

**Sammen
om en jobb**



We connect resources together

Mentor program for immigrants that are highly qualified.



Sammen om en jobb's vision is for an inclusive society where people's resources and potential are productively utilized. We do this through a unique mentoring program where we match highly qualified immigrants with experienced volunteers.

Cost of underutilised Skills



28 000 immigrants in Norway are overqualified for their current occupation

Estimated loss of 5 – 6 billion kroner due to misuse/underutilisation of high-qualified workforce

Businesses missing a crucial talent pool and diverse skills.

McKinsey (2020). Diversity wins: How inclusion matters. www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters

Aftenposten (2017). Vista Analyse. <https://www.vista-analyse.no/no/nyheter/overkvalifiserte-innvandrere-i-lavtlonnsyrker/>

Hurdle



Lack of network



Less knowledge about the Norwegian labour market



Insufficient language skills

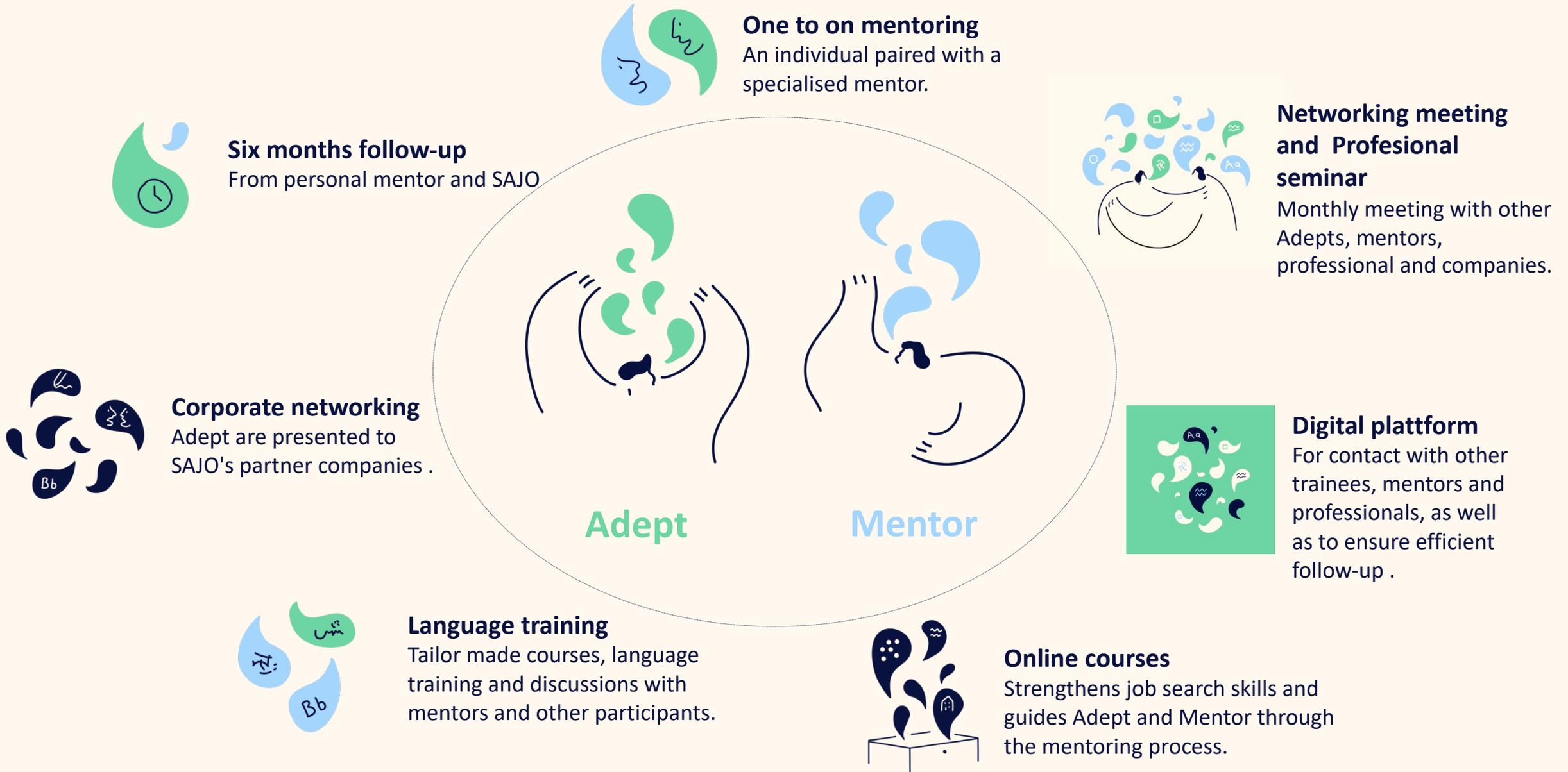


Less knowledge about the job seeking process and informal job culture



Prejudice and scepticism

Our Solution



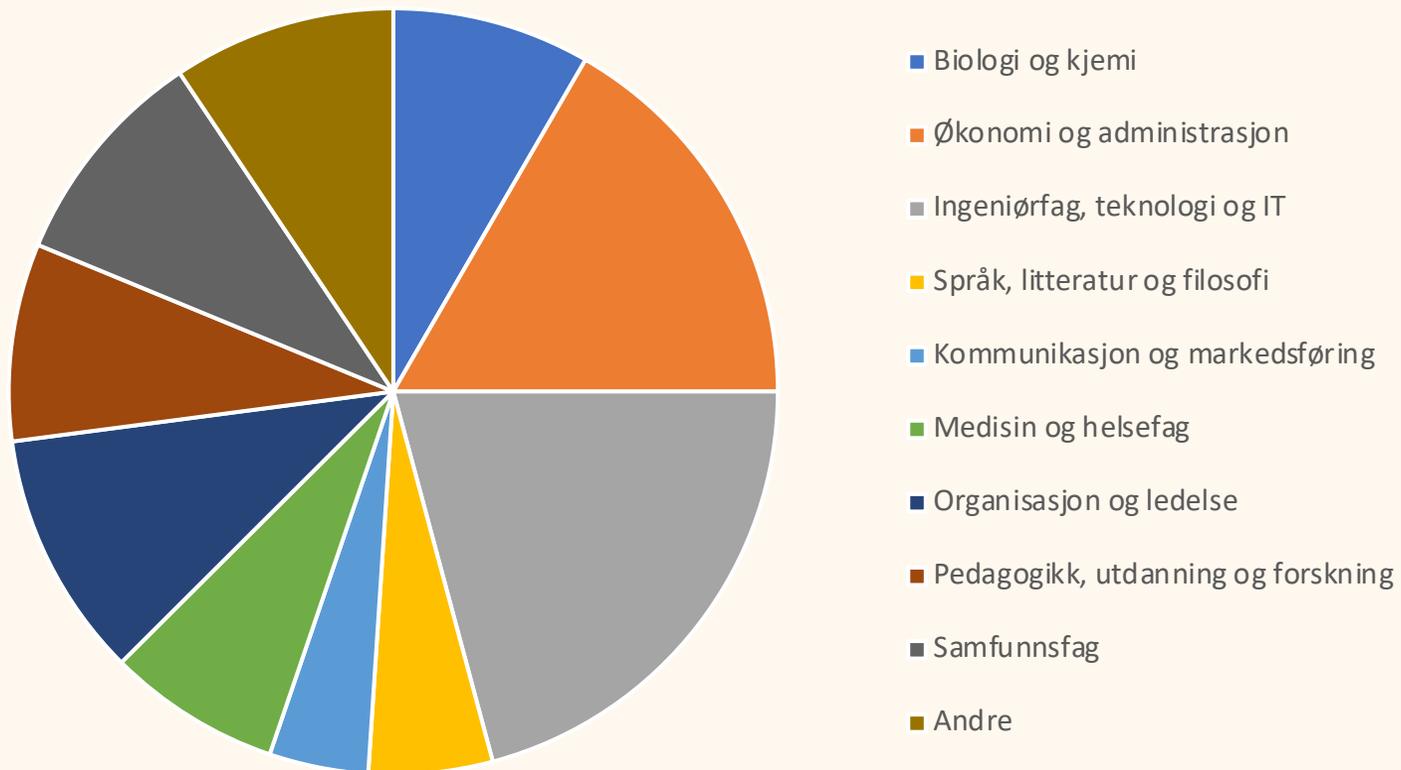
Jobseekers

109
Participants

51
Nationalities

50%
in relevant job (2018)

Professional background





The Norwegian diversity initiative/Strategy

A formal co-operation between public and private organisations that include the government itself, employer organisations, professional associations and trade unions.

