



# Training of senior road executives

## Harry Evdorides

- University of Birmingham,  
Department of Civil Engineering
- Lecturer, PhD, Eurlng, MIHT
- [H.Evdorides@bham.ac.uk](mailto:H.Evdorides@bham.ac.uk)
- [www.eng.bham.ac.uk/civil/](http://www.eng.bham.ac.uk/civil/)



# Contents

- Introduction
- Postgraduate courses
- Short courses
  - Road financing
  - Institutional issues
  - Road maintenance management
- Conclusions

# Introduction

## → Aim

- Improve job performance by extending knowledge
- Develop skills
- Modify attitudes

## → Areas of training

- Institutional issues
- Maintenance and operation of equipment
- Materials

# Introduction

## → Reasons for training

- New employees
- Labour shortages
- Mitigate high turnover of staff
- Provide new knowledge and skills because of road sector changes
- Improve quality of work, raise staff calibre, prevent deterioration in performance



# Training needs analysis

- Determine needs
- Determine training priorities
- Complementary requirements (new technologies, new management systems)



# Training types

- Internal training
- External training
- On-the-job training
- Classroom training
- Out-of-country training



# Training types

- **MSc training** (classroom training, out-of-country training)
- **Short courses** (classroom training, external training, out-of-country training )

# MSc training

- **MSc training:** form and content of a typical course
  - Taught elements
  - Research elements
  - Assessment
  - Duration of studies
- **Qualification obtained:** University degree (postgraduate)
- **Results:** long-term and short-term



# Short courses

- **Short courses:** form and content of a typical course
  - Specific topic
  - Heavy involvement of the industry
  - No assessment
  - Day-courses week-long courses
- **Qualification obtained:** certificate (of attendance), CPD
- **Results:** short-term and long-term

# Resources and course content

## → Resources

- Owner of the course (coordinator)
- Experts
- Administrator
- Support from the industry

## → Course content

- Lectures & Case studies
- Workshops
- Site visits



# Course contents: Road finance

- Issues and opportunities
- Role and scope for private financing
- Assessing costs and options
- Managing a road enterprise/fund
- Appropriate road sector financing solutions



# Course contents: Institutional issues

- Ownership, administration and policy
- Reform of institutions and management
- Procurement of maintenance contracts
- Managing and making reform
- Human resources issues

# Course contents: Road management

- Management of the road asset
- Data
- Management and use of data
- System implementation
- Asset management

# Concluding summary

- Aim, areas and reasons for training
- Needs analysis and training types
- Types of courses
  - MSc courses
  - Short courses
- Resources, commitment, time



# Training of senior road executives

**Thank you**

Harry Evdorides,  
University of Birmingham, UK