

Jobbsprånget

Report 2022



Sweden's largest
internship programme
for newcomer academics



2,200

interns since the start
in 2016

7 out of 10 get a job

Jobbsprånget offers a fast-track to work

Jobbsprånget is Sweden's largest internship programme for newcomer academics. Since 2016, we have matched the skills of newcomer academics with the needs of employers nationwide. The programme runs for four months and targets academics with a degree in IT, engineering, architecture, economics, HR or science.

Jobbsprånget grows for each year and has provided nearly 2,200 internships since its inception. Seven out of ten interns get a job at their professional level after completing the programme. The initiative was founded within the Royal Swedish Academy of Engineering Sciences (IVA) and is currently run as an independent non-profit association with funding from the Knut and Alice Wallenberg Foundation and the Swedish Agency for Economic and Regional Growth.



Open the glass door for foreign academics

Almost daily, we meet newcomer academics who have applied for hundreds of jobs in Sweden without success. Prejudices, lack of professional networks, and a lack of knowledge of the Swedish language put obstacles in the way of jobs that match their education and experience.

There is a glass door in Sweden. It excludes competent and sought-after people from the labour market, which also risks low self-confidence, dependency on social benefits, and long-term exclusion for this group. It's a huge waste of resources. We are determined to change that!

Together with over 400 employers all over Sweden, Jobbsprånget has so far helped 2,200 newcomer academics to an internship at their professional level. As many as seven out of ten get a job after their four-month internship.

Jobbsprånget has made a difference for newcomer academics for over five years. In this report, we have compiled our results. We hope it will convince you to open your glass door for foreign academics.

We are ready to make an even bigger difference with you at our side.

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Connections are crucial to getting a job

Getting a job in Sweden without having connections is difficult. If you also have insufficient knowledge of Swedish, a foreign name, and an education from a university in a third country, it becomes next to impossible. That's the reality for newcomer academics.

5years

It takes an average of 5 years before 50% of newcomers with post-secondary educations are employed

Source: Statistics Sweden (those who moved to Sweden in the years 2000-2020)

Hi!

On average, Jobbsprånget's candidates have applied for 200 jobs in Sweden – without success.

It's difficult to open the glass door to the Swedish job market!





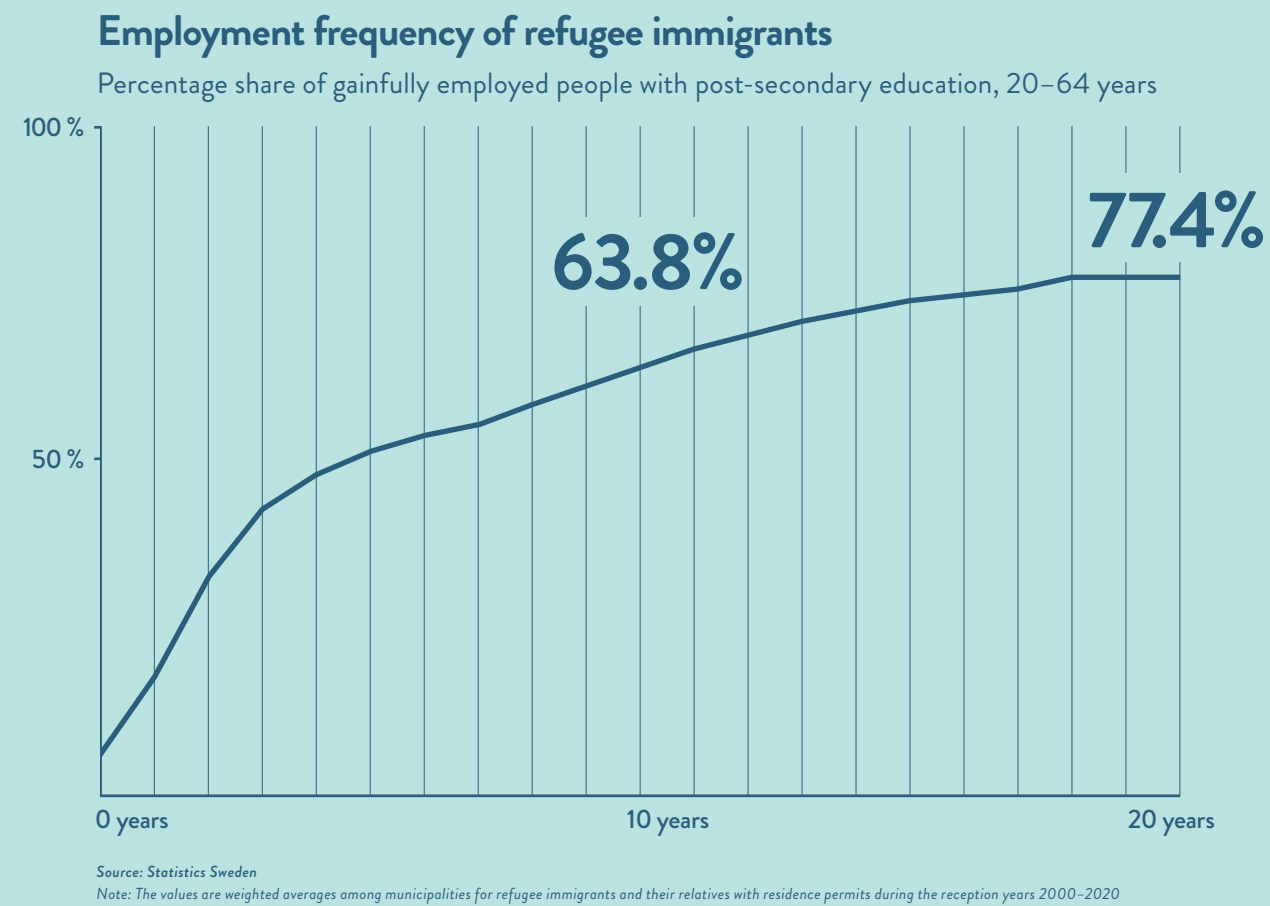
For people with post-secondary education, unemployment is significantly higher among those born abroad compared to those born in Sweden

