



Arbetsförmedlingen

Tackling the labour and skills shortages linked to the green transition in the North of Sweden

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Arbetsförmedlingen's assignment from the Riksdag and the Government

Arbetsförmedlingen will improve the labour market by:

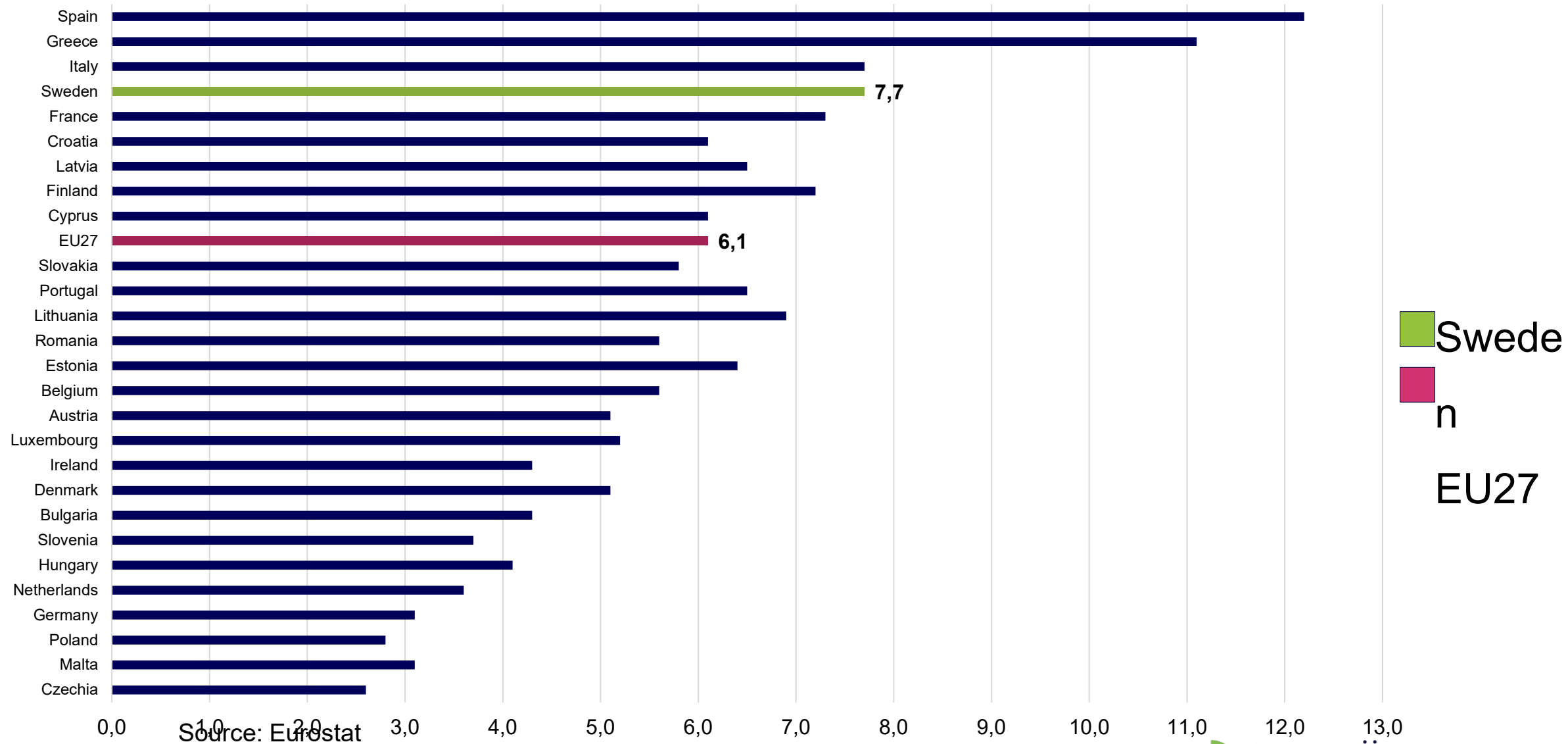
- efficiently connecting those looking for work with those looking for labour.
- prioritising those far removed from the labour market.

Some areas of responsibility:

- Countering long-term unemployment via support for LTUs, esp. in socio-economically vulnerable areas.
- Integration of newcomers by helping new immigrants learn Swedish and find a job as quickly as possible.
- Vocational rehabilitation – helping people with a reduced working capacity get back to work.
- Increasing the employment rate among people with disabilities.

