



**XXIVth World
Road Congress
Mexico 2011**
Mexico City 2011.

Human Resources for the Future

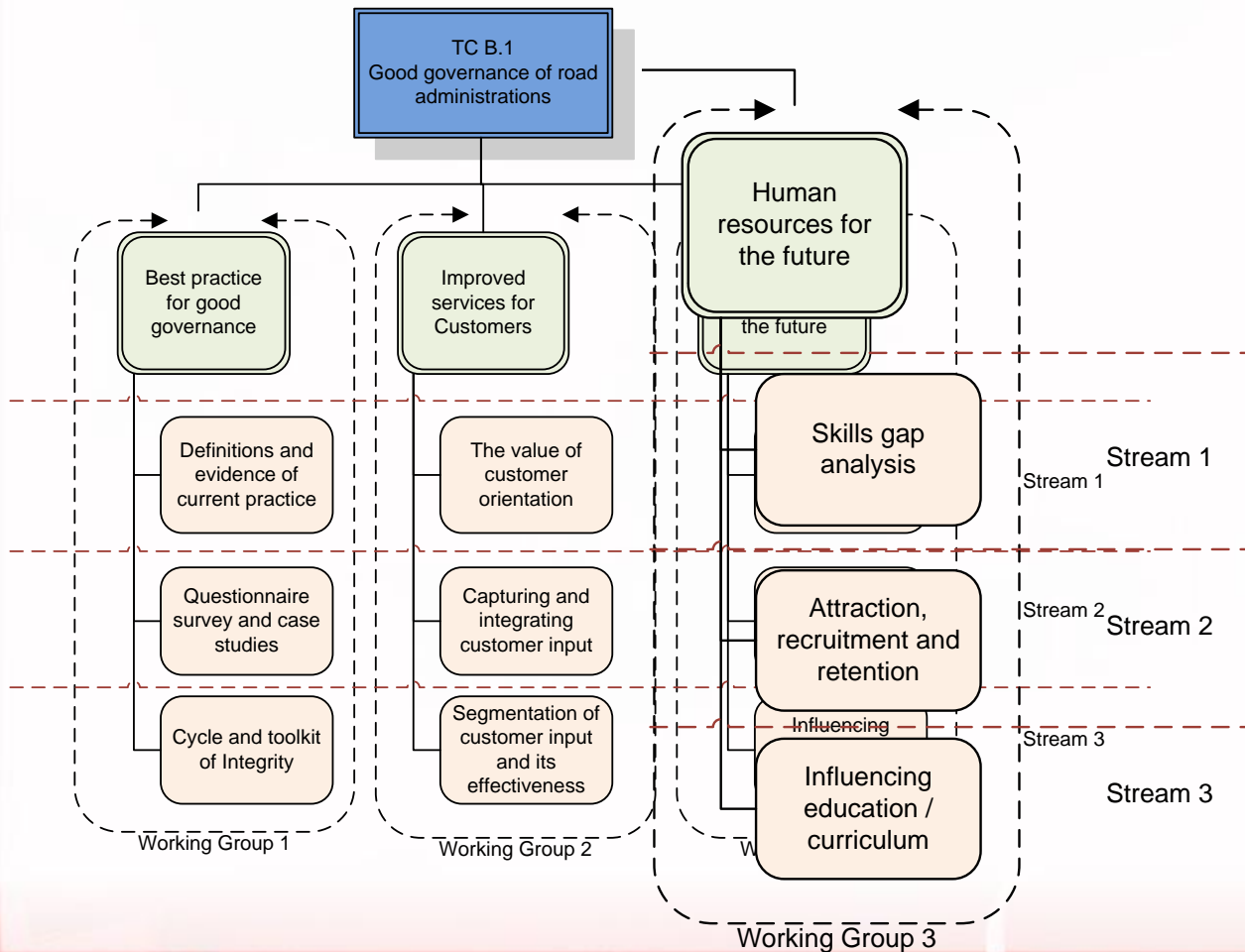
Brendan Nugent

- Department of Transport New South Wales
- Director, Business Strategy and Performance
- Brendan.Nugent@transport.nsw.gov.au



