

INTRODUCTION

Starting of, the scope and purpose of our project was to help integrate newly arrived immigrants into the Swedish labor market. As we searched for an efficient way to make an impact in this area, we came across an organization called Just Arrived. Just Arrived acted as a staffing agency for newly arrived immigrants. However, after we had a meeting with them and discussed their business concept, we identified a shortage in their working process. Matching a candidate with a company was an extremely extremely difficult and time consuming task. What we now want to accomplish is to help Just Arrived streamline the process of finding out what candidate is suitable for what type of job or company. The initial idea was to streamline the process ourselves, but after taking part in several meeting and carrying out several interviews we realized the project was too great to execute in 6 months and required too much funding. Despite this we still believe in our concept of streamlining their matching process, and therefore we found an alternative approach to enable our project.

WHAT EFFORTS HAVE BEEN MADE?

7/3	- First meeting with Just Arrived.
9/3	- Analyzed the interview, found a problem with the matching process.
9/4	- Participated in several meetings. - Executed several interviews.
13/4	- Finished analyzing material. - Realized the full extent of the project.
24/4	- Made sure that Just Arrived understands the importance of streamlining the process. - Presented our findings and discussed how they can keep pursuing the project
7/5	- Application for funding submitted
22/5	- Global Challenges Exhibition

SUSTAINABLE DEVELOPMENT GOALS

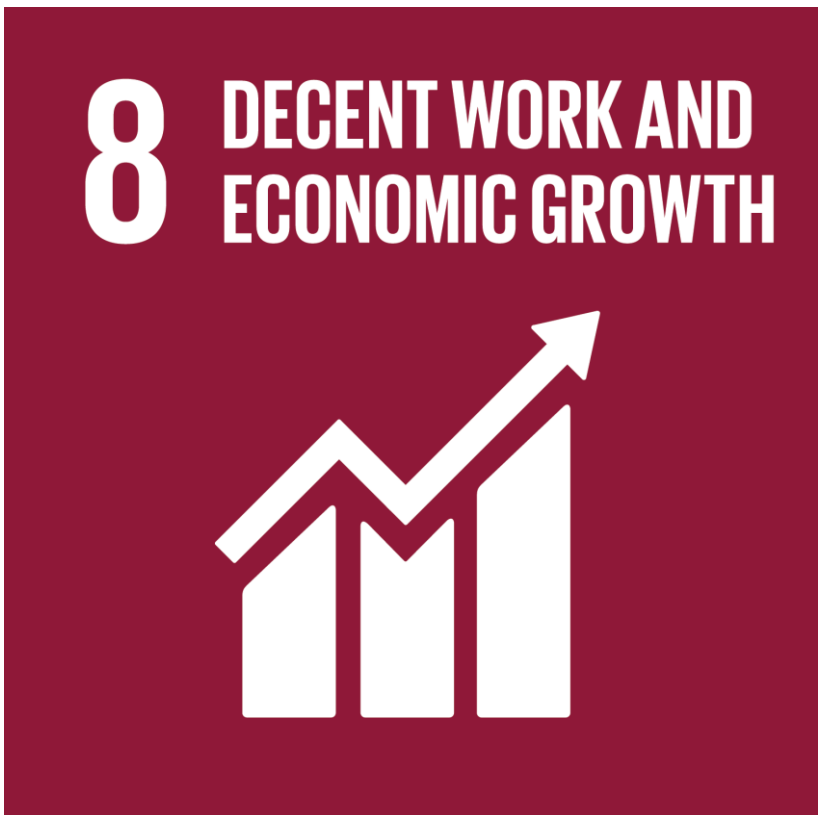
“Reduce inequality within and among countries”

Today, we see higher unemployment rate among foreigners compared to people who are born in Sweden. At the same time, many companies are eager to employ newly arrived immigrants. Various companies such as Just Arrived has also formulated a strategy that facilitates the integration of newly arrived foreigners.



