

# trs.

## Change for the future

Trygghetsrådet TRS has a vision: everyone has a job. Everyone has the right skills and is employable – those who are employed and those between jobs.



## Advice for redundancies and dismissals

How a redundancy or dismissal is handled is of great importance to the individual losing their job. If it is conducted in the best possible way, the journey to a new job becomes shorter and easier. TRS therefore provides support in the form of advice or training to employers and union representatives in how to handle such matters. This benefits both the person losing their job and those continuing in the organisation.

## Support on the road to a new job

- For those who lose their job due to a shortage of work,
- are dismissed due to ill health,
- or come to the end of a temporary employment.

TRS support is always based on a person's individual needs. Their new employment can be within the same field or may involve a career change. In certain cases, TRS can pay a supplementary unemployment benefit (AGE) as a supplement to what you receive from the unemployment insurance fund, as well as premiums for insurance policies taken out under a collective agreement.

## Become a good job seeker

The support provided on the journey to a new job can consist of three elements, depending on the person's current situation.

The first, and most important, is to become an effective job seeker. There are a number of tools to work with, and the advisor will guide the way. Many people also need help with the other two elements; improving skills and tackling obstacles along the way.

TRS can help in many different ways. Conversations and advice form the basis of this assistance, we have a job search guide, and we offer practical support such as a CV review service. Each measure is adapted to the needs of the individual, in consultation with the advisor – sometimes a business consultant is needed, sometimes financial assistance for studies, support with relocating to another town, or some other form of support.

## Skills development for the future

TRS's mission is to contribute to viable businesses ready for future challenges with employees that have current and applicable skills.

One project for development entails TRS advisors guiding the organisation through the process that results in a business plan and a plan for skills development.

The entire staff is involved in a development project with TRS. You reflect together during workshops and identify your vital areas of development, whereby a common understanding of the organisation's goals and opportunities will be achieved. When we have completed a project, the organisation will have gained the tools to effectively work with the long-term planning of their business. You will also have a structured skills development method linked to the goals of the business, thereby ensuring that the organisation have the right competence to take on future challenges.

## Some effects

Effects experienced by the organisations that have completed projects with TRS include the following:

- improved ability to engage in the right activities in relation to vision, mission, goals and strategy,
- planned development of applicable skills to implement the goals of the business,
- better cooperation and communication in working towards the mission and goals of the organisation,
- greater ability to assess and manage risks and events in the sector.

” TRS's mission is to contribute to viable businesses where employees have the right skills for the future. Those who find themselves between jobs are given support on the road to a new position.

Helene Bergstedt, CEO Trygghetsrådet TRS

# TRS Adjustment Agreement

- The parties to the agreement are Arbetsgivaralliansen (Employers Alliance), Swedish Performing Arts Association and PTK (the council for negotiation and cooperation).
- A person who is dismissed due to a shortage of work or ill health or who comes to the end of a temporary employment at an affiliated organisation can receive support on the path to a new job.
- Employers and union representatives can receive advice and training for redundancies and dismissals.
- TRS offers support to affiliated organisations with regard to business and skills development. This development takes place in project form with the support of TRS advisors.
- Industries or professional groups can receive support for development projects to strengthen skills with a view to challenges or changing requirements within the sector.

## Examples of TRS areas

- Sports organisations
- The education/adult education sector, preschools and schools
- NGOs or cooperative organisations within health, health care and social care
- Religious communities and ecumenical organisations
- Non-profit organisations, interest groups
- Institutions in the field of theatre, music, dance and other cultural activities
- Independent theatre and dance groups
- The county museums
- Companies affiliated with Sinf



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