

**The municipality of Linköping  
Department of Education (bildningsförvaltningen)**

**A new unit for employment and integration (Avdelningen  
för arbetsmarknad och integration), established in august  
2016**

# LINKÖPING

(150 000 inhabitants, city nr 5 in Sweden)

- Historically founded on trade and education

## CHARACTERISTICS TODAY

- Education
- University (27 000 students (2015))
- Administration, high technology, medicin and Medical technology.
- Aviation cluster (SAAB)
- Growth region



**Linköping**  
Där idéer blir verklighet



CENTRE EL  
州文化局

SCHEEREN  
COLLEGE

ZENIT

D-huset  
Inngang  
27

D-huset  
Inngang  
29

Indikatorer for administrativt, fysiske  
Indikatorer for økonomisk, etc.





# **The new unit for employment and integration (Avdelningen för arbetsmarknad och integration)**

- The new unit was established in order to conciliate the coordination within the employment and integrationfield.
- One manager of the unit and two experts
- The mission for my manager is to within her work have a municipal perspective, to convert the labour market policy to local conditions and to encourage the municipal politicians will of a coherent city.

- On a operational level we have the Work and Knowledge square (Jobb- och kunskapstorget). Manager of the manager of the work and knowledge square is my manager of the unit for employment and integration.
- A mission for the work and knowledge square has been set by the committee of education (Bildningsnämnden).

# **According to law: What can the municipality do concerning labour market and integration?**

- The government is responsible for the labour market policy.
- Municipalities have taken a considerable responsibility for the labour market over time.
- Municipalities have a major role within the labour market field as employer, educational organiser, coordinator of labour market policy measures, purchaser of activities and within the work concerning the introduction for newcomers (etableringen).



- A municipality can on voluntary basis take steps to contest unemployment
- New law of settlement from march 2016 of settlement.
- Concerning the introduction for newcomers the municipalities take responsibility for the receiving of the refugees, practical help with the settlement, introduction to school, swedish tuition for immigrants, social orientation etc. Fundings from the Swedish Migration board.

- Concerning the swedish tuition for immigrants: Not an ability to study with the fundings from the swedish National Board of Student Aid.
- There is a project going on investigating the possibilities studying vocational education at the same time as swedish tuition for immigrants. The project is sponsored by the County Administrative Board ( § 37-medel).

- Every municipality shall have a committee of unemployment. In the municipality of the town Linköping it is the municipal executive board (KS) which has this role and shall prevent unemployment and lower the efforts of it.
- The municipalities are responsible for their citizens, for example through social allowance.

# **The new mission for the Work and knowledge square, set by the committee of education**

- *The main mission for the work and knowledge square is to strengthen and to facilitate the citizens abilities to create, develop and keep their ability to participate on the labour market through education and labour market policy measures.*

- **The target group** for the labour market policy measures are *primarly* individuals who are allocated from the social service center who are between the step for employment (sysselsättning) to the step for subsidized employment.
- The citizens shall be able to manage elementary activities by her och his own. Otherwise they have to get help from another institution like the Departement of Care for example (omsorgsförvaltningen).

- The target group for the labour market policy measures are citizens who have
  - social allowances or youth at the age of 20-24 who have passed compulsory school, but not individuals with learning disabilities (KAA)
  - youth at the age 16-24 who do not work or study or are underemployed and
  - citizens who come from the introduction for new comers.
  - The citizens can also come to the Work and knowledge square on their own initiative or
  - through an agreements with the committee for the department of care (Omsorgsnämnden).

- The major part of all the participants at the Work and Knowledge square come from the social service center. 2014 approximately 1 600 individuals had their main income from allowance in the municipality of Linköping.

- **The work and knowledge square shall**

- offer motivational activities and/or studies which aim to strenghten the abilities of the citizens to develop and participate in order to help them to become self-supporting.

- give neutral information about the labour market, labour market initiatives and student counseling,

- cooperate with municipal adult education



-write, develop and update local agreements with the employment center for the areas: youth, labour market policy measures and the introduction for newcomers

-take initiatives when needed in collaboration with the social service center and the County council to coordinated individual planning.

-promote that coordinated individual action plans are established together with the every participant and affected authorities/actors.

-keep register over the youth included and offer these youth appropriate individual measures that in the first place aim to motivate the youth to start or resume an education (20-24 who have passed compulsory school but not individuals with learning disabilities (gymnasiesärskola) (KAA).

Activities within this responsibility shall be designed in cooperation with the unit for upper-secondary school and municipal adult education.

-cooperate with the unit for upper-secondary school and municipal adult education concerning the abilities for individuals with learning disabilities to get a job.

