

# How to achieve a Swedish Teacher Certification

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# About Work permits

- Swedish Companies can employ competence of their choice
- Non-EU citizens, need work permits
- Application should be completed before entering Sweden
- The terms of employment should be at a minimum of the Swedish collective agreement
- Work permits are granted for a maximum of 2 years at a time. The 1st period is however, restricted to the same employer.
- A Permanent residence permit could be received, after 4 years employment in Sweden. Though due to current legislation you must also demonstrate that you can support yourself financially and have lived an "orderly" life, meaning no significant legal or financial issues.
- **Questions?** Go to [Migrationsverket.se](https://www.migrationsverket.se)

# Certification

The teaching profession is regulated:

- If you want to work as a teacher or a preschool teacher in Sweden, you need certification in most cases.
- Certification is required for a permanent employment, as well as for the right of independently assigning grades.
- The certification clarifies which grades and subjects you are eligible to teach.

[Skolverket.se in English](https://www.skolverket.se/en)

# Rules for employment for teachers

- Uncertified teachers can be employed for a maximum of one year at a time.
- This rule applies if there are no certified teachers or preschool teachers to employ.
- There are also groups that are currently exempt from the certification requirement:
  1. teachers in the subject “Mother tongue” (provided, that there are no certified teachers available)
  2. vocational subject teachers (provided, that there are no certified teachers available)
  3. teachers working in bilingual schools who teach in English in other subjects than language.

# Requirements for certification

- A qualifying diploma of education for teachers or preschool teachers.
- An adequate extent of subject studies and teacher preparatory studies within the teaching education.
- National requirements, for example studies in reading and writing development in Swedish for preschool-teachers and contrastive language skills for language teachers.
- Swedish language proficiency: corresponding to the level which qualifies you for university studies in Sweden (Svenska som andra språk, 3).

The Swedish National Agency for Education registers and reviews your application.

1

2

UHR

The Swedish Council for Higher Education (UHR) evaluates your foreign education.

3

The Swedish National Agency for Education makes an overall assessment.

4

The Swedish National Agency for Education decides on certification.



# Common reasons for dismissal

- The education is not a teaching degree for the public school system in the country of examination.
- The length and scope of the education differs significantly from that which is required in Sweden (for e.g. where the entire length of the education has been two years, or less).
- The certifications are not at an academic level (for e.g. post-secondary teaching degrees).
- The applicant does not fulfil the national requirements regarding teaching degree and/or specific subjects.
- The content of the education differs significantly from that which is required in Sweden.
- The applicant does not have the required level of proficiency in Swedish.



# Supplementary teacher training programmes

Utländska lärares vidareutbildning (ULV) – for teachers with foreign qualifications. Individual study plans.

Kompletterande pedagogisk utbildning (KPU) – for academics with previous studies in a school subject.  
90 ECTS

Vidareutbildning av lärare som saknar lärarexamen (VAL) – for uncertified teachers with teaching experience in the Swedish school system. Individual study plans.

[More information from the Swedish Council for Higher Education \(Högskolerådet\)](#)  
[Follow this link to: Studera.nu](#)



# What kind of Union support could be expected?

- Are Swedish Labour laws applicable to foreign teachers?
- What are the responsibilities for the employee's verses the employers?
- Does the current teacher shortage affect the situation for international teachers?
- What use is *The Swedish Teachers Union* to international teachers?



A decorative graphic on the left side of the slide, consisting of two stylized hands in a dark teal color. The top hand is positioned as if holding or presenting the bottom hand, which is open and facing upwards. The hands are composed of thick, rounded lines.

# Ways of achieving the required level of Swedish proficiency

- **Komvux or SFI leve 3** – requirement for Swedish university studies.
- **The TISUS test** - a national, qualifying test in Swedish intended for people with a foreign upper secondary education who plan to apply for university education in Sweden without grades in Swedish. TISUS is available at several Universities.

# Are Swedish labour law applicable to foreign teachers?

- Swedish Labour laws covers cover employees' rights, regardless of heritage. As does the contents of the
  - Collective agreement
  - Your personal contract
- Remember not to sign anything you don't fully understand!
- Remember: a translation is simply a translation – not the legal text
- **Turn to your Union** – before you sign a new contract or accept new terms of employment.

# Who is responsible of what?

- **The employer** is responsible for presenting correct information, following the applicable collective agreement and the current law.
- **The employee** (to be), is responsible for checking all items in the contract, asking questions and for not to sign anything that he/she does not understand.

**Contact your union** for guidance, when in the process of signing a new work contract, or if something feels dogy!

# Am I guaranteed higher salary for having achieving a teacher's license?

A Swedish teacher's licence is the path to a permanent contract which would highly improve your market position for future salary negotiations.

If the school owner encourages you to get the licence, this is a first opportunity to negotiate. Ask for:

1. All kinds of study support, monetary and/or a *reasonable* schedule, paid literature etc..
2. A permanent contract and a reasonable salary figure
3. Make sure to get such *promises, specified* and in writing

# How does the current legislation impact the situation for international teachers?

## Salaries in Sweden are set in a personal negotiation

The market value for teachers increases with a shortage and vice versa. The current legislation pushes the employers to increase the number of teachers eligible to teach in Swedish, which in turn may lead to less positions for teachers who have not yet achieved a Swedish teaching licence.

Remember that the initial salary negotiations can include other benefits than money for e.g.

- Paid study leave
- Extra vacation days

**Contact your Union** for information of ways to finance studies...  
Sveriges Lärare

# Discrimination?

In any event, where there is a feeling of injustice or discrimination

**Contact your union!!!**



# Please, share information with your fellow internationals

- Those who have not been able to join this evening, have the opportunity following this recorded webinar, later.
- When sharing verbal information, make sure the source of the information is reliable, accurate and up to date.
- Make sure to seek the original sources, rather than settling with a "homemade" translation.
- Please do only share written information from the accurate sources (skolverket.se etc.)
- For guidance, refer teacher colleagues to Sveriges Lärare Following this link to [sverigeslarare.se](https://sverigeslarare.se) – in English



**Thank you, for joining!!**