



# The Delegation for the Employment of Young People and Newly Arrived Migrants

Enhancing cooperation between Public Employment Service (PES) and municipalities, to integrate migrants into the labour market and reduce youth unemployment

## SWEDEN

**Title of the practice (in original language)**

Delegationen för unga och nyanlända till arbete (Dua)

**Who is/was implementing the practice?**

Arbetsförmedlingen (the Swedish PES) and the municipalities.

**Which other organisations are/were involved in the practice?**

The Swedish Association of Local Authorities and Regions (SALAR)

**What are/were the main objectives of the practice?**

The Delegation for the Employment of Young People and Newly Arrived Migrants (Dua), promotes cooperation between municipalities and the PES, and the development of new forms of collaboration. The main purpose is to help reduce youth unemployment and enable newly arrived migrants to enter, and to become more established, in the labour market.

Dua's tasks include encouraging municipalities and PES to enter into collaborative agreements at the local level and put them into practice. The new forms of work, developed as a result of the work of the delegation, can be integrated into the PES regular activities.

Dua is also responsible for the allocation of government grants to municipalities linked to these local agreements.

**When was the practice implemented?**

In December 2014 the Swedish Government decided to enhance the impact of labour market policies against youth unemployment at the local level by establishing the Delegation for the Employment of Young People with the main purpose to promote and facilitate cooperation between partners. As a result Dua was established for the period 2015-2017.

In January 2017 Dua's mandate was extended to the end of 2018 and expanded to new arrivals, and in particular young newly arrived migrants. The name of the delegation was then changed to Delegation for the Employment of Young People and Newly Arrived Migrants.

<sup>1</sup> Sweden has three levels of government: national, regional and local. Regionally Sweden is divided into 21 counties. At the local level, Sweden has 290 municipalities. Each municipality has an elected assembly – the municipal council – which takes decisions on municipal matters. <http://www.government.se/government-policy/municipalities-and-county-councils/>

**Who is/was targeted by the practice?**

The delegation focuses on young people (16–24-year olds) who are not in education, employment or training (NEET) as well as newly arrived migrants.

**What activities are/were carried out?**

Dua promotes the cooperation between PES and municipalities by:

- creating models for collaboration which could be used locally;
- development of support tools e.g. local routes to work – a process where individuals, according to their needs, get access to activities (e.g. workplace training and language course) with a clear objective on getting a job;
- fostering local and regional dialogue through meetings during which municipalities are invited to start working in line with the proposed model together with the PES;
- providing grants to promote and develop cooperation on young people and newly arrived migrants.

The collaboration, developed with the support of Dua, takes place primarily between the municipality and the local PES. The agreements concern how joint initiatives regarding young people and newly arrived migrants should be organised and run. Locally set goals are based on a survey of the size of the target group, its composition and needs. The agreements later allow municipalities to apply for funding of particular projects.

A typical cooperation of the municipality and the local PES starts with a joint conversation with the newly arrived person and creating for them a roadmap leading to work or education. The process for an individual is speed up thanks to the cooperation between the municipality and the local PES which allowed to establish a range of 'local routes to work', i.e.: a set of support activities leading to employment. The local routes to work vary depending on the needs of local employers e.g. in the tourist resorts the 'restaurant track' includes courses such as hygiene, serving techniques, competencies needed to work in a restaurant kitchen combined with a Swedish language course (if needed). In many cases, the parents are consulted in a joint conversation, to ensure full commitment and an optimal planning for each young person.

**What are/were the sources of funding?**

Dua is financed by the state.

In 2017 and 2018, the Delegation granted nearly SEK 160 million (EUR 15 million) in state grants to municipalities to promote and develop cooperation on young people and newly arrived migrants. From this amount, SEK 91 million (EUR 8 million) are intended for projects focused on collaboration with companies.

**What are/were the outputs: people reached and products?**

Since autumn 2015, 287 of Sweden's 290 municipalities have entered into local agreements with PES to cooperate in reducing youth unemployment. After January 2017, when Dua's mandate was expanded, new cooperation agreements were signed to include newly arrived migrants. The agreements allow municipalities to apply for money for particular projects.

Dua has produced a model enhancing the cooperation between institutions. The model is based on the local routes to work which are built around local employers' needs and combine learning the skills needed within a certain trade with a Swedish language course. In late spring 2017, Dua conducted 25 regional dialogues with representatives of municipalities and PES inviting them to start working in line with the model and informing them about funding opportunities.

**What are/were the outcomes: medium-term results or effects?**

A final report on Dua's mandate is to be submitted by February 2019. Although youth unemployment has fallen in Sweden in 2017 and the time needed for newly arrived migrants to find work has fallen from between seven to nine years down to five, it is difficult to attribute these changes to the establishment of Dua. Overall it is considered that Dua has contributed to fulfilling the Swedish Government's 90-day guarantee. The Swedish government's ambition is that in 2018 all unemployed young people aged 25 or below who are registered with PES, should receive a job or relevant support that leads to employment or an education before reaching 90 days of unemployment.

**What are/were the lessons learnt and success factors?**

**Lessons Learnt**

- Written collaborative agreements should have well defined common goals that are measurable and time-bound with a defined end.
- Long-term collaboration needs time to develop.
- New ways of cooperation have to be developed to help those further from the labour market (e.g. foreign-born women who are less active than foreign-born men, low-qualified both native and foreign-born citizens).
- Easier access to municipal adult education has to be made allowing low-qualified young people to get upper secondary education, while managing economically.

**Success Factors**

- Collaboration between PES and municipalities boosts the impact of measures and activities offered by both.
- The labour market measures aimed at young people and newly arrived migrants are more efficient if they are localised.
- Providing funding for establishing the cooperation between PES and municipalities before providing support for concrete measures.
- Dua created models for cooperation and support tools (e.g. follow-up tools to monitor the effects of support provided by PES and municipalities to young people<sup>2</sup>) which could be used locally.
- Development of 'local routes to work' for faster integration to the labour market of new arrivals.

**What are key sources of information?**

[www.dua.se](http://www.dua.se) (website in Swedish only)

Report on implementation of the Delegation for the Employment of Young People and Newly Arrived Migrants

[https://www.dua.se/sites/default/files/sou\\_2018\\_12\\_webb.pdf](https://www.dua.se/sites/default/files/sou_2018_12_webb.pdf)

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<sup>2</sup> The tool is still under development and for the moment limited to young people.