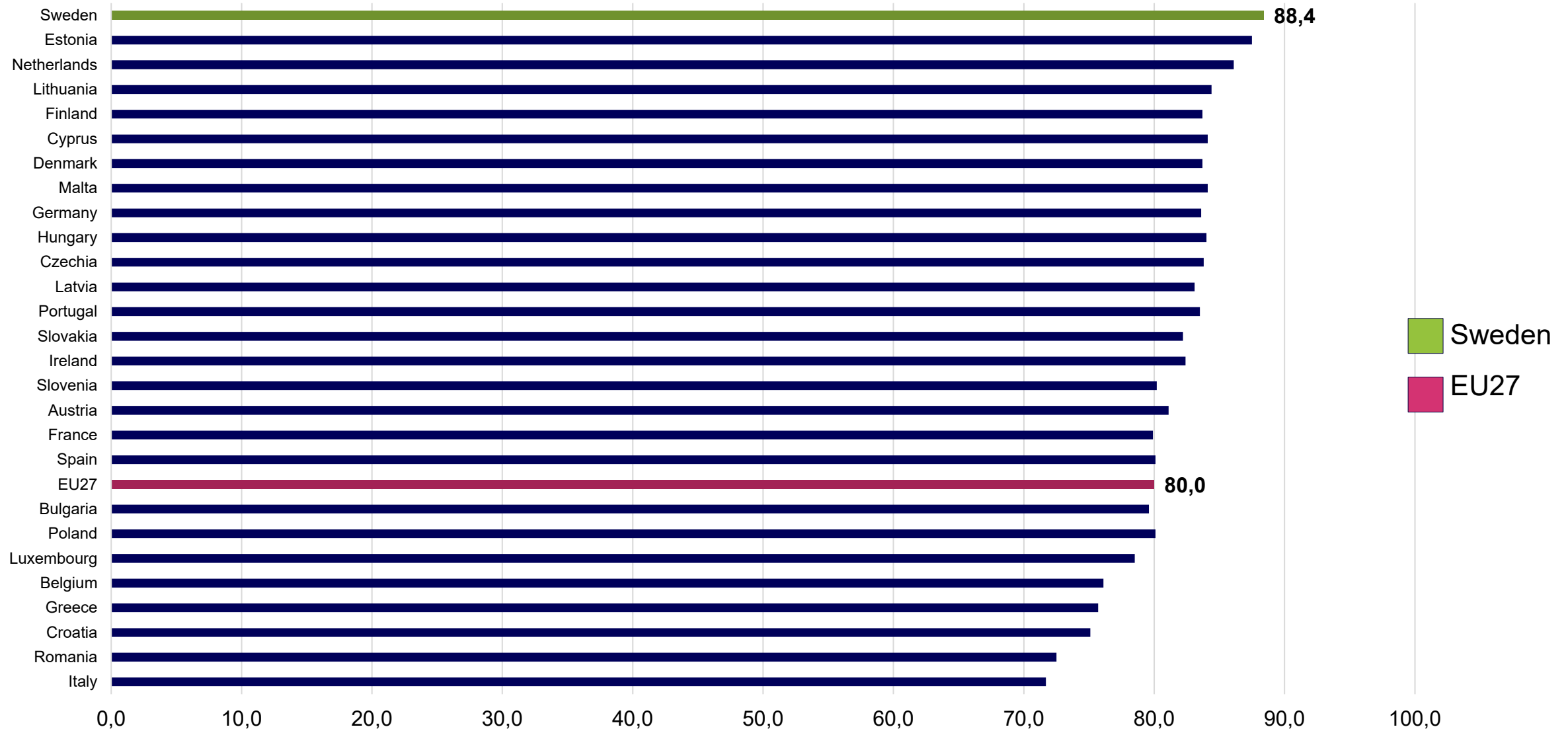


Unemployment rate, 15-74 years, 2023



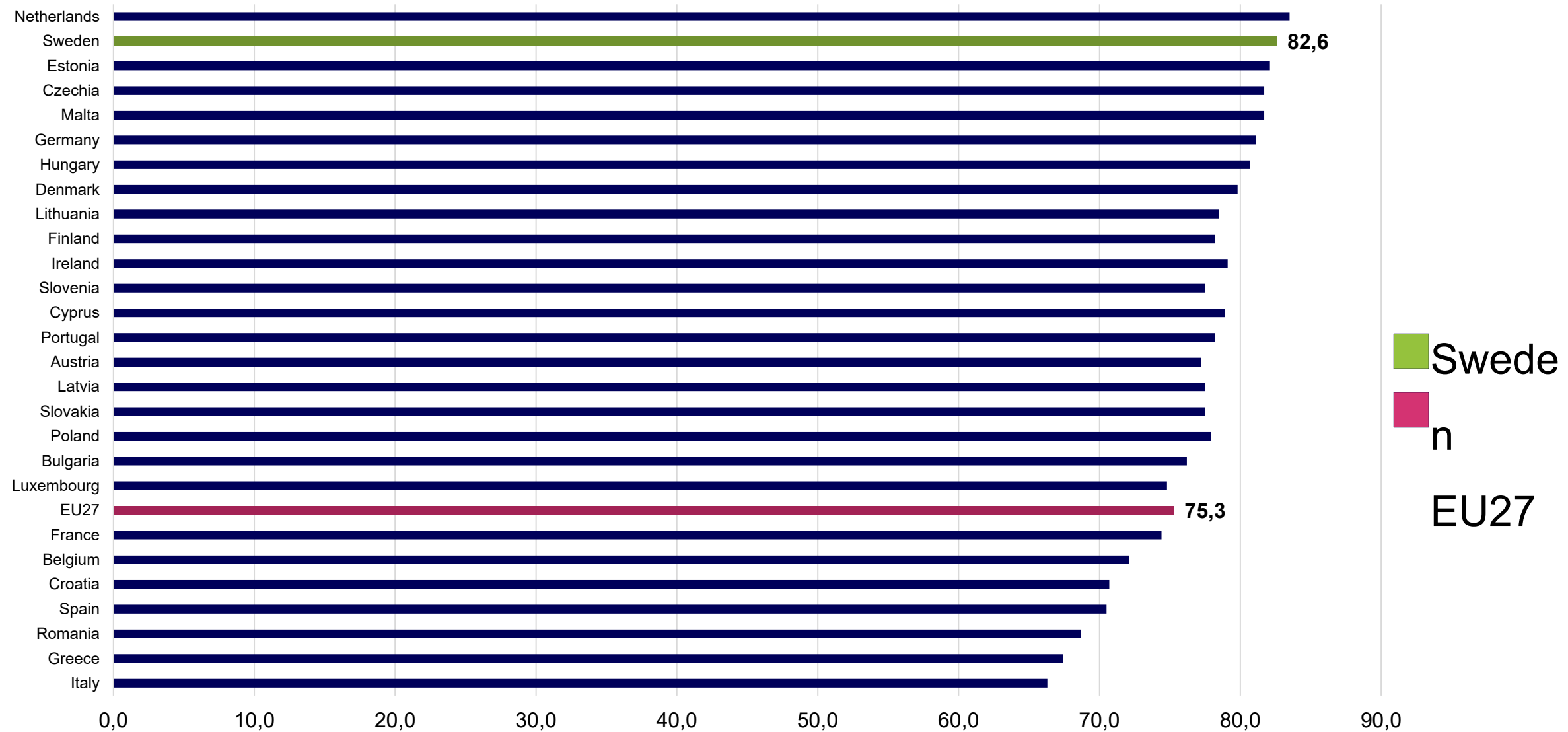
Source: Eurostat

Labour market participation rate, 20-64 years, 2023



Source: Eurostat

Employment rate, 20-64 years, 2023



Source: Eurostat

Challenges in the Swedish labour market

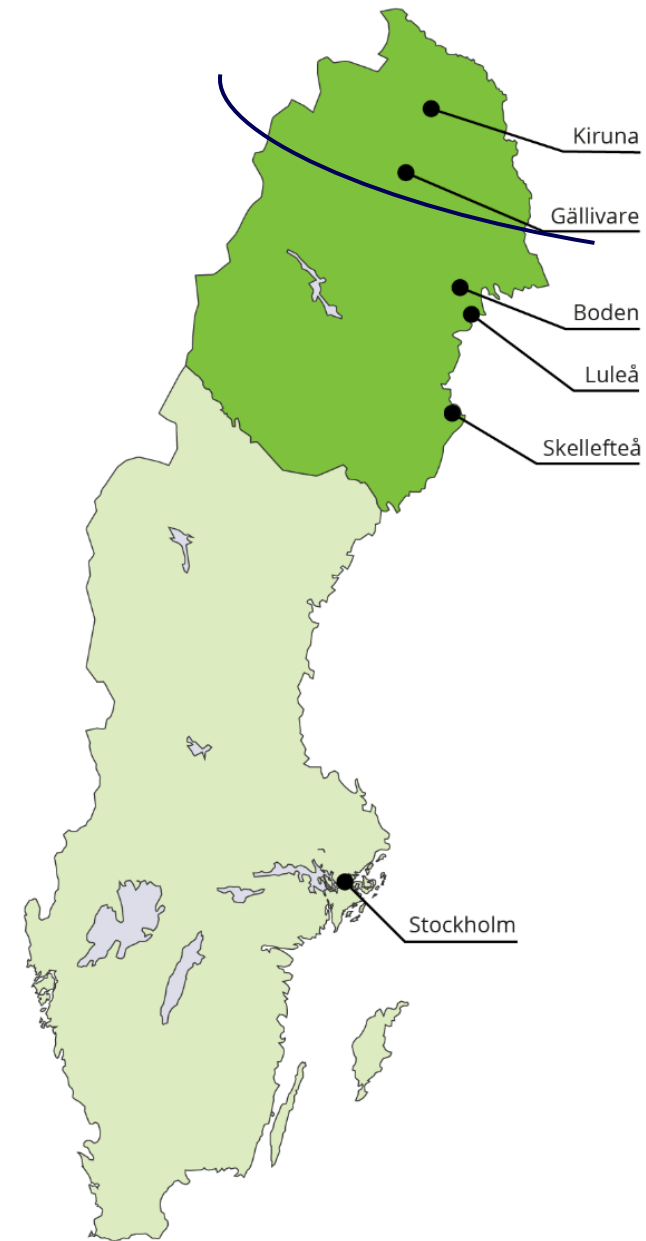
- **Integration of vulnerable groups**, such as immigrants and individuals with disabilities, remains a priority.
- **Aging workforce** require policies that encourage lifelong learning, flexible retirement options and age-inclusive workplaces.
- **Digital transition** and reskilling require policies for reskilling and upskilling so workers can remain relevant and competitive in the evolving job market.
- **Skill shortages** – Sweden experiences skill shortages that may threaten economic competitiveness (we need to increase geographic mobility).
- **Fluctuations in international markets** – trade tensions and geopolitical events impact the Swedish labour market. Safety nets during economic downturns are essential components to address global uncertainties.

. . . and specifically in the North of Sweden

- The skill supply in the north of Sweden is a key factor for a greener tomorrow and concerns the whole of Sweden.
- The industrial green revolution in the north of Sweden leads to a societal transformation.
- We are no longer talking about the shortage of key-skills, we are talking about the shortage of people.

Why northern Sweden?

- The majority of the industrial green transition is happening in the North of Sweden as there is a good supply of renewable energy and access to raw materials and the natural resources.
- Large investments affects the national economy.
- The greening of traditional industry such as mining and the development of new green industries are crucial if Sweden is to reach our climate goals.

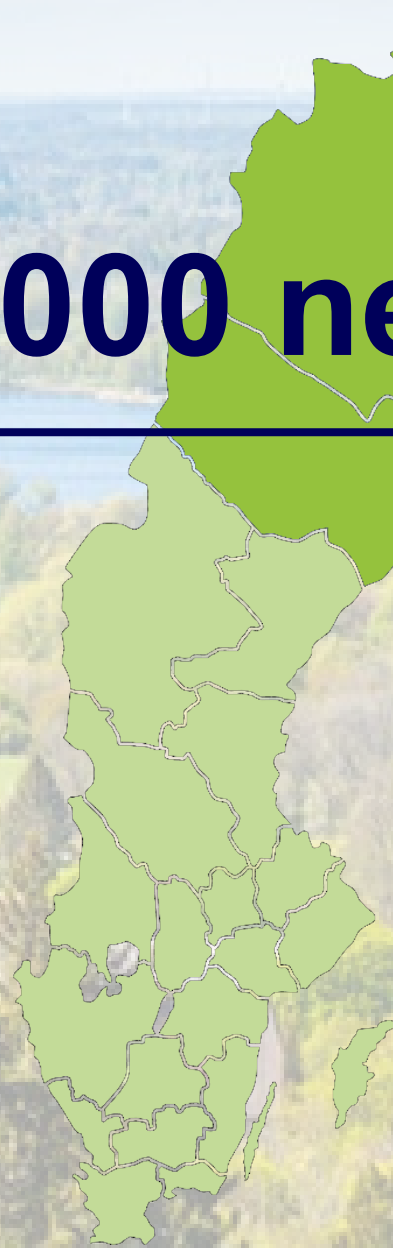


100 000 new jobs



2024

2040



The industrial green revolution in the north of Sweden leads to a societal transformation

