

International Talent Recruitment to Norway – An immigrant view

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Talent shortages in Norway

- Plenty of employment opportunities
- A different professional path
- Could a bigger difference in salaries make a difference?

Professional Opportunities

- Acceptance of new ideas
- Tolerance and openness
- Democratic decision-making
- Good work-life balance
- Good working conditions
- Good salary

Professional Challenges

- High income taxes
- High cost of living
- Little career prospects
- Few incentives to excellence

Institutional Challenges

- Work Permit
- Identification Number
- Tax system

Personal Opportunities and Challenges

Norwegian quality of life

- High salaries
- Vacation time
- Traveling

Expensive housing

- Making the math

Language proficiency

- English mandatory, Norwegian not so much... (but vital)

Social isolation

- Companies support
- Befriending Norwegians

Personal Opportunities and Challenges (Continued)

Food

- Norwegian vs international/home

Variety

- The importance of competition

Weather

- Learning how to cope with it

Social Security

- Young single person
- Family

Social Status

- *Jantelova*

Initiatives for the local integration of foreign born skilled workers

Company initiatives

- When companies are the first contact

Immigrant organizations

- Wider picture

Discussion

«Skilled migrants are economically integrated through their employment, but their social integration is often problematic»

- Social integration of immigrants
 - Society role
 - Immigrants role
- Acceptance and adaptation

Conclusion

Positives Vs Negatives

Sense of belonging

- Personal development
 - Professional/Personal
- Personal ties
 - Family
 - Friends
 - Home