



Kompetansekartlegging og strategisk kompetanseplan – kva gjer me?

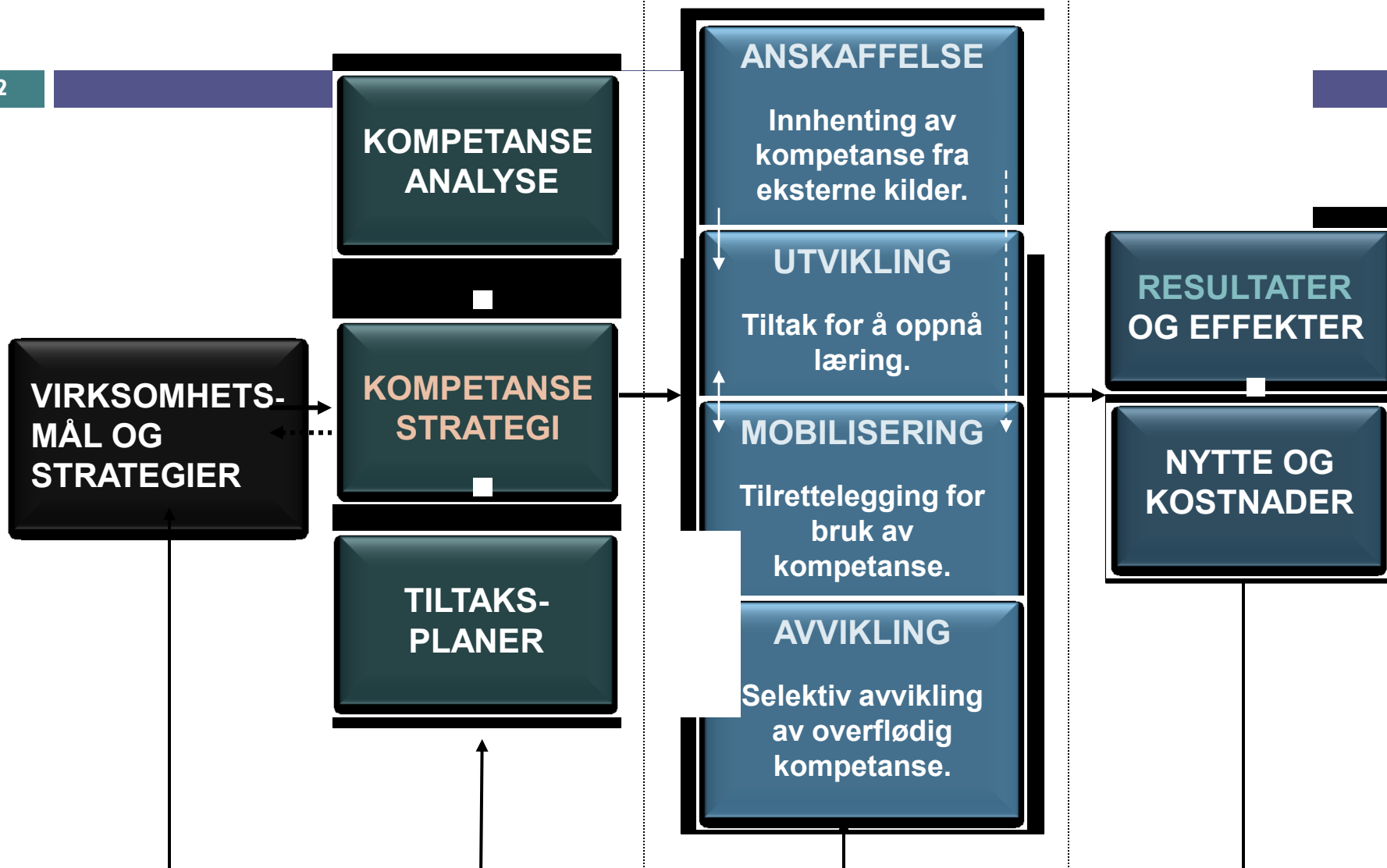


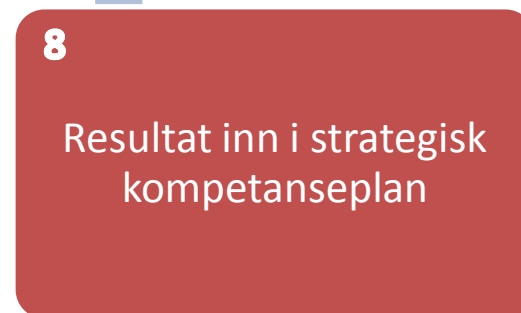
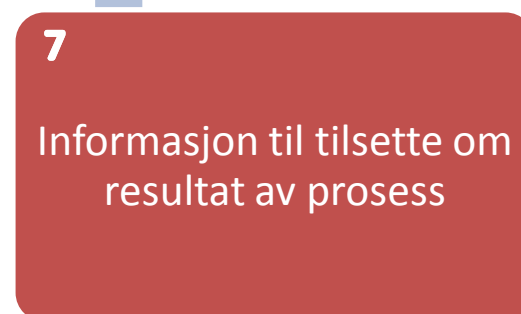
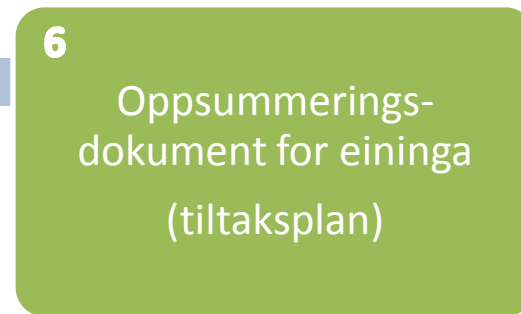
