

7th UIC WORLD CONGRESS
on **RAIL TRAINING, TALENT
& DEVELOPMENT**

PROGRAMME



9-11 April 2025
Chengdu, CHINA



BRIEF PROGRAM

Tuesday 08 April 2025

17:00-20:00	Registration
17:30-20:00	Welcome cocktail

Wednesday 09 April 2025

8:00-9:00	Registration	
9:00-10:30	Opening	
10:30-11:00	Coffee Break	
11:00-12:30	Slot 1: International & national cooperations - Chinese experience	
12:30-14:00	Lunch	
	<i>Plenary room (with interpreters)</i>	<i>Parallel room</i>
14:00-15:30	Slot 2: International & national cooperations - European experience	Slot 3: Innovation, Research and New Technologies - Part I
15:30-16:00	Coffee Break	Coffee Break
16:00-17:30	Slot 4: Talent and Diversity & Inclusion	Slot 5: Innovation, Research and New Technologies - Part II

Thursday 10 April 2025

8:30-12:30	Technical visits	
12:30-14:00	Lunch	
	<i>Plenary room (with interpreters)</i>	<i>Parallel room</i>
14:00-15:30	Slot 6: Training initiatives for rail resilience and sustainability - Part I	Slot 7: Training & Education - Part I
15:30-16:00	Coffee Break	Coffee Break
16:00-17:30	Slot 8: Training initiatives for rail resilience and sustainability - Part II	Slot 9: + Health & Safety + Training Management Cycle
19:00-21:30	Gala dinner	

Friday 11 April 2025

9:00-9:45	Slot 10: Training and Education - Part II: Management and leadership development
9:45-10:30	Slot 11: Training & Education: Training management cycle
10:30-11:00	Coffee Break
11:00-12:00	Slot 12: International Experiences from Different Continents
12:00-12:30	Slot 13: Specific Training for High-speed Trains
12:30-13:00	WCRT 2025 Closing
13:00-14:00	Lunch
	Cultural visits (TBC)

DETAILED PROGRAM

Tuesday 08 April 2025

17:00-20:00	Registration	Location TBD
17:30-20:00	Welcome cocktail	Location TBD

Wednesday 09 April 2025

8:00-9:00	Registration	Hall
9:00-10:30	<p>Opening</p> <p>Welcome speeches (speakers TBC) <i>CR representatives</i> <i>SWJTU representatives</i> <i>UIC representatives</i> <i>TEDP chair</i></p> <p>Keynote speaker - AP region, Training, HR Challenges (speakers TBC) <i>Bertrand MINARY, Passenger</i> <i>Anneli, Philippines</i></p> <p>Hackathon Award</p> <p>Partner presentation <i>SNCF, FS, Yunda Ltd.</i></p>	<p>Plenary room</p> <p>EN/ZH</p>
10:30-11:00	Coffee Break	Hall
11:00-12:30	<p>Slot 1: International & national cooperations - Part I: Chinese experience</p> <p>Moderