 1: Enabling a Good Life

Vihti of active people

Sports clubs, cultural associations and active village activities complement what the municipality can offer. They bring communities together, which is why we will invest in organisations and associations during the coming strategy period. We will involve residents and local actors in the planning of activities, services and environments that concern them.

Vibrant events are a concrete investment in community spirit. Through cultural services, we will invest in residents' wellbeing and experiences.

Nature is our undeniable strength. We want to promote the wellbeing of nature and the environment and enable the preservation of biodiversity. We will take care of restoring water bodies in cooperation with local actors.

Skilled and thriving personnel

Vihti is known as an excellent employer and as a place where people want to work. The cornerstone of our municipality's basic services and vibrant community is skilled, thriving and valued personnel who recognise the importance of their work for residents.

During this strategy period, we will invest in particular in good and inspiring leadership and in the wellbeing of our personnel.



A NEW DIRECTION FOR GROWTH

During this strategy period, our objective is to grow into a municipality of more than 30,000 residents, promote the realisation of private investments and create more than 400 new jobs in the municipality. The Growth Programme and the Communications Programme will guide us in achieving these objectives.



Goal 2: A New Direction for Growth

Live where your life is

With the construction of the West Railway Line, Vihti will become more closely integrated into the metropolitan region. The station area and its accessibility constitute the most significant area of municipal development in decades. Rail and feeder transport require us to redesign the entire public transport system.

All of Vihti must remain vital and attractive. We will develop the municipality as a whole, taking into account different needs related to housing and living. We will make construction easier by dismantling regulation that goes beyond statutory requirements.

Work and vitality

We will actively invest in attracting new business operators to Vihti. The municipality's business areas offer opportunities for the growth of both existing and new companies.

Our close-knit community and entrepreneurial attitude will continue to support diverse business activity in the future.



Goal 2: A New Direction for Growth

Putting Vihti on the map

The West Railway Line, our location at the intersection of major roads, billion-euro investments under construction and our can-do attitude make us larger than our size would suggest. During this strategy period, we will increase awareness of our municipality. By the end of the strategy period, measured by the key indicators, we will be among the best in Uusimaa. We already know it ourselves. Now we will show it to others.



