



MOBILITY MATCHMAKING TOOL

Pact for Skills – Regional Skills Partnership for Lifelong Learning Mobility

Job Shadowing: reintegrating individuals into education and work



RECEIVING ORGANISATION

Borås Municipality
(Sweden)



SENDING ORGANISATION

Vestland County Council
(Norway)



DURATION

1.5 -days
May 2025

The Exchange

The job shadowing focused on creating inclusive pathways to re-engage those outside education and employment.

During an EARLALL network meeting, the Vestland County Council learned about Borås Municipality's Multicompetent Team project. As they were developing a similar initiative in collaboration with **NAV (Norwegian Labour and Welfare Administration)**, they saw a valuable opportunity for exchange and submitted their application through the EARLALL's Mobility Matchmaking Tool to take part in the **job shadowing** experience.

Following the match, the institutions began preparing for the visit on **12-13 May 2025**.



*Vestland County Council Team
Borås (Sweden) May 2025*

The programme offered valuable insight into Borås' **inclusive employment strategies, showcasing effective inter-agency cooperation, personalised support, and tools like motivational interviewing and ACT guidance.** Vestland participants observed real follow-up meetings and gained practical knowledge to apply in their own context.



Following the exchange, the Vestland team is already exploring **how to adapt several aspects of Borås' approach in their own regional context.** This includes introducing **new methodologies like motivational interviews and mapping, and improving information flow across organisations.**

Lessons Learnt



Hosting institution:

- Identified shared challenges in skills matching and inclusive education across regions.
- Gained valuable insight into the Norwegian NAV system and multi-level cooperation.
- Strengthened interest in reciprocal job shadowing opportunities with Vestland.



Participants:

- Discovered innovative person-centred methods in Borås, such as motivational interviews and ACT guidance.
- Inspired to improve inter-agency information flow and coordination in regional projects.
- Identified clear potential for future collaboration, including opportunities for schools to participate.

What do the participants say?



Nicholas Waller

International Coordinator
Working Life Department
Borås Stad (Sweden)

“We were very pleased to host Vestland and show how we support individuals who are furthest from the labour market. We were also curious to learn from our Norwegian colleagues and see how another Scandinavian country structures this work. We hope to visit Vestland in the near future and continue this knowledge exchange.”



BORÅS STAD



Ingrid Hillestad Bårgard

Advisor
Section for Quality in Education
Department for Education and
Competence
Vestland County Council
(Norway)

“We left Borås full of ideas. The way your systems focus on collaboration and the individual journey is something we’re now looking to build into our own structures.”



**Vestland
County Council**

Join the Regional Skills Partnership for Lifelong Learning Mobility

What is the Pact for Skills and what is a regional skills partnership?

The Pact For Skills is one of the flagship initiatives of the European Education Area, from the European Commission. **EARLALL, as a network of regions and local authorities, is a member of the European Commission's Pact For Skills Initiative.** Through the Pact for Skills, the European Commission is supporting the development of regional skills partnerships. These partnerships bring together different stakeholders to help working-age people in a region learn new skills or improve existing ones. On 17 September 2024, EARLALL launches a regional skills partnership for **lifelong learning mobility**, as part of the Working Group on Mobility.

What does the Regional Skills Partnership for Lifelong Learning Mobility commit to?

Acknowledging the ambitious targets set in the proposal Europe on the Move, the Regional Pact for Skills for Lifelong Learning Mobility seeks to increase the number of mobilities of Vocational and Educational Training (VET), Apprenticeship, Adult Education, informal education students, in addition to increasing mobilities for those with fewer opportunities. **The Partnership will focus on promoting a culture of lifelong learning and providing opportunities for those with fewer opportunities, by creating solid links between regions in these fields of exchange and by committing to monitoring and evaluating exchanges in these fields.** The Regional Skills Partnership for Lifelong Mobility commits to help to reach the goals of Europe on the Move, with 20% of VET learners by 2030 on mobilities and 20% of all mobilities for those with fewer opportunities and The Partnership commits to networking with regional and local authorities to implement solid cooperation links in the field of VET mobility, with a focus on providing opportunities for apprenticeship mobility and on attracting new members to the Partnership.

What are the planned activities?

- 1 Sharing inspiration and good practices of mobility, particularly for those with "fewer opportunities".
- 2 Defining the meaning of "fewer opportunities" and how to best involve these people.
- 3 Monitoring and tracking mobility opportunities and mobility in implementation across partners of this Pact
- 4 Developing the concept of lifelong learning mobility promoters, working to expand a network of individuals and institutions committed to educational mobility.
- 5 Expanding the scope of a mobility matchmaking tool to new stakeholders, matching high-quality exchanges and, student mobility and also regional and local staff job shadowing.
- 6 Organising one-off or regular project matchmaking events to prepare for joint mobility projects.

What are the next steps and how will EARLALL be involved?

The Working Group on Mobility will use upcoming working groups meetings to determine the next activities of the Pact for Skills Regional Skills partnership, with the goal of ensuring each meeting has a presentation of best practices and a networking opportunity to interest new members.

The EARLALL secretariat will support this planning process and facilitate meetings and networking with new members.

Give your support!

EARLALL is excited for this opportunity to increase the visibility of the network and to continue its commitment to high-quality lifelong learning mobility through its Regional Pact For Skills - Lifelong Learning Mobility (RSP).

Contact communication@earlall.eu if your organisation would like to join the RSP, we can then include your logo in official communication about the RSP activities.



BORÅS STAD



Generalitat
de Catalunya



Camilla Winter AB