

**CAREC Workshop on Joint Transport and Trade Facilitation  
Capacity Building Framework  
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# **Training Needs Assessment for the Transport Sector**



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# CAREC Institute's Capacity Development Program

## **PURPOSE—TRAINING THAT WILL ASSIST MEMBERS TO EFFECTIVELY:**

- formulate, guide the design of, and implement CAREC projects for maximum beneficial impacts and efficient use of funds;
- plan the necessary initial and sustaining financial streams from sources including national budgets, development partners both public and private, and user fees (as may be most appropriate for each CAREC Strategy and Action Plan component);
- operate and maintain completed projects as well as existing assets, to promote their safe and efficient use, attracting optimal demand both nationally and regionally;
- minimize and mitigate any possible negative impacts on communities, the environment, regional security, and national governmental revenues; and
- introduce into the CAREC region global best practices for the preceding, in a balanced manner.



# Training Needs Assessment Methodology

- Interviews: March-April 2009
- Questionnaires
- Consultations
- Discussions
- Input by ADB and other Professionals

# PRESENT TRAINING POLICIES

- All have training for professionals but the training often varies in terms of regularity and intensity. Railways, shipping and civil aviation have training programs.
- Most organizations do not have full time trainers on staff.
- Aside from civil aviation, further training is generally not required for a professional to maintain a position.
- Training demand and delivery appear ad hoc, which reflects an agency's or individual's interest in a particular course and access to that course.

# Preferred Training Delivery Format

- Regional and International venues and courses preferred. But no criticism of national institutions.
- Seminars and/or visits to operating facilities and agencies for 6-21 day periods preferred, with longer periods difficult for full-time professionals.
- Seminars could be sequenced (e.g., 3 phases at 3-month intervals) to develop depth of knowledge.
- Training of trainers not seen as viable="local go-betweens."



# Preferred Training Delivery Format

Delivery Format	Effectiveness ranking by responding sub-sector (average )*			
	Road	Rail	Other	All
On-the-job training within your organization	3.50	2.92	3.81	3.70
National academic/vocational specialist organizations	3.71	2.17	3.12	3.82
Regional seminars/workshops (e.g. in a CAREC country for all CAREC countries)	4.64	4.50	4.58	4.69
International seminars/workshops (e.g. in a non-CAREC ADB member state for CAREC countries)	4.95	4.83	4.96	4.92
Mixed, with local, regional and international providers collaborating	4.26	3.83	4.46	4.40
Web based	2.86	2.42	3.44	3.02
Traditional "distance learning" (paper/CD)	2.21	2.25	2.87	2.59

Note: \* 5 = most effective, 0=least preferred.

# Curricula Theme Rankings: Priorities and Importance

- Investment Strategy (public, public-private partnerships, etc.).
- Safety Improvements.
- Demand Forecasting.
- Project Preparation and Assessment Criteria.
- Regulation and Control of Transport Operators.



# Recommended General Courses

- Investment Strategy (include Ministry of Finance)
- Project Preparation and Assessment Criteria
- Information/Internet Technology (cross-borders)
- International/Regional Transport Conventions
- Road Safety
- Environmental Impact Assessment
- Vehicle Emission Standards
- HDM4
- Equipment Leasing
- Basic Global Trading Instruments (risk, insurance)
- International Passenger Transport Contract Liabilities

## Other Courses (Specific)

- Public/Community Survey Techniques
- Fleet/Rolling Stock Modernization
- Fleet/Rolling Stock Management
- Marketing and Tariff Setting
- Container/Materials Handling
- Procurement and Implementation
- Passenger Information/Ticketing Systems



## Other Issues

- Long-term Structure with Recurrent (reduces costs and ensures improvements) and Evolving Curricula
- Twinning International and Regional Institutions
- Course Size/Duration: 20-30 over 1-2 weeks
- Multi-disciplinary: Integrate Transport with Trade Facilitation when possible
- Language: Russian/English and Chinese
- CAREC Institute's On-line Library for specific topics (e.g., long-welded rails, tracking systems)
- Monitoring/Follow up with Trainees
- Sustainability



# CAREC TRANSPORT AND TRADE FACILITATION STRATEGY 2008-2018

**CAREC's long-term vision: "Good Neighbors, Good Partners, and Good Prospects" as a basis to develop successful corridors that rely on infrastructure, managerial excellence and modern technology with the following goals:**

- To establish competitive transport corridors across the CAREC region;
- To facilitate efficient movement through corridors and across borders; and
- To develop sustainable, safe and user-friendly transport and trade networks.



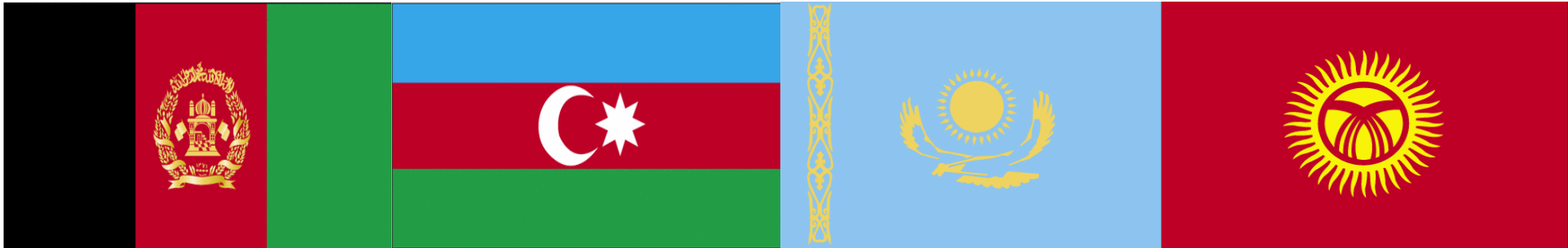
# CAREC TRANSPORT AND TRADE FACILITATION STRATEGY: IMPLEMENTATION

- National Coordinating Committees/Mechanisms Established;
- Investments in Corridors Targeted and Scheduled;
- Supporting Technical Assistance;
- Corridor Monitoring; and
- The need to utilize transport and trade investments as engines of economic growth for development along the corridors, and thereby alleviate poverty.

# Training Needs Assessment

## TRAINING THAT SUPPORTS THE STRATEGY:

- COMMENTS
- IDEAS
- DISCUSSION



# Thank you

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