

# Nationell Matchning

Creates meetings between Employer and Employee



EUROPEISKA UNIONEN  
Europeiska socialfonden

 **Arbetsförmedlingen**

## Background

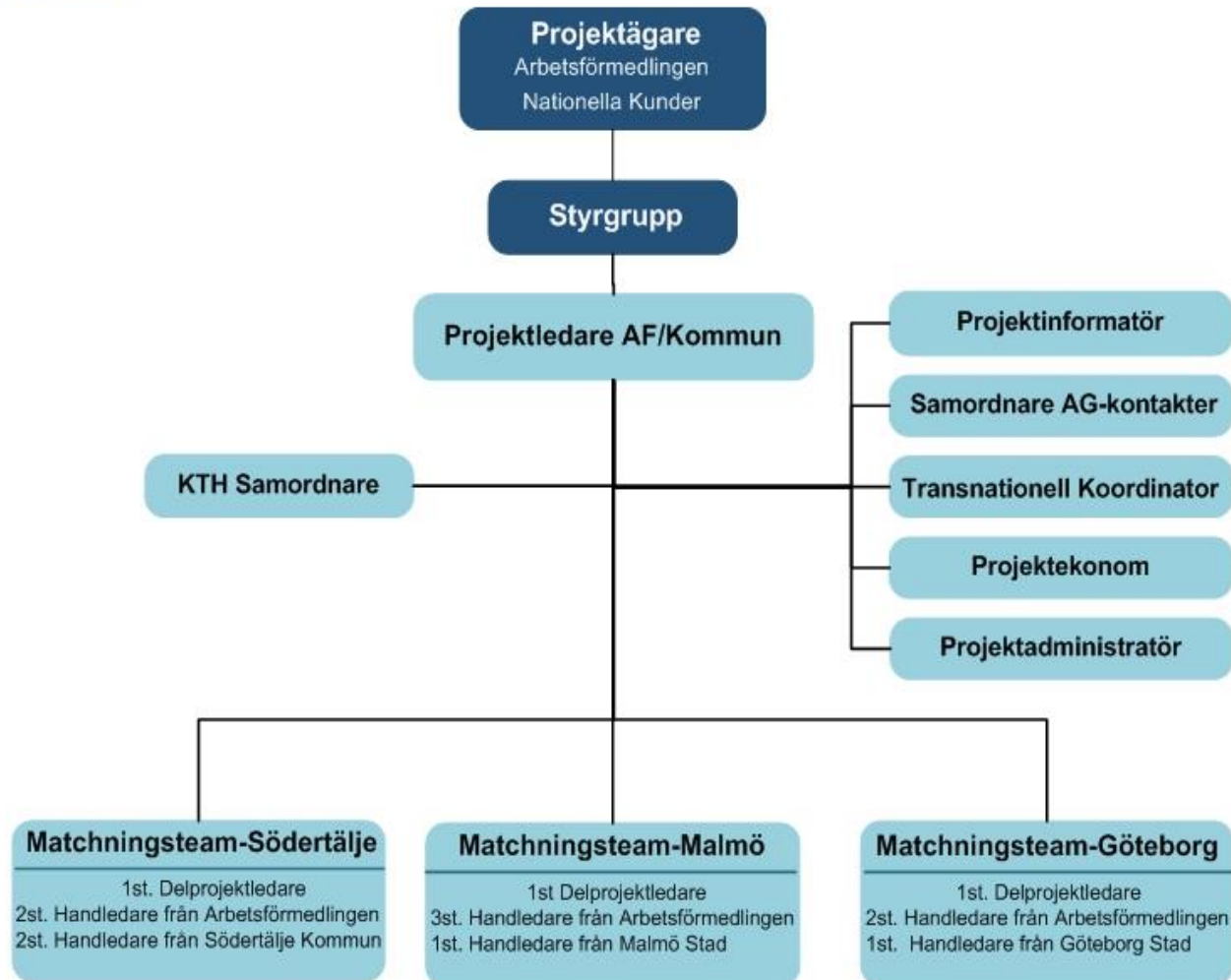
- We began in the municipality of Södertälje, suburb of Stockholm
- A large number of immigrants (majority with academic qualifications)
- Local project between PES (Public Employment Service) and the municipality of Södertälje 2009–2011
- We identified competence and demand and matched these two factors

## ”Nationell Matchning” as a ESF-project today

- Project of cooperation between PES (Public Employment Service), several municipalities and the Royal Technical Institute, Stockholm
- National ESF- funded project (budget of approx. 8 million Euros)
- November 2011–december 2014
- Three teams: Stockholm, Gothenburg and Malmö (25 project employees)
- Transnational activities: study tours to other EU-countries to gain and exchange experiences on the subject matter.

# Projekt Nationell Matchning

## Översikt organisation



## Target group

- People with *foreign* academic degrees, who are not established on the Swedish labour market within their profession.

## Aim/Goal

- Develop and adjust working methods of the PES and the municipalities.
- To better match and make use of the competence which exists amongst our target group, with the demands of the labour market.
- We cooperate with remote regions in Sweden where employers have difficulties recruiting and keeping qualified labour.