Source: Statistics Sweden, 2021

50%

of companies use connections and networks to recruit new employees

Source: Confederation of Swedish Enterprise recruitment survey 2020





We want to be involved in creating a society where everyone is involved

Clara Bodin

Global Lead Diversity & Inclusion

Telia Company

Telia has participated in Jobbsprånget since spring 2018 and has admitted nearly 40 interns. Jobbsprånget has become a tool for working with social sustainability. After completing their internship, 45% have obtained employment at Telia and another 28% at a different company.

‘For us, Jobbsprånget is a natural part of contributing to Sweden becoming a more inclusive society with an open labour market. We want to be part of creating a society where everyone is involved,’ says Clara Bodin, globally responsible for diversity and inclusion at Telia.

Jobbsprånget's straightforward process with support, help and introduction makes it easy to participate and get started.

‘At larger companies, it’s particularly advantageous to have a clear model that the supervisor can follow. It lowers the thresholds and makes it easy for us to participate.’

In addition to contributing to a more inclusive society, Jobbsprånget creates internal pride.

‘Participating in Jobbsprånget and contributing to a more inclusive Sweden makes anyone feel proud,’ Clara concludes.

After four months, I received an offer of employment and have now worked at Swedavia for five years

Issam Keseby

Issam was one of Jobbsprånget's first interns. He came to Sweden in 2015 after fleeing the war in Syria. He brought with him an engineering degree in information technology from the Syrian Virtual University and four years of work experience as a front-end developer. In Sweden, he initially worked as a window cleaner while he studied Swedish. The Swedish Employment told him about Jobbsprånget, which led to an internship at Swedavia.

'The internship gave me a chance to show what I can do and put me in contact with Swedavia,

a company I didn't know about before. After a four-month internship, I received an offer of employment as a UX/UI designer and front-end developer at Swedavia, where I still work today,' says Issam.

His advice to other academics who come to Sweden is to not give up. There is a place for everyone with skills and experience. Get help from Jobbsprånget! They have the right contacts and open the door to the job market.



Skills needs, diversity and social responsibility among the top priorities

Seven out of ten companies today have difficulty finding the skills they are looking for, and as many as one in five recruitment attempts fail*. The battle for talent is intensifying at the same time as we have a large group of people with the right skills who are excluded from the job market.

Jobbsprånget's candidates are well-educated engineers, economists, architects and scientists. We can offer candidates with in-demand skills, but also something else! We are an initiative that contributes to both increased diversity and social sustainability – and that is increasingly appreciated among young people choosing where they want to work. Active diversity and sustainability work is a way of taking responsibility. For employers, it also increases competitiveness.

