



The Solna model

For labour market integration of refugees and migrants

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City Executive Board

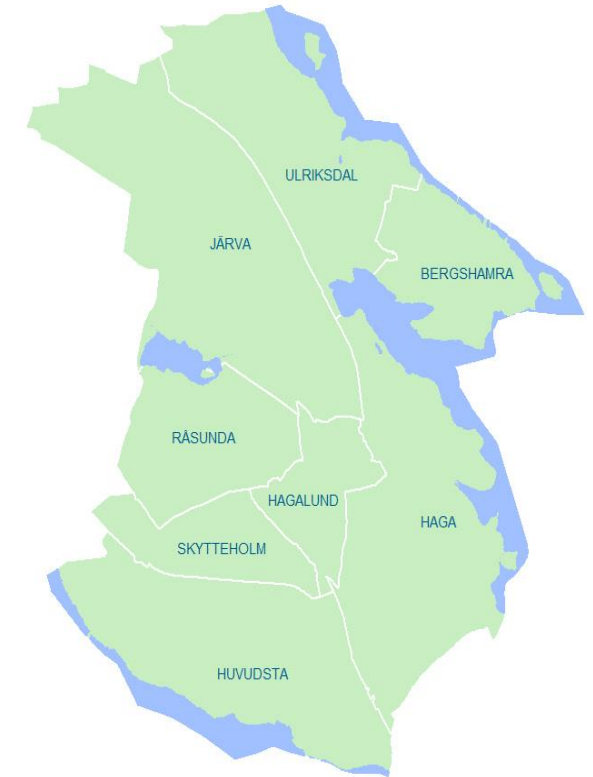


CITY OF SOLNA

City of Solna

Solna a city in strong growth, Solna part of Stockholm region

- Solna is the third smallest municipality in Sweden, in terms of area, 22 km²
- 83 000 inhabitants
- 90 000 work places
- 37 % foreign background Solna (Sweden 25%)
- Unemployment (May 21)
Solna 5,8 %, Stockholm region 7,6 % Sweden 8,0 %
- Unemployment foreign-born (May 21)
Solna 9,7 %, Stockholm region 15,0 %, Sweden 19,2 %



The Solna model - Results

- During the period October 2017 – June 2020
- 176 participants, 22 % women and 78 % men, of which 158 remained in the project
- Majority of refugees and migrants who came to Sweden in this period were single men
- 131 participants (83 %) in employment
- Most frequent sectors; care services, pre-schools and schools, hotels and restaurants, building and trade, and cleaning services



Photo: Susanne Kronholm

The Solna model

The City of Solna's approach to foster integration of migrants and refugees, and other groups in risk of exclusion, in the labour market is built on:

Two fundamental pillars

- A Mindset
- A Working method



Photo: Casper Hedberg

The Mindset

1. Faster integration, faster language learning, more people working, less exclusion, eases tension in the local society.
 - Integration fostered through jobs. Fastest way to integration is to work
 - It shall always be easier to get a job or relevant education than income support. Focus on jobs before income support.
 - Attractive and growing business destination. Best way to get jobs and help to unemployed citizen is a good business environment and growth.

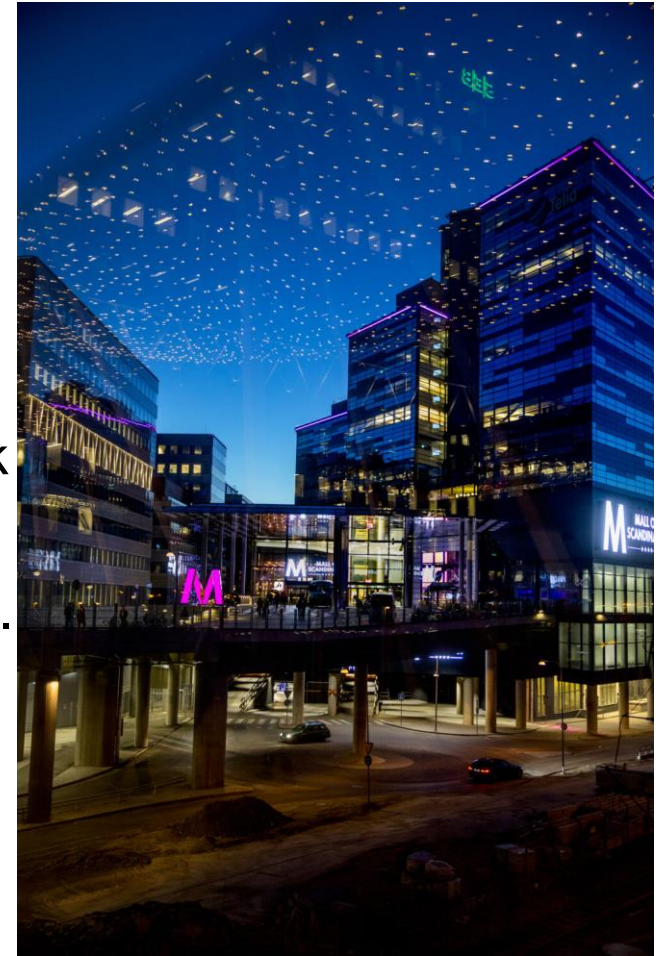


Photo. Casper Hedberg

The Mindset

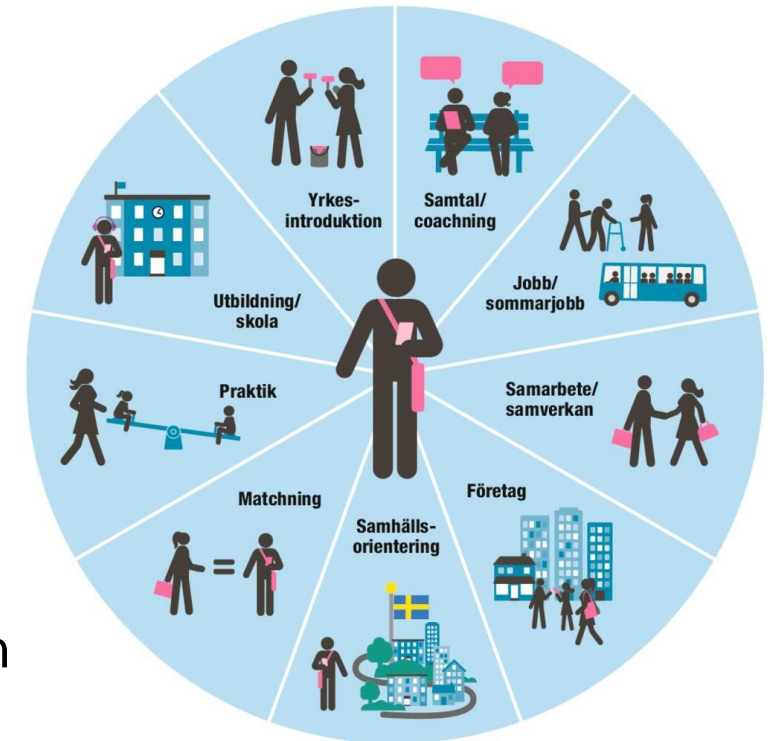
2. Good business conditions and a positive business climate
 - developed over the years
- Solna, Sweden's most business-friendly municipality for the 13th year in a row
- Measures to improve growth shall contribute to a sustainable local society
- The city shall support continuous growth and inclusiveness
 - no one shall be excluded from society
- When the city helps businesses thrive they shall also give back to and support the local community



Photo: Rebecka Rynefelt

The Working method

- The working method follows the process
 - Mapping participant's education and competence
 - Contacting relevant employers
 - Coaching and support to participants
 - Matching of participants and employments opportunities
 - Monitoring and follow-up
- The aim is to do everything possible to assist an unemployed person to get a job, e.g. support, training, education, internships
- At the same time foster and provide relevant competence to local businesses and public employers



The Working method

- A systematic relation-based approach supporting unemployed refugees and migrants to employment or education
- Built on close collaboration between
 - Participants/Job seekers
 - Public Employment Services
 - City of Solna
 - Local and Regional, Public and Private Employers
- The model is built on trust and respect between all participating parties.
- The city will not send inappropriate candidates for a job offered and the companies will not mis-use public funding for employment



Win-Win-Win-Win

Citizen

- Self- sufficient
- Part of the "talent pool"
- Part of the society/ integrated

City of Solna

- Reduced costs
- Increased tax revenues

Solna

- Reduced unemployment
- Reduced segregation
- Increased educational level

Employers/Partners

- Supply of work force
- Efficient recruitment process