

A photograph of two young women hikers. One woman, with dark hair and wearing a light green shirt and tan pants, is climbing a rock. The other woman, with blonde hair and wearing a light grey shirt and pants, is sitting on the rock and holding the first woman's hand to help her up. Both are wearing backpacks and smiling. The background is a plain, light color.

The High Coast International Works Mentors programme

Creating
internationalization
through opportunity

TOGETHER WE ACHIEVE WHAT
WE CANNOT DO ALONE

**THE
HIGH COAST
INTERNATIONAL
HUB™**



Attract, Connect, Retain

Non-Swedes coming to the High Coast—whether skilled or unskilled—find the job market exciting but also daunting to engage in. Who do they approach, what skills are they looking for, what's the best way to get Swedish job experience? Studies cite that 70% of successful hires for New Swedes come from networking... yet creating a network and understanding the cultural and professional rules to create that network can be challenging.

To attract, connect and retain these workers to align to the job creation goals of 2,500 by both Industrigrupp and the Örnsköldsvik Kommun, an internship and job placement programme will be initiated under the heading of The High Coast International Works POC to prove that working together—local businesses, the hospitality sector, public stakeholders etc—can be more successful at creating employment opportunities and retaining skills in the High Coast. And a critical aspect to increase the likelihood of a candidate succeeding in his or her placement is to have a mentor, a coach that candidates can turn to for professional advise and guidance. These mentors will be internationals themselves who have succeeded in the High Coast job market and are willing to transfer their knowledge to others.



The Mentor: Main aspects

- ▶ 10-15 different companies will offer trainings and internships to candidates
- ▶ Collaborative project with Industrigrupp, Arbetsförmedling and EU funding (MUFC etc)
- ▶ 15-25 individuals from New Swedes, International Youth and skilled yet unemployed workers to participate as the candidates
- ▶ Each candidate gets an international mentor paired do them through a skills assessment and an interview process and goal setting
- ▶ Mentors and candidates meet bi-weekly for a fika (20-30 minute) dialogue with professional advice and coaching
- ▶ Mentor coaching training provided
- ▶ Mentors sync with candidate's direct report manager every six weeks to understand progress
- ▶ Mentors commit to a 3 month mentorship