onboard
NORWAY
Success when hiring from abroad
2025

Who are we?

International **employee onboarding** and **relocation specialists**.

6000+ foreign employees

Relocated to Norway

125+

Countries from around the world

17+ years

In the industry

We are an extended arm of:

SINTEF

NTNU
Norwegian University of Science and Technology

HALDEN PHARMA

IFE

Nammo

NILU

sopra steria

SIEMENS energy

NORDIC SEMICONDUCTOR
Smarter Things

NORGES GEOLOGISKE UNDERSØKELS
- NGU -

FCC

Qt

sportradar

hystar

Q FREE

BioMar

acciona

Vespa

UBIQ
UBIQ AEROSPACE

Strise®

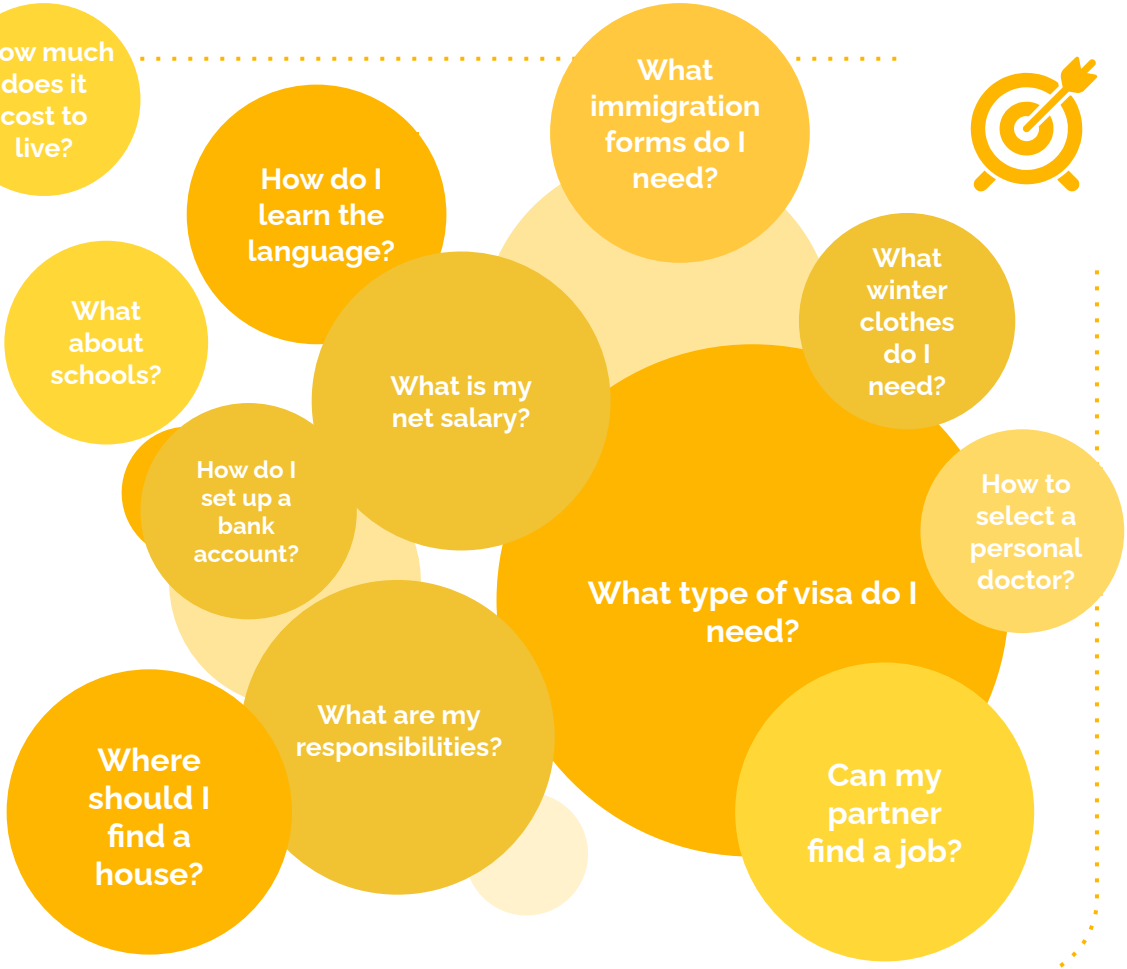
Veterinærinstituttet
Norwegian Veterinary Institute

FUNCOM

...and more!

Questions employees ask when starting a new job

More questions appear when moving country



WHY support the relocation process?

1. **Productivity & Focus**
   - No split focus between work tasks, practicalities and bureaucracy.
   - Faster time-to-productivity.

2. **Retention & Wellbeing**
   - Feeling cared for by employer builds loyalty.
   - A smooth relocation experience = Good start and increased retention rates
   - Happy partners/families = stable employees.

3. **Employer Branding**
   - Relocation support signals that the company values people, not just skills.
   - Positive stories shared internally and externally.
   - Competitive advantage in talent attraction.

