

September 2021 - August 2022

# Impact Report

# 2022

For an inclusive society  
and a labour market that  
values diversity.





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# About Us

Mitt Liv is a strategic partner and Sweden's largest provider of diversity and inclusion consulting services. Since 2008, we have worked towards an inclusive job market that includes the entire population and all the skills that exist, with a conviction that it is a key to success for society, business, and the individual.

We provide employers with strategies, education, and tools to successfully work with diversity and inclusion, and we also run a mentoring program for academics with a foreign background who lack job opportunities corresponding to their skills. In this mentoring program, we annually support around 1000 mentees, of which 51% secure jobs or internships after the program. Within our consulting business, we train over 14,000 people per year and have approximately 40 partners in our network.

# 01

## Impact of **Mitt Liv Consulting Services**

We provide employers and employees strategies, training and tools to successfully work with diversity and inclusion.

**Mitt Liv is a strategic partner and Sweden's largest player in diversity and inclusion. Since 2008, we have worked for a labour market that includes the entire population and all the skills available, with a conviction that it is a key to success for society, business and the individual.**

Within our consulting operations, we train over 14,000 people per year and have about 40 partners in our network. With evidence-based methods, we provide employers with strategies, skills development and tools that transform exclusive structures and attitudes, as well as create business value and competitiveness.

We are driven by the conviction that companies and organisations are one of the greatest forces for change in society. By working with creating inclusive structures, behaviors and norms in the workplace, we can join forces to create a labour market that includes the entire population and where everyone is given equal opportunities to contribute with their skills.





# Respondents

**The respondents represent contact persons at our partner organisations who are key contacts in the collaboration with Mitt Liv.**

**22** out of **39** people (56%) completed the digital questionnaire that was sent out by email at the end of the financial year.

## About the respondents

**60%** of the organisations have been partners with Mitt Liv for more than **5 years**.

**41%** have more than 1,000 employees.

**86%** represent the private sector, **14%** the public sector.

**95%** have the entire organisation as a target group for the collaboration.

## The main purposes of the collaboration?

**7 out of 10** state that the main purpose is participation in the mentoring program Mitt Livs Chans.

**5 out of 10** indicate education and skills development, and **3 out of 10** strategic advice, as well as employer branding.

# 100%

would recommend another organisation to become a partner with Mitt Liv.



# Impacts for partners

**95%** 2021: 86%

have made changes/activities to increase diversity during the collaboration and 89% state that Mitt Liv contributed to these.

**100%** 2021: 85%

have made changes/activities to increase the degree of inclusion during the collaboration and 88% state that Mitt Liv contributed to these.

**84%** 2021: 64%

state that their organisation's diversity has increased during the collaboration.

**88%** 2021: 95%

state that their organisation's degree of inclusion has increased during the collaboration.





# Impacts for partners

**80%** 2021: N/A

have made changes/activities for a more inclusive leadership during the collaboration and 75% state that Mitt Liv contributed to these.

**92%** 2021: N/A

state that their inclusion has increased as a result of these changes/activities.

**80%** 2021: 88%

have made changes/activities for a more inclusive recruitment process during the collaboration and 53% state that Mitt Liv has contributed to these.

**71%** 2021: 70%

state that their organisation's diversity has increased as a result of these activities.





# Impacts for partners

Evaluation of employees' participation as mentors in Mitt Livs Chans

**100%** 2021: 100%

state that the mentors have set a good example in acting inclusively in the workplace.

**79%** 2021: 83%

state that the mentors have contributed with energy and motivation to the work with diversity and inclusion.

**95%**

would recommend another organisation to get involved as mentors in Mitt Livs Chans.

**83%** 2021: 91%

state that the mentors have become internal ambassadors on issues related to diversity and inclusion.

**6 out of 10** 2021: 6 of 10

state that the mentors have come up with suggestions on how the organisation can develop the work with diversity and inclusion.



# 02

## Impact of **Mitt Livs Chans Mentoring Program**

Sweden's largest mentoring program for individuals with a foreign background and post-secondary education who are lacking employment corresponding to their qualifications

**According to figures from Statistics Sweden (SCB), approximately 21% (138,000 people) of foreign-born individuals with post-secondary education in Sweden are either unemployed or have a job that does not match their education. The corresponding proportion for native-born is only 9%\*.**

In our mentoring program we strive to improve the prospects for this group to find qualified employment in Sweden and thrive in the job market. In addition to the support of a mentor and the opportunity to build a network with other participants, mentees get an in-depth understanding of the Swedish labour market, tools to sharpen their CV and cover letters, and job interview training.

The mentoring program is also one of our key tools for employers. By giving leaders and employees the opportunity to participate as mentors, they gain unique insights and experiences that they bring back into their organisations and roles. The mentors become "change agents" in society and in their organisations, challenging their own corporate culture and existing norms in a positive direction.





# Respondents

**The respondents represent mentees and mentors who participated in our two mentoring programs during the period September 1, 2021 – August 31, 2022.**

**464** out of **844** mentees (55%) responded to our follow-up questionnaire 5 months after completing the programme. The follow-up questionnaire was first sent out digitally via email, and then supplemented with telephone interviews that used the same questions.