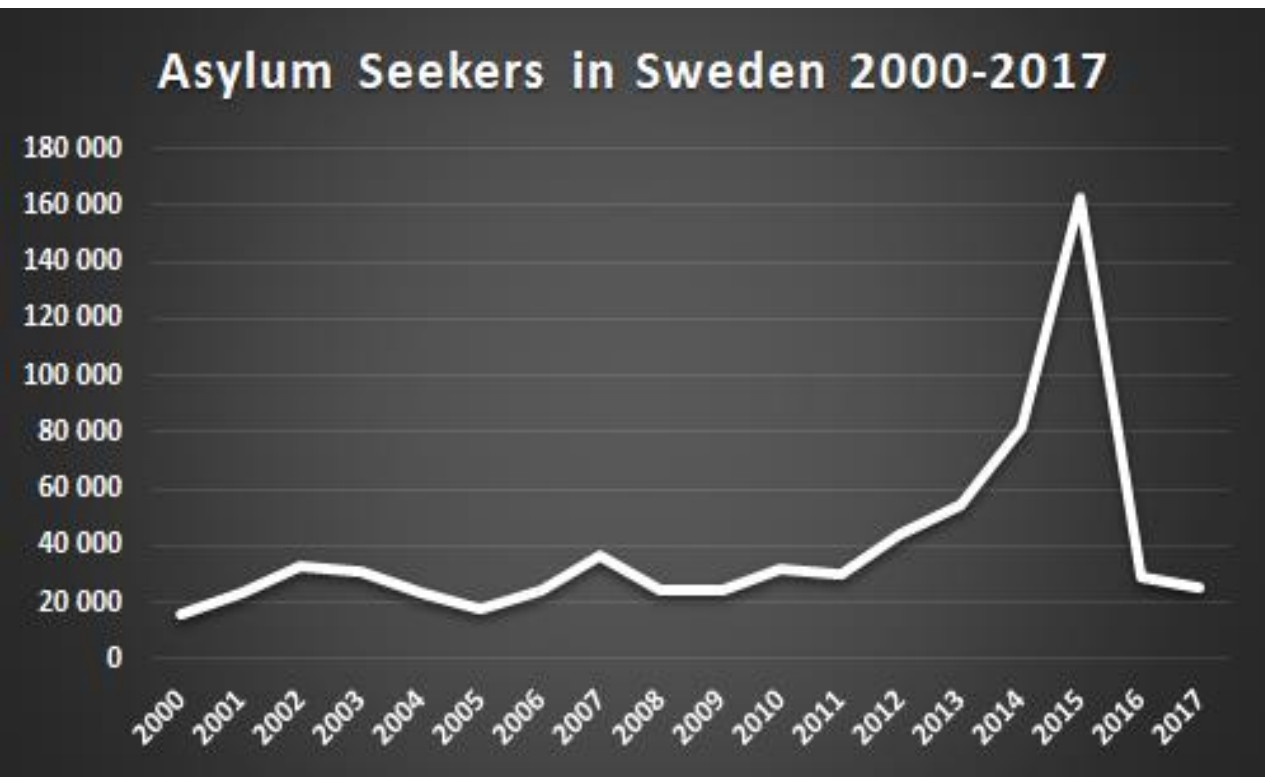
“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”

By including people with different backgrounds we can achieve the sustainable, inclusive and sustained economic growth that this goal refers to. The development of a better integration process, together with fair employment conditions, will help our society develop



MARKET SITUATION

As shown by the diagram there has been large amount of asylum seekers the past few years. As shown by the table there is a gap between foreign and domestically born employment rate. By decreasing the gap in employment rate the newly arrived asylum seekers will likely have easier being integrated into the Swedish society.



	Domestically born	Foreign born
Employment Rate 2017 (%)	69,5 %	61,7 %

RESULTS

- Helped Just Arrived by identifying a real problem in the matching process between candidates and companies.
- Applied for funding to finance our project within Just Arrived.
- Gathered and provided useful insight on how to streamline the matching process. Informed the personnel at Just Arrived about our findings.

DIFFICULTIES

- To find a way to be able to execute a very ambitious project in a short time.
- To schedule interviews. The employees of Just Arrived had very little time for interviews and this somewhat delayed our planning.
- To find new ways to carry out our idea when we realized the initial plan was too great of a project.

MAIN TAKEAWAYS

- Our initial idea required more resources than we had at disposal. Be realistic about how much you can accomplish within 5 months.
- Plan every step in the process by setting a very realistic time plan.
- Be flexible and open minded when it turns out the initial project plan is not possible to implement.