1 · EXECUTIVE SUMMARY

Swedish work permit shows a Qualified result; confirm salary meets occupation practice before you continue.

Your main path is the Swedish work permit, with a Qualified result for a new full-time software role at 40,000 SEK per month. The job is full-time and employment terms have a documented collective-agreement or common-practice basis. One point still needs care: the salary sits below the SCB median for the matched occupation, so confirm that support. The EU Blue Card is not open because the monthly salary minimum is not met. Check salary support with your employer, then gather the signed agreement and related evidence.

RECOMMENDED ROUTE

Swedish work permit

QUALIFIED

STRONGEST SIGNAL

The employment agreement is signed by both parties.

ROUTE · SWEDISH WORK PERMIT

MAIN REVIEW POINT

The offered salary appears below the SCB median for the matched occupation; confirm collective agreement or common-practice support.

ROUTE · SWEDISH WORK PERMIT

FIRST ACTION

Confirm which assessed route the pending case concerns

ROUTE OVERVIEW

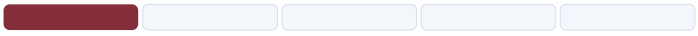
2 REVIEWED

INELIGIBLE · LOW · BORDERLINE · QUALIFIED · STRONG

Swedish work permit — QUALIFIED



EU Blue Card — INELIGIBLE



IN THIS REPORT

1 Executive summary

2 Your route analysis · 2 reviewed

3 What to do next · 4 steps

4 How this report was produced

5 Information used for this report · 36 answers

PROFILE AT A GLANCE

6 KEY FACTS

CITIZENSHIP

United States · Non-EU/EEA citizen

APPLICATION TYPE

A new application

WORK PROFILE

Software- and system developers

EMPLOYMENT TERMS

Full-time, 40,000 SEK/month

MAIN OBJECTIVE

Work in Sweden

TRAVEL DOCUMENT

Passport issued by United States

Your route analysis

This section explains how each assessed route fits your circumstances, which requirements you already meet, and what still needs attention.

Where and when can I apply?

Apply from outside Sweden and wait for a decision before travelling to Sweden to begin work.

Migrationsverket · Swedish work permit · Migrationsverket · EU Blue Card

2.1 · ROUTE ANALYSIS

Swedish work permit

QUALIFIED

FUTURE ALTERNATIVE

This preferred route has a Qualified result. Core terms look in place, but confirm salary support against collective agreement or common practice before you apply.

Key comparisons

3

Gross monthly salary

• Application received on 2026-10-12

REQUIREMENT MET

HAVE	NEED	MARGIN
40,000 SEK/month	34,470 SEK/month	+5,530 SEK/month

The offered gross monthly salary is compared with the current work-permit threshold that applies to the application timing in this report.

Statistics Sweden · Verified 10 August 2026 · Swedish Parliament · Verified 10 August 2026

CALCULATION 38,300 SEK/month × 90%

Time available before the planned start

CHECK TIMING

AVAILABLE	PLANNING TARGET	RESULT
95 days	About 2 months	34 days of extra margin

The Migration Agency's current figure for this type of case is 1 month for 75% of recently decided cases. ReloClear adds a 30-day planning margin. This is planning guidance, not a guaranteed decision time.

Swedish Migration Agency - waiting-time statistics · Review date not recorded

CALCULATION Current 1-month waiting-time figure + 30-day planning margin

NEXT STEP Keep the planned dates under review before submitting the application.

Salary compared with the typical salary for this occupation

REFERENCE ONLY

OFFERED SALARY	TYPICAL SALARY	DIFFERENCE
40,000 SEK/month	53,500 SEK/month	−13,500 SEK/month

Your salary is 25% below the median for this occupation. The occupation median is a comparison, not the legal minimum. Ask your employer to confirm that your pay meets the collective agreement or usual pay level for this job.

Statistics Sweden - occupational salary statistics · Review date not recorded

CALCULATION (40000 - 53500) / 53500 × 100 = −25%

NOTES The legal employment-terms requirement must be checked separately against collective agreements or established practice.

Findings to review

0

No material case-specific review point was identified for this route.

Main supporting factors

4

Swedish work permit

- The employment agreement is signed by both parties.
- The required position advertising or a valid exception is confirmed.
- Employment terms have a documented collective-agreement or common-practice basis.
- Gross monthly salary

2.2 · ROUTE ANALYSIS

EU Blue Card

INELIGIBLE

FUTURE ALTERNATIVE

This route has an Ineligible result. A required salary level is missing, so do not treat the EU Blue Card as open on these facts.

Key comparisons

4

Gross monthly salary

- Application received on 2026-10-12

GAP IDENTIFIED

HAVE	NEED	GAP
40,000 SEK/month	53,625 SEK/month	−13,625 SEK/month

The offered gross monthly salary is compared with the salary requirement expected to apply when you submit the application.

