



**IMDi**

Integrerings- og  
mangfoldsdirektoratet

# Information about the Introduction Programme and language instruction

For persons with temporary collective protection



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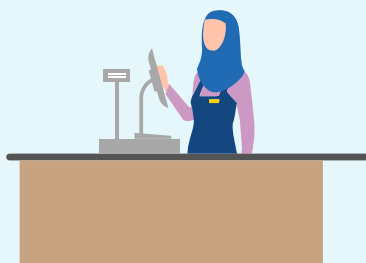
# What is the Introduction Programme?

The Introduction Programme is a training programme intended to prepare you for participation in work or education in Norway.

Participation in the Introduction Programme is voluntary for persons who have been granted temporary collective protection and who are residing in a municipality based on an agreement with IMDi.

In the Introduction Programme, you will learn a language, either Norwegian or another language, for example English.

The Introduction Programme may involve placement with an employer in need of workers, where you can receive the necessary training and follow-up in order to obtain an ordinary job. This is referred to as a fast track and includes training in and knowledge of Norwegian working life.



If you need an education, you may be offered this as part of the programme. The municipality will provide you with information about the type of education you can enrol in when participating in the Introduction Programme.

If you have children under 18 years of age, you may be offered parental guidance. Parental guidance will help you learn about being a parent in Norway and what types of services are available.



The municipality is required to offer you the Introduction Programme, and participation in the program is voluntary. The municipality must give you an administrative decision on starting the Introduction Programme as soon as possible and no later than three months after you have been settled.

The Introduction Programme may be taken full-time or part-time.

## Who is responsible for offering the Introduction Programme?

It is the municipality in which you are residing that is responsible for offering the Introduction Programme.

Municipalities that settle refugees are responsible for implementing the Introduction Programme. In some municipalities, it is the Norwegian Labour and Welfare Administration (NAV) office that has this responsibility. Other municipalities have a separate department in the municipality, outside the NAV office.

The municipality must provide you with information about your rights to the Introduction Programme. You can also contact the municipality on your own if you have any questions.

