

## **Internships within their profession for highly educated unemployed men and women born outside Europe**

In this project, the Unemployment Agency (Arbetsförmedlingen) wants to support men and women born outside Europe with an academic or work education to get an employment which corresponds to their education and experience. The project aims to find new ways and methods for working with the target group, mainly by developing the connections with employers and by creating preconditions for sustainable work match-making which can lead to employment.

Men and women in Sweden born outside Europe constitute a great competence resource. Many come with a good education but they are facing issues establishing themselves in the work market with the jobs they are educated to carry out. Instead of developing their work career this group often takes easy jobs in order to support themselves – an overqualified workforce is particularly common in Sweden. At the same time many employers and sectors have difficulties employing the competence they need. Matching the employers needs with the competence among men and women born outside Europe is key for organizations and companies to maintain important functions and to grow their business.

### *Project activities:*

The main activity for the participants in the project is a designated internship in a work place. The purpose is for them to gain Swedish work experience within their profession in order to increase their employability. For some participants it can be necessary to get complementary education which builds on or adjusts their competence to the needs of the local work market.

The participants will get an introduction to prepare them for the internship. This introduction will contain inspiring lectures about the Swedish work market and the work place culture, meetings with male and female rolemodels who have succeeded with the same mission as the participants face, visits by and at organizations and companies in order to gain knowledge about the local business sectors, and oral language training. In parallel with these group activities an individual competence inventory will be made as well as guidance and matching visits with employers. After a maximum of 4 weeks the participant should have got a designated internship within their profession, or entered a complementary education before getting into an internship. The project will have an individual program time for participants. The participants will start as a group but will stay for differing lengths within the program.

The goal of the project is that the participants will establish themselves in the work market within their profession to an increasing degree than before. Women who participate in the program should have the same employment frequency as men.

An important personnel role is the business consultants who will work actively towards the local businesses in order to find good matches between participants and employers as well as to create trust and long term relations.

### *Transnational collaboration:*

The Unemployment Agency seeks contact with organisations and projects with similar challenges or activities for a transnational collaboration which can create a mutual learning.

### *Other:*

The project will be carried out by the Unemployment Agency in Eskilstuna, in collaboration with the Unemployment Agencies in Nyköping and Katrineholm. The planned project start is February 2017. Deadline for the application to the European Social Fund is August 31,2016.

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