- 25 000 new industrial jobs = 100 000 new jobs in total
- The skill supply for the green industry is not the main issue. The public service sector has the biggest challenges to attract new employees.
- 80/20 is the ratio between basic education skills and higher education skills needed. This is regardless of sector. This means that a relatively short education can lead to a permanent job.
- More side effects are to be seen such as the development of new businesses.

We are no longer talking about the shortage of key-skills, we are talking about the shortage of people.

Markbygden: €5.5 billion

Europes largest onshore wind power project.

Northvolt Battery factory: €3 billion. 5000 workers

SunPine sustainable products by utilizing residual products from the industry.

LKAB €1-2 billion per year for the next 15-20 years.
Fossil free direct-reduced iron.

LKAB, Mineral factory €1 billion.

Extracting earth metals and phosphorus from existing raw material streams. Starting in 2027, 500 new jobs.

Talga Resources €200 million

Produce carbon-free sponge iron and extract critical minerals.

H2 Green Steel: €2.3 billion

Fossil free steelworks, start 2024 (1500 workers).

Hybrit: €200 million.

Steelmaking using fossil-free electricity and hydrogen.

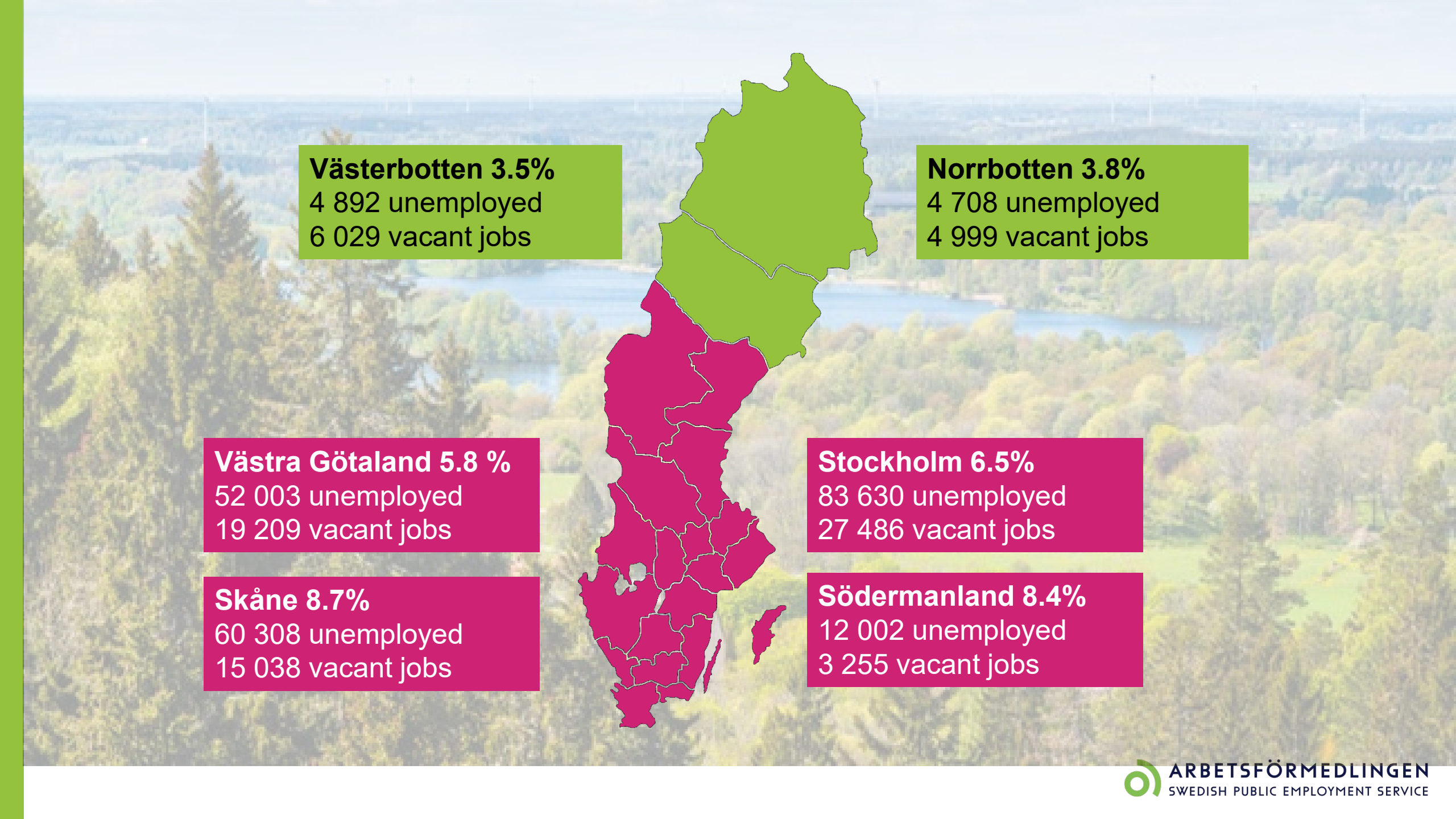
SCA, Obbola: €700 million

Pulp Mill upscale from 450 000 ton 750 000 ton.

Also major port and railway infrastructure projects.

Estimated investments € 100 billion over the next 10-15 years





Västerbotten 3.5%
4 892 unemployed
6 029 vacant jobs

Norrbotten 3.8%
4 708 unemployed
4 999 vacant jobs

Västra Götaland 5.8 %
52 003 unemployed
19 209 vacant jobs

Stockholm 6.5%
83 630 unemployed
27 486 vacant jobs

Skåne 8.7%
60 308 unemployed
15 038 vacant jobs

Södermanland 8.4%
12 002 unemployed
3 255 vacant jobs

How is Arbetsförmedlingen tackling the challenge?



Sharing information, both internally and externally, to independent providers, via meetings, webinars and on our website.



New ideas to remove barriers (e.g. testing jobs and living in the North).



Events – we share information in Sweden and abroad. Exploring possibility to fly jobseekers to recruitment fairs in the North.



Matching – developing new forms of contracted labour market training.

How is Arbetsförmedlingen tackling the challenge?



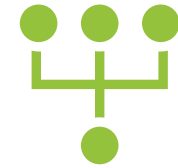
