AGENDA

• Welcome, Anna Broeders, Sweden ICT
• Participating Companies
• U.S. Talent to Sweden, Cecilia Kullman, SACC-USA
• Q&A with Jonathan Taylor, Jared Fein & Jace Drennan, AIFM Group
BACKGROUND SACC-USA

- Promoting Swedish-American Trade
- 19 Regional Chambers
- 300 events per year
- Trade delegations
- Tailor-made programs
- Talent mobility
BILATERAL TALENT MOBILITY
Tools to Create Talent Pool & Employer Branding

• **American J-1 visa** for companies in the U.S. to host a trainee from Sweden

• **Swedish work permit for training** for companies in Sweden to host a trainee from the U.S.

• **Intra-company mobility** (for learning) across the Atlantic

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**Examples of Trainees**

- Students
- Students writing thesis
- Recent graduates
- Entry-level employees
- Researchers
- Partners

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U.S. TALENT TO SWEDEN
Part of Sweden’s Export Strategy

• The project was awarded SACC-USA by the Swedish Ministry of Foreign Affairs as part of the export strategy
• Based on the lack of talent, specifically within tech, in Sweden
• Help companies in Sweden find ambitious students or graduates from top U.S. universities for traineeships in Sweden
• Added benefit: Cultural exchange and sharing of ideas

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U.S. TALENT TO SWEDEN

Objectives

- Increased Business with the U.S.
- Innovation
- Internationalization
- U.S. Market Knowledge
- Unique Skills
- Talent Pool
- Employer Branding

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Overview of Matching Process

The host company puts together a job posting.

SACC-USA generates applications via university portal, SACC network and partner collaborations.

Host evaluates/selects candidate.

SACC-USA applies for a work permit for training on behalf of the trainee.
U.S. TALENT TO SWEDEN
Swedish Work Permit for Training

• As an international exchange organization, recognized by the Swedish Migration Agency, SACC-USA applies for a work permit for training on behalf of the American trainee
• Training period up to 18 months
• Unlike for a regular work permit, the training position does not need to be posted in the EU nor does it require approval from labor union
• The work permit for training application is uncomplicated
• Inexpensive (trainee pays SEK 1,500)
• Migration Agency processing time is currently approx. 3 months
SWEDISH WORK PERMIT FOR TRAINING

Host Company Easy Steps

• Provides job specification & required skills
• Evaluates applications, selects final candidate
• Writes Offer of Training
• Pays the trainee a salary that at a minimum covers local living expenses
• Provides training and supervision
• Waived SACC-USA service fee
• No obligation if matching process does not result in a placement
SWEDISH WORK PERMIT FOR TRAINING

Details

• Salary to cover living expenses
  < 6 months, 25% SINK tax
  > 6 months, regular tax
• Regular employment taxes (arbetsgivaravgifter)
• Offer same employment conditions as for regular employees
  (or what is customary in industry for trainees)
• Health and accident insurance
  < 12 months, travel insurance
  > 12 months, Swedish national health insurance
• Work permit for training cannot be extended
• Possible to apply for regular work permit from Sweden before end of training
SWEDISH WORK PERMIT FOR TRAINING
Pre and Post-arrival Support

• SACC-USA and trainee will have screen-sharing session on housing options (Blocket)

• SACC-USA assists the trainee with practical matters like insurance, travel, personal identification number and bank account

• Access to business and social networking via Alumni Network and AmCham events
COVID-19
Visa and Travel Restrictions

TO SWEDEN:
• U.S. tourist travel to Sweden restricted until March 31, 2021
• U.S. trainee with approved work permit may enter Sweden

TO THE U.S.:
• Currently no tourist travel to the U.S. from Sweden
• Currently no J-1 visas issued
• Waiting for President Biden’s immigration & visa policy

A remote training program is a possibility in either direction
WHY AN AMERICAN TRAINEE?
Host Company Testimonials

• “Through our intern’s efforts and dedication we were able to increase our business development process, increase sales deals and she created a pipeline of potential new customers” – Kirsti Wennberg, Operations Director, Favro

• “The exchange of ideas has been really important to us. Bringing people with diverse backgrounds to the table is a great added value and offers us the opportunity to grow an international network of talents, which is important since our customer base is global” – Magnus Ytterstad, VP, Captario

• “It’s always highly valuable to have people with an ”expat perspective” in our organization – Håkan Rantakeisu, CEO, Grow Internationals

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“Having a Trainee from the U.S. gives us the opportunity to get an international perspective on many matters with a good outlook on breaking into the U.S. market.” – Thomas Dahlin, CEO, AIFM Group

Q&A with

Jonathan Taylor, COO, AIFM Group
Jared Fein, Fund Administrator, AIFM Group and
Jace Drennan, Trainee, AIFM Group

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