



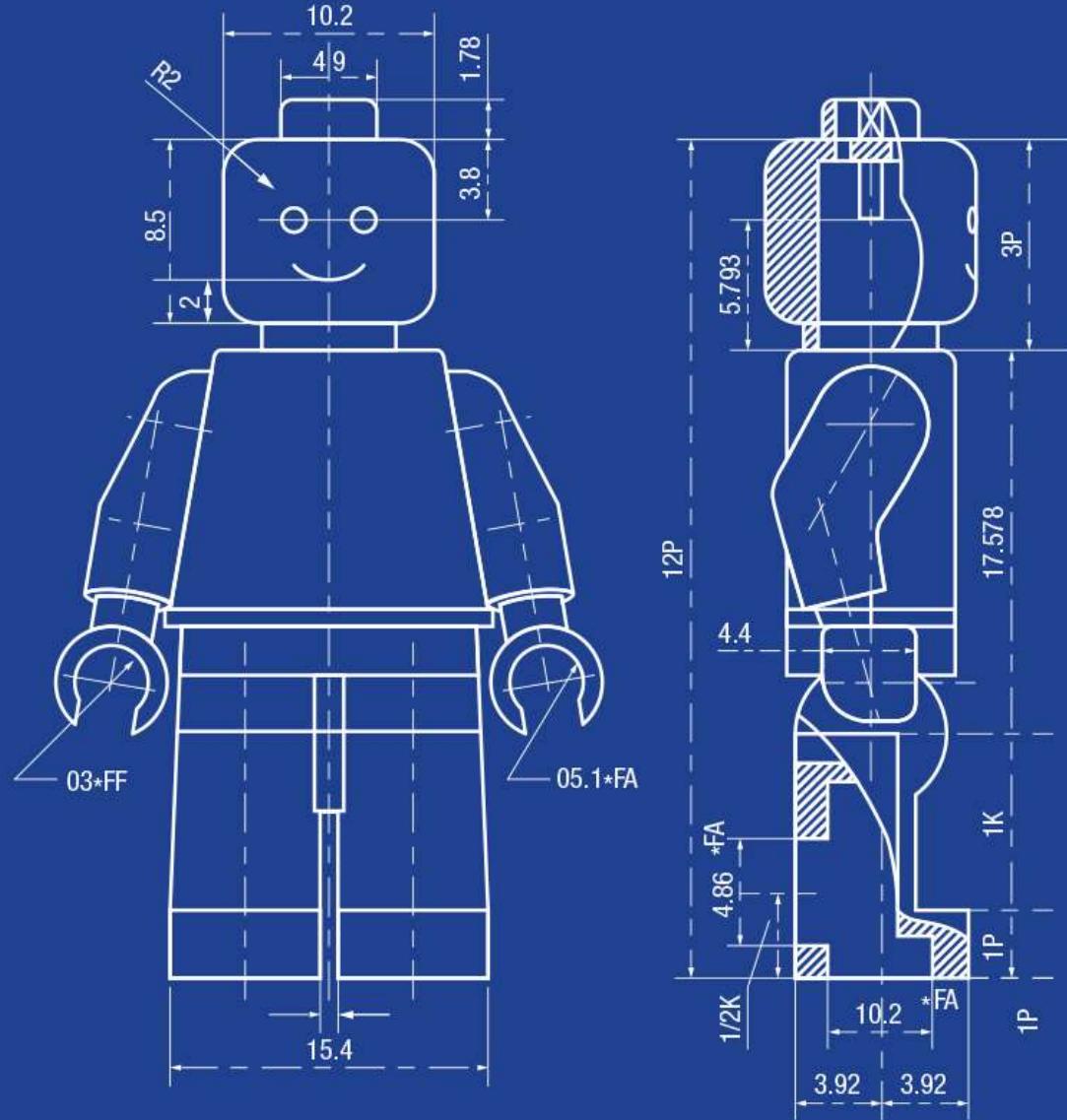
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A close-up photograph of a magnolia flower with large, pinkish-white petals and a green leaf bud, set against a blurred background of a white building with blue-framed windows and a clear blue sky.