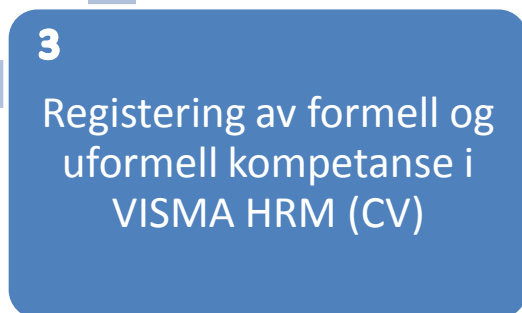
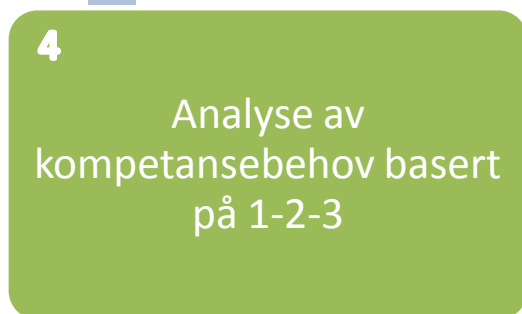
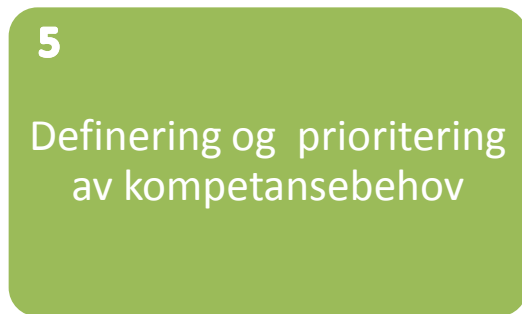
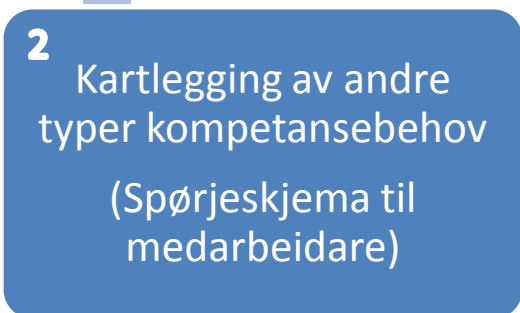
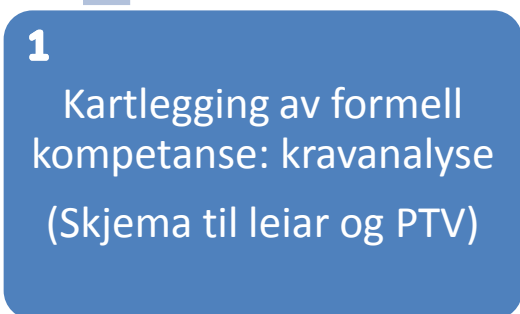
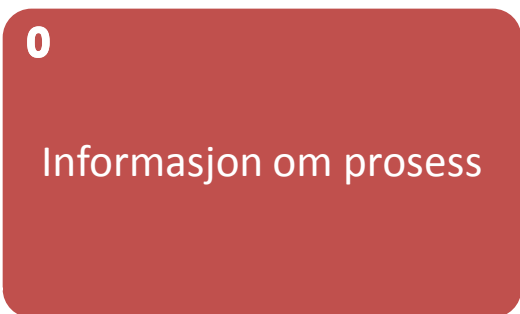
KOMPETANSE- PLANLEGGING

