



U.S. TALENT TO SWEDEN

THE SWEDISH-AMERICAN CHAMBERS OF COMMERCE (SACC-USA) & SWEDEN ICT

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

Examples of Trainees

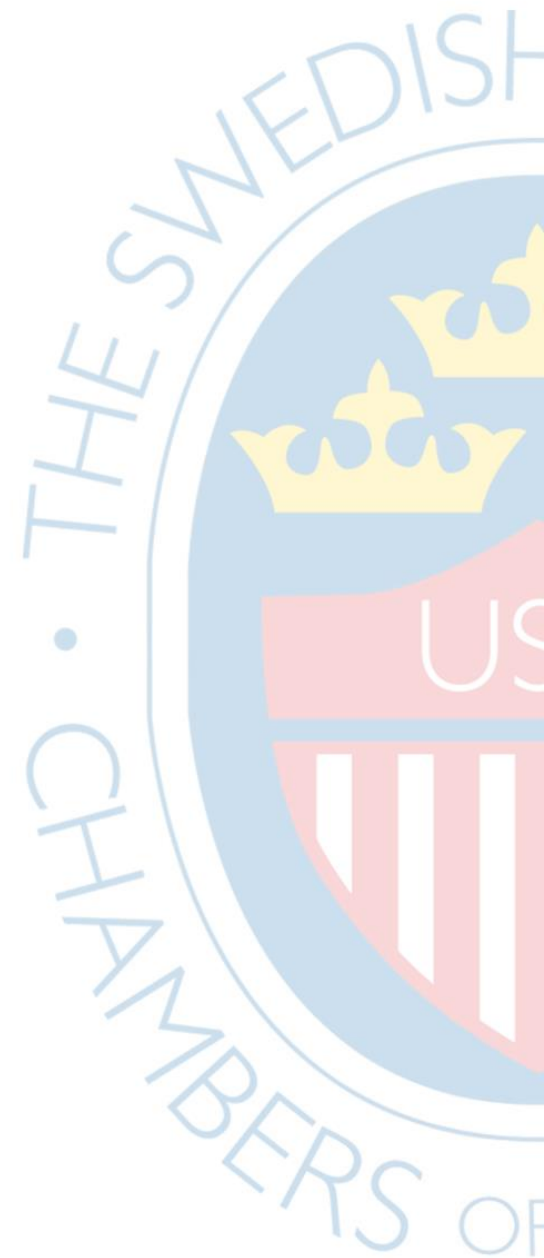
- Students
- Students writing thesis
- Recent graduates
- Entry-level employees
- Researchers
- Partners