-work with services against the Education for adult with intellectual impairment (särskild utbildning för vuxna) in cooperation with the unit for upper-secondary school and municipal education.

-write and develop an agreement with the committee for the care departement (omsorgsnämnd).

-operate in specific districts Berga, Ryd and Skäggetorp  
(These districts are segregated).

-work in a transparent way with budget, systematic quality management and continuous evaluation. A method for evaluation shall be developed and pursued.

# The main challenges for the municipality of Linköping within the labour-market and the integrationfields

- *Political goal: More people in the municipality of Linköping shall be self-sufficient.*
- According to the latest annual report 18 percent left the Work and Knowledge square for work and 10 percent left the Work and Knowledge square for studies 2015. The figures were exactly the same 2016.
- Among the procured vocational training (arbetsträning) through Idrott- och service (Public sheltered employment)) no one left the procured vocational training for another place, like an subsidized employment (lönebidrag) for example. 2015 this figure was one person.
- This means that the political goal is not achieved!

- Big challenges are in the municipality of Linköping **Integration and Competence provision** (kompetensförsörjning). It is also very important to work with **active inclusion** of people excluded from the labour market.
- **It is important to level out the differences between workers born in Sweden and born in other countries.**
- The unemployment is much higher for workers born in Sweden than born abroad.
- During 2016 the unemployment has also increased for people born in other countries.

- The municipality of Linköping has few enrolled in introduction activity (etableringen) in comparison with other comparable municipalities. But, the refugee quota increases as from 2017.
- Only 16 percent of the newcomers in the municipality of Linköping had from day 1 after the introduction a work or attended a regular education during the period januari-november 2016. This was a lower quota than in comparison to the nation, 25 percent and in the county, 19 percent.
- With a higher refugee quota in the municipality it is very probably that the differences concerning the unemployment between the workers born in Sweden and workers born in other countries will increase during the next years.
- (Solution: One way to facilitate the reduction of the segregation is to offer summerjobs).

- Almost 50 percent of all the jobs demands a university-education and this quota is increasing. The labour market is very good in the municipality of Linköping for people with a solid education. But the employment is higher for people with only a degree from the comprehensive school (grundskola).
- Despite a high employment in recent years a lot of employers have difficulties finding staff with right competency. Employers with biggest difficulties belong to the public sector. The municipality of Linköping has to employ 900-1060 persons each year until 2025 within pre-school, comprehensive school, upper-secondary school and within the elderly care and care of handicapped citizens.
- (Solutions: The municipality has to get rid of structural barriers and work with job-matching and validation of prior learning (reell kompetens)).
- There is also need for a creation of jobs that do not require qualified education. It is important to support people with low educational standards, wrong or outdated education, strengthen the student counselling. It is also important that the business sector and education cooperate to solve the competence provision in the business sector).



- *Another political goal is to make the municipality of Linköping to a coherent city with faith in the future and social inclusion (En sammanhållen kommun med framtidstro och delaktighet). This means that the equality shall increase and every citizen shall feel safe on a social and economical level. Social efforts shall focus on children.*
- *There is a political vision that every child shall have at least one parent who has a work, practice or studies.*

- If you take into account refugees, employed or in education in a database called Kollada where an expected value consider level of educational attainment and the local labour market, that is the number of refugees unemployed, the municipality of Linköping belongs to the worse municipalities in the country.
- 2014 the municipality of Linköping had -11,4 percent under the expected value. Only five municipalities show a worse quota.
- A common reason for that big municipalities have quotas under the expected value is that they have segregated districts, which means that a lot of people do not have many contacts.

- (Solutions: -the municipality shall cooperate with the business sector and organizations to increase the social inclusion and facilitate for people far away from the labour market to earn a living.
- It is also important the municipality as an employer take its responsibility for these groups.
- Newcomers and refugees should participate in the civil society, for example through sports associations for a faster integration.
- For people far away from the labour market it is important to find activities that develop people and make them more employable. There is a need for an "utsluss". (A way to slot people out to the labour market). The activities shall focus on occupational/industrial rehabilitation (arbetsträning) and employment (sysselsättning). A pilot study shall be made in the municipality of Linköping to find out how other municipalities have solved these kind of activities).

# Conclusions

- Big challenges for the unit for employment and integration concern the main target group for this project: immigrants, both newly arrived and those who of different reasons not have been integrated in the labour market and or the society despite several years in the new country.

# CONTACT INFORMATION:

- **WEBSITE:**

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- **FACEBOOK:**

[www.facebook.com/pages/Jobb-och-kunskapstorget-Link%C3%B6pings-kommun/349453205161440?fref=ts](http://www.facebook.com/pages/Jobb-och-kunskapstorget-Link%C3%B6pings-kommun/349453205161440?fref=ts)

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