**279** out of **844** mentees (33%) completed the digital evaluation survey that was sent out by email at the end of programmes.

**271** out of **683** mentors (40%) completed the digital evaluation survey that was sent out by email at the end of programmes.

## About the mentees

**6** out of **10** respondents have lived in Sweden less than 3 years.

**30%** have more than **10 years** of work experience.

**73%** identify as female, **27%** as male.

## About the mentors

**4%** of the respondents state CEO as current professional level, **12%** senior manager, **14%** middle manager, **54%** employee/non-manager level, **11%** group or unit manager, **3%** self-employed and **1%** other.

**73%** have over **10 years** of work experience.

**58%** identify as female, **42%** as male.



# The mentees

The primary purpose of our mentoring program is to increase the conditions for our mentees to reach a job that matches their qualifications.

The mentors, who are established in the Swedish labor market, contribute with their work experience and coach the mentees based on their needs, conditions and goals. In addition to the mentorship, the program consists of joint program meetings where the mentees get the opportunity to expand their professional network with other mentors and benefit from their experiences, while also gaining tools to streamline their job search.

# 94%

of the mentees would recommend a friend to participate in Mitt Livs Chans





# Impacts for mentees

Evaluation at the end of programme

**86%** 2021: 88%

have gained new insights into how they can achieve their career goals in Sweden.

**85%** 2021: 90%

have gained new insights into how to prepare for a job interview.

**82%** 2021: 84%

made one or more new contacts in their professional network. 6 out of 10 have gained access to others' networks through their new contacts.

**87%** 2021: 90%

state that they got help to structure their application documents (CV and cover letter) in a more convincing way.

**8 of 10** 2021: 8 of 10

believe that Mitt Livs Chans has contributed to them having better conditions to secure employment equivalent to their skills in Sweden.



# Impacts for mentees

Follow-up after 5 months

**51%** 2021: 44%

got a job or internship during or after the program, out of which 80% got a job and 20% got an internship.

**90%** 2021: 88%

of those who got a job or internship consider it to match with their qualifications.

**8 of 10** 2021: 7 of 10

believe that Mitt Livs Chans and/or their mentor contributed in some way to them getting a job or internship.

## Increased self-confidence

The biggest contributing factors from the mentoring program to securing the job/internship were increased self-confidence in job searching (63%), followed by improved application documents (53%), the mentor (44%), as well as enhanced knowledge of the labour market and application processes (44%).



# Impacts for mentees

Follow-up after 5 months

# 73%

of those who have not found a job or internship are currently looking for a job. 27% state that they are studying.

## Lack of contacts and networks

Those who did not secure a job or internship matching their qualifications identify the lack of contacts and networks in Sweden as the biggest obstacle (61%). Secondly, they attribute it to not speaking Swedish proficiently enough (51%), and thirdly, they face difficulties in getting to the interview stage.





# The mentors

The mentorship is a concrete effort towards a more inclusive labor market – but also an investment in the mentor’s professional and personal development, as well as a tool in organisations’ transformational work.

Through insights into the labour market, different cultures, and the barriers faced by mentees in their job search, mentors acquire a unique understanding of diversity and inclusion in the workplace.

The mentors become important “change agents” in society and in their organisations, challenging their own corporate culture and existing norms, and driving the work with diversity and inclusion forward.

# 96%

would recommend a friend to participate as a mentor in Mitt Livs Chans.





# Impacts for mentors

Evaluation at the end of the programme

**9 of 10** 2021: 9 of 10

have developed their ability to lead and coach.

**73%** 2021: 75%

have come up with ideas on how their organisation can increase diversity in their workplace.

**82%** 2021: 80%

have come up with ideas on how their organisation can act more inclusively in the workplace.

**92%** 2021: 95%

have gained increased insights into what characterises an inclusive workplace.

**62%** 2021: 55%

have given suggestions on how they can increase diversity in their workplace (or are planning to do so).

**63%** 2021: 56%

have given suggestions on how they can act more inclusively in their workplace (or are planning to do so).



# 03

## Our company structure

Mitt Liv AB (svb) is a limited liability company with special profit distribution limitations that entail any profits being reinvested back into the business. The limitations on dividend distribution give the company the same credibility as a non-profit organisation or business foundation. But, unlike the aforementioned company formats, limited companies are very well regulated and have public accounts. This is important to us as we want to offer our shareholders, partners and the public full disclosure and transparency. Mitt Liv is religiously and politically independent.

Mitt Liv is currently owned by Sofia Appelgren, Axel Johnson AB, Jenny Lindén Urnes, Eric Hieltes Stiftelse, Sätilla PPI AB (svb), Gardell Holding AB, Holtback Holding AB, Lenka Prokopec Karlberg, Förvaltnings AB Rödsten and Helichrysum Gruppen AB.







## Thank you to our collaboration partners

Mitt Liv would like to thank all our partners, who are working with us for an inclusive society and a job market that values diversity. We currently have long-term working partnerships with around 40 organisations. We are incredibly grateful for what we have been able to achieve together with, and thanks to, our partner organisations.

