Schyst.se - A digital platform to empower a region's future supply of skills

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Challenges in Värmland

- ✓ Värmland faces major challenges with a skill supply shortage and a gender-segregated labour market (as in many other regions in Sweden and Europe).
- ✓ The most gender-segregated sectors also have the greatest need to attract and recruit talents.
- ✓ There is a need to secure future skills and keep important competence in Värmland.









The probability that employees will stay increases by 47% if the organization works with inclusion, diversity and equality.



Source: "Hybrid work: Making it fit with your diversity, equity, and inclusion strategy", McKinsey & Company, 2022









The probability of employees making an effort to help each other increases with 90% in an organisation that is inclusive and equal.



Source: "Hybrid work: Making it fit with your diversity, equity, and inclusion strategy", McKinsey & Company, 2022







Project Attractiveness Värmland

- ✓ A project to strengthen the future supply of skills in Värmland.
- A collaboration between Region Värmland and three clusters in Värmland.
- ✓ Investigated what needs organisations in Värmland had in order to start working with equality and inclusion.









Attractiveness Värmland

What organisations in Värmland needed (cluster organisations, industry, healthcare sector etc.):

- ✓ A clear WHY
- ✓ A Digital platform with inspiration and tools







Why gender equality and inclusion?

- Equal and inclusive organizations are more profitable and successful.
- Lower sickness absence.
- Companies with a gender balance among their employees are better at retaining and attracting people and valuable skills.
- Increased well-being.

- Be prepared for the EU's new legislation regarding a sustainable work environment.
- Strengthened employer brand.
- By taking advantage of different perspectives, the organization gains stronger innovation power.
- Positioning as an important social actor!







Why Schyst?

Tools for fairness

Good examples

About Schyst



Test yourself

What do you really know about gender equality, discrimination, and norms?



Fair communication

Everything communicates! Simple and practical exercises that rapidly increase the level of knowledge and communication.



Group exercises

Get started quickly with the process of change. These exercises are perfect for many participants.



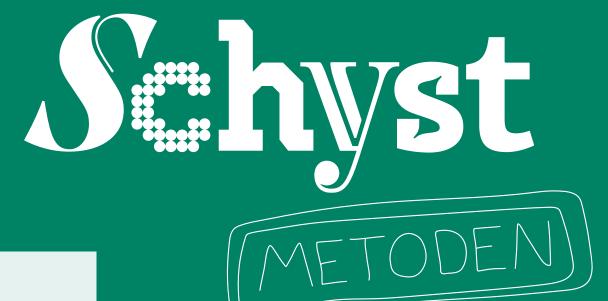








See Think Do Learn Cheer



The Schyst method

Five steps that lead to great change. The Schyst method is designed to give everyone the opportunity of making the world more fair.

The Schyst method - step by step

schyst.se offers something for everyone!

Recruiment process

Practical tools

Facts

Norm scouting

Good examples

INSPIRATION

Statistics

Educational films

Check lists

Exercises

Tips

Concepts for different sectors

Communication







Schyst a Success?

Schyst was launched in February 2024 and the work has just started, but...

- ✓ Schyst is invited to events all over Sweden.
- ✓ Cluster and Company involvement from the beginning.
- ✓ Several organisations (both public and private) have already started to use the tools on schyst.se regulary.
- ✓ Translation of schyst.se into English asked for by companies and international projects.













Our name is our mission:

we 'debut' with **a new issue** - gender equality as an SME competitiveness factor

addressed in **a new way**- via clusters - in a policy context

Developing Business Through
Inclusiveness and Gender Awareness

– New Cluster Competences



TOTAL BUDGET 2,461,917 EUR

12
Partners

11
Countries



interregeurope.eu/DEBUTING





Want to learn more?

Please join us tomorrow for lunch and demonstration of schyst.se

When? 10 October, at 11:30-13:00

Where? Region Värmland European Office, Nordic House, Floor 5, Rue du Luxembourg 3, 1000 Brussels

The seminar is free of charge.



