

Job rotation as an opportunity for professional career of the employees of local authorities

Country: Sweden

Project Name: Job rotation in Halland

Total budget: 29 770 Euro

ESF support: 9 347 Euro

Web page: www.halmstad.se/socialforvaltningen

An innovative job rotation programme, implemented in Halland in Sweden, provides opportunities for professional development to existing employees and creates temporary workplaces for the unemployed.

When the programme was started in 2000, job rotation was treated as a great chance in Sweden. The unemployed were supposed to replace employees involved in conducting training. However, the idea has never produced the anticipated results nationwide.

“It might have been caused by lack of information, a fear of the amount of paper work or of low qualifications of replacement persons” says Ms Camila Eklund-Hagel, coordinator of the new job rotation programme in Social Care Office in Halmstad in the Halland region in Sweden. “We have co-operated with the labour office in order to agree upon the best manner of the implementation of our plans in practice” – she added.

The job rotation programme is an integral part of a wider programme of the Social Care Office referring to upgrading qualifications and creating professional development opportunities. Two projects have been so far implemented, which enabled 6 employees suspend work for half a year in order to train others. 350 persons participated in training sessions and seven unemployed persons found temporary employment.

Persons selected to conduct training have specialist knowledge and experience which they could share with other employees. They taught the sign language, support techniques and approach to work with the disabled. As Ms Elkund Hagel says, “The programme allowed the trainers to develop professionally while other employees gained new skills”.

Six out of seven persons replacing the absent workers were employed full-time in the office. The seventh one decided to continue education. At present, a third project is starting aimed at the selection of two trainers who will train 50 other employees.

“The results far surpass our expectations. At first, employees were afraid of training their own colleagues, but the reception of the programme was so positive that we hope to continue it in the future”.

In October 2003, the programme was presented at the conference of the representatives of Swedish Territorial Self-governments, in which over 500 persons participated. The programme gained much interest. Educational authorities in the Halland region have already started to implement a similar project.