Opening up the Swedish Labour Market Through Cross-sector Collaboration

JOHAN LINÅKER, PHD





About Johan

What do I mean by ecosystem?

A close-up photograph of a honeybee pollinating a white flower. The bee is positioned in the center-left, facing right, with its wings partially spread. It is perched on a small, delicate white flower. In the background, several other flowers are visible, along with a bright blue sky.

Metaphor from Biology



Android's ecosystem



Government-as-a-platform



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JobTech Development Extensions
(Open Gov Data and Open Source Software)



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JobTech Taxonomy



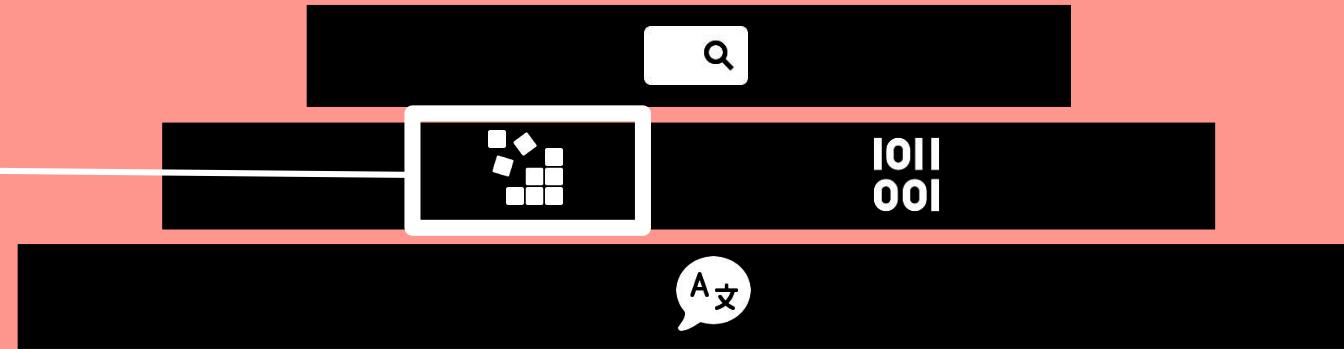
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JobTech Jobs



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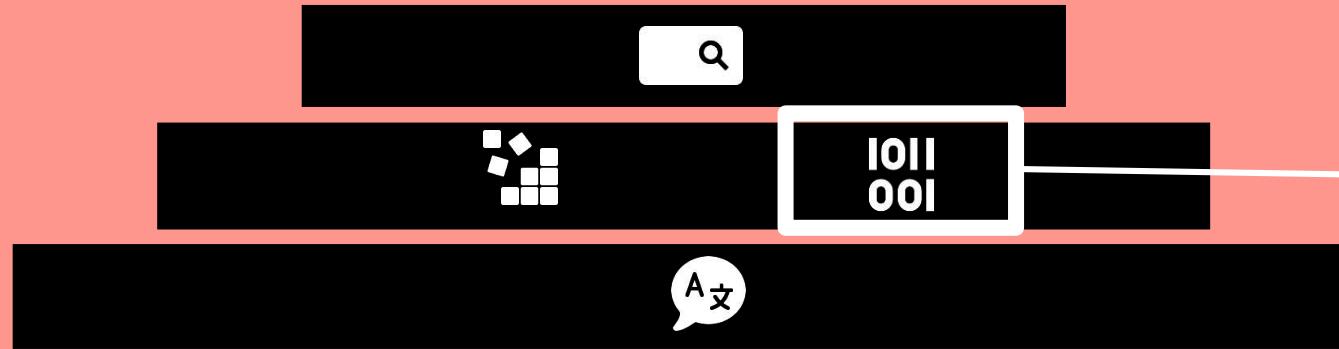
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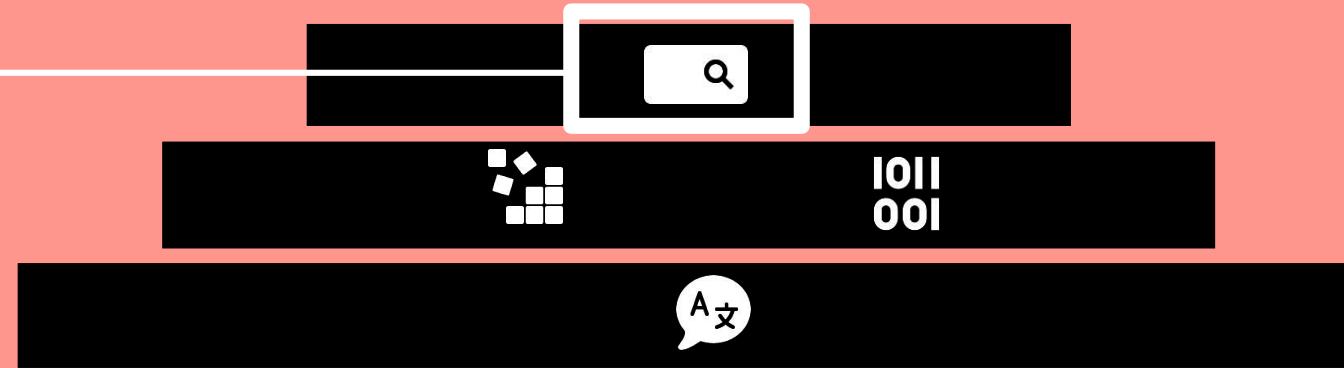


