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# Attrahera och behålla Sverige som en plats för internationell talang

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# Why This Matters?

Sweden is starting to feel more repellent than attractive to international talent.





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A few job ads didn't mention any Swedish language requirement, only for HR to say in the interview, "We need fluent Swedish because the manager isn't comfortable speaking English"

## What Internationals are Saying?

Sometimes, it feels  
like hiring was made  
long before the  
interview

Judgment happens the  
moment you walk into  
the room. HR or hiring  
manager takes one  
look at you and silently  
decides- "You won't fit  
our culture"

Inclusion doesn't start  
with slogans- it starts  
with real  
conversations and fair  
opportunities

The long, unclear  
process of building the  
right network. What is  
the right network?

The most  
challenging part  
for me: is the  
language barrier



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Ex-Northvolter who got lucky to find another job after the layoffs : 'I have been fired with a phone call on the same day my work permit ends, with no given reasons.'

In one of the interviews, the interviewer asked me: Do you have Swedish friends?

A person recommending an Ex-Northvolter to his manger: We don't want to hire ex-Northvolters they drowned the company.

Right now, it doesn't feel like people like us are being given a real chance, even though I am an EU citizen.

The only Explanation I'm left with is that our names and backgrounds are working against us.

I had one interview, but once they found out I worked in Northvolt, they passed me 'too risky'.



# My Journey – From Arrival to Purpose



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Aug. 2019 Växjö



Malmö- 1st full time  
job May 2021



Skellefteå – Northvolt  
– Feb.2023

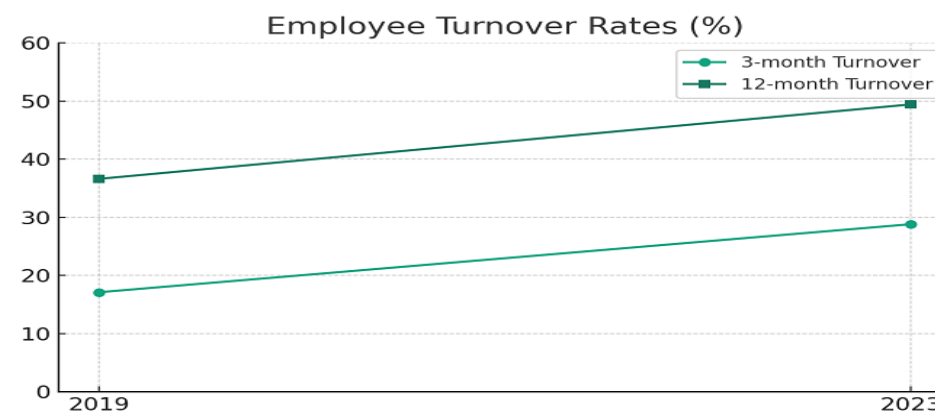
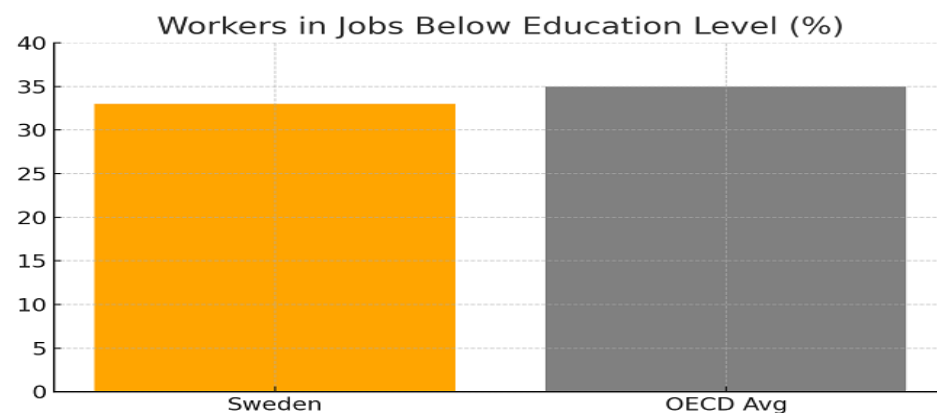
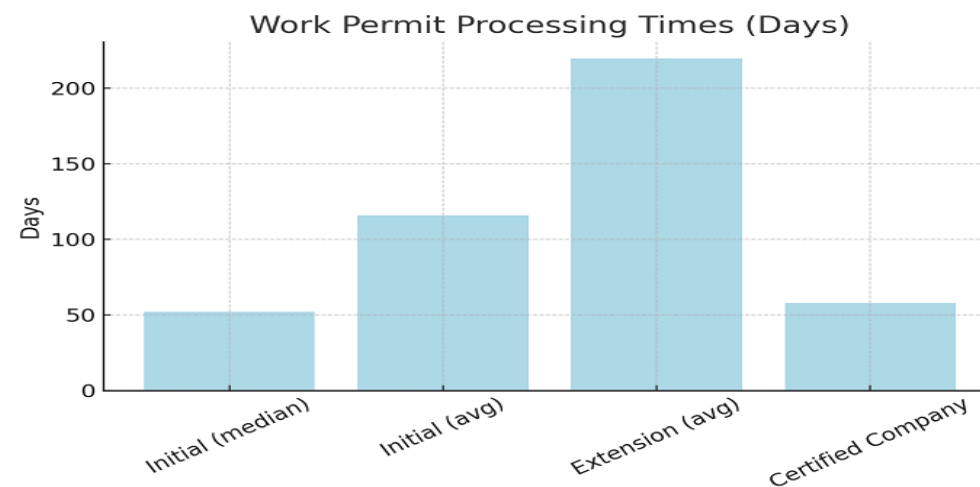
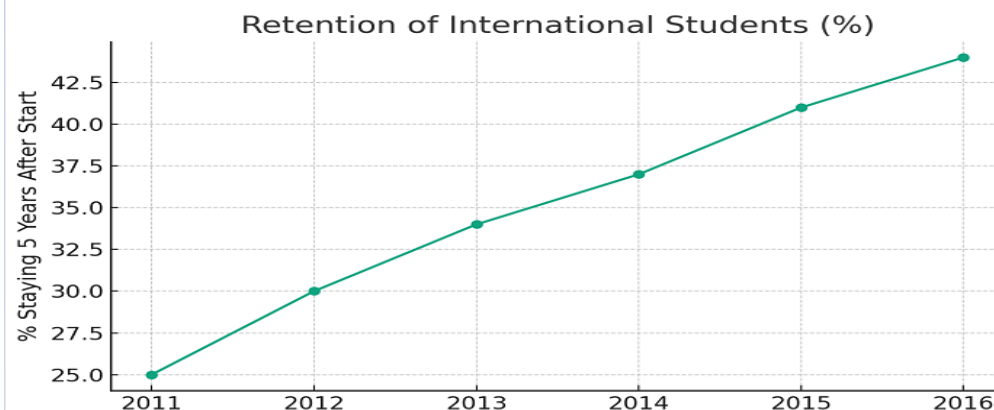


Region Västerbotten –  
April 2025 - Present



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# The Data Tells The Story Too





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- Attracting talent is not enough — we must build environments where people choose to stay.
- *It's not just about jobs. It's about belonging, trust, and long-term opportunity.*



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- To Welcome international talent with open arms 🤝
- To See diversity as an asset, not a challenge 🌍
- To Offer fair opportunities—regardless of name, origin, or background ⚖️
- To Builds bridges between companies and communities 🏗️
- To Invests in belonging, not just bureaucracy 🏠





# Thank You & Let's Keep Talking

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