



Budapest 2006



DEVELOPING & UTILISING SKILLS



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SESSION BACKGROUND

Changing Business Environment

- Different procurement approaches
- Greater roles of the private sector
- New clients emerging
- Globalisation and New World Order
- Emerging Economies



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SESSION BACKGROUND

Changing scope of consulting engineering services

- New products such as sustainability, integrity and disaster management
- Broadening scope to include marketing, finance, human resources management



SESSION BACKGROUND

Operational Challenges

- Attracting and Retaining Competent Staff
- Remuneration, excitement and image
- Career Prospects
- Training – scope, form and finance
- Work opportunities for experience management



SOME FIDIC TOOLS

- Guide to Practice
- Business Integrity Management
- Sustainability Management
- Quality Management
- Contracts Training
- Training Partnership with MAs
- Lobbying IFIs for Private Sector Training



SESSION BACKGROUND

- **Building appropriate competences in the work force is one of the ways of addressing these issues.**
- **Four main questions are to be addressed at this workshop**



TOPIC 1

Identify the competences needed
for modern day consulting
engineering practice and suggest
ways of acquiring such
competences



TOPIC 2

Beyond the university degree and professional registration, there is no other standard method of measuring consulting engineering competences. Should FIDIC embark on a certification process to fill this gap? How should it be structured?



TOPIC 3

Consultants from developing countries complain that they are caught in the experience trap. They do not get choice projects because they do not have experience. They do not have experience because they cannot get the job. What is the way out of this dilemma?



TOPIC 4

The challenges of recruiting and retaining competent staff in consulting engineering have been reported by several firms. Identify the key issues involved and how training and work experience can improve the situation