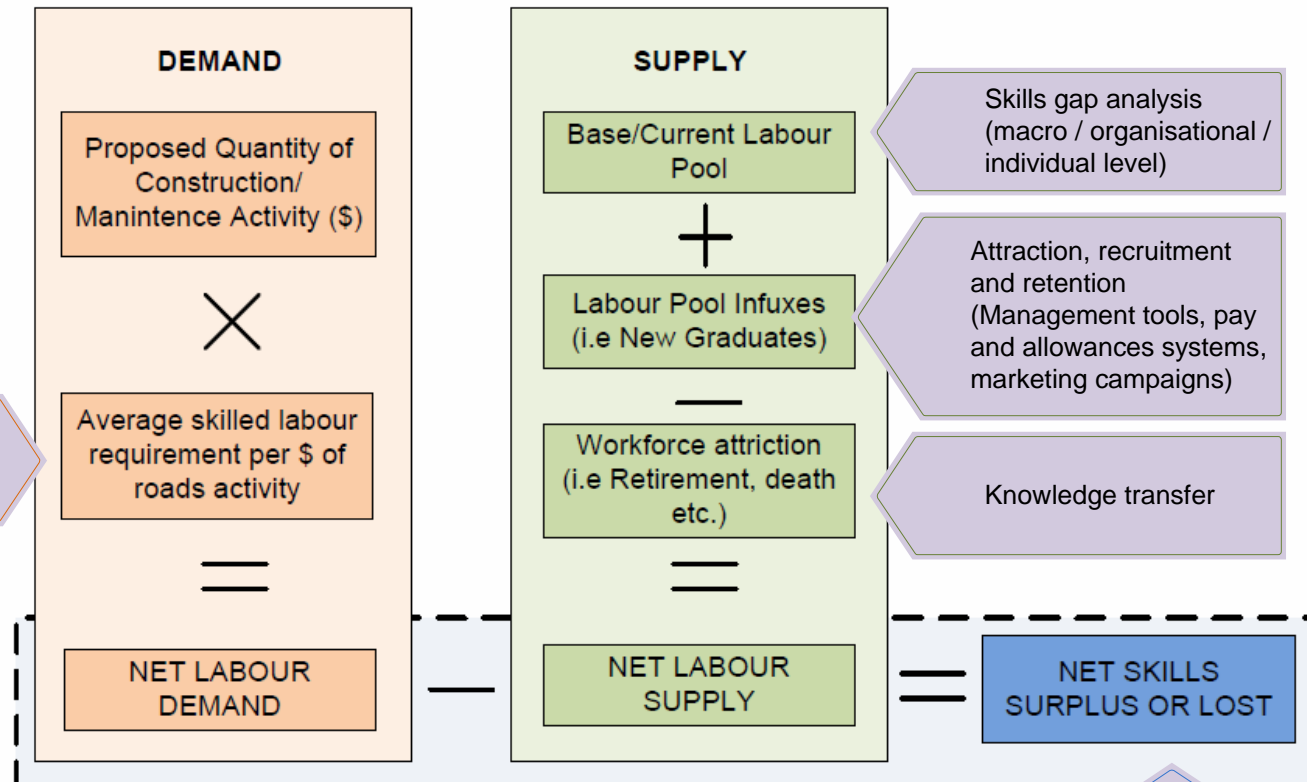
Transport

THREE AREAS OF INTEREST ('streams')

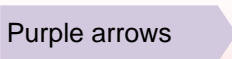
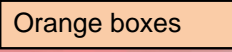
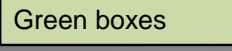


SUPPLY AND DEMAND CHAIN

FOCUS OF THE WORKING GROUP 3



Increasing efficiency through training and influencing curriculum

- Key:**
-  : Focus of WG3
 -  : Demand
 -  : Supply

SKILLS GAP



CASE STUDIES GATHERED AND ANALYSED

THEME	COUNTRY	ORGANISATION	SUBJECT
I - SKILLS GAP ANALYSIS	Australia and New Zealand	Austrroads	International analysis - Macro level analysis
	Finland	FINNRA	Personnel Evaluation Scheme - future skills and competence at an organisation level
	Japan	Ministry of Land Infrastructure, Transport and Tourism	Personnel Evaluation Scheme - managing skills at an individual level
II - ATTRACTION, RECRUITMENT AND RETENTION	Belgium	Brussels Mobility	Salary parity and capability assessment programme - structure, management tools and pay and allowance systems
	Spain	Spanish Civil Engineers Association	Research of expectations, perceptions and career choices of civil engineers in the private and public sectors
	Australia and New Zealand	Austrroads	National skills marketing plan
III - EDUCATION AND CURRICULUM	USA, Canada and South Africa	AASHTO FHWA SANRAL	Increasing the pool of potential candidates through influencing school age children - Educational Support Programmes for Science and Engineering
	Mali (and other West African countries)	West African Economic and Monetary Union (UEMOA)	Influencing tertiary and technical curriculum to get the skills required to deliver appropriate outcomes



CONCLUSIONS

- Understanding of the skills gap is essential for any road administration
 - particularly true for developing and transitioning economies
- Performance management system useful to align personal and work development goals with organisation objectives → success



RECOMMENDATIONS

- HR for the future requires skills levels to be monitored
- Human resources are a key part of the capital investment
- Data available must be a primary consideration
- Strategies:
 - ✓ Growing your own pool of resources
 - ✓ Building on existing competency
 - ✓ Reassessing the core competencies the organisations needs



ATTRACTION, RECRUITMENT AND RETENTION

CONCLUSIONS

- Engineering careers need to be at the forefront of young people's decision making
- Road sectors need to consider what their 'value proposition' is to prospective employees
- 'Influence' is one of the key competencies



ATTRACTION, RECRUITMENT AND RETENTION

RECOMMENDATIONS

- Joint and coherent solutions and strategies across the sector (private and public)
- Campaign to increase the pool of people interested in road based technical roles
- Research what drives and motivates the young people of your region
- Implement performance management systems rewarding competence



CONCLUSIONS

- Boost supply = Increase the existing or potential candidate pool
- Students to study the prerequisite courses
- Need to influence the curriculum to provide a high quality professional
- Partnering with the education providers can also help reduce potential future gaps



RECOMMENDATIONS

- Consider the whole student life cycle (primary, secondary and tertiary)
- Partnering with education critical to supply chain of labour
- Contracts requiring skills need to reflect the skills market (developing countries)
- Maintenance and development contracts should be used to provide skills development and training to staff



THANK YOU

Brendan Nugent

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QUESTIONS

