

# Human Resource Provision and Capacity Development: Recent Initiatives at Lantmäteriet in Sweden

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## SUMMARY

Securing human resources (HR), building capacity, and implementing the potential of existing staff are vital for the development of any organisation or company, including the land surveying, cadastral and land management sectors. This raises questions concerning how to compete with others and what is the necessary level of capacity among current and future employees. Let us ask ourselves: who wants to become a surveyor today, and what makes him or her stay within the business? These two questions seem to be familiar to many of the authorities and companies in our professional field around the world. There is likely a range of different answers depending on country-specific aspects. In Sweden, Lantmäteriet (the Swedish mapping, cadastral and land registration authority) alone estimates a need for a hundred new employees annually over the next years in order to manage the ongoing change of generations and the increasing demand for services within certain areas. On top of that, most municipalities and some major authorities employing land surveyors, such as The Swedish Transport Administration, are looking for new staff for their businesses. Besides this demand from the public sector, private companies are also out there hunting – often offering higher salaries. A major challenge is hence finding ways how to recruit new cadastral surveyors, geodesists, geodata specialists, lawyers, etc., and to keep them for a significant period of time. Lantmäteriet has taken various initiatives during the last few years. Some activities target the whole organisation, while others are tailor-made to fit particular branches. This paper presents several current and recent initiatives regarding HR provision and capacity development directly or indirectly affecting the officials within Lantmäteriet. It discusses the impacts so far and what is anticipated for the coming years. It also mentions capacity enhancing activities in which Lantmäteriet is a key player together with other authorities and organisations. Although the main focus is on recruitment and subsequent staff development, a brief overview of the options of education possibilities within the field of surveying and land management is given as an introductory background.