

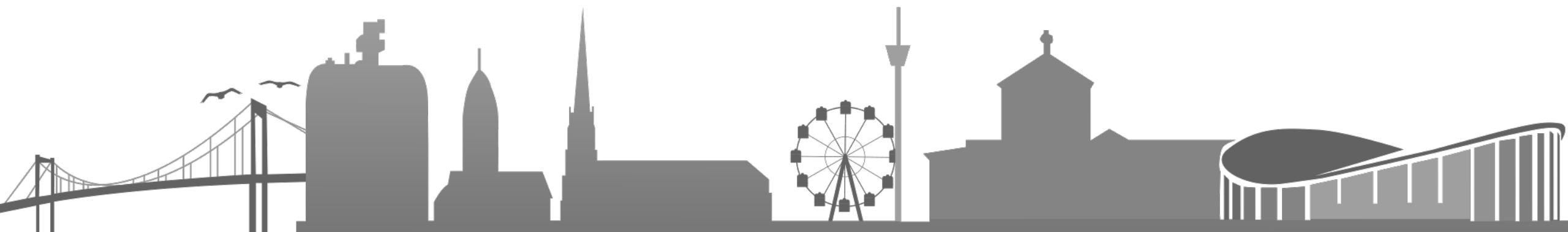


# Future Energy Programme – Building competence for the Future

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## Why

- Ensure competence to the Hydro and Energy Business
- Structured onboarding for junior employees
- Builds relationships
- Ensures a sense of belonging
- Provides a pipeline of new employees
- Networking over organizations and geography
- Development for senior employees taking part as lecturers

## How

- Recruitment of Junior profiles synchronized in time and start date to ensure a focused and coordinated approach
- Common and structured pre-boarding and onboarding
- Online lectures during the first 9 months with focus on 4 blocks

Block 1	The Energy Transition/Increasing Energy Demands
Block 2	A Working Day, insights from senior colleagues
Block 3	The role as a Engineer/Consultant
Block 4	Hydro Specific Knowledge

- Mentor for each participant



## Key aspects

- Engagement from Management
- Engagement from Ambassadors in organisation
- Project members from different parts of organisation
- Tough market with competition
  - Plan for recruitment early
  - Pre-boarding