Inkluderingsdugnad (Inclusion campaign) has three focus areas:

- lower the threshold and make it easier for employers to hire from the campaign's target groups.
- develop the focus on work and mental health
- provide more opportunities for training that qualifies for work.

Government employers are also obliged to encourage potential applicants from disadvantaged groups to apply for vacant positions. Among the qualified applicants, employers are obliged to invite at least one applicant with an immigrant background and one applicant with a disability to an interview.



Better adapted Norwegian language training for immigrants with higher education.

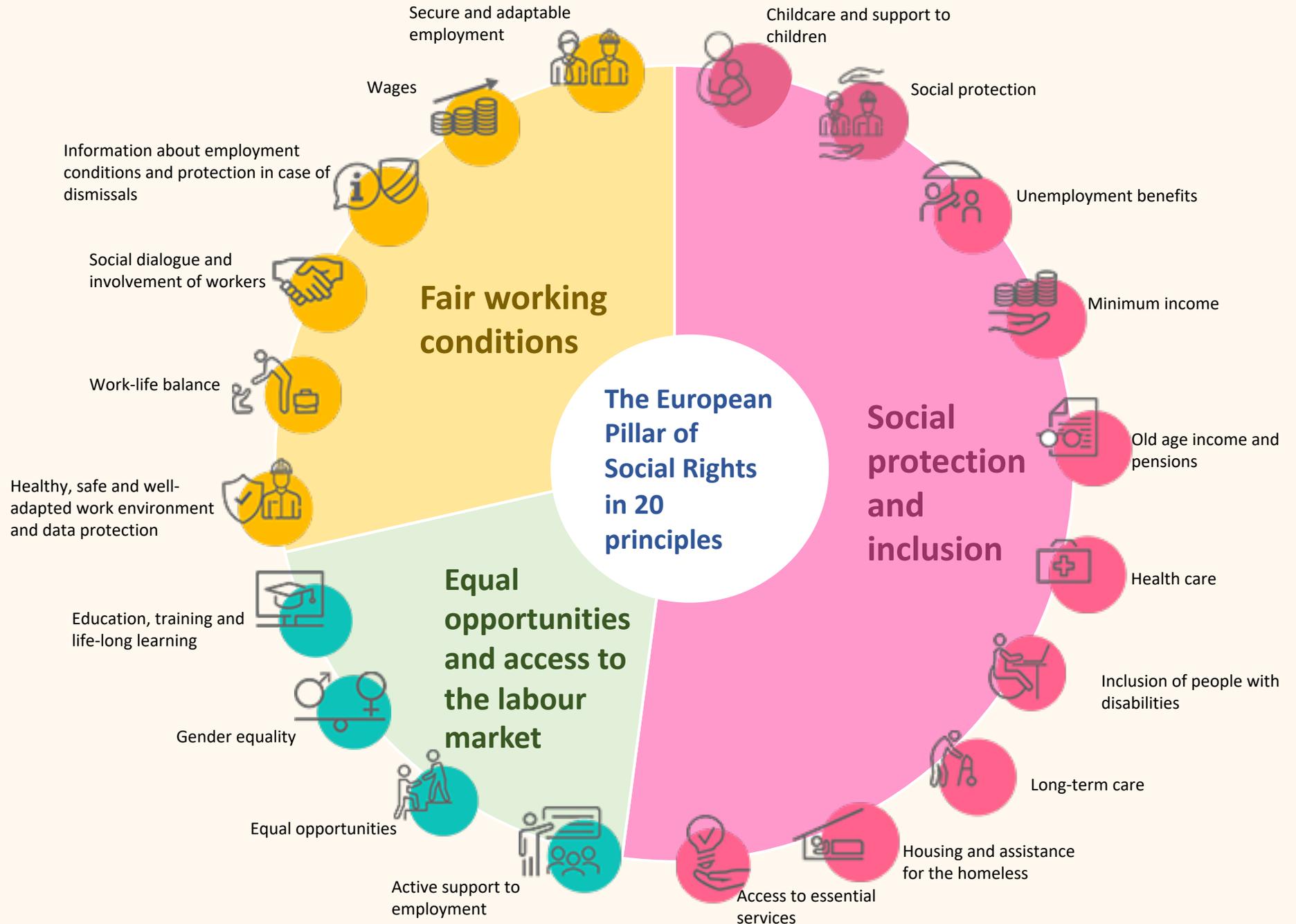
Set up NOKUT a national system for approval of education from countries outside the EU.

Career guidance courses and training for immigrants.

Provided grants for mentor and trainee schemes for persons with an immigrant background.

Provided grants to regional start-up centers for immigrants.

Strategies for a fair and diverse working
life for better inclusion.



Leadership

Leadership of a diverse society and workforce requires a perspective and a set of skills that many leaders and managers lack today.

Leadership is required in building a representative workforce because to a large extent this requires changing people's attitudes and behaviours.

Political leadership is required to shape and obtain support for diversity initiatives.

Managerial leadership is crucial to get the necessary resources, to motivate staff, and to ensure cooperation across departments and Institutions.

Leadership and commitment are required at both political and managerial levels to ensure policy success.

Managing diversity is not just a nice thing to do, but it is a business necessity

Tackling discrimination and ensuring equal opportunities

Fighting and preventing discrimination is the basic underpinning of diversity.

We have to address discrimination and intolerance because without that, diversity and inclusion will be harder to attain and that the impact of any reform in this direction will be minimal.

Human resource management processes and instruments must be designed and used in a way to prevent a discriminatory, hostile or intimidating working environment or harassment.

Efforts should be made to build a culture of toleration and respect towards diversity and inclusion.

Integrating diversity principles into HRM processes.

address the direct and indirect discriminatory practices that may permeate all stages of the HRM process.

ensuring that the recruitment process is free from discriminatory elements; creating a favourable environment for career development; and creating a culture of inclusiveness and toleration as part of the core values of the work environment.

ensuring equal opportunities requires treating certain groups differently to ensure they have the necessary tools to compete on their own merit to access work.

to relax the selection process and criteria to make it more inclusive but still focused on analysing skills, qualities and competencies required for the job and not on the applicants cultural and socio-economic background

Focus on job descriptions on skills, competencies and experience required for good performance

Interview and selection panels should reflect diversity.

Integration and retention

facilitate the integration and retention of new recruits in the workplace, particularly of those from the target population.

to have a smooth transition to the working environment and facilitate adaptation.

Training programmes for new staff, trainers and managers. This is in order to encourage the adhesion of staff to the values of equal opportunities and respect and for new recruits to get acquainted with the working environment.

offering applicants or employees the possibility of denouncing unfair, discriminatory or hostile practices.

Investigating cases of discrimination, inequality or intolerance during the recruitment process or in the workplace would send the message that those practices are not part of the core values of the work environment.

Inter- organisational collaboration

Enabling inter-organisational co-ordination and collaboration through networks is an effective way of working together to address the challenges of diversity and inclusion.

Collaboration make possible sharing expertise, knowledge, save resources, renew organisational commitment to diversity and inclusion, and maintain diversity and inclusion.

Evaluating diversity policies

evaluating the programme on a regular basis is critical to correct deviations, change aspects that are not working, argue the case for continuing the programme, allocate resources, and ensure the achievement of objectives.

clarity of objectives, strategic planning and vision which will make it easy to determine whether progress has been made or not.

Encourage collection of good quality data on workforce diversity and keeping a record of the background of staff. This can be done through surveys, interviews, reviews, opinion polls and benchmarking to obtain and assess data on diversity policies.

After Evaluation governments can draw lessons and modify their activities or policies. The importance of conducting an evaluation is that it may contribute to provide the evidence that diversity policies are delivering the expected results.

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