IMPLEMENTERING AV TILTAK

EVALUERING OG OPPFØLGING

2





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Kartlegging

- Skjema som fyllast ut i fellesskap av einingsleiar og plasstillitsvald
- Skjemaet er XL-basert, og delt i fire hovudkategoriar
 - Lovpålagt kompetanse
 - Faglig forsvarlig
 - Avvikling
 - Mobilisering



***1. Hvor enig er du i utsagnene under:**

	Svært uenig	Delvis uenig	Hverken uenig eller enig	Delvis enig	Svært enig
Jeg får brukt mine kunnskaper, evner og ferdigheter i min nåværende jobb.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg blir tildelt oppgaver som jeg er spesielt god til.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Det er samsvar mellom kravene jobben stiller og min kompetanse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg får utnyttet min kompetanse i forhold til de forventningene jeg hadde da jeg tok jobben.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

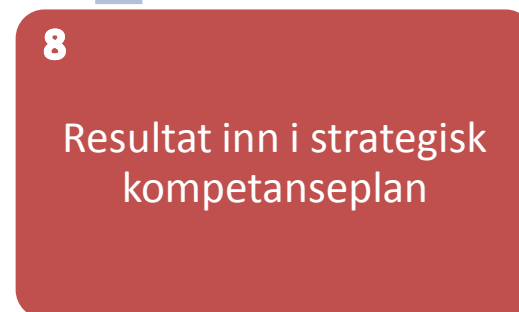
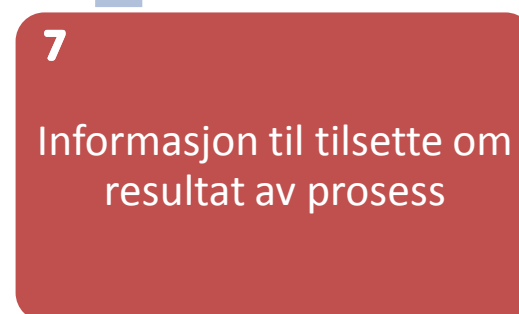
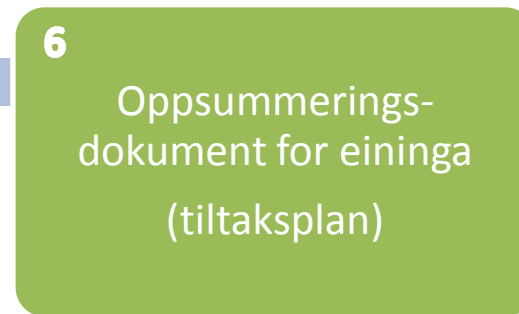
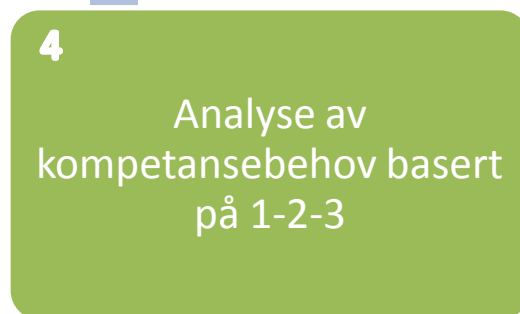
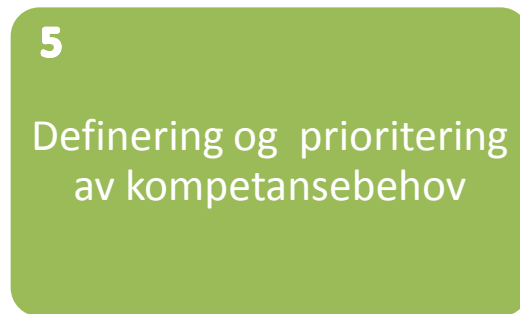
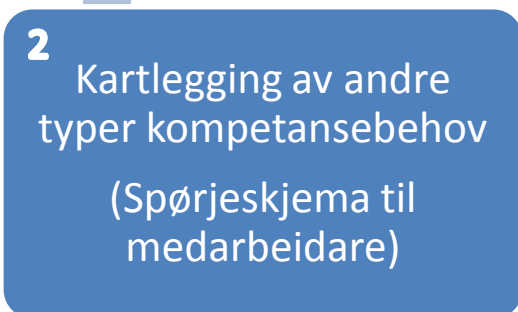
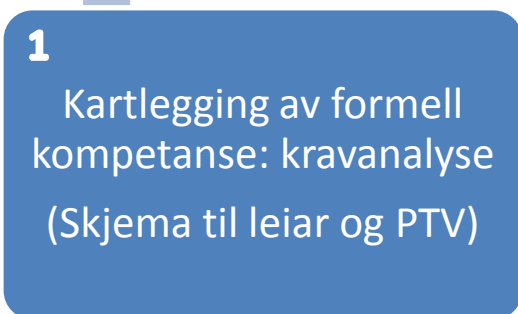
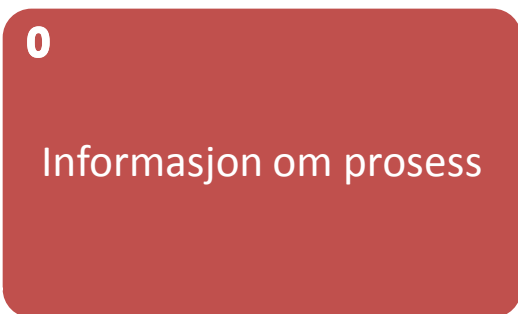
Forr.