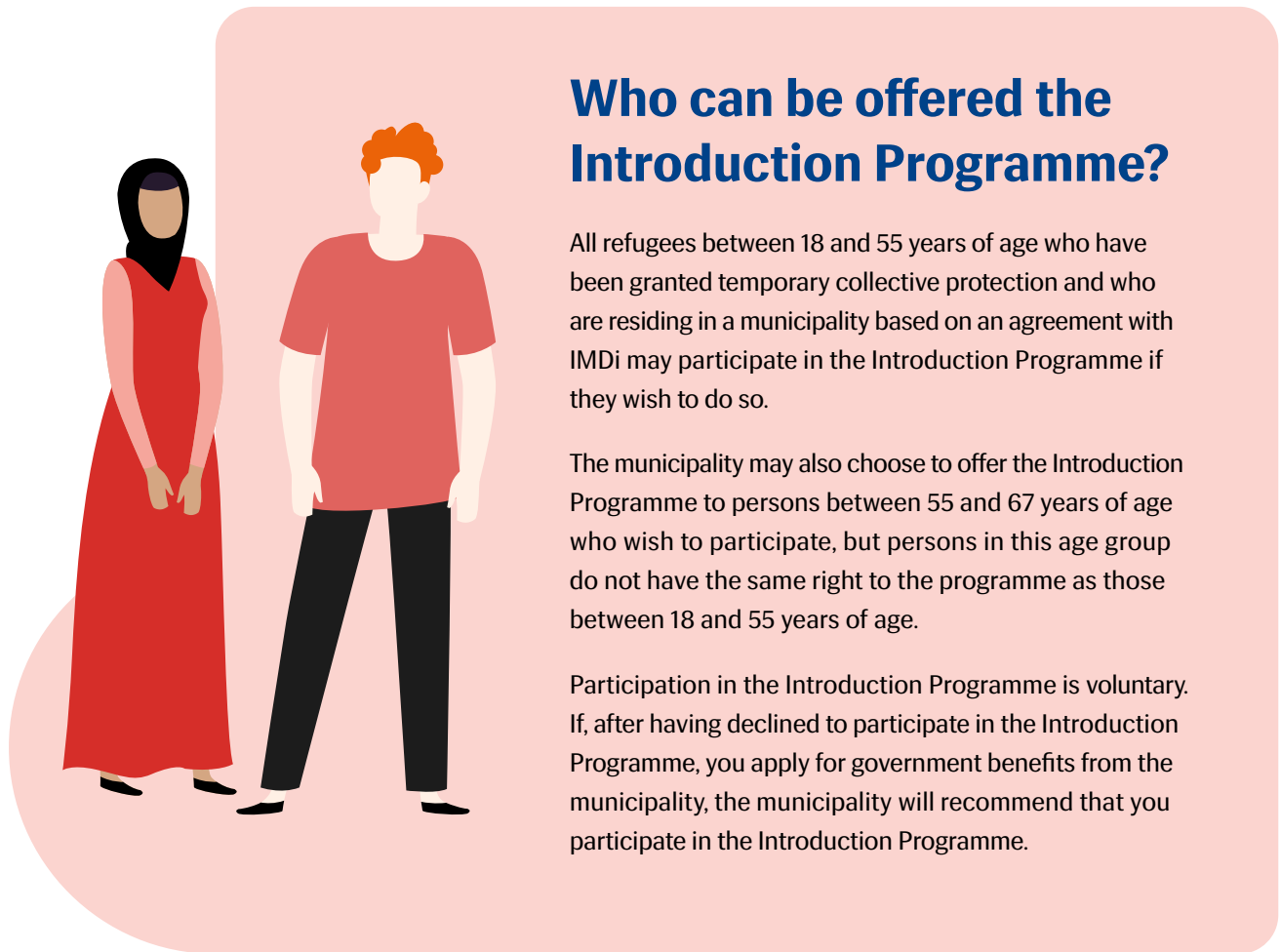


## Who can be offered the Introduction Programme?

All refugees between 18 and 55 years of age who have been granted temporary collective protection and who are residing in a municipality based on an agreement with IMDi may participate in the Introduction Programme if they wish to do so.

The municipality may also choose to offer the Introduction Programme to persons between 55 and 67 years of age who wish to participate, but persons in this age group do not have the same right to the programme as those between 18 and 55 years of age.

Participation in the Introduction Programme is voluntary. If, after having declined to participate in the Introduction Programme, you apply for government benefits from the municipality, the municipality will recommend that you participate in the Introduction Programme.



## Financial support

You will receive financial support while you are participating in the Introduction Programme. This support is referred to as introduction benefits.

If you are participating full time, the introduction benefits will amount to approximately 220 000 Norwegian kroner per year.

You are required to pay tax on the introduction benefits. Tax is automatically deducted from your payments.

If you receive other financial support, you might receive smaller payments. The same applies if you have income from your own work on a part-time basis.

If you are under 25 years of age, you will receive somewhat smaller payments.

It is the municipality that disburses the introduction benefits. If the information that you provide is incorrect, the municipality may demand that you repay the introduction benefits.



## Holiday, absence and leaves of absence

You are entitled to five weeks holiday per year. You are also entitled to leaves of absence in connection with sickness, pregnancy and childbirth, or if you are unable to attend for other compelling reasons. You are required to apply for leaves of absence to your programme advisor.

If the absence has not been approved by your programme advisor, your introduction benefits will be deducted, and you will have less time in the programme.

## Can you wait with attending the Introduction Programme?

Yes, you may decline participation in the Introduction Programme temporarily, if, for example, you have been offered a job or you will be travelling back home to Ukraine for a shorter period.

