



Employment  
4 Inclusion

PUBLIC-PRIVATE ASSOCIATION

Title: **COMPANY SERVICE**

Type of resource: Public-Private partnership

Country: Denmark

Language: English

### Short Description

To help the private companies during their recruitment process, companies can use the public Company Service, provided by the municipalities. There are three tools that the companies can use in cooperation with the municipality.

The first tool is the company phone, which is a direct connection between the company and the jobcentres. When calling the company phone, the companies reach a public consultant, who can advise the companies on the rules concerning various work internships, wage subsidy solutions also. The second tool is the public job bank, in which the private companies can post their job postings. The third tool is the possibility of recruitment through the company service. In cooperation with the jobcentres, the company service helps the companies match unemployed citizens with the given job available. If there aren't any matches within the approached municipality, the jobcentres can approach surrounding municipalities until a suiting candidate is found.

Webpage: <https://www.frederiksberg.dk/virksomhed/dine-medarbejdere/hjaelp-til-rekruttering>

Title: **SOVI**

Type of resource: Project

Country: Denmark

Language: English

### Short Description

SOVI is a project that connects large companies, with job-prepared MNARs, and through a work-internship trains the MNARs to handle the job on normal terms after the internship has finished.

Throughout the period of the internship, the MNARs are also trained in sector relevant language skills.

The project targets refugees, their families, and other bilinguals in Denmark, who are not yet a part of the active workforce. It is a private public partnership, and aims to both benefit the MNARS, the jobcentres and companies involved.

## Title: **BC Hospitality Group Job Shool**

Type of resource: Project

Country: Denmark

Language: English

### Short Description

In January 2019, BC Hospitality Group started the development of what became the BC Hospitality Job School. The background for this development was that BC Hospitality Group was insourcing housekeeping on AC Hotel Bella Sky in Copenhagen and needed to recruit 150 new employees for their new internal housekeeping department including refugee and migrant workers.

The Job School was developed in close collaboration with Business House Copenhagen, a part of Jobcenter Copenhagen. The Job school was established as a 13-weeks internship, which included 11 days of company based Danish training, and 10 days of shorter vocational training courses of relevance to housekeeping. During the first Job school from April to July 2019, 32 candidates with refugee and migrant background entered the Job School. Out of the 32 candidates, 18 completed the training and 14 of these candidates were offered contracts at BC Hospitality Group. Refugees and immigrants who completed their training was offered employment on either part time (24 hours/week) or 32 (hours/week) with the opportunity to take extra shifts.

The candidates came from 7 local jobcentres within the Greater Copenhagen Area. During the Job School, the candidates received integration or social benefits from their local jobcentre. The jobcentres also paid for the Danish language and vocational training courses as well as mentor hours for the local social and cultural mentor, who followed and helped the candidates where needed during the 13 weeks of training.

Video: <https://www.youtube.com/watch?v=ROa4MaQLmwc&feature=youtu.be>