Career in Swedish.....
Just a few Facts and Figures:

1943: IKEA registered as a company (Ingvar Kamprad Elmtaryd Agunnaryd; he was 17 years old

50’s: first catalogue is distributed, developing own designs – and starting to pack them flat

60’s: Polish productions “rescues” IKEA

70’s: Switzerland, Germany, Austria, Canada…

80’s: USA, UK, Italy…

90’s: China, Poland, Spain…

00’s: Russia, Japan, Internet

2005: 200 stores, 90 000 employees

2008: 231 stores, 118 000 employees
IKEA’s basic view upon our people is stated in our

**Human Resource Idea**

To give down-to-earth, straightforward people the possibility to grow, both as individuals and in their professional roles, so that, together, we are strongly committed to creating a better everyday life for ourselves and our customers.
Attracting the right people

- We will build a global, unified position as the “Employer of choice” (Home furnishing, success, values)

- Our new co-workers are selected based on our values and are a part of making IKEA’s culture a living reality (Recruitment through values and introduction)

- We are in the business of home furnishing. Therefore our ambition is to recruit people with an interest in life at home and home furnishing
Retaining our people

- Through offering our co-workers an honest and straightforward ambition to meet them as individuals, recognising their different needs over time we will make them stay, develop and succeed.

- We give them challenging goals, constant development, recognise performance and celebrate success.

- It is fun to work at IKEA.
Apprentices at IKEA

Education Fields:

- Retailing with focus on Homefurnishing
- IKEA Food
- Warehouse/Logistics
- Accounting
Education at IKEA

- Start in Store – stay there for about 3 years
- Experience a deep knowledge within all departments – accompanied by a buddy
- Before department change ➔ feedback-talks on performance
- Regularly Jour Fixes on special Topics
- Trainings off the job
- “Speciality Phase” – in other store
- Learning Contract for further steps
Development Paths

- Beside professional Trainings on all Levels, our co-workers are supported by several Leadership/Management Trainings
- Most of them are based on “Self Managed Learning”
- clear target: **to take responsibility for OWN development**
A set of shared Values

Thank You!

IKEA