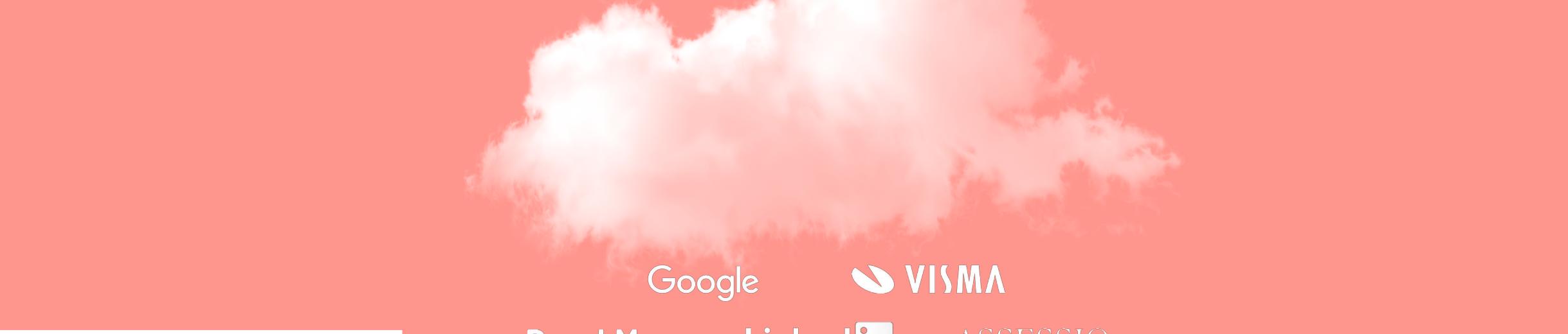
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JobTech Search





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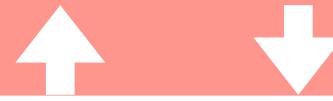


