

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

**Assignment Title:** Training need assessment and management for effective resource utilization in Tamil Nadu Highways Department  
**Reference No.:** IN-TNRSP-6091-CS-QCBS

This request for expressions of interest follows the general procurement notice for this project that appeared in this notification.

The Government of Tamil Nadu (GoTN) has received a Loan from INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (IBRD) toward the cost of the Tamil Nadu Road Sector Project –II (TNRSP-II), and it intends to apply part of the proceeds of this Loan to payments under the contracts for provision of services for “**Training needs assessment and management for effective resource utilization in Tamil Nadu Highways Department**” in Highways Department, Government of Tamil Nadu. The objectives of these consultancy services are;

1. ***Training need assessment:*** Identify the gaps in 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.

The scope of the services shall include: (background note is available in [www.tnrsp.gov.in](http://www.tnrsp.gov.in))

- ❖ 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

The consultancy contract period is expected to span a period of about **Fifteen (15) months**. The Superintending Engineer (ICERS Cell), Highways Department on behalf of, His Excellency The Governor of Tamil Nadu now invites eligible Consultants to express their interest in providing the Services. Interested firms should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The short listing criteria are:

1. Nationally recognized consulting firm with good understanding of regional issues & experience in executing similar projects in similar contexts (Viz. Training Need analysis & assignments, Formulation of Training Plan, Establishment of Training & Knowledge Management system, Business development plan for Training Centre & implementation of Training programmes with Train the Trainer programmes.).
2. Relevant experience in South India
3. Experience in projects funded by World Bank / Asian Development Bank / any Multilateral agencies

Consultants should provide information such as their roles in executing the above services (whether a sole provider or a partner in a joint venture).

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's *Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants] by World Bank Borrowers, January 2011* ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications.

Consultant will be selected in accordance with the Quality and Cost Based System (QCBS) set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours *i.e. 1100 to 1700 hours and also downloaded from [www.tnrsdp.gov.in](http://www.tnrsdp.gov.in)*

Expressions of interest along with credentials must be delivered in a written form to the address below (in person, or by mail and by e-mail) by August 31, 2017 up to 17:00 Hrs.

The Highways Department has the exclusive right to limit the number of firms, qualifying for the next stage of process as per the project needs.

The Highways Department reserves the right to shortlist or not to shortlist any or all of the applicant(s) without assigning any reason whatsoever.

**Superintending Engineer (H),  
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