

## ATTACHMENT: GUIDELINES FOR SIMPLIFIED INTEGRATION PLAN FOR PERSONS UNDER COLLECTIVE PROTECTION

### **Information concerning the simplified integration plan for those participating in the introduction programme.**

Persons who have collective protection have the right – but not an obligation – to participate in an introduction programme.

#### **About your integration plan**

- You and the municipality, in cooperation, shall draw up an integration plan for your participation in the introduction programme. The introduction programme will help you to get into work or to begin in education in Norway. The plan must be formed based on a competence and skills appraisal and evaluate which initiatives will benefit you most as a participant.

#### **Competence and skills survey**

- You have the right<sup>1</sup> to have your competence and skills evaluated after you become a resident in a municipality. The evaluation shall as a minimum include your language skills and your level of education, work experience and other relevant competence.

#### **Career guidance**

- You have the right – but not an obligation – to receive career guidance. The career guidance will provide you with information that will allow you to form a plan for work and education. The County Authority will offer career guidance. Career guidance can be given before taking up residency, after taking up residency, or as and when the need arises.

#### **Content of your integration plan**

- The integration plan must as a minimum contain your end goal for the programme, the content of the programme and information concerning the right of appeal. Your plan must be based on the evaluation of your education, work experience, skills relative to general working life and other relevant information.

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<sup>1</sup> If you do not participate in the introduction programme, you do not have an obligation to participate in a competence appraisal.

*The introduction plan for refugees with collective protection shall as a minimum contain:*

- Work or education elements and an offer of Norwegian language training
- Parental guidance for participants with children aged under 18 years old

*The following initiatives can be part of the programme:*

- Flexible fast tracking, with the aim of acquiring paid work
- Paid work, part-time
- Career guidance
- Course in life mastering skills
- Social studies course

The introduction programme can be part-time or full-time. If you choose to participate part-time, you will receive reduced introduction support payments. If the municipality is unable to offer you a full-time programme, you will receive full financial support, as long as you do not work in the period in which you are exempt from participating in the programme. If you are in paid work that is done outside of the programme (afternoons/evenings/weekends) your introduction support payments will not be reduced.

### **Your end goal**

- The municipality shall set an end goal for your participation in the introduction programme. The end goal will be determined by the nature of your previous education. The end goal specifies what you will achieve during the programme.

### **Norwegian language goals**

Persons that have collective protection have the right – but not an obligation – to participate in Norwegian language training. If the participant chooses to take part in language training, the municipality, at the same time a decision is made to offer language training, shall draw up a language training plan. The language training plan shall specify the participant's language goals, the scope of training and the right of appeal. Participants in Norwegian language training must achieve a minimum level of competence in Norwegian. The municipality and the County Authority shall arrange language training such that the participant can achieve the minimum level.

### **Follow-up and evaluation of your integration plan**

- During your training/education, the municipality shall consult with you, to find out how your plan is working out. If you do not follow your integration plan, or you wish to change your plan, you must contact your designated contact person as soon as possible.

### **Do you wish to submit a complaint about your integration plan?**

- You can submit a complaint, both in respect of the education/training and the content of your integration plan.

### **If you wish to submit a complaint, you must:**

- Submit a complaint within three weeks after you have received a decision regarding the content of your integration plan.
- Submit the complaint to the agency in the municipality that has made the decision regarding your integration plan.
- Give details of the nature of your complaint.
- You must sign your complaint letter.

Someone to whom you delegate authority (a proxy) can complain on your behalf. For someone to act as your proxy and submit a complaint for you, you must give that person written power of attorney. The power of attorney must specify what your proxy can do on your behalf. If you have a lawyer, you do not need to give them power of attorney.

### **Where can I find further information about integration plans?**

Further information concerning integration plans can be found in the [Integration Act](#). Direct links to regulations applicable to persons with collective protection can be found here: [Introduction Act](#) and [Regulations on the Integration Act](#)

See also information at: [www.imdi.no](http://www.imdi.no) and The Norwegian Directorate for Higher Education and Skills ([hkdir.no](http://hkdir.no)).

*Good luck with your education and training!*