

Mutual Learning Programme Database of National Labour Market Practices

Sweden - Labour market training programme with Swedish for immigrants

This database gathers practices in the field of employment submitted by European countries for the purposes of mutual learning. These practices have proven to be successful in the country concerned, according to its national administration. The European Commission does not have a position on the policies or measures mentioned in the database.

Source of national practice	Mutual Learning Programme Thematic Event on Upskilling unemployed adults 2015/ European Employment Policy Observatory Review Synthesis: Upskilling unemployed adults 2015
Title of the policy or measure (Original language)	Arbetsmarknadsutbildning med Sfi
Title of the policy or measure (English)	Labour market training programme with Swedish for immigrants
Country	Sweden
Name of the responsible body	The Swedish public employment service (PES), ten
Geographical scope of the responsible body	Regional
Name(s) of other organisations involved (partners/sub-contractors)	Vocational companies working for the PES and employers
Start year of implementation	2010
End year of implementation	Ongoing
EU policy relevance	The Swedish for Immigrants programme aims to provide linguistic tools for communication and active participation in everyday, social and working life and thus to increase the employability of immigrants who are disadvantaged in the labour market. This goal matches the policy priorities set by the Europe 2020 strategy, particularly the EU's aim to foster inclusive growth, and is in line with the EU's flagship initiative "An agenda for new skills and new jobs".

National labour market context	Labour Market Training targeted to unemployed job seekers has a long tradition in Sweden and since the mid-1990s has been an important labour market policy instrument. The purpose of labour market training is to provide unemployed persons basic or supplementary vocational training. Another objective is to promote both occupational and geographical mobility to support structural changes in the economy, to counter labour shortages that arise in the labour market, and to strengthen the position of disadvantaged groups in the labour market. The rate of unemployment in Sweden increased from 6.2 % in 2008 to 8.3 % in 2009 and has since then remained at a level around 8 %. This significant increase of unemployment has also coincided with an increase of participants in various ALMP programmes.
Policy area	Active labour market policies, Education and training systems, Labour market participation
Specific policy or labour market problem being addressed	Difficulties in finding employment experienced by immigrant groups who do not have knowledge of the Swedish language; meeting the needs of employers for skilled staff.
Aims and objectives of the policy or measure	The Labour Market Training Programme with Swedish for immigrants is targeted at non-native job seekers in need of training in Swedish. Initiated in 2008, this programme provides language courses combined with training for vocational skills, in order to facilitate labour market integration for immigrants. The overall aim is to get non-native job seekers into employment as quickly as possible after completing the training and, thus, help them become self-sufficient. The training also helps participants become integrated into society, improve their language skills, and enable them to obtain certificates and licences for their profession.
Main activities/actions underpinning the policy or measure	The vocational skills training offered includes cleaning and servicing of buildings, welding, retail and kitchen services. Courses last from 60 to 80 weeks. The courses are generally run full-time for 40 hours a week; consisting of 15 hours a week Swedish language training and 25 hours a week vocational employment training in a training institution. A language teacher is present during vocational training to complement courses with work-related language instructions and classroom communication skills.
Geographical scope of policy or measure	Regional
Target groups	Non-native job seekers who need language training

Outputs and outcomes of the policy or measure	It is reported that around 50% of participants from 2010-2012 obtained employment within one year of completing training. The success rate varied depending on the profession. The highest employment rates within one year of having completed training were noted in forestry (86%), health care (79%) and kitchen and food services (69%). The lowest were reported for computer numerical control (22%), household services (40%) and personal care assistant (40%). It was also found that the training programme sped up participation into society, self-sufficiency and language progression. Further, it is suggested that the programme motivated participants and stimulated learning abilities.
Management and implementation arrangements	The programme is run cooperatively between the Swedish Employment Service, all ten municipalities and the Country Administrative Board. Their cooperation is considered essential to the success of this initiative.
Key challenges	The participants constitute a time and resource intensive group. In addition, the customised training provision for the group constitutes a challenge.
Key conditions for success	By combining training in Swedish with vocational training and involving several stakeholders, the efficiency of the labour market training and the integration of immigrants into the labour market appears to be enhanced. In particular, having Swedish teachers present during the vocational training is identified as a success factor, by ensuring an increased complementarity of courses and relating communication classes to the work environment. Other conditions for success included: • providing financial support for participants to travel to the vocational training and the language courses; • good communication and cooperation between the partners concerning recruitment, implementation and follow-up results; • a focus on work from the beginning of the training programme; and • customisation of training to individual needs to take into account different learning abilities and previous training and formal qualifications.
Method of assessment	Internal monitoring
Type of assessment	Qualitative and quantitative assessment
Duration and frequency of the assessment	Annual monitoring
Further information on the assessment	
Links to the website, background information and assessment material	This link

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