Remove barriers – consider differentiating income support levels to increase geographic mobility.



International recruitment – increase cooperation with EURES and explore how to support employers with information on recruitment outside the EU via Talent Partnerships.



Forum for developing new ideas and valorising lessons. We also use ESF+ to develop innovative recruitment methods.



We work together, with regional actors, employers and municipalities to make it easier to move to the North for work.

“PES office for transition and matching in the north” - background.

- *We launched the “office for transition and matching in the north” in Sep 2022.*
- The mission is to find new approaches to solve the skills shortages that arises as a result of the green transition.
- Identify possible activities and collaboration to better meet the green transition needs.
- To not only address industrialisation but the full societal transition.
- Geographical mobility both within and outside Sweden.

What we do:

- Dissemination of information – national and international.
- Activities to lower the threshold – to help employers who are hiring, and motivate people to move North.
- Vocational training – study where you live, do the work experience where the jobs are
- Expanding or new legislation – identify and eliminate problems due to policies and laws
- International collaboration – EURES and also looking at possibilities to make talent partnership agreements with countries outside the EU.
- Capacity to receive/welcome new people – as a city and as a employer

The Kom-Norr team



- Only 6 staff but they also have the back-up of 11 000 colleges at Arbetsförmedlingen and many partners.
- The guiding principles are:
Action – to implement activities and test new ideas.
Cooperation – to cooperate with both traditional partners but also new actors and new networks.
Courage – to try new approaches that might fail but might as well succeed.
- Necessity is the mother of invention.

Conclusions so far...



We need to succeed with the skills supply, for the green transition to be possible!



The biggest challenge is the skills supply in the public sector.



People need to move to the region, not just fly in to work!



Training courses at the right time! Timing is everything!



The municipalities need to be able to offer a "relocation package".



The PES cannot do this alone, we need to do this together!