



AGENDA

- ❑ Main challenges and priorities
- ❑ HR population
- ❑ Training key figures
- ❑ General observations

AGENDA

- Main challenges and priorities

Main priorities and challenges

2014

- 5YR

Main priorities and challenges

2014

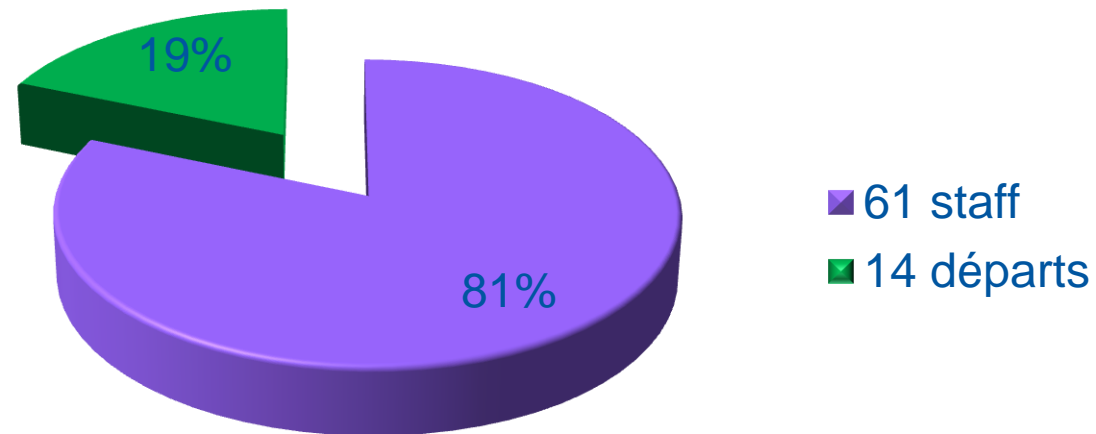
- 5YR
- CCM



Main priorities and challenges

2014

- 5YR
- CCM
- Leadership culture
- LNI

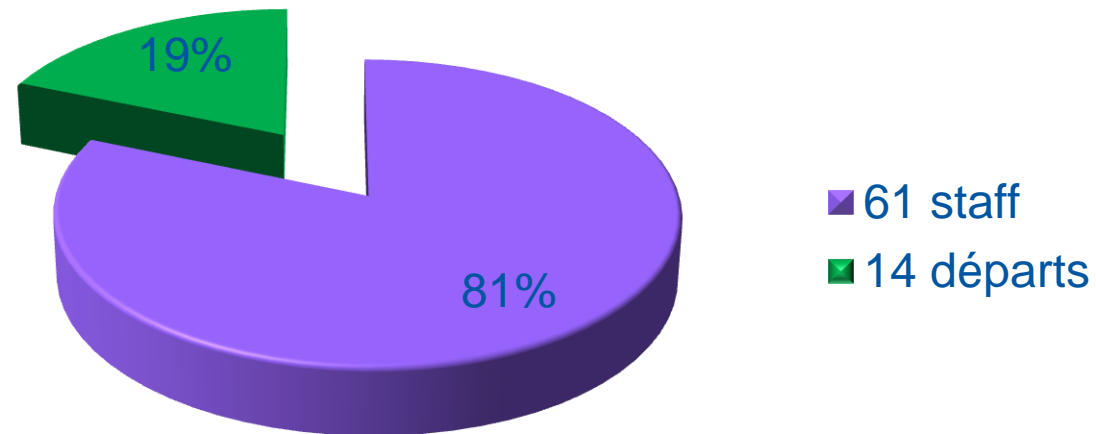


....staff movements

Main priorities and challenges

2014

- 5YR
- CCM
- Leadership culture
- LNI



....staff movements

Main priorities and challenges

2014

- 5YR
- CCM
- Leadership culture
- LNI

....staff movements

2015

- 5YR
- Contract policy

....end of DG's mandate



AGENDA

- Main challenges and priorities
- HR population

HR Population

2014



75 staff
incl. 9 new
recruits (12%)



3 fellows
incl. 2 new
recruits
(67%)



1 trainee
(new
recruit)



22 apprentices
incl. 8 new
recruits (36%)



1 technical
student (new
recruit)



4 administrative
students (all newly
recruited)

