Human Capital Management Concept

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Jean-Claude Veyre, Verena von Atzigen
Current Problems

- Governmental decision for withdrawing from nuclear power
- General image of regulatory authority
- Need for highly experienced employees
- Language problem: German is mandatory
Approach

• «Integrated» approach wanted
• From recruitment to retirement
• From a high-level view
• Integration of existing solutions

⇒ HCM (Human Capital Management) Concept
Elements of the HCM Concept

Fringe Benefits

Recruiting

Salary system

Education

Succession planning

Resource planning

Career planning
Recruiting

Enlargement of the recruiting area:

- Integration of Social Media
  (Xing, Linkedin, Twitter, Facebook)
- Attractive website providing a lot of information: [www.ensi.ch](http://www.ensi.ch)
- Offering Traineeships
Retaining

- Tailor-made salary system, different from the Government
- Career planning managed by the HR crew
- Interesting benefits like flexible working times, excellent infrastructure, sophisticated IT-tools
Knowledge Management

- Competence Portfolio
  → Monitoring the required skills
- Education & Training
  Individual targets in line with requirements
- Succession planning
  Up to one year working in tandem
- Forward thinking resource planning
## Competence Portfolio (Example)

<table>
<thead>
<tr>
<th>Electrical Engineering</th>
<th>Unit Head</th>
<th>Collaborator 1</th>
<th>Collaborator 2</th>
<th>Collaborator 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Actual</td>
<td>Target</td>
<td>Actual</td>
<td>Target</td>
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<td>Mains current</td>
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<td>P</td>
<td>E</td>
<td>P</td>
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<td>Control and regulating</td>
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<td>Digital instrumentation</td>
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<td>Fire protection</td>
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<tr>
<td>Lightning protection</td>
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<tr>
<td>IT Security</td>
<td>B</td>
<td>P</td>
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</tbody>
</table>

**B**: Beginner  
**P**: Professional  
**E**: Expert
For more information please visit

www.ensi.ch

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www.linkedin.com/company/ensi

www.xing.com