



BEST TRAINING PRACTICES OF THE UIC



The UIC Asia-Pacific Training Session 2018 on Best Human Resources & Training Practices for Railways, kindly hosted by the Russian University of Transport (RUT), took place in Moscow from 21 to 23 March 2018. 35 participants from Korea (KORAIL), Vietnam (VNR), Azerbaijan (AZ-ADY), Kazakhstan (KTZ), Mongolia (UBTZ), Russia (RZD, NIIAS, RUT), Italy (RFI), Serbia (Infrastructure of Serbian Railways), Austria (ÖBB), Germany (DB Engineering & Consulting), Portugal (Infraestruturas de Portugal), CPCS, etc., attended the training session, while speakers from Morocco (French-Moroccan IFF) and Germany (DB) contributed via video-conference. The attendees were hosted by Boris Lyovin, rector of the RUT.

The session offered an opportunity for participants to share their knowledge and experience in many subject areas. As was mentioned at the session, technology is developing so rapidly that railways will need a larger set of skills and competences to face the challenges of the future, and at a higher level. In this context, all of the participants expressed their desire to continue to share knowledge and

best practice, and to develop best-in-class strategies for:

- Organisation of training in specific technical fields (such as locomotive driving, infrastructure maintenance, signalling, etc.), taking into account two prevailing approaches on training management via corporate HRM departments and via relevant technical departments;
- Training employees for high-speed rail;
- Assessment of HR training in term of costs and efficiency;
- Involvement of corporate and outsourced instructors and trainers in technical training;
- Developing international forms of rail training;
- Qualification frameworks and relevant terms.

The participants were given the opportunity to become acquainted with training facilities at the RUT, its lyceum and technical college, as well as a training centre for professional qualifications of the Russian Railways, which also participated actively in organising the session.

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