



THE 5TH UIC WORLD CONGRESS ON RAIL TRAINING

Further to the success of the previous WCRT editions (an average of 200 participants from all continents representing between 30 and 40 countries), the UIC together with its partners ONCF and IFF are pleased to announce the fifth UIC World Congress on Rail Training, which will be held at IFF, Rabat, Morocco, on 09–11 October 2019.

The World Congress on Rail Training 2019 is organized at the initiative of the UIC Expertise Development Platform, which draws its expertise from the regional Rail Training Centres' Networks. Its main purpose is to enhance workforce development through sharing best practice in rail training across the entire industry.

The key congress aims are to:

- Share best practices in education, training and human resources development.
- Raise awareness in new and innovative technologies, systems and methods to promote effective learning.
- Expand and reinforce international networking within training and development professionals and organizations.
- Enhance cooperation with rail educational & vocational institutions, in order to showcase the different initiatives towards youth.
- Help training and development professionals design and implement training and development programs that contribute to increase organizational effectiveness.

The Congress is targeted at:

- Training Directors, executives and experts.
- Human resources and human performance and development professionals at all hierarchical layers in the organization.
- Rail Educational and vocational institutions.

3 UIC official languages (English, Français, Deutsch).

Themes and topics WCRT 2019:

1) National and International structures for training and education.

- International co-operation between companies.
- National co-operation between the industry & education sectors at all levels.
- National organisation of training. How standards are applied.

2) New Generation:

- How do you attract the new generation to the railway sector through collaboration with colleges and universities?

- Replacement of the ageing workforce.
- Sustainability of knowledge management – transfer of railway knowledge to the new generation. Which role for training?

- Talent Development: which strategy?

3) Innovation and Technologies:

- Digitalised railway and the impact on job role and skill requirements. How to train the new competencies?

- Digitalization of training & learning solutions (including social media): success stories.

- Software applications (standard or in-company specific) which may be used to help on training needs assessment, simulation training, competencies development and evaluation, training management, etc.

- Research & development for innovation in the area of training.

- Cost efficiency in training.

4) Training Management Cycle:

- Training Needs Analysis.
- Training design.
- Trainers (training, certification, development).
- Testing/Examination/Assessment/Certification.

- Transfer of learning to the workplace.

- Training evaluation and return on investment.

5) Training Initiatives:

- Training supporting sustainable development.

- Development of competencies for HS jobs as well as new jobs.

- Safety risk culture (personnel & customer safety/railway safety).

- Security skills for intervention & prevention (suicide, terrorism, anti-social behaviour).

- Human factors and training.

- Management and leadership development.

- Customer service / Customer orientation.

- New challenges, such as cross-cultural, inter-generational.

The website of the Congress:
<http://wcrt2019.org>

UIC information <https://events.uic.org/5th-uic-world-congress-on-rail-training> and UIC head of expertise development unit Nathalie Amirault