U.S. TALENT TO SWEDEN

Part of Sweden's Export Strategy

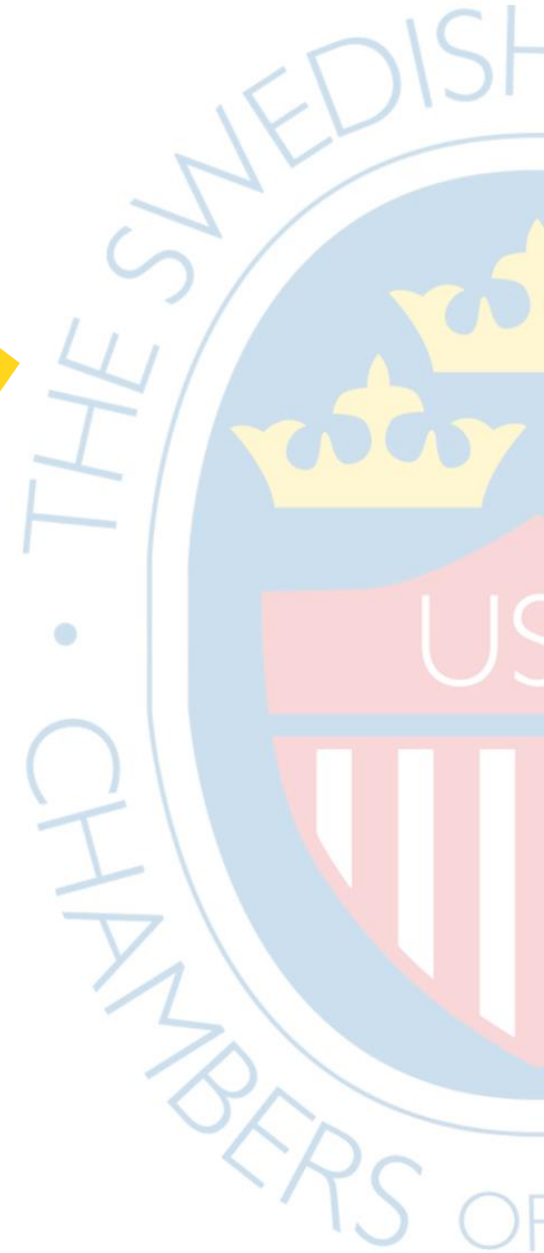
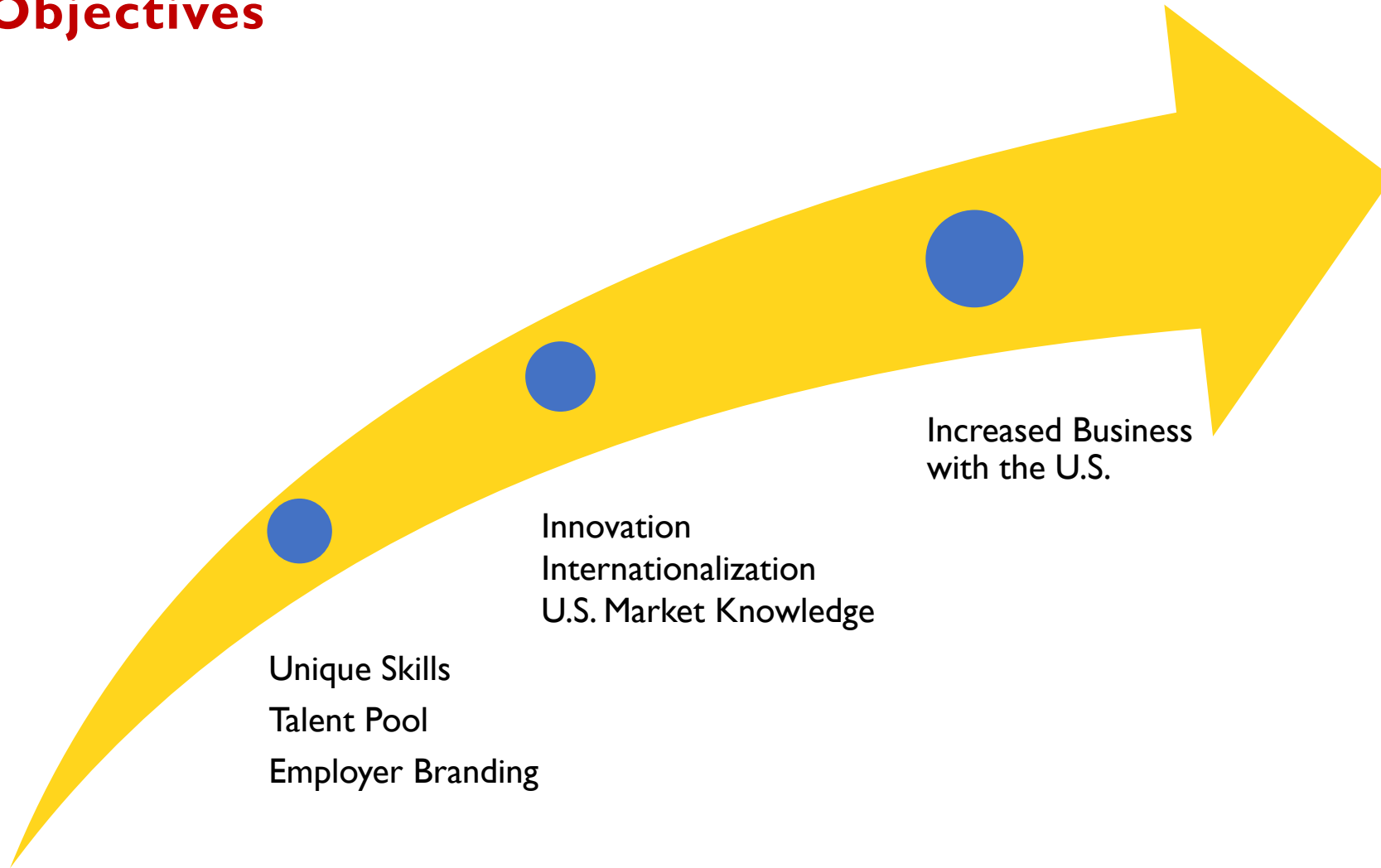
- The project was awarded SACC-USA by the Swedish Ministry of Foreign Affairs as part of the export strategy
- Based on the lack of talent, specifically within tech, in Sweden
- Help companies in Sweden find ambitious students or graduates from top U.S. universities for traineeships in Sweden
- Added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





U.S. TALENT TO SWEDEN

Objectives



Promoting and accelerating trade, commerce and investments between Sweden and the United States



U.S. TALENT TO SWEDEN

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

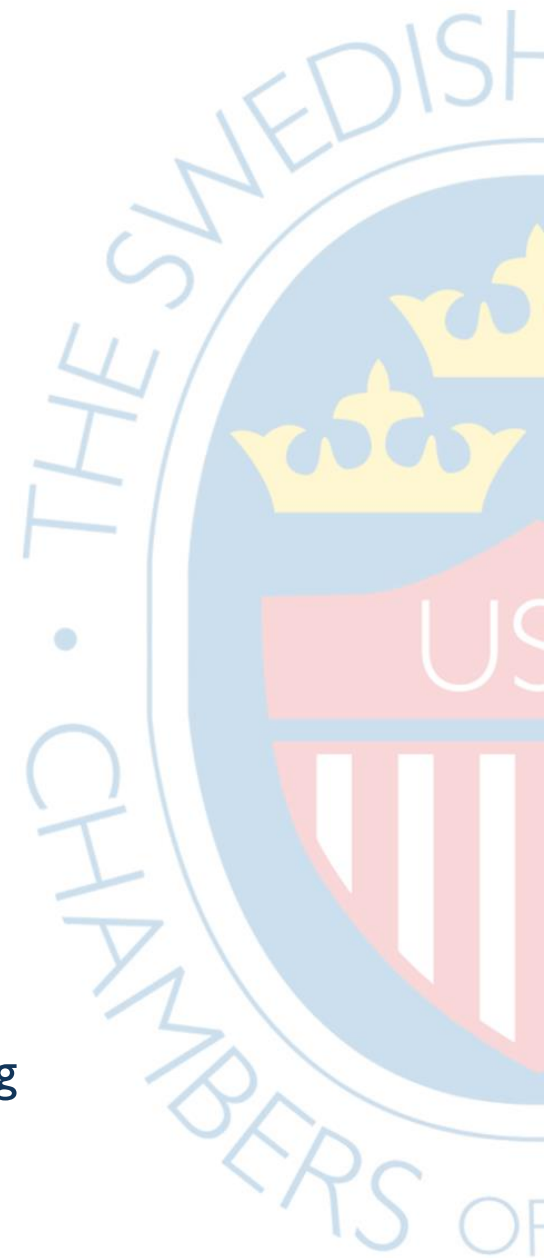
- Provides job specification & required skills
- Evaluates applications, selects final candidate
- Writes Offer of Training
- Pays the trainee a salary that at a minimum covers local living expenses
- Provides training and supervision
- Waived SACC-USA service fee
- No obligation if matching process 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**



WHY AN AMERICAN TRAINEE? **AIFM Group, Kalmar, Sweden**

“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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