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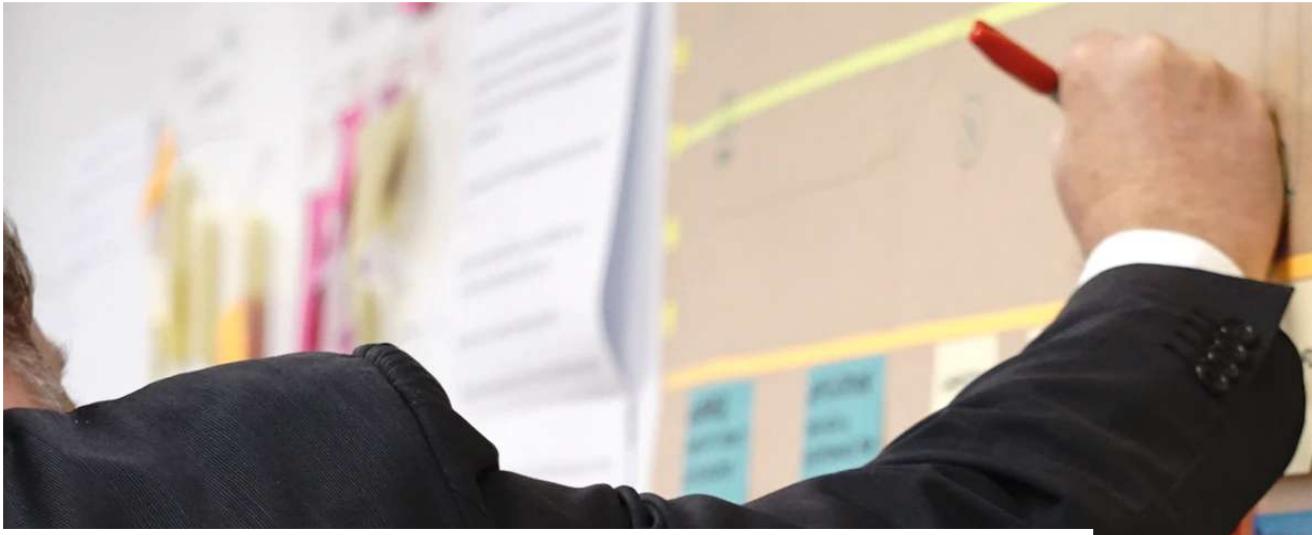


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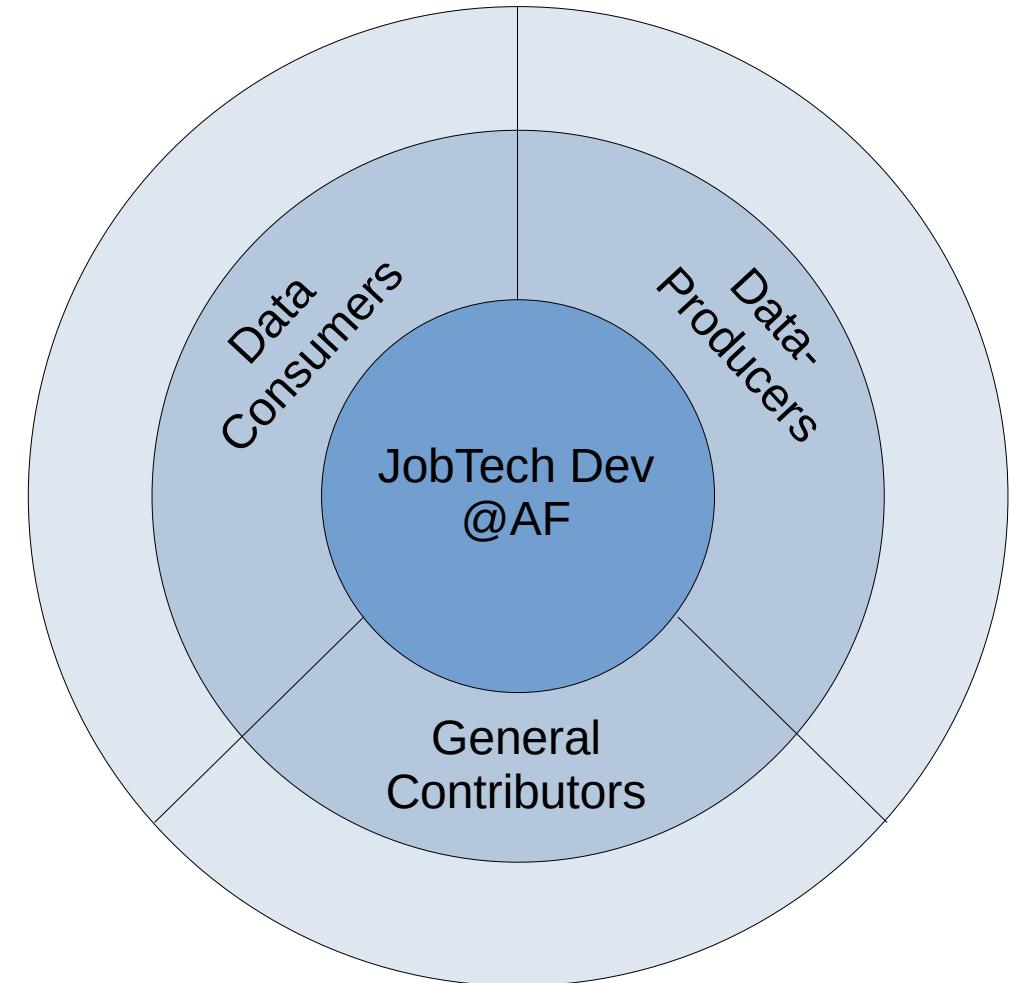


