



Rijkswaterstaat
Ministerie van Verkeer en Waterstaat

Human Resources for the Future - Attraction, Recruitment and Retention

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Importance of HRM

- The topic does not seem sexy /and or important; there is little to no international cooperation even on the national level it seems not so high on the agenda
- Staff is the major asset of each Road agency
- The competencies needed by Road Administrations vary. Much of the variation is driven by the Road Administration's policy on outsourcing and the level of network development required;
- Road Administrations are facing difficulties in recruiting across a wide range of competencies, including those required for the delivery of core business;



Challenges

- A major future imbalance in the workforce, with over 40% of Road Administration staff aged over 50.
- The framework in which large public organisations like Road Administrations are working with regards to HRM have to be found within the government as a whole and is being dominated by political decisions, So to a large extent basic elements are imposed to staff
- Retention is one of the most important elements
- How can IRF and PIARC contribute