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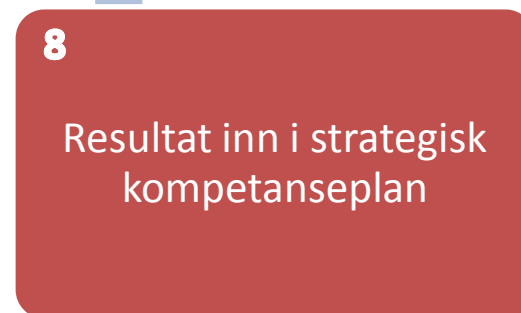
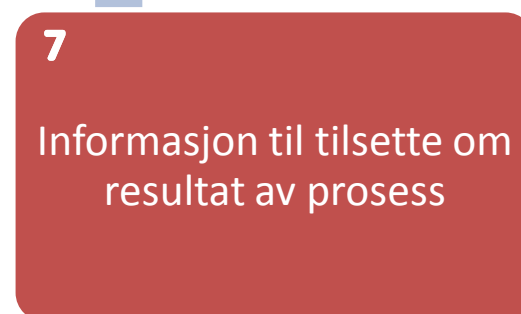
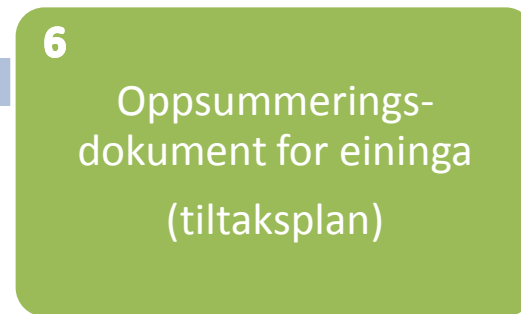
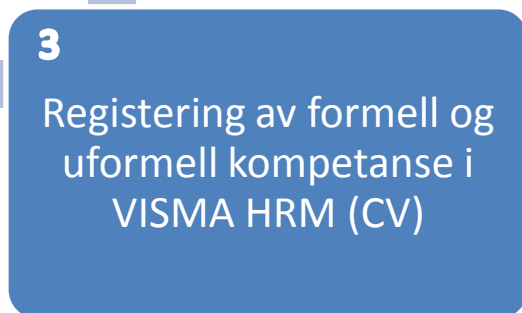
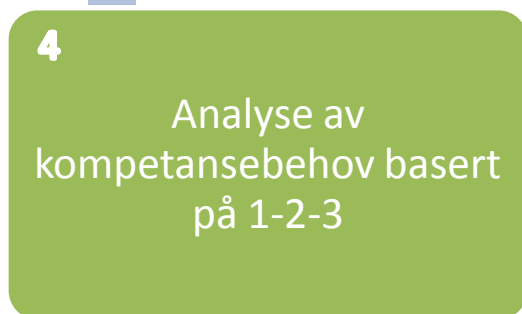
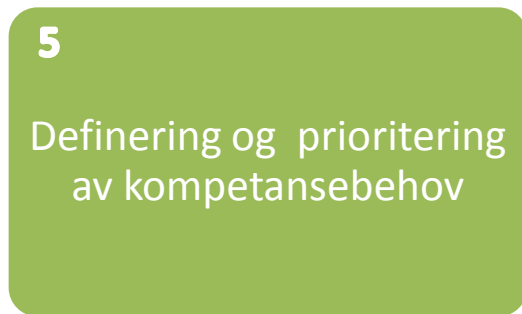
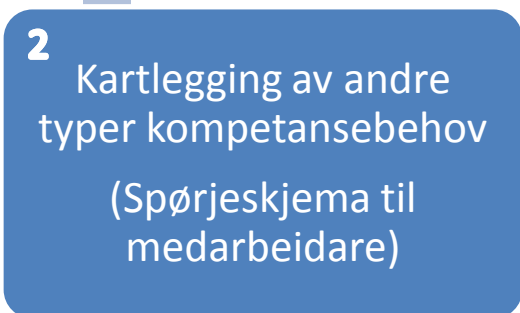
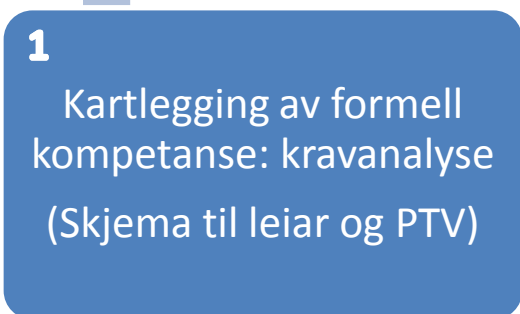
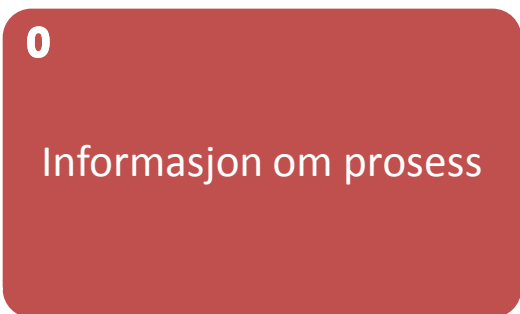
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Oppsummering