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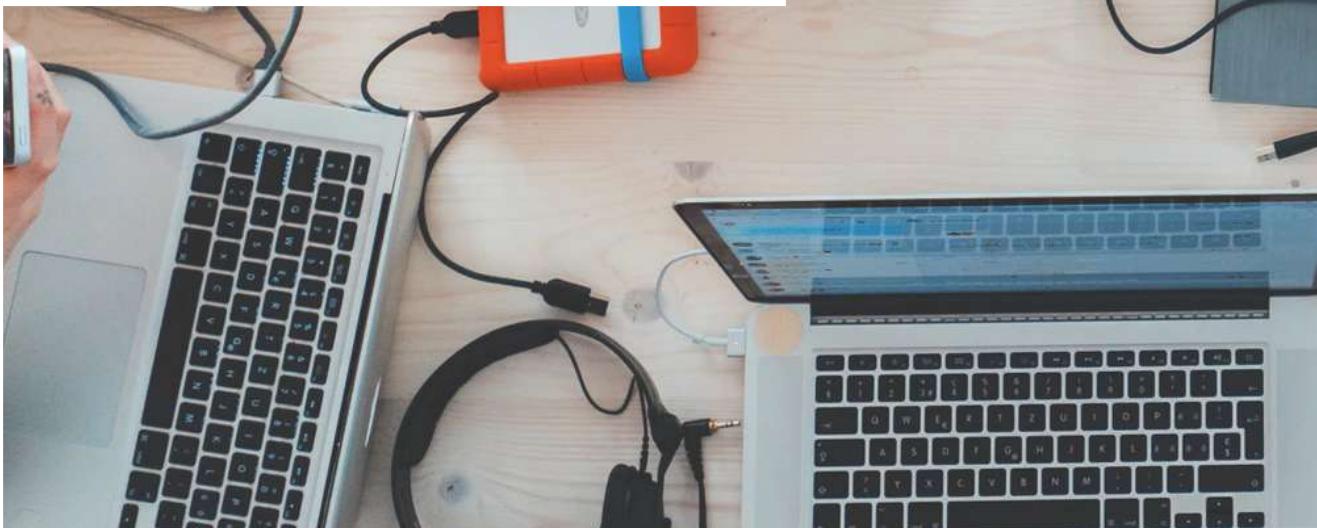


Ecosystem Governance





Current way of working



- Autonomous team structure, partially decentralized
- Each team responsible for one product or part of the platform
- Openness varies between teams
- Issues, support and feature requests via Servicedesk, mail, Slack and physical meetings.