HR Population

2015 recruitments



4-5 staff



1 fellow



1 technical
student



8 apprentices



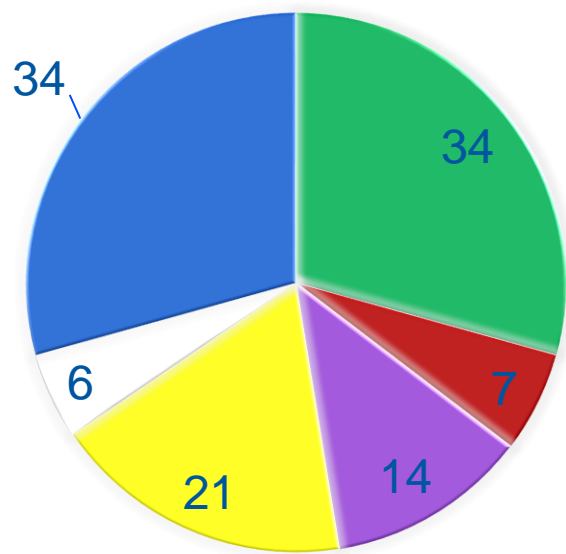
3 administrative
students

AGENDA

- ✓ Main challenges and priorities
- ✓ HR population
- Training key figures

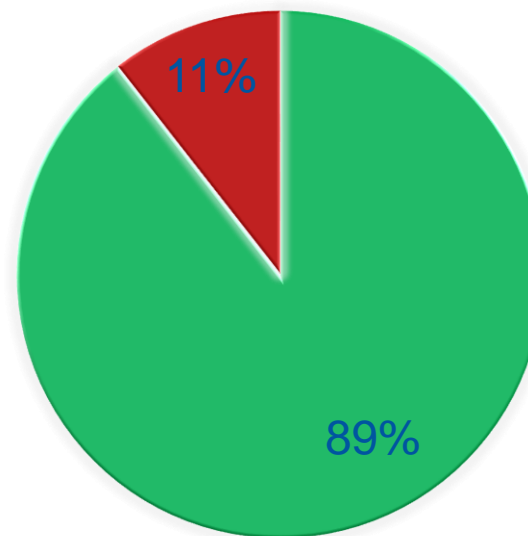
Training key figures As of 31.10.2014

Types of training in 2014



■ Pers. dev. ■ Leadership ■ Tech. Mgt
■ Technical ■ Languages ■ Safety

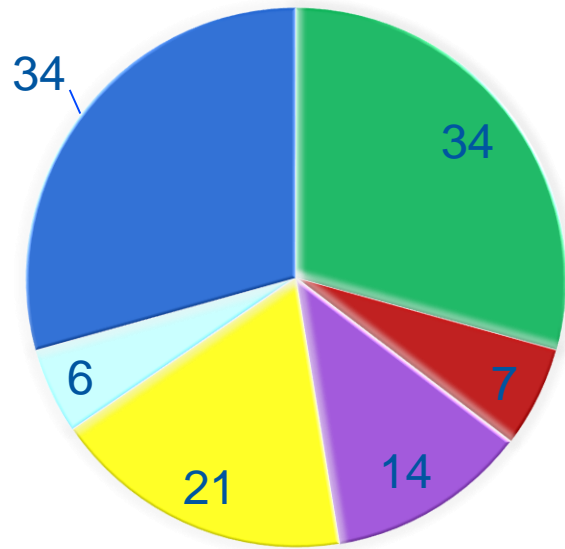
Internal/external training in 2014



■ Internal ■ External

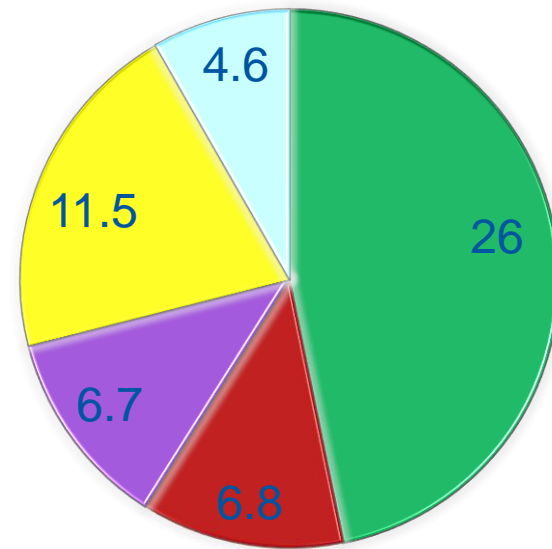
Training key figures As of 31.10.2014

Types of training in 2014



■ Pers. dev. ■ Leadership ■ Tech. Mgt
■ Technical ■ Languages ■ Safety

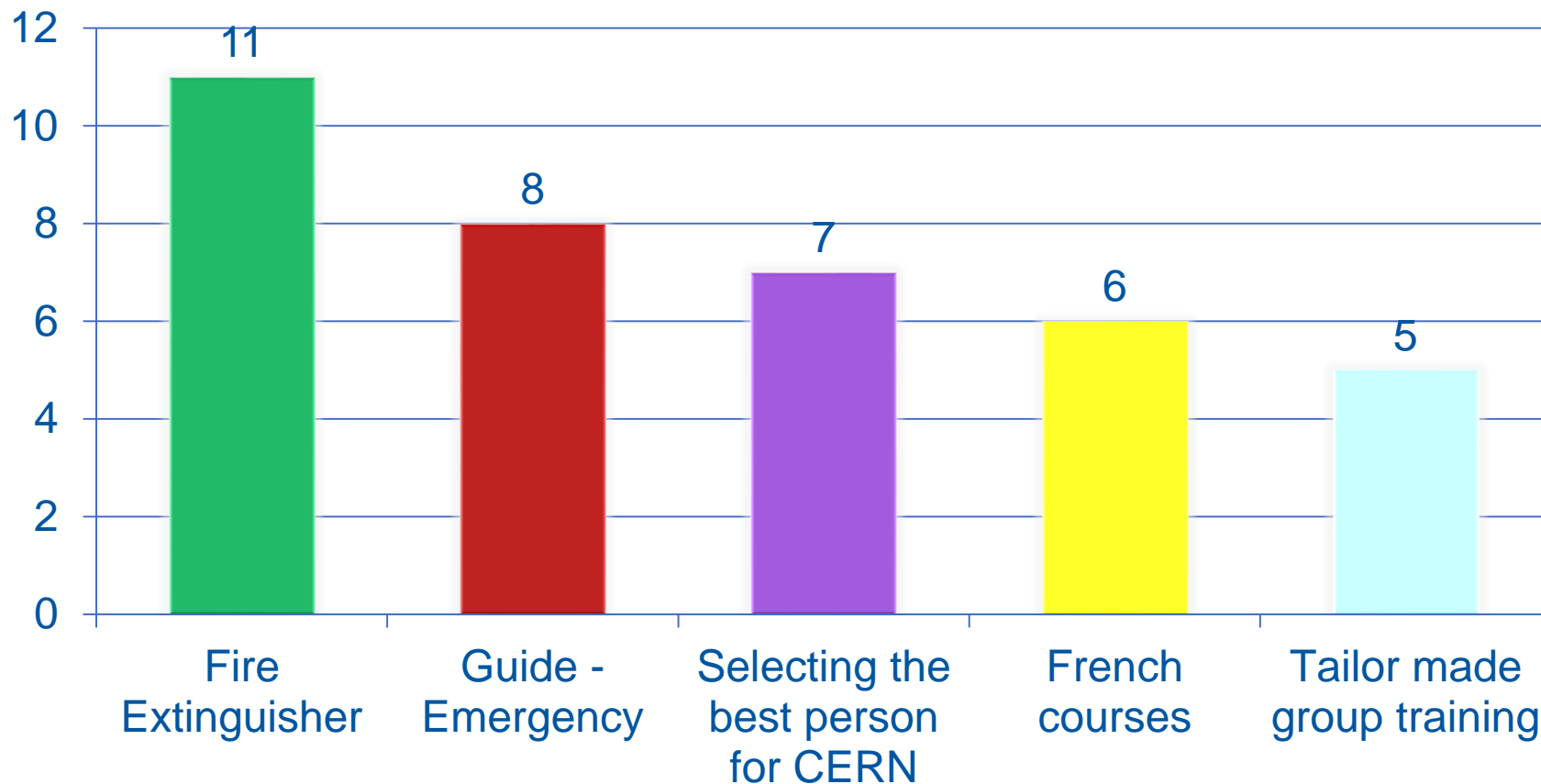
Training budget in 2014 (kCHF)



■ Pers. dev. ■ Leadership ■ Tech. Mgt
■ Technical ■ Languages ■ Safety

Training key figures As of 31.10.2014

Top 5 trainings in 2014



Training key figures

Estimation for 2015

- Communication
- Language
- CDP
- Technical
- Safety
- Learning

AGENDA

- ✓ Main challenges and priorities
- ✓ HR population
- ✓ Training key figures
- General observations

General observations

- Data collection
- LNI
- CTA
- Safety training

