

Jobseeking for people born outside of Sweden

A project for Arbetsförmedlingen (the Swedish employment office) in Flen

October 2007 – January 2008

THE ASSIGNMENT

To support longtime jobseekers using the method Coaching Jobseekers so that they themselves find employment.

FOR WHOM

For people born outside of Sweden who have been jobseekers for a very long period of time.

HOW IT WORKED

Three very skilled coaches from Coaching Jobseekers worked together with the group, coaching the whole group as well as coaching individuals. In order to have results the coaches assessed the steps necessary for each participant. No definite structure for activities had been decided in advance. All activities during the program started from the needs of the individual.

CONTENT

1. INTRODUCTION - GROUP (1 hour). Introductory seminar for the whole group.

We informed the group about the starting point for participating:

- You are managing your project
- The program starts from your goal
- You have to have a goal
- You must be prepared to do the job
- You must consider that it can be worth while

As well as group activities the program offered coaching with the purpose to support the participants individually to get a job. The outcome of the coaching would decide the program. No activities for the purpose of activities only. The program was voluntary.

Everyone except one person registered to the program. A couple of days later three more jobseekers registered without having been to the introduction.

2. DAY 1 - GROUP (5 hours).

Purpose of the day was that the participants would choose to shift their attitude in some or all of the areas below:

- to shift the belief that “it is impossible to get a job” to “it is possible”
- to shift the belief that “it is somebody else’s responsibility to get me a job” to “it’s my responsibility”
- to shift the belief that “I don’t have anything to contribute to an employer” to the certainty that “I have something to offer an employer”
- to go from having a vague goal to having a concrete goal

We had a dialogue with the entire group and the dialogue started from where the participants were in the process. In this group, over half of the participants considered it totally beyond belief that they would have an employment.

Focus was on having discussions about relevant central topics for the purpose of inviting them to shift their approach and try new ways of attitudes.

At the end of the day we asked the participants again how big a chance they gave themselves to get an employment. The percentage they now gave was in almost all cases higher than at the beginning of the day. They started taking a stand for themselves and went from being a victim to taking responsibility.

3. DAY 2 - GROUP (2 hours) - Material and CV.

Goal

All participants would have effective applications in writing.

We noticed that in this group one person (out of 12) had a reasonable application. An effective application is of course crucial to get to an interview.

Content

Creating a CV, a letter and a summary of competence.

Working on how to use ones contacts.

An effect of this work was that the participants shifted their relation to his or her competence.

They got in touch with the fact that they had something to contribute with.

4. INDIVIDUAL COACHING - 2-6 hours per person.

The participants had 2-6 meetings or telephone contacts with his or her coach. Each meeting was 30 minutes up to one hour. The total time for individual coaching was 48 hours.

RESULT

60% employed. 12 people decided to take on the program. Out of these 12 participants one person became ill and one person was to become a mother in May. Out of 10 people 6 people got an employment either full or part time. Out of the 4 people who had still not gotten an employment – one person had an appointment for an interview, one person was starting a trainee program and one person was studying full time.

SUMMARIZE

The time effort for the coaches of Coaching Jobseekers (Jobbkompaniet) all together: 56 hours.

Group activities - 8 hours.

Coaching - between 2 and 6 hours per person.

Result: 60% employed.

We want to underline that all the participants in the group were born in a foreign country, outside of Sweden, and had been unemployed for a very long time. The starting point for these participants is extra difficult. In groups with fewer obstacles the result would probably have been even higher.

Success factors:

- The methodology – only empowering coaching was utilized.
- The coaches were experienced and well trained in conducting the methodology.
- The efforts were given by the needs, no given structure in advance.

THREE PARTICIPANTS, CASE STUDY

Man, 48 years of age, born in Finland, living in Sweden since 1980. He had had a few short time jobs during the last two years. No employment in between.

- **His own judgment of the possibility to get a job:** 50%
- **Goal:** Employment
- **Result:** Employment in industry
- **Comment:** He had applied for more than 100 jobs and had had no response. His character of the written application was submissive and negatively excusing himself. After the coaching with straight-forward feedback him decided to communicate his contribution instead of what he could not contribute with. At once his new applications generated response and X is now employed since December 2007.

Man, 50 years of age, born in Russia, living in Sweden since 1996, without employment since 4 years. He had an engineering degree from Russia.

- **His own judgment of the possibility to get a job:** 2-3%
He was very uncertain if his competence could be matched in the industry. His degree is aligned towards the oil industry.
- **Goal:** A job where he could use his engineering degree.
- **Comment:** He felt very uncertain about where he could apply for jobs. His uncertainty led to an inability to take action and to a miserable mood. Our straight-forward coaching influenced him to take action and contact companies in the district of Sörmland that work with Russia. He also made contact with a company regarding a trainee-program in the industry and had discussions with the job centre about a practice work. He also created excellent applications, despite his weakness in the Swedish language.

Man, 45 years of age, born in Turkey, lives in Sweden since 1988. Unemployed off and on. He had managed his own agriculture bit of land in Turkey. He had taken part of a course to become assembler/fitter for industry in the year 2000.

- **His own judgment of the possibility to get a job:** 0%
He had applied for over 200 jobs the last year.
- **Goal:** any job.
- **Comment:**
He was totally paralyzed with no power to take action at the start of the program. The attitude was that *IT IS ABSOLUTELY IMPOSSIBLE* to get a job. One of many defined obstacles was that he did not have a driving license. He had tried four times but did not pass the theoretical test due to weak knowledge of the Swedish language. Without a driving license he had no possibility to get a work in shifts. Our coaching resulted in him deciding to have ONE more go at passing the driving license test and this time he passed. He is now working as a taxi driver.