Swedish Migration Agency - EU Blue Card · Verified 10 August 2026

Time available before the planned start

CHECK TIMING

AVAILABLE	PLANNING TARGET	RESULT
95 days	About 3 months	4 days of extra margin

The Migration Agency's current figure for this type of case is 2 months for 75% of recently decided cases. ReloClear adds a 30-day planning margin. This is planning guidance, not a guaranteed decision time.

Swedish Migration Agency - waiting-time statistics · Review date not recorded

CALCULATION	Current 2-month waiting-time figure + 30-day planning margin
NEXT STEP	Keep the planned dates under review before submitting the application.

Salary compared with the typical salary for this occupation

REFERENCE ONLY

OFFERED SALARY	TYPICAL SALARY	DIFFERENCE
40,000 SEK/month	53,500 SEK/month	−13,500 SEK/month

Your salary is 25% below the median for this occupation. The occupation median is a comparison, not the legal minimum. Ask your employer to confirm that your pay meets the collective agreement or usual pay level for this job.

Statistics Sweden - occupational salary statistics · Review date not recorded

CALCULATION	(40000 - 53500) / 53500 × 100 = −25%
NOTES	The legal employment-terms requirement must be checked separately against collective agreements or established practice.

EU Blue Card employment period

REQUIREMENT MET

HAVE	NEED	RESULT
No fixed end date	**At least 181 calendar days (6 calendar months)**	**Requirement met**

The period is calculated from the start and end date (counting that day) in the employment agreement.

Swedish Migration Agency - EU Blue Card · Review date not recorded

CALCULATION Inclusive agreement end compared with the six-calendar-month point

Main supporting factors

4

EU Blue Card

- The employment agreement is signed by both parties.
- EU Blue Card employment period
- Employment terms have a documented collective-agreement or common-practice basis.
- Your qualification appears relevant to the role.

3 · WHAT TO DO NEXT

What to do next

The plan distinguishes the application already pending from any future alternative. Do not repeat application submission steps for the pending route; follow only the cards that match the route and stage shown.

1 Address the pending case

2 STEPS

Deal with points that may affect the application already submitted.

01 **Confirm which assessed route the pending case concerns**

Swedish work permit

Check the application receipt or case details and confirm which assessed route is already pending before following route-specific instructions.

Complete when: The pending application route is confirmed from the official application receipt or case details.

NOW

Applicant

☐

02 **Validate the salary against occupation practice**

Swedish work permit

Check the offered salary and other employment terms against the applicable collective agreement or reliable statistics and practice for the occupation.

Complete when: The offer is supported by the applicable agreement or documented occupation-specific practice.

NOW

Applicant and employer

☐

2 Keep supporting evidence ready

Prepare documents that may still be needed for the pending case or a future alternative.

Passport requirement

You need a valid passport when applying. Your permit can never be granted for longer than your passport is valid.

3 While the application is pending

2 STEPS

Monitor the case and respond promptly to any official request.

03 **Present your passport if instructed**

Swedish work permit

If digital passport verification is unavailable or unsuccessful, follow the instructions for an in-person passport check at the Swedish embassy, consulate or Migration Agency office specified for your case.

IF NEEDED

Applicant

Complete when: The passport has been presented through the channel specified by the Migration Agency.

04 **Monitor the work-permit application**

Swedish work permit

Track the case and respond promptly if the Migration Agency asks the applicant or employer for more information, documents, passport checks, or biometrics.

LATER

Applicant and employer

Complete when: The case is monitored and every official request is answered accurately by its deadline.

PROFESSIONAL GUIDANCE

Do you need professional help?

LIKELY MANAGEABLE

Follow the practical steps in your plan

The issues identified here do not by themselves call for professional advice. Complete the steps in your plan and recheck any unmet or unconfirmed requirements before applying.

This report is informational, not legal advice or a guarantee of approval.

4 · HOW THIS REPORT WAS PRODUCED

How this report was produced

METHOD

This report explains your assessment result using the answers and immigration rules recorded when it was completed. It shows which requirements you meet and what still needs attention. We have not verified your documents or checked later rule changes.

DISCLAIMER

ReloClear provides information, not legal advice. The conclusions and verdicts in this report are a guide, not a guarantee. Immigration rules and procedures are complex, every case is assessed individually, and relevant details may not be captured by ReloClear. Internal scoring details are retained by ReloClear for audit and quality control.