Current way of working



- Code available and actively developed on Git{Hub|Lab}
- Quality of documentation varies
- Requirements engineering mostly internal thus far. Closed roadmaps.
- Meetups and hackathons used to some degree to gather requirements and explore use cases

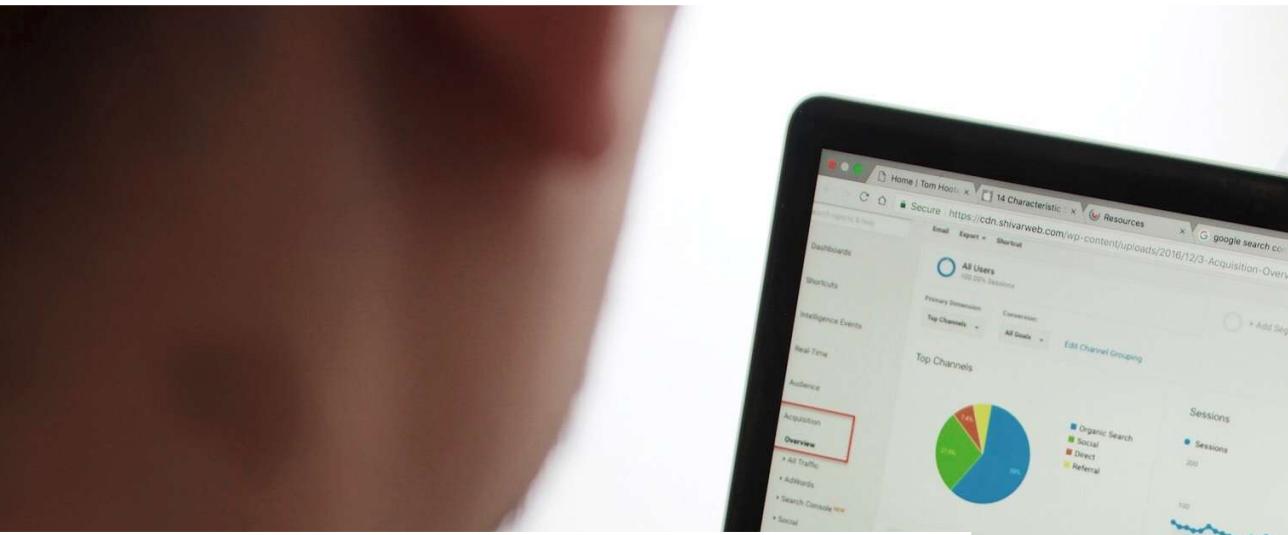
A photograph of a person climbing a large, light-colored rock face under a clear blue sky. The climber, wearing a pink tank top, black shorts, and a green helmet, is seen from behind, reaching up towards the top of the frame. The rock has distinct horizontal layers. In the upper right corner, there are several bright, circular lens flares in shades of green, yellow, and purple.

Challenges with going Open



Transparency of Work

- Showing up one's work openly and transparent for knowns and unknowns may imply...
 - Sense of embarrassment
 - Sense of responsibility
 - Sense of accountability
- On the other hand...
 - Opportunity to get feedback and learn from others
 - Sense of pride
 - Quality often becomes better
 - Public and personal CV
 - OSS Licence → Use at own risk
- Management and organizational support pivotal

