

# SOK

Scenkonstens  
Omställnings- &  
Karriärväxlingsstiftelse

## On your way?

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### TRANSITION FOR THE FUTURE DANCERS

**The SOK Foundation is available to support those who would like to make a change of career or a transition to a new profession.**

Making the decision to quit your job as a dancer and choosing another profession is a process that usually takes time. Hence, The SOK Foundation offers you the opportunity to brainstorm and discuss with seasoned adviser about your career change well in advance. The SOK Foundation's advisers have a duty of confidentiality and can help you organize your ideas and guide you into your future career path.

## **Are you considering a change of career?**

*The SOK Foundation is able to guide and aid you on your journey. If you are a professional dancer you can apply for support, provided that you have worked at the performing art institutions covered by the agreement. You can find a record of all employers covered on [sokstiftelsen.se](http://sokstiftelsen.se)*

## **How it works**

### **Orientation**

If you are considering a career change we recommend you to contact one of our advisers. We call this the orientation phase and you do not need to have a clear idea of what you want at this stage. We are here to guide you as you plan for your future.

The orientation phase may be short or long and you can receive coaching and career guidance. This phase is about finding your will, motivation and inspiration. What is important to you? What would you like your new career to be like?

### **Application**

After the orientation phase, you may decide on going forward with your career transition. In this case your next step would be to submit an application to The SOK Foundation. We require your application at least three months before you begin your career transition, and no more than eight months prior. You'll find the application form by visiting [sokstiftelsen.se](http://sokstiftelsen.se)

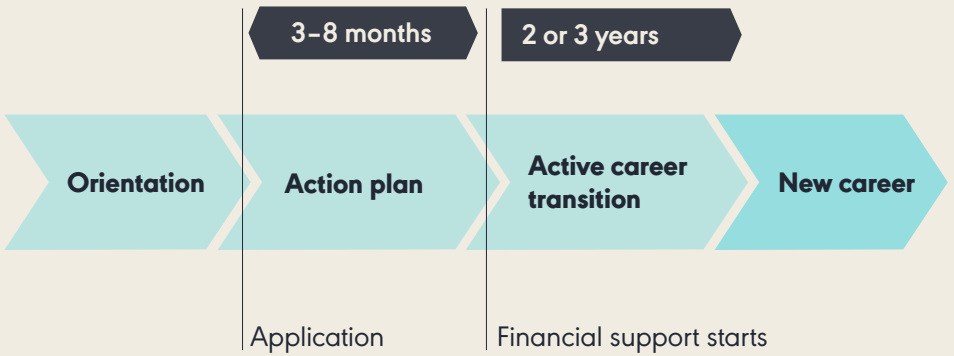
### **Establishing a plan for your career transition**

In dialogue with your adviser, you will begin to design a plan for your career transition. What are your goals? What do you want to work with, in what capacity, where do you want to work? You are given the opportunity to consider what activities you need to be involved in and what milestones you must define in order to achieve your overall goals. You will also draw up a plan B – in the event that the initial plan does not work as you intended. You and your adviser discuss the plan together and make sure it is realistic and sustainable.

### **Active career change**

Now you're up and going! You can receive active support for two years, and financial support for up to three years, if you are eligible.

You must stick to your plan and, with the help of your adviser, correct any issues. You might need to revise your plan, in which case you do so with your adviser.



### **Career transition plan and sustainability**

Your adviser assesses whether your plan is sustainable and oversees that the scope of the activities in the plan corresponds to the extent of support you may receive from The SOK Foundation.

- Your plan will describe the future job market for the new career in question (what employers exist in the job market? What are their requirements?)
- Do you have the personal prerequisites to complete the transition and work in the profession?
- What activities do you consider necessary in order to attain your new job?
- Have you looked at and compared different paths to a change of career?
- Describe your driving force and your desire to work within the chosen profession.
- Do you understand the conditions of the new profession?
- If you intend to study, you must investigate both the best path and alternative pathways to your new profession.
- Will you include your own business in your plan?

# What does active and financial support mean?

## Active support

Active support depends on your individual needs. In your plan, you will have described how your career transition will take place, in collaboration with your adviser. You and your adviser will work out what support you require in order to make a successful career transition. This may include advisory and coaching talks, study guidance, and the opportunity to meet a business consultant if you are considering starting your own company.

## Financial support

If you have achieved enough qualifying time, you may also receive financial support. The support is calculated based on your income, with regards to the most recent qualifying 36 months over a maximum of five years. The amount of financial support you can receive also depends on how long your qualifying period is. The financial support also depends on what your career transition plan looks like and what you need.

### What career should I have?

This is one of the most common questions we get. The answer is that you can be almost anything you want to be! In order to receive support from The SOK Foundation, your plan should be sustainable – you should switch to a profession that allows you to support yourself.

### Examples of occupations that some active career changers are on their way to becoming:

- Assistant nurse
- Real estate manager
- Organisational developer
- Manager
- Tree surgeon
- Equipment rental
- Transport operator
- Teacher/educator
- Photographer
- Carpenter
- Economist
- Human resource specialist
- Nurse
- Choreographer

## Terms and conditions for support – dancers

A prerequisite for **active** support is that you must have worked for at least 18 months at one or more performing arts institutions in the last five years.

In order to receive **financial** support for career adjustment and transition, the minimum qualifying period is four years (48 months) at one or more performing arts institutions covered by the agreement, of which 18 months must have been in the past five years.

To receive full financial support, you must have completed a total qualifying period of at least 16 years.

If you have worked as soloist singer or musical theatre artist you can count that time as well. If you are applying as a dancer 75 percent of your qualifying time must have been as a dancer.

Both temporary and permanent employment are considered. Assignments that you have invoiced may not be included. This applies both if you have your own company or if you invoice through a freelance agency.

Financial support	Calculated based on your salary with regards to the most recent qualifying 36 months (over a five-year period)
Qualifying month	Every month you receive a salary exceeding a certain amount, it is raised annually and you can find it on the web
Maximum financial support	90% of salary (at full qualification)
Basic financial support	Maximum 3 years (depends on the action plan)
Active support	Maximum 2 years (depends on the action plan)

You can apply for support from the month in which you turn 35 years old to the month prior to turning 43.

## Welcome to contact us

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## About the SOK Foundation

The SOK Foundation is founded on a collective agreement between the employer organisation the Swedish Performing Arts Association (Svensk Scenkonst) and the trade union organisations the Swedish Union of Professional Musicians (Symf - Sveriges Yrkesmusikerförbund) and the Swedish Union for Performing Arts and Film (Fackförbundet Scen & Film).

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