4. **Hidden costs if not supporting**
   - Lost working hours (New employee + colleagues).
   - Stress → Lower performance.
   - Risk of failed hire.

WHEN to support the relocation process?

1. **During recruitment**
   - Write it in the job-ad: "*Relocation supported!*"
   - Pre-Decision conversations

2. **Post signing employment/assignment contract**
   - Decision is made - this is reality - lots of questions appear

3. **Around arrival to Norway**
   - This is where there is highest risk of problems occurring
   - If 90% of the relocation is smooth, 1 bad experience can ruin the impression

4. **During employment**
   - Aim: lift the international employee to be more on level with the Norwegian colleagues
   - Renewals of residence permits
   - Language courses

5. **Termination / Departure**
   - International talent may have a good network for future recruitments → Make ambassadors

WHO & HOW to support the relocation process?

1. **The relocating employee**
   - Individual ownership - important for feeling of control and understanding

2. **Company internal resources (HR, leaders, co-workers)**
   - When the organization is aware of the processes the relocating employee is going through, the workplace is experienced as more welcoming.

3. **Third party professionals**
   - Get the questions that each individual don't know that they should ask answered
   - Also important topics HR cannot ask

With Onboard Norway

...

You can focus on employees welfare **in the workplace**

We focus on employees welfare **outside of work**

What we do...

ATTRACTION

Prepare job candidates for making the right decision about moving to Norway.

RELOCATION

Ensure all immigration processes and documents are prepared and employees have a home on arrival.

Official registrations, tax card, banking and other essential practicalities.

RETENTION

Aim to make International talent feel integrated, Remove obstacles they face that local hires do not.

Pre-decision

We talk with potential candidates and paint an honest picture of Norway at the interview stage. This helps:

- To prepare the right candidates to accept the job
- Prevent candidates turning down your job offer because of too many unknowns and disinformation
- Give you feedback in cases where we detect future misfit

Pre-arrival

When work contracts are signed, we prepare your employees for moving to Norway. Including:

- Pre-Arrival meeting with information about the offered relocation support, smart preparations, living expenses, etc.
- Advice about schools and kindergartens for families
- Answering of any other questions employees have

Welcome to Norway

We make sure your new employee is well informed upon arrival: Including:

- Assistance with coordinating arrival
- Welcome meeting with practical information after arrival
- Local area orientation

(These services are typically delivered digitally)

Immigration

We ensure that all documents necessary before legally arriving and working in Norway are in place.

- We find the best strategy for the immigration process
- We gather official documents, schedule appointments and submit forms
- Prevent typical delays

Registration

Moving to Norway requires a lot of paperwork. We arrange all documentation and attend official meetings with the employee. This includes:

- National ID
- Resident cards
- Tax card

Home Finding

Your new employee needs a home when they first arrive. Let us have a home ready and waiting for them.

- House search, attend viewings (with employee on video)
- Negotiate contracts and lease terms
- Home take-over / Moving in inspection
- Assist with insurance, electricity and internet

Settling-in Service

We provide all the information employees need to begin their lives in Norway. Includes:

- Settling-in meeting with useful orientation
- Organise bank account, arrange good doctor etc.
- Information about health care, driver's license, tax system, schools, kindergartens etc.

Retention

Ongoing support to you new employee in Norway:

- Additional personal support
- Weekly Newsletters
- Information meetings
- Extra support with school/kindergarten and other practical things
- Valid for as long as the employee works for you in Norway.

Norwegian course

Norwegian courses tailored for specialists

- Groups of 4-8 participants per class
- Beginner, intermediate and advanced levels
- Digital and physical
- Encouraging to pass exam for those who need permanent residency

(250 hours at an expensive, certified, course is not necessary for this group of high skilled workers)

Renewal & Permanent residency & citizenship

Renewal of residence permit needs to be completed in time to avoid work interruptions.

- We find the best strategy for the immigration process
- We gather official documents, schedule appointments and submit forms
- Prevent typical delays

Why support renewals:

- Stability of your workforce
- Demonstrate commitment as an employer
- Foster a positive work environment
- Employee´s focus on work (not an overhanging uncertainty about their permit)
- Increasing loyalty
- Employer branding

Why support permanent residency:

- Live and work in Norway indefinitely
- Flexible career moves
- Financial security i.e. unemployment benefits from NAV
- Better Norwegian course opportunities for spouses

The Value of a Partnership

- Increase your chance of securing the right candidate
- We reduce cost / the time spent for your administration and co-workers when hiring foreign employees
- Avoid delays in the process
- Being a third-party, we can answer questions your new employee might not want to ask you
- The new employee can be ready to focus on work from day one
- Employer branding - Word of mouth (positive and negative)
- Increased loyalty / longer retention

the benefits ...

Any questions?

E-mail: ellen@onboardnorway.com
Phone: 924 80 635

www.onboardnorway.com

Ellen Hoprekstad
CEO at Onboard Norway AS - Relocation & Immigration specialist