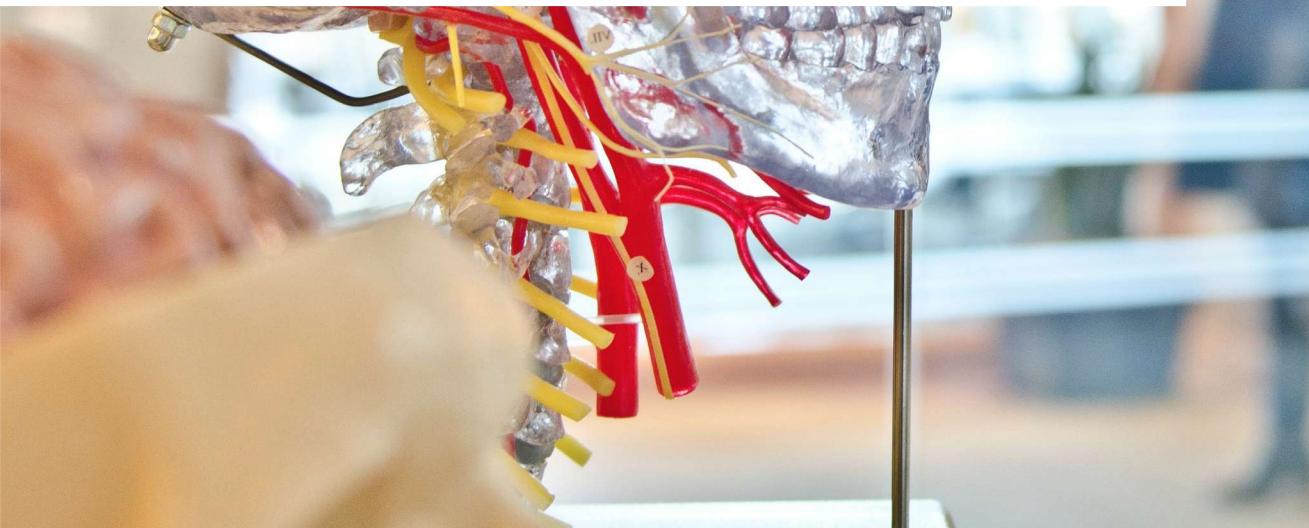


Resource Availability

- Time for community work,
 - Community work not seen as a part of business goals by managers
 - Community work not seen as a part of team goals by developers
- Management and developers need to set community goals aligning with business and team goals



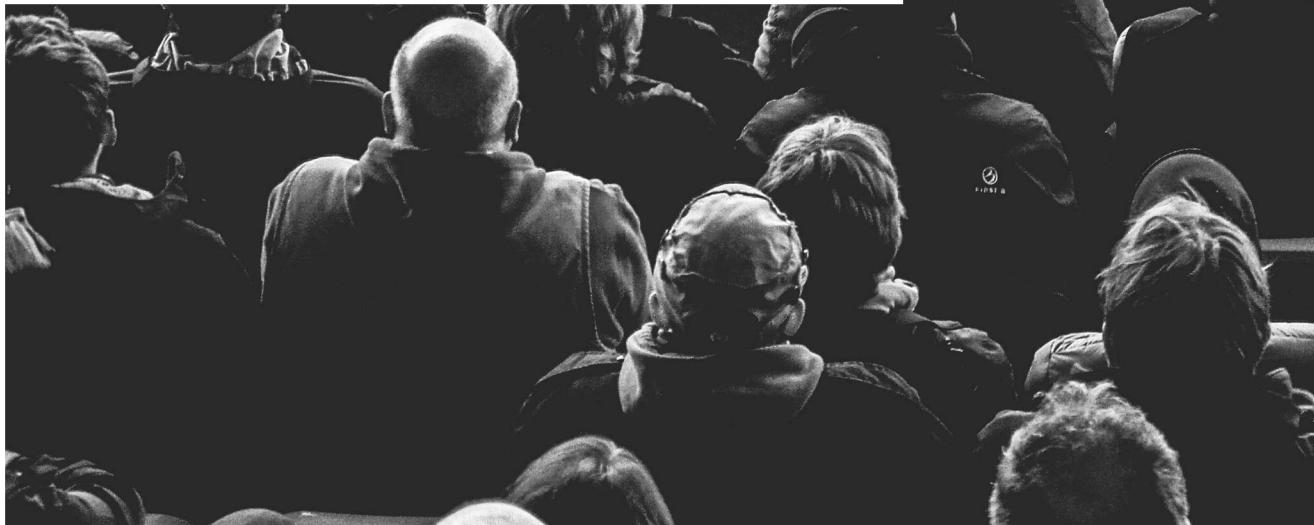
Creating an Open Mindset



- Switching from a closed to an open and collaborative mindset
 - "Not what I signed up for"
 - "Why should I answer that question?"
 - "I'm busy"
- May feel as unnecessary overhead doing discussions online with colleagues sitting on other side of table
- Striking a balance on what to do online and offline
- Consider community members both as customers/end-users and colleagues



External Impact on Priorities



- People and organizations from outside the company are prioritizing your work
- Customer-driven and collaborative development!
- External opinions does not have to imply the final say
- Part of an overall requirements engineering process



