



Conférence Européenne
des Directeurs des Routes
Conference of European
Directors of Roads

Make Europe part of your Organisation

Participate in CEDR's Employee
Exchange Programme!

Join the
kick-off event
in November

Make Europe part of your organisation

How can we all benefit from our innovations?
How can we achieve common goals in the fields of roads and transportation, and work on the professional development of our organisations and employees? The key factors are working together, sharing knowledge and further developing our international network.

Personal exchange

One way of achieving these ambitious goals is by exchanging employees. By enabling employees to go abroad and actually work on a specific theme, they can share and gain knowledge by actually learning on the job.

CEDR task group I7 has developed a toolkit and dedicated web page to make exchange possible. It provides CEDR members who want to be part of the exchange programme with all the information they need. The toolkit consists of documents like contracts, code of conduct, requirements, templates, communication instruments, etc.

What do we want to accomplish with personal exchanges?

- To share valuable knowledge. Why reinvent the wheel over and over, if we can also ask our colleagues in other countries who have already dealt with a particular issue?
- Professional development. Giving our employees the opportunity to gain international experience enables personal growth and the development of the organisation through new insights and fresh perspectives.
- To build an image. The shortage of qualified personnel is an increasing problem, especially in the case of specific specialisations. People are attracted to the idea of working in an international context. We show that personal and professional development is taken very seriously within the NRAs!
- To strengthen our network by intensifying the relationship between the member countries and to get one step closer to achieve common goals and a harmonised European transport system.

On the Road – Job exchange Denmark-Italy

From October to December 2014, engineer Paw Nielsen of the Danish Road Directorate was part of the CEDR exchange program with Italy. It was an experience that developed Paw both professionally and personally.

'Professionally, I benefitted enormously from the experience. In spite of the fact that the work culture is different from that of Denmark, there are also many similarities, and I gained a much wider knowledge of how to perform the different lab-tests and where the most common sources of errors are.'

SEE THE WHOLE STORY ON THE CEDR WEBSITE

How to get involved

On the CEDR website, there is an exchange section where you can post exchange opportunities. See the website for current opportunities.

Do you share our vision of professional development through personal exchange? Do you want to mutually develop a strong international network? On 3-4 November 2016, we are hosting a kick-off session for HR professionals in Utrecht, the Netherlands. We are calling on all CEDR members to send someone to attend, and take a big step towards personal exchange and professional development.

For more information or to sign up for the kick-off event please contact **martijn.vander.rijt@rws.nl**