Active diversity and sustainability work is a way of taking responsibility.



Jobbsprånget contributes to the 2030 Agenda



Today, almost all employers we meet work with sustainability issues, at various stages of the process. Many people know about the 2030 Agenda, and for some employers, Jobbsprånget becomes a natural part of contributing to the goals, they're already

working towards. For others, Jobbsprånget will be their first initiative in social sustainability. Regardless, we are both proud and grateful that we are part of the work towards a sustainable future!

Jobbsprånget primarily works with 4 of the 17 global goals



Goal 4
We help people enter the labour market and give them an opportunity to contribute and develop their skills.



Goal 5
We help companies improve their gender equality. In 2021, 65% of trainees were women.



Goal 8
We help companies increase their diversity and thereby the opportunities for innovation and growth.



Goal 10
We give people a chance to contribute to the labour market and are a key to integration into society.

* Confederation of Swedish Enterprise recruitment survey 2020



I applied for close to 80 jobs before I heard about Jobbsprånget

Noura Makssi

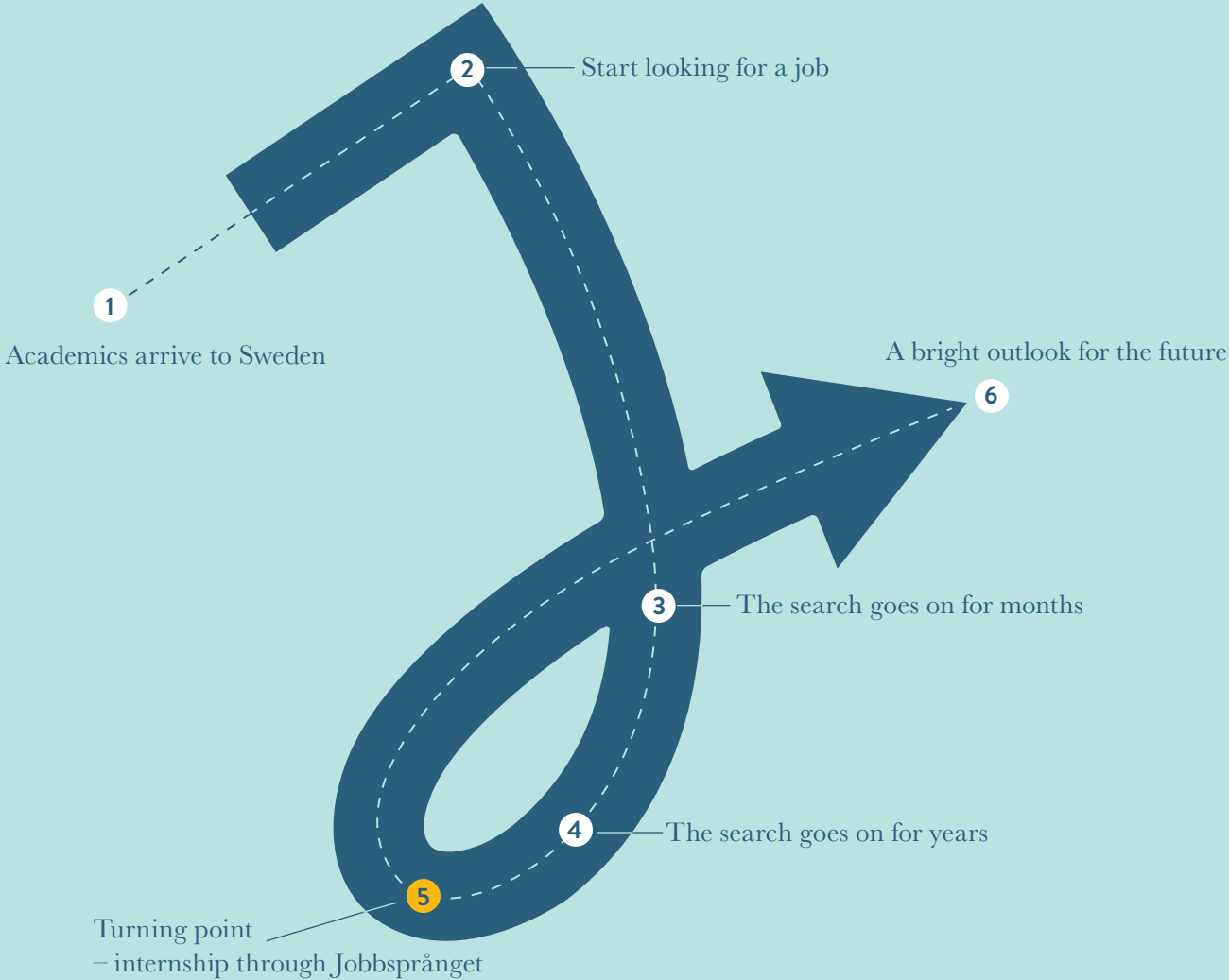
Noura is a road designer at Ramboll in Uppsala. She was studying civil engineering at Aleppo University when the war broke out in Syria. Determined to complete her studies, she braved the risks of war and remained in Aleppo. She graduated as a civil engineer in 2016 and came to Sweden in 2019, after having worked for a couple of years as a volunteer in an aid organisation. When she had applied for nearly 80 jobs, she came into contact with Jobbsprånget.

