

Demographic changes and future recruitment needs

Challenges for the City of Stockholm

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- Major demographic changes ahead

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- 225 000 new employees will be needed until 2023 (SKL, 2014)
- Greatest shortages among assistant nurses
- High average age among staff
- Already difficulties in recruiting qualified staff

Underutilized labor resources

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People who are...

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People who are...

- involuntary part-time workers

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- involuntary part-time workers
- wholly or partly unemployed

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People who are...

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- wholly or partly unemployed
- male

Underutilized labor resources

People who are...

- involuntary part-time workers
- wholly or partly unemployed
- male
- immigrants or children of immigrants

Possible strategies

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1) Invest in caring professionals

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- Improved working conditions

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- Broader professional role in home care

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- Opportunity for professional development and specialization

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- Improved working conditions
- Broader professional role in home care
- Opportunity for professional development and specialization
- Opportunity for wage growth

Possible strategies

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2) Strengthen vocational and adult education

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- Difficult to attract students despite the incipient labor shortage

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- Workplace practice and reinforced mentorship

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- Flexible and individualized teaching

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3) Develop the Swedish for Immigrants (SFI)

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- Provide special support

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- Flexible and individualized teaching
- Provide special support
- Workplace practice and reinforced mentorship
- Improve collaboration between SFI, the Employment Service and other municipal activities

Possible strategies

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4) Increase opportunities for skills development

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- Basic training with enhanced support in Swedish

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- Basic training with enhanced support in Swedish
- Continuous workplace training

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- Basic training with enhanced support in Swedish
- Continuous workplace training
- Dialogue and reflection during working hours

Possible strategies

4) Increase opportunities for skills development

- Basic training with enhanced support in Swedish
- Continuous workplace training
- Dialogue and reflection during working hours
- Language and documentation support in the workplace

And...

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- Focus on long-term development

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- Create conditions for learning organizations

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- Need of active work on values among managers and employees

Thank you!