If you wish to participate in the Introduction Programme at a later date in your residential municipality, you may do so.

If you have been offered a job while participating in the Introduction Programme, you may also discontinue the programme in order to accept the job offer. You may return to complete the Introduction Programme at a later date.

If you move to another municipality, you will not have the right to participate in the Introduction Programme in the new municipality if you have not agreed the move with the new municipality. If you move back to the original municipality in which you were settled, you will retain the right to the Introduction Programme there.

You may commence or return to the Introduction Programme for up to two years from the date you were settled in the municipality.

## What will the Introduction Programme involve?

The Introduction Programme has some content that is common to all participants, while other content is individually adapted to you.

All participants must learn a language. This may be Norwegian or another language, for example English.

All participants must take the work and education-oriented content of the introduction programme. This will help you enter the labour market or continue education.

If you have children or are expecting a child, you will also receive parental guidance. Through this guidance, you will learn what it is like to be parent in Norway and what types of services are available for you and your children.

The Introduction Programme should consist of content adapted to you and your goals. This may be unpaid participation with a fast track to working life in order to obtain an ordinary job or education. The municipality will provide you with information about types of education you can take as part of the Introduction Programme.

You and your programme advisor will work together to create a plan for what your Introduction Programme should contain, and to determine how long it should last.

## Career guidance

Before commencing the Introduction Programme, you may receive career guidance. This is guidance regarding your options for education and work in the future. Participation in career guidance is voluntary.

The career guidance builds on information about your work experience and education from your home country. This should be assessed before you receive career guidance.



## Skills assessment

After you have been settled in the municipality, you may receive a skills assessment.

The skills assessment is to determine if you have skills and experience that are in demand among employers in the municipality where you are residing.

The skills assessment will contribute to creating an introduction programme that is adapted to your requests and needs.

## Flexible fast track

If you have skills and experience that are in demand among employers in your residential municipality but that require some training or follow-up because you are new in Norway, the municipality, NAV office or your employer can collaborate on what is referred to as a fast track. The fast track is flexible in the sense that it is adapted to you and your needs.

In the fast-track programme, the municipality, the NAV office in your residential municipality, and your employer will all collaborate to help you

quickly get an ordinary job with an employer who needs the skills and experience you have brought with you from your home country.

As part of the fast-track programme, you can receive language training at the workplace. You can receive training in requirements and expectations in Norwegian working life, Norwegian safety culture and the Norwegian model for working life. If you need help with getting your education accredited, you can also receive such assistance as part of the fast-track programme.

## End goal of the Introduction Programme

You and your programme advisor will decide what goals you wish to achieve over the course of the Introduction Programme. These may include a goal of transitioning to higher education, employment, or a higher vocational education. These are referred to as end goals.

Your end goal for the Introduction Programme will be based on your professional experience and education from your home country and your wishes and interests for employment in the future.



## How long does the Introduction Programme last?

All participants in the Introduction Programme should be working towards achieving an end goal over the course of the programme.

The duration of your programme, as well as your end goal, will depend on your highest level of education. The programme can therefore last from six months to four years.

The municipality will provide you with more information about your options





## Norwegian language training

Persons between the ages of 18 and 67 who have temporary collective protection can participate in Norwegian language tuition in the municipality in which they reside. The right to free Norwegian language tuition only applies in the municipality in which you reside by agreement.

You may receive Norwegian language training even if you choose not to participate in the Introduction Programme.

You must have an agreed settlement with your residential municipality and with IMDi in order to be granted Norwegian language training.

You may receive Norwegian language training for one year from the date of commencement. If you take valid leaves of absence from the language training programme, your training will be extended by a period corresponding with your leave of absence.

You and the municipality will create a plan for your Norwegian language training and determine what level you should achieve through the training.

If you wish, the municipality will offer you a free Norwegian exam. The Norwegian exam can serve to document your Norwegian language skills.



**Good luck!**



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