Statistics Netherlands
International relations

To: International colleagues
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Subject: Short questionnaire on Training and HR policy
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Questionnaire filled-in by Riikka Mäkinen, Statistics Finland

1. What are the main challenges (topics) in your office regarding Training & Development at the moment?

1) to organize supplementary training both on statistical topics and core processes in general
2) to offer occupational development possibilities and support internal mobility (e.g. career paths, work rotation)
3) to strengthen other learning methods (e.g. pair work, project work) beside training courses and programmes

2. What are the three most important focus-points in your HR policy at this moment?

1) Competence development (secured core competence, well-functioning means of competence sharing, efficient internal & external recruitment)
2) Renewing work modes and procedures (flexible working time arrangements and modern technological solutions, well-functioning processes and networking, rewarding supporting renewal and good performance)
3) Healthy work community (well-being a natural part of the work community's everyday, good leadership and work community skills, common procedures and open interaction in changed situations)

3. Which HR- and training tools do you have in place (or are you developing at the moment) to answer HR- and training challenges succesfully?

In order to identify personnel competence needs and prepare the necessary development plans, Statistics Finland has a customary practice for personnel planning. Planning is based on discussions (and questionnaire sheet as a tool) between HR unit and departments at Statistics Finland. For this procedure it’s also planned to acquire an IT tool for competence mapping (year 2012).

To sustain the professional competence of its personnel, Statistics Finland has an extensive Training Programme in Statistical Skills (consists of basic studies and advanced studies). In addition, one of the important ways of competence development is career planning and use of career paths that has been developed and is currently being applied in practice.
4. Image your office in 2016: what in your opinion will be the biggest challenges for your office (relating business architecture and HR-management) at that time?

In changing and versatile statistical work both specialists and multi-skilled persons are needed; both external recruitment and internal mobility are important in safeguarding the core competence.

To maintain the attractiveness as an employer, it’s crucial to have the work facilities that meet the needs of the current personnel, but the new generation as well. This includes for example innovative work culture, use of new technologies, flexible solutions for work spaces and working time (e.g. remote work).

5. In the ideal situation where there would be no budgetary restrictions: Which tools do you think are necessary to use or develop to meet the needs of the next generation of statisticians (in 2016) in regard to training and HR policy?

New technologies, flexible solutions for work spaces and working time (e.g. remote work), possibilities to have international working experience in early phase of career