## Project Goals

- 40 % in work within their profession
- 75 % participate in at least one interview
- 50 % are offered work placements
- Regular recruitment activities

## Activities – this is how we work

### Operative work:

- Identifying needs in the labour market
- Individual career planning
- Workshops
- Recruitment activities and interviews

### Strategic work:

- Development of methods and strategies
- Cooperation with interactive partners



## PSA- Professional Skills Assessment 2014

### Education System

- Validation of formal education

### Sectors

- Hard skills
- Light test built on sectors definitions

### PES

- Soft skills (EU-Commission)
- 3 weeks of judgement by employers

## PSA- Professional Skills Assessment 2014

### Preparation

- Statement from UHR
- Self Assessment of Soft and Hard Skills
- Hard Skills - Light-test
- Possibility for the individual to reflect over her/his skills.

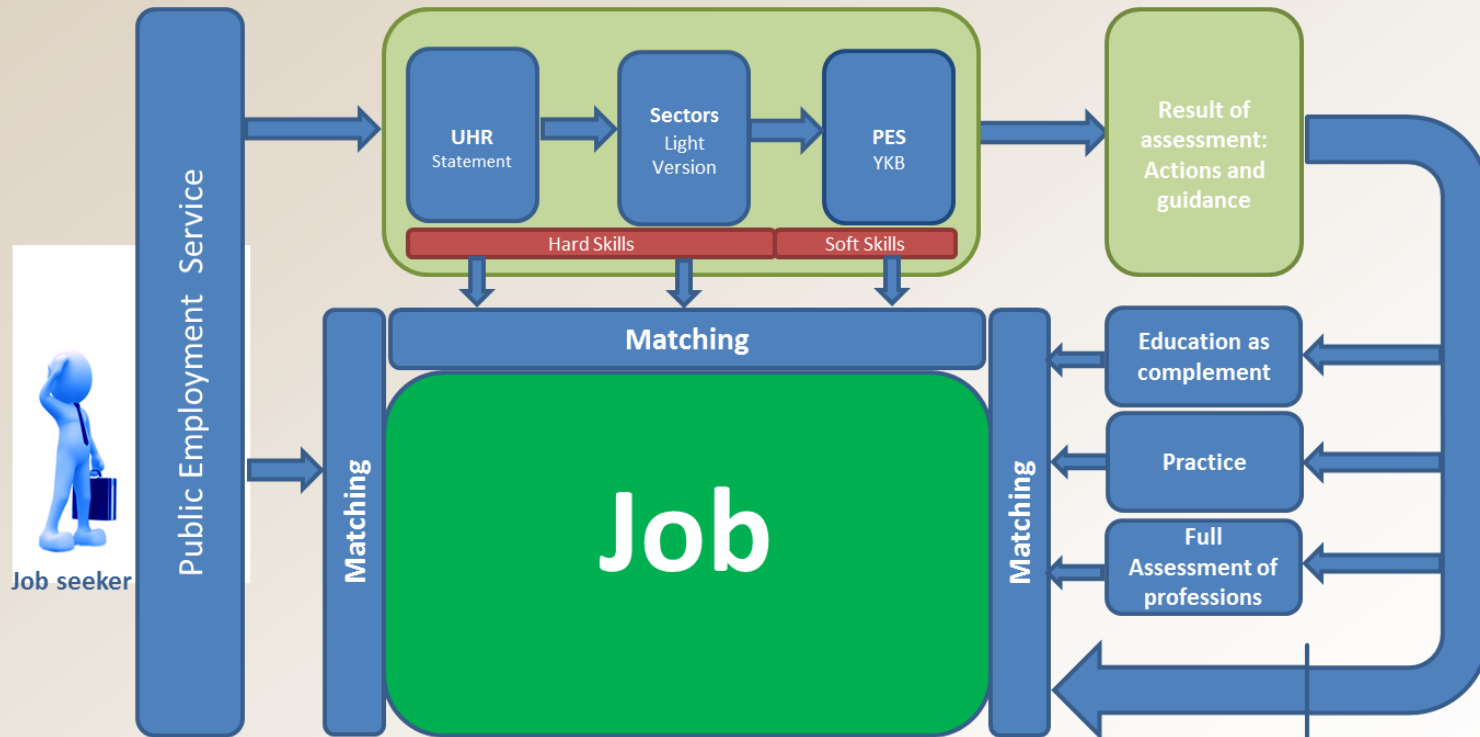
### Realisation

- Soft skills- 3 weeks at an employer to receive feedback her/his competence area.
- In the context of the practical working environment.
- Checklist Hard Skills

### Evaluation

- Evaluation of all parts together with the coach for further career planning.

## Qualified Process Flow to achieve an effective Individual Matching Process based on Skills



- 1. SOFT SKILLS = PERSONLIGA FÄRDIGHTER RELATERAT TILL UTFÖRANDET AV ARBETSUPPGIFTER, OCH SOM ÄR UTVECKLINGSBARA**
- 2. SJÄLVSKATTNING AV SOFT SKILLS UTGÅR FRÅN TIDIGARE ERFARENHETER**
- 3. YKB BEDÖMNING UTIFRÅN ARBETSPLATSKONTEXT**
- 4. DOKUMENTEN ÄR FÖR INDIVIDEN**
- 5. KVALITETSSÄKRING AV EN EFFEKTIV OCH LEGITIM PROCESS**