Human Resource Provision and Capacity Development

Recent Initiatives at Lantmäteriet in Sweden

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Lantmäteriet
The Swedish mapping, cadastral and land registration authority
Key players in Swedish land management

Lantmäteriet

- Land & Geographic Information
- Cadastral Services 50 offices
- Land Registration

Private sector (GIS, valuation etc.)
39 Municipal Cadastral Authorities
Public sector (planning, acquisition etc.)

WANTED: 100 NEW EMPLOYEES/YEAR

Education profile of staff

Highest degree of Lantmäteriet’s 2,000 employees

- Compulsory school 5%
- Upper secondary school 20%
- ≥3 years College/University 51%
- <3 years College/University 24%

Official statistics in Annual Report for 2014
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

Activities aimed at students

“Ambassadors” raising awareness

• Visits to schools of all levels
• Participation at exhibitions and recruitment conferences
• Information campaigns in media

MSc or BSc thesis projects

• Suggestion of research topics
• Provision of data for free
• Assistance as supervisor/contact person

Guest lecturing at colleges/universities

• Occasional lectures
• Responsibility for whole courses

130 visits annually

15 theses annually
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

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

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

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

Lantmäteriet’s main resource is the capacity of its employees!

Strategic HR initiatives to continue

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Best practice exchange with other national agencies