

Development of Human Resources Skills

The Committee's Work
Programme

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Role of Committee TC 1.3

The Technical Committee has been given three areas of research (as part of *Strategic Theme 1- how to improve the governance and management of road administration, in accordance with international best practice*)

It is investigating ways to improve the

- Governance and Structure
- Development of appropriate Human Resources Skills and
- Indicators of the Performance
of road administrations

Work Programme

- First, the working group has reached an initial view of the key issues
- It has identified two work streams and has decided to develop best practice recommendations on
 - **Competencies**
 - **Education and Training**

Competencies


“A description of -

the Knowledge

and Skills

and Behaviours

That make a person suited for their job”



**What are the competencies
necessary to face the future
challenges?**

Information is being obtained from -

- Committee members
- Road administrations –websites
-questionnaire
- Industry experts

And will be analysed by stage of road administration development and illustrated by case studies

What are the new ideas and innovative methods introduced in the field of education and training in road and road transport ?

Different recommendations may be needed for developed and developing countries

Information being obtained from

- Literature review
- Questionnaire
- Experts

and will be used to develop recommendations
on best practice

Questionnaire

Questions on –

- Use of competence levels
- Future needs
- Changes in training and education
- Problems in carrying out HRM policy

First results from 19 Road Administrations

Use of competence levels

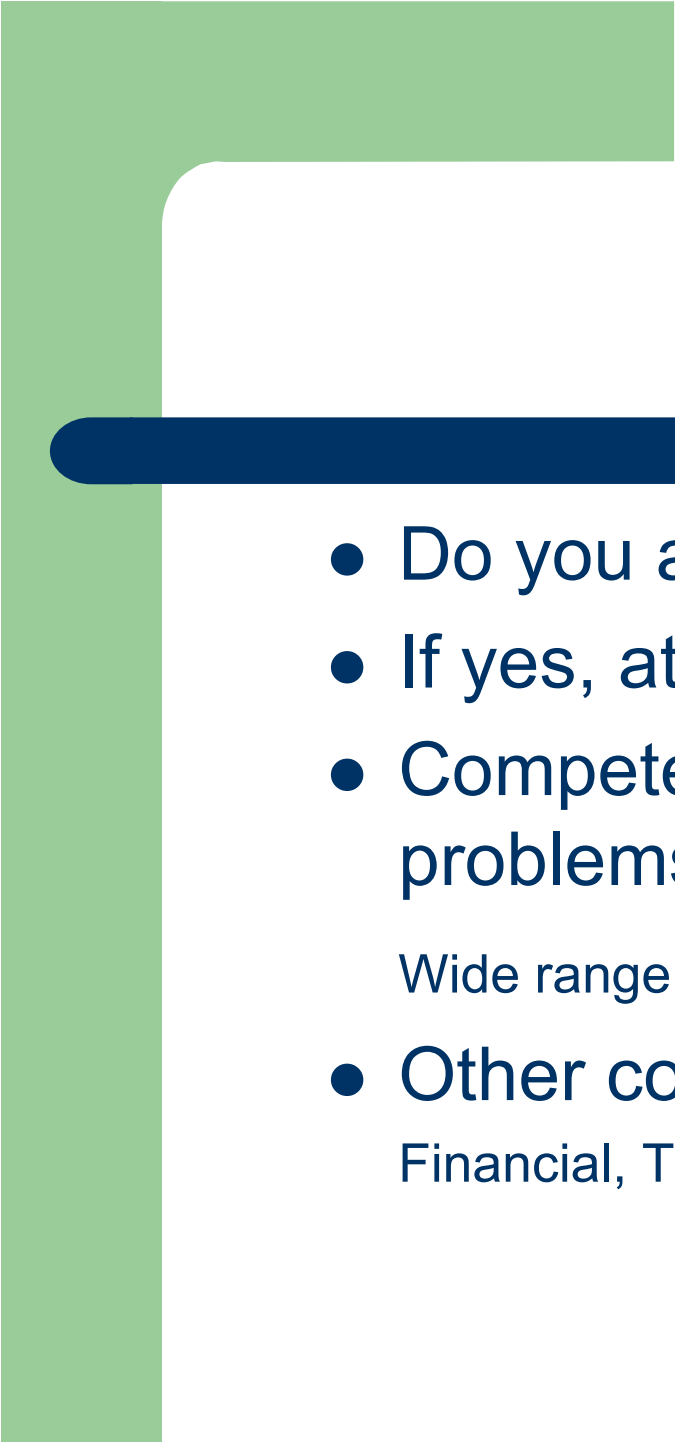

- In recruiting and review of performance?

A little- 6

A lot - 12

No - 1

- For recruitment, is competence assessed by an outside organisation?- 9

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- Do you assess competencies internally? 14
 - If yes, at what levels?
 - Competencies which you have serious problems obtaining?

Wide range including all Planning, Engineering etc

- Other competencies needed in next 5 years?
Financial, Traffic planning, Environmental, Legal

Training and education changes ?

- Promote new courses eg freight transport
- Procurement, customer and result orientation
- Financial management oversight training
- Financial assistance for additional staff education, scholarships
- Holiday work and graduate schemes above establishment

Problems in carrying out HRM policy?

- 10 do not have a problem
- The others – downsizing (while maintaining expertise)
 - lack of flexibility (salary rules)

Do You Agree?

- The Committee needs feedback to continue its work programme
- Comments and questions please