

**GOVERNMENT OF TAMIL NADU**  
**HIGHWAYS DEPARTMENT**  
**Tamil Nadu Road Sector Project – II**  
(Loan No: 8499-IN)  
**Request for Expression of Interest**

**Assignment Title:** Training needs assessment and management for effective resource utilization in Tamil Nadu Highways Department

**Reference No.:** IN-TNRSP-6091-CS-QCBS

**Background Note**

**Introduction:**

1. The Tamil Nadu Highways Department (TNHD) was established in the year 1946. As on date, TNHD is maintaining 62,460 km of road network in the State. The department has a clear mandate of creating, augmenting and maintaining the road infrastructure of the State with a vision to “*increase the capacity, connectivity, efficiency and safety*” so as to achieve the balanced socio-economic development amongst all sections of the people and regions of the State. The development of better connectivity, broader roads, Stand alone Ring roads, Bridges, Railway Over Bridges (ROB)/ Railway Under Bridges (RUB) are aimed to achieve this vision.
2. The TNHD functions with nine wings under the overall coordination of the Director General, Highways. Planning, Design & Investigation and Highway Research Station (HRS) are two wings who do not execute / implement Projects/ works, whereas the implementation of works are looked after by Construction & Maintenance, National Highways, Nabard & Rural Roads, Projects, Metro and Tamil Nadu Road Sector Project-II Wings. In addition to above, the undertakings of Government, Tamil Nadu Road Development Company & Tamil Nadu Road Infrastructure Development Corporation implement special projects of the department.
3. The TNHD is implementing various road infrastructure projects and has a stiff target of implementing projects to the tune of INR 1,34,600 Cr. in the forth coming

- years as envisaged in the Vision 2023 which necessitates augmentation of capacity and enterprise level efficiency to meet the challenges.
4. The TNHD is committed towards the capacity building of its human resources to meet the challenges of the technological developments in the field of highway engineering and intended to take initiatives in meeting the challenges. Now, the Government of Tamil Nadu had taken up improvements of certain road networks with the loan assistance of the IBRD ('The World Bank') under Tamil Nadu Road Sector Project-II and intends to apply a part of proceeds of this loan to eligible payments to the "Consultancy Services for training needs analysis and management for effective resource utilisation in Tamil Nadu Highways Department" under Institutional Capacity Enhancement (ICE) Component.
  5. The stakeholders in this training include technical and non-technical personnel of the TNHD. The study aims at strengthening the professional training of two groups: i) Trainers ii) Trainees a) Trainees (Technical) b) Trainees (Non-technical) personnel of TNHD. While the Trainers will promote, organize and impart training, the trainees get the requisite knowledge and concept through formal training.

### **Purpose of the service**

1. Training as a function is important for improving efficiency of the Organization. Systematic training and development is absolutely essential for creating ground for success of the Organization. Moreover, it has been universally accepted and acknowledged that training of the workforce continually could reap major benefits to the Organizations and hence TNHD is neither averse nor immune to this phenomenon.
2. The purpose of the service is to assess and make recommendations to improve the knowledge of stakeholders significantly with multi-sectoral approaches to Highway Engineering & Management.

3. Training would improve the capacity of handling highway projects considering the newer technologies, size of the project etc., keeping in mind the immediate need for augmentation of the same.

## Objectives of the Service

The objectives of these consultancy services are to:

1. **Training need assessment:** Identify the gaps of knowledge of technical and non-technical personnel in TNHD and suggest suitable measures to produce expected public service by training needs assessment study.
2. **Training calendar:** Design and develop Comprehensive Annual Training Plan (CATP) from short-term to medium-term and medium-term to long-term for all personnel of TNHD including freshers covering various groups of staff with approximate budget.
3. **Training content:** Develop curriculum for various training programs as planned in the CATP.
4. **Implement select program:** Implement selective training programs proposed in the CATP in consultation with TNHD and evaluate the effectiveness.
5. **Augment existing system:** Study the existing training system in TNHD and suggest measures for creating an exclusive training wing within TNHD.
6. **Exposure Visits:** Expose the Engineers of the Department to the best practises across the world, in providing sustainable eco-friendly green roads.
7. **Support Implementation:** Assist in getting the necessary approvals from the Government for training plan, training centre development plan and related budget.

## Outline of Scopes & Tasks

- ❖ Training needs analysis and assessments
- ❖ Formulation of Training Plan
- ❖ Establishment of Training & Knowledge Management System
- ❖ Training to Trainers Programme (ToT)
- ❖ Business Development Plan for Training Centre
- ❖ Implementation of Training Programmes

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