



Integration through collaboration

Partnering for employment and inclusion

Tromsø Municipality

Photographer: Mark Ledingham

Tromsø municipality refugee service

- Responsible for the settlement process in the municipality
- Unaccompanied children (16 and over)
- Coordination of different services
- Obligated to arrange for an introduction program for newly arrived refugees in the target group, three months after settlement.



Introduction program

Training program intended to prepare the refugee for participation in *work* or *education*

Individually adapted

Main elements: Norwegian language, social studies and work/ educational elements.


All refugees between 18 – 55 years of age

Duration of program: 3 months to 4 years.

Introduction program: work

- Since 2022, majority of refugees in work orientated introduction program.
- Duration of 6- 12 months
- Educational background: higher education
- Goal: employment
- 2023 and 2024: 70 percent employed





Collaboration in work- based introduction programs

Collaboration with:

- Refugee service
- Norwegian Labour and Welfare Administration (Nav)
- Adult Education Centre (Norwegian social and language education).
- Local businesses

Organisation of work oriented
introduction program