Sources

14

01 **Swedish Migration Agency**

Official immigration guidance - https://www.migrationsverket.se/ · Review date not recorded

02 **Statistics Sweden**

Official occupational and salary statistics - https://www.scb.se/ · Review date not recorded

03 **Swedish Migration Agency - employees**

Official work-permit guidance - https://www.migrationsverket.se/en/you-want-to-apply/work/employee-or-self-employed/employees.html · Verified 23 July 2026

04 **Statistics Sweden**

Official occupational salary statistics - https://www.scb.se/en/ · Verified 23 July 2026

05 **Swedish Migration Agency - digital passport verification**

Official identity-check guidance - https://www.migrationsverket.se/en/word-explanations/digital-passport-check.html · Verified 23 July 2026

06 **Swedish Migration Agency - work-permit salary requirements**

Official threshold source - https://www.migrationsverket.se/en/word-explanations/salary-requirements-for-a-work-permit.html · Review date not recorded

07 **Swedish Migration Agency - waiting-time statistics**

Official context for an explanatory comparison - https://www.migrationsverket.se/en/contact-us/waiting-times.html · Review date not recorded

08 **Statistics Sweden - occupational salary statistics**

Official context for an explanatory comparison - https://www.scb.se/en/finding-statistics/sverige-i-siffror/salary-search/ · Review date not recorded

09 **Swedish Migration Agency - EU Blue Card**

Official threshold source - https://www.migrationsverket.se/en/you-want-to-apply/work/employee-or-self-employed/eu-blue-cards.html · Review date not recorded

10 **Statistics Sweden**

Official threshold source - https://www.scb.se/hitta-statistik/sverige-i-siffror/utbildning-jobb-och-pengar/medianloner-i-sverige/ · Verified 10 August 2026

Sources

11 **Swedish Parliament**

Official threshold source - https://www.riksdagen.se/sv/dokument-och-lagar/dokument/svensk-forfattningssamling/utlanningslag-2005716_sfs-2005-716/ · Verified 10 August 2026

12 **Swedish Migration Agency - EU Blue Card**

Official threshold source - https://www.migrationsverket.se/download/18.7e7ff7f619e5ace55a74ca1/1784096582691/MIGRFS_2026_11.pdf · Verified 10 August 2026

13 **Employees - first application and where to apply**

Official guidance - https://www.migrationsverket.se/en/you-want-to-apply/work/employee-or-self-employed/employees.html · Verified 20 August 2026

14 **EU Blue Card - first application and starting work**

Official guidance - https://www.migrationsverket.se/en/you-want-to-apply/work/employee-or-self-employed/eu-blue-cards.html · Verified 20 August 2026

Information used for this report

This section lists the 36 answers you submitted and that were used for this report. Unanswered questions and contact details are not included.

	Question	Your answer
1.	Which countries are you a citizen of?	**United States**
2.	Are you in Sweden right now?	**No**
3.	What should we evaluate?	**A new application**
4.	What travel document will you use to enter Sweden?	**Passport issued by United States**
5.	What type of permit should we evaluate?	**Employment or job search**
6.	What is your current situation?	**I do not have a Swedish permit or another right to live in Sweden**
7.	Do you have an employment arrangement?	**Yes, a job or offer with a Swedish company**
8.	When are you planning to submit your application?	**It has already been submitted and no decision has been issued**
9.	What date did Migrationsverket officially receive the application?	**12 October 2026**
10.	What is your highest completed education level?	**Master's, second-cycle, or professional degree**
11.	Is your completed higher education relevant to the work you plan to do?	**Yes**
12.	What monthly salary before tax have you been offered?	**40,000 SEK/month**
13.	What is your job title?	**Software- and system developers**
14.	Do either of these describe the offered job?	**Neither applies**
15.	Do you hold a valid EU Blue Card issued by another EU country?	**No**
16.	Is the position full-time or part-time?	**Full-time**
17.	What period does the employment agreement cover?	**15 January 2027 - no fixed end date**
18.	Is the employment agreement signed by both you and your employer?	**Yes**
19.	Was the job advertised for at least 10 days before the employment agreement was signed?	**Yes**
20.	How have the offered salary and all other employment terms been checked?	**Confirmed against an applicable collective agreement**
21.	Will the employer provide all four required insurances by the employment start date?	**Yes, all four are confirmed**
22.	Do you have, or have you applied for, comprehensive personal health insurance for the required stay?	**Yes**
23.	Is the employer registered in Sweden with an organisation number?	**Yes**
24.	Are there any known serious legal or financial problems involving the employer?	**No**
25.	Is the offered position confirmed as highly qualified employment?	**Yes**
26.	Do any of these EU Blue Card exclusions apply to you?	**None of these applies to me**
27.	Does the profession require Swedish authorisation or registration?	**No**
28.	Have you previously received a refusal on an immigration application?	**No**
29.	Have you been deported or expelled from Sweden or another Schengen country?	**No**
30.	Do you have an ongoing case with the Swedish Migration Agency?	**No**
31.	Do you have a criminal history in any country?	**No**
32.	Do you have unpaid debts or a pattern of payment failures?	**No**
33.	Have you provided incorrect information in a benefit or public-support matter?	**No**
34.	Has an authority formally decided that you seriously or repeatedly broke rules, ignored a decision, or threatened public order or security?	**No**
35.	Do you know of any reported contact with a criminal, terrorist, or extremist organisation?	**No**
36.	Will any family members apply with you?	**No**

This report is based on the information supplied in the assessment and assumes that it is accurate and current as of 12 October 2026.