‘Jobbsprånget has helped me so much! Internship is the easiest way to enter the labour market. Jobbsprånget has a good platform for those who lack contacts and knowledge about companies in Sweden,’ says Noura.

Jobbsprånget was her turning point. In October 2021, she got an internship at Ramboll in Uppsala, where she is currently employed as a road designer – a job she really enjoys.

Jobbsprånget becomes the turning point

For many interns, Jobbsprånget becomes the turning point. Finally, they get a chance to open the glass door to the Swedish labour market!



94%
of interns recommend
Jobbsprånget

7 out of 10
get a job after the internship



Since 2016,
58% of interns
are women

Jobbsprånget opens the door to both work and society!

Jobbsprånget gives the interns a chance to show their potential, quickly learn Swedish, and gain a professional network in Sweden.

2,200

have completed an internship since 2016 – out of 12,000 applicants.

59% of interns
in 2021 had
applied for more
than 100 jobs

50 locations
from north
to south
– Jobbsprånget
is available
throughout
the country

36%

of interns are willing to move
anywhere for a job.
Another 38% might consider moving.



Jobs require connections and knowledge of Swedish, but building connections and learning Swedish requires a job – it's a Moment 22

Ali Wassouf

Ali is a communicator at Jobbsprånget and is responsible for contacts with applicants. He fled with his family from Damascus and came empty-handed to Sweden in 2014. He understands the applicants' frustration and challenges, as he himself struggled with the difficulty of getting a job as a foreign academic.

Jobbsprånget helps many people enter the labour market, and Ali is happy to be able to contribute to that work.



We combine business benefit with social benefit

Employers participate in Jobbsprånget to find relevant skills, increase their diversity, and contribute to a more inclusive and socially sustainable society. For some, it has also become a tool for leadership training.