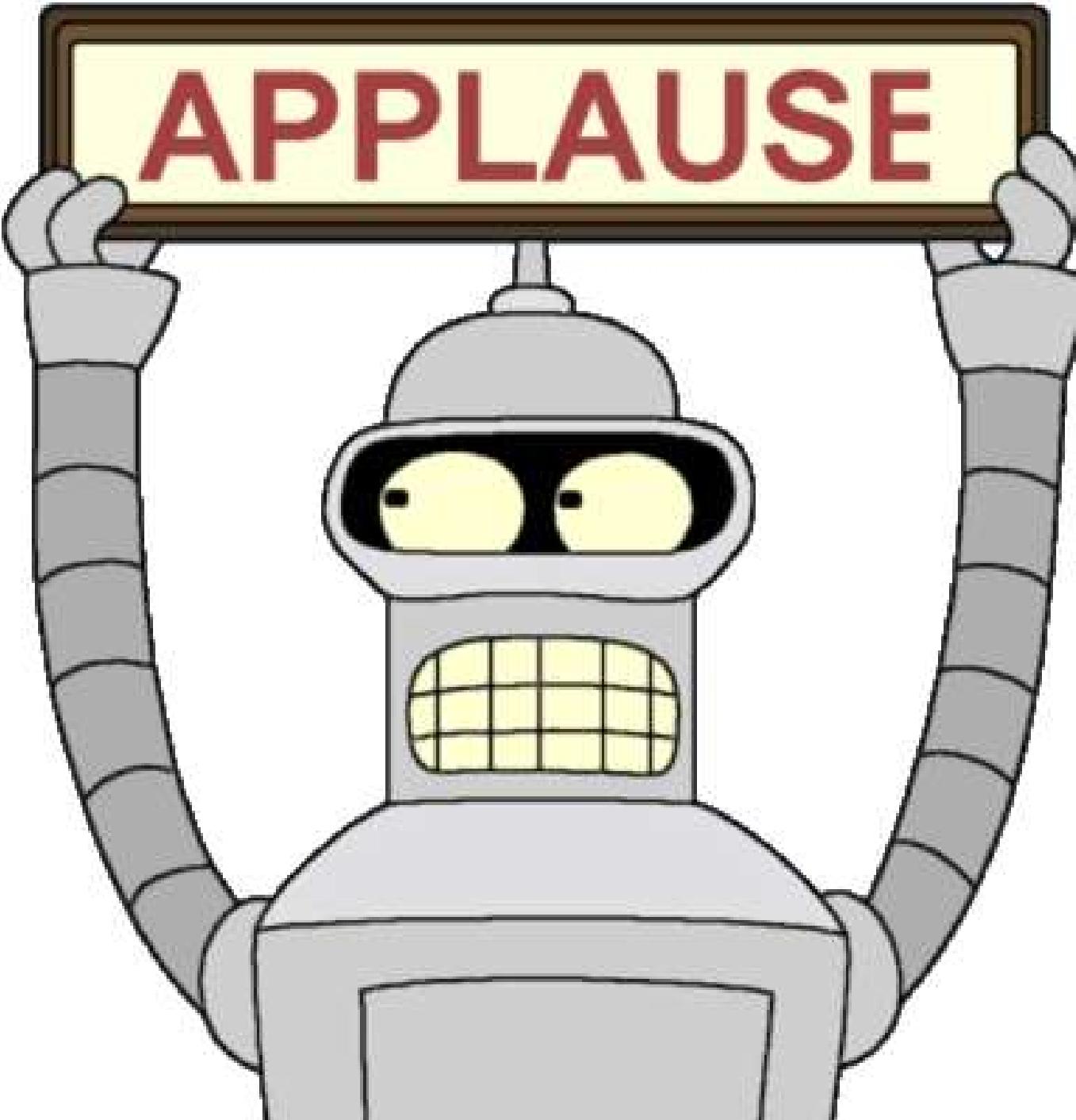
TRAFIKLAB

<https://www.trafiklab.se/>

Other examples



<https://www.hsl.fi/en/opendata>



APPLAUSE



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