

Human Resource Provision and Capacity Development

Recent Initiatives at Lantmäteriet in Sweden

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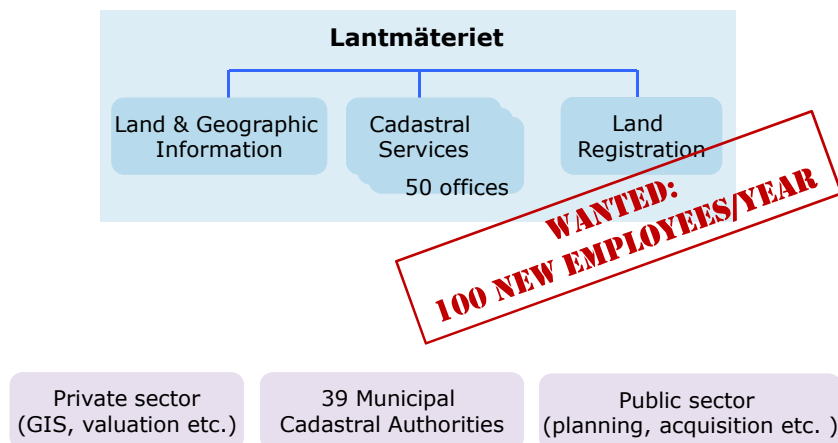
FIG Working Week, Sofia, 17-21 May 2015

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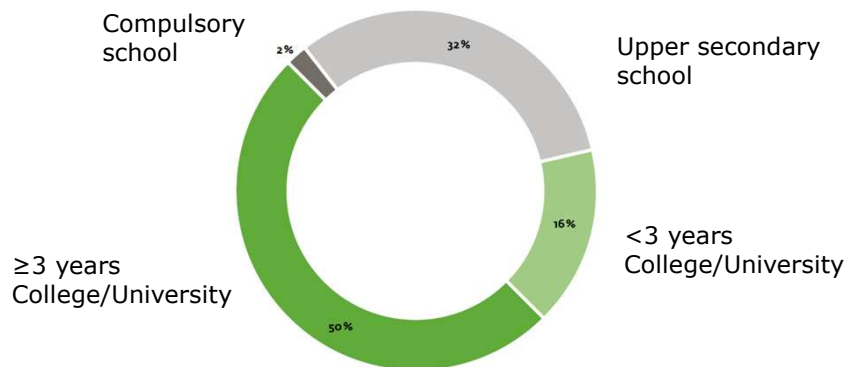
Key players in Swedish land management



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Education profile of staff

Highest degree of Lantmäteriet's 2,000 employees



Official statistics in Annual Report for 2014

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Challenges

Recruiting new staff

- Limited awareness of Lantmäteriet among young people
- Too few students at relevant educational programmes
- High competition with other employers

Keeping current staff

- High mobility among young generations
- Difficulty to meet career expectations
- High competition with other employers

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Activities aimed at students

"Ambassadors" raising awareness

- Visits to schools of all levels
- Participation at exhibitions and recruitment conferences **130 visits annually**
- Information campaigns in media

MSc or BSc thesis projects

- Suggestion of research topics **15 theses annually**
- Provision of data for free
- Assistance as supervisor/contact person

Guest lecturing at colleges/universities

- Occasional lectures
- Responsibility for whole courses



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Training for new(er) employees

“Lantmäteriet Academy”

- Internal training programme (3.5-5 years) for all new cadastral surveyors
- Theory classes mixed with practical work
- Supervision by experienced colleagues

60 persons
annually



Mentor programme within the International Export Services

- Introduction to international project work
- Guidance by experienced mentors
- Participation in courses by Sida, focusing on development aid programmes

9 persons
(2014/2015)

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Professional development for experienced employees

Talent development programme

- Securing future needs of managers and specialists
- Individual assessment of professional and social skills
- Group work on strategic issues identified by the directorate

20 persons
(2013/2014)

PhD education

- Cooperation with universities to enhance research
- Financing of doctoral studies (salary etc.)
- Assistance as co-supervisor

4 persons
(2014-)

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In conclusion

**Lantmäteriet's main resource is
the capacity of its employees!**



Strategic HR initiatives to continue

&

Best practice exchange with other national agencies