

## Sweden's labour market has a matching problem. The data to fix it already exists.

**SEK 80B**

Annual labour market spend  
Swedish state, 2023

**+70%**

Cost premium: private vs  
public  
IFAU 2024 RCT — zero uplift

**70,000**

Open vacancies vs  
unemployed  
SCB Q3 2024 paradox

**51K+**

Pre-computed career  
transitions  
AF's own free open API

### THE PROBLEM

Sweden spends SEK 80B/year on labour market policy and still carries 8.3% structural unemployment alongside 70,000 unfilled vacancies. This is one problem: a matching failure.

The Januariavtalet (2019) privatisation — Rusta och Matcha — was evaluated with a randomised controlled trial by IFAU. Result: private providers cost 46–70% more per participant and produced zero improvement in employment outcomes. Sweden paid a premium for identical failure.

Root cause: the system matches job titles to job titles. An 85% competency overlap between a store manager and a healthcare operations manager — documented in AF's own data — is invisible to every job-seeker using Platsbanken.

### THE UNTAPPED ASSET

AF's open platform (JobTech Dev) contains world-class data that never reaches job-seekers:

- › 51,000+ pre-calculated occupational substitutability scores
- › 8,000+ mapped competencies across 430 SSYK-4 codes
- › 5-year demand forecasts (Yrkesbarometer) by occupation and region
- › NLP APIs for skills extraction from CVs and job ads

This data is free, public, and fully documented — built for exactly what NordiqFlow uses it for.

### THE NORDIQFLOW SOLUTION

TalentFlow is a skills-first career intelligence platform built entirely on AF's open data. It surfaces hidden career transitions by analysing real competency overlaps — not job titles.

- › Ranked career pathways with exact competency match %
- › Specific missing skills and the YH courses that close the gap
- › Salary differential and regional vacancy data
- › 5-year demand outlook from AF's Yrkesbarometer

No AF systems require modification. No new government contracts. The platform runs entirely on public APIs at a fraction of one internal AF IT modernisation project.

### RETURN ON INVESTMENT

- › A job-seeker on benefits costs ~SEK 15,000–20,000 per month
- › Matching information tools reduce unemployment duration by 1–3 months
- › 1,000 users × 2 months faster placement = SEK 30–40M in fiscal savings
- › ROI on SEK 5M investment: 6–8× direct fiscal return

The Tidöavtalet cut SEK 2.1B from labour market programmes in 2024 while this infrastructure sat unused. NordiqFlow activates it at 0.25% of that budget.

### THE ASK — SEK 5,000,000

- › Full production integration of JobTech Dev API suite
- › GDPR-compliant architecture with BankID authentication
- › Pilot deployment with 3 Swedish municipalities
- › Impact evaluation framework aligned with IFAU RCT methodology

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