

▶ Introduction programme for newly arrived immigrants (refugees) in Norway

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▶ The Introduction Act

- **Implemented 01.09.2004**
- **Added provisions for right and obligation to tuition in Norwegian language and society instruction 01.09.2005**
- **The aim:**
 - ▶ To strengthen newcomers participation in work life, education and in society
 - ▶ To become financially self-reliant through a qualification-programme consisting of Norwegian language training, practice in a work-place and alternative income provision (from the Norwegian government when participating in the program)



▶ Main principles:

- An individually tailored 2-years programme with an individual career plan, closely follow-up and monitored by the municipality
- Full time participation (5 days per week - 5 weeks holiday per year)
- Follows standard rules and regulations from work life
- A fixed introduction programme allowance and deducted payment for irregular absence from the programme
- Extended inter-sectoral collaboration



▶ Main contents of the individual Introduction programme

- Norwegian language tuition and training
- 50 hours of society instruction course held in a language the participant understands
- Qualification for work life or education



▶ Who can participate?

- Refugees with political asylum
 - UNHCR Resettled refugees
 - Persons with residency on humanitarian grounds
 - Persons with collective protection
 - Family members of the above groups who are granted family reunion within 5 years
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- Newly arrived between 18-55 years of age
 - Need for basic qualification
 - Settled after 01.09.03 and in accordance with an agreement between IMDi and the local authorities



► Implementation

- Local municipal authorities are responsible for implementing the act
- The Public Employment Service (NAV) is an important local partner
- The Norwegian Directorate of Integration and Diversity monitors progress and quality in the municipalities and provides training programs to local staff and advice on best practices
- The National Introduction Committee



► Results

- Preliminary result: Municipalities reports after one year that 52% of those that have ended their programme are in regular work or education
- 94% of the municipalities can offer practical language training in a place of work
- Increased inter-municipal cooperation
- A fixed introduction programme allowance for the participants results in more women participating in qualification
- Work-training, "refugee-guide" and close follow-up increases the probability of finding a job, improves language skills and participation in social networks



► Challenges

- Variation in the quality of implementation
 - ▶ Programme intensity
 - ▶ Degree of individualization
- Work-training/language training
- The involvement of NGOs
- Local leadership involvement
- The competence and attitudes of the local staff
- Continued follow-up of those that do not enter ordinary work or education after the programme