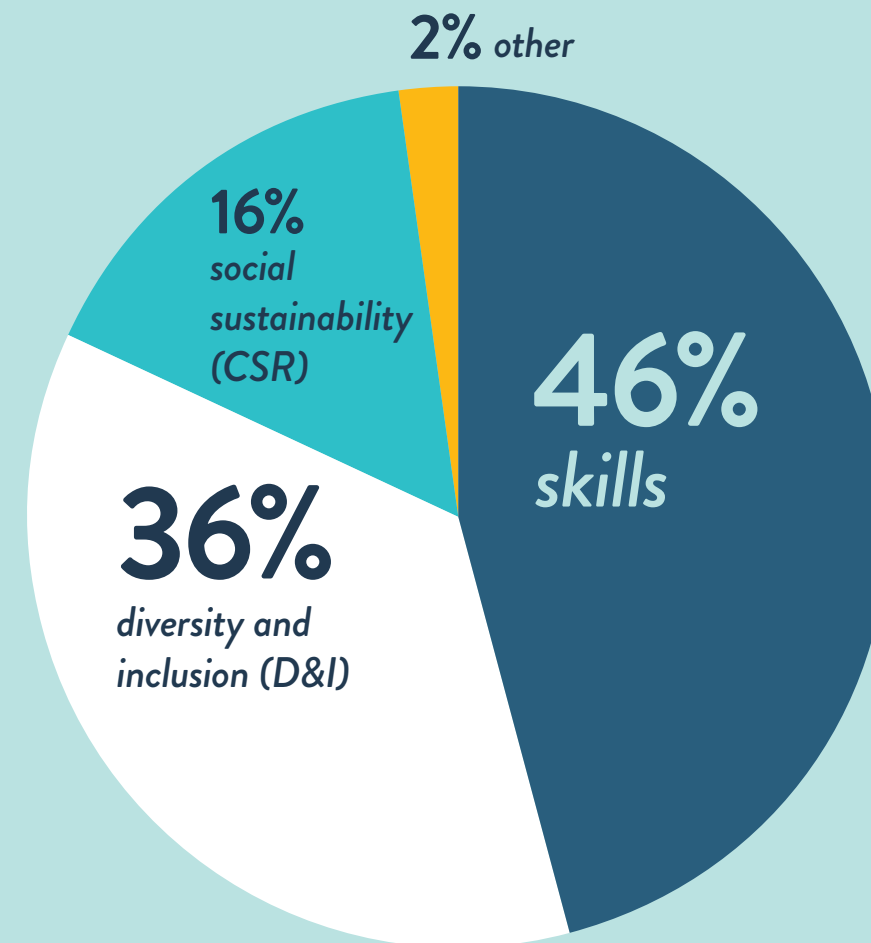
423

employers have admitted interns since 2017

88%

of employers recommend Jobbsprånget

(give marks of 8–10 on a ten-point scale)



Why do employers choose to participate in Jobbsprånget?

Among the employers participating in Jobbsprånget, we find both large and small, as well as private and public organisations from all over the country. Everyone is welcome to make a difference.

4,000

applicant academics each year.
What kind of competence are you looking for?



We have brought in really good colleagues via Jobbsprånget

Tony Carlsson
Competence & Learning Leader
IKEA of Sweden

In autumn 2020, IKEA received its first intern from Jobbsprånget. Since then, there have been many more. By spring 2022, over 40 people have completed an internship at their own professional level within IKEA, and several of them have been employed. Diversity is one of the main reasons why IKEA participates.

‘If we are to be able to develop products for the entire world, then we need to have people from all over the world in our own organisation. With Jobbsprånget, we bring in people with diverse backgrounds, which increases our diversity,’ says Tony Carlsson, who works with attracting and securing talent in product development at IKEA in Älmhult.

IKEA introduced Jobbsprånget as a small pilot, but the positive evaluation meant that the initiative quickly grew internally. The benefits have been plentiful. ‘The energy and passion of the interns has been fantastic.

I don’t see any difference in skills between the candidates we get via Jobbsprånget and those who come in via our regular recruitment channels. We have brought in really good colleagues via Jobbsprånget.’

In addition to contributing to diversity and competence provision, Jobbsprånget has become a valuable tool in leadership development at IKEA.

‘Our appointed mentors are employees with potential and curiosity regarding leadership. As mentors, they are involved in the entire process from writing advertisements, making selections, conducting interviews, planning the internship, and coaching the candidates during the internship period itself. This contributes to exploring and developing the leadership of our mentors in a particularly effective way,’ Tony concludes.





We're scaling up to contribute even more

Just over five years have passed since the idea for Jobbsprånget was born. Today, we can proudly say that we are social entrepreneurs and run Sweden's largest internship programme for newcomer academics. A recent audit found that Jobbsprånget is working. We have a proven and scalable model with the potential to help more people*.

The road here has been far from straight, and several times we have been forced to break new ground as well as challenge old systems, accepted truths and prejudices. Our partici-

pating employers have been invaluable to the success. They have opened the door and made it possible for our candidates to finally show their potential.

The journey would have never been possible without our fantastic team and our faithful financiers Knut and Alice Wallenberg Foundation and the Ministry of Enterprise and Innovation (via the Swedish Agency for Economic and Regional Growth). Thank you so much for believing in Jobbsprånget – and in us!

Now we're looking ahead and plan to become even bigger – to be able to contribute even more. Jobbsprånget is needed as long as foreign academics are forced to apply for hundreds of jobs without even being called for an interview.

We are determined to open more glass doors to ensure that foreign competence is included in the Swedish job market.

Eva Glaumann & Alexandra Ridderstad
Initiators behind Jobbsprånget

*Report Näringslivets kompetensförsörjning och enklare vägar till jobb 2021



JOBBSPRÅNGET

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