

Future statisticians in Statistics Norway – competence profile and training needs

Jan Byfuglien, Beate Johnsen and Ingvild Maanum Møller, Statistics Norway

Key words: Competence profiles, staff retirement, training needs, recruitment

Statistics Norway, like all NSIs, has an increasing challenge to recruit, develop and keep competent staff. The challenges are both related to internal and external factors. On the external side we have to take into consideration the changing labour market, the more heterogeneous educational background of new staff and higher expectations in relation to carrier development and job content. On the internal side we have to consider changing technology and business processes as well as the prospect of losing a high number of highly skilled staff in the next few years due to old age pension.

A multifaceted approach is needed to face these challenges, and Statistic Norway will through a comprehensive approach to training and knowledge development target the arising needs; we need to reform and target our internal training, we need to adapt our competence framework and to assess more systematic the needs for competence development. We also need to look into alternative ways for staff development, for instance through internal mobility, staff exchange with other institutions nationally and abroad and new ways of training, for instance by e-learning.

In this paper we examine who the future statisticians are, what competences are required, and how we can recruit the right profile and provide relevant training. Issues that will be focused on are

- How to manage the replacement of senior staff
- What is the competence profile for future statisticians in a changing technological and organisational environment
- Recruitment and training programme for future staff