- Eit notat for kvar eining. Notatet gjer føringar for:
 - Kortsiktige tiltak
 - Langsiktige strategiar





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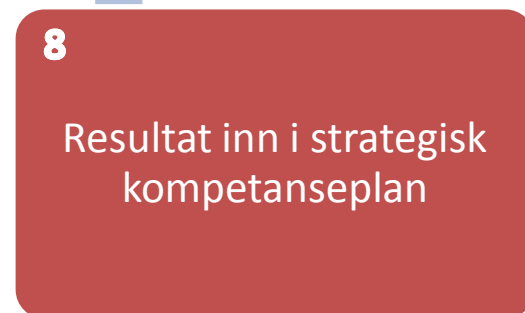
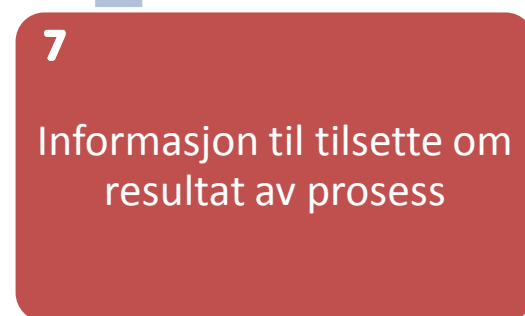
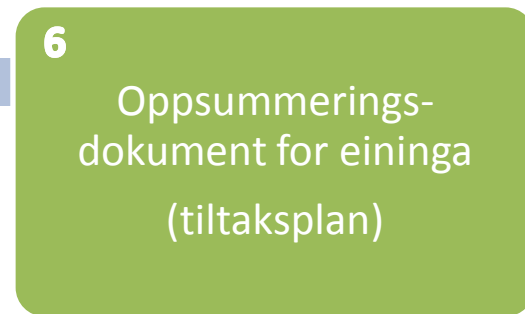
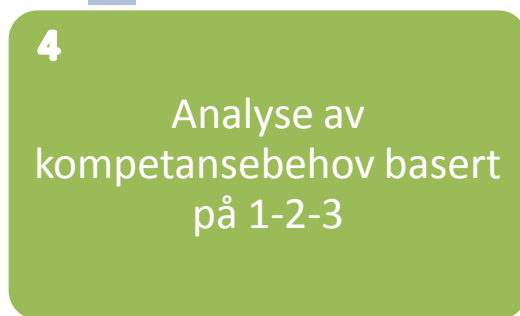
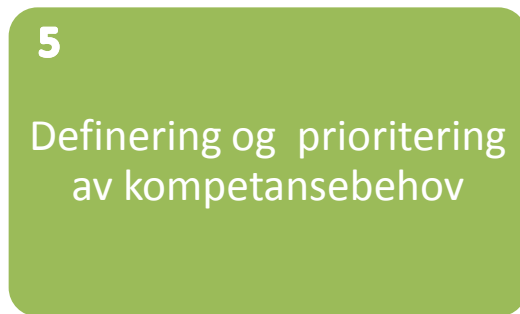
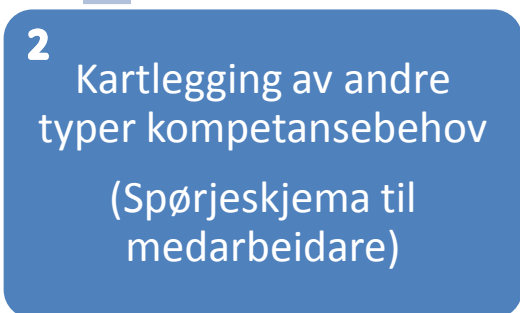
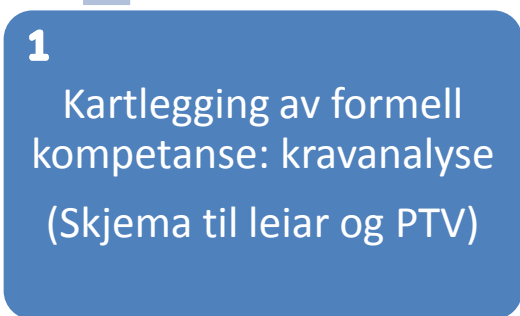
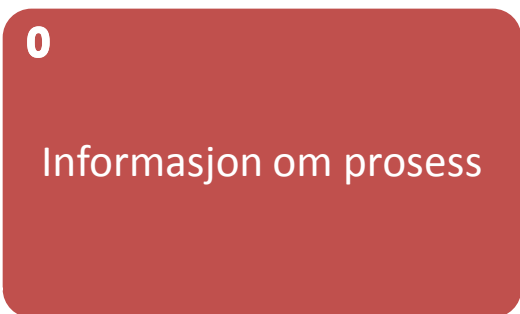
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Strategisk kompetanseplan

- ~~Hovudmål for det overordna prosjektet~~
 - ~~Skal utarbeidast i 2014~~
 - ~~Implementerast i 2015~~
- Tek tid, to pilotar, og nå i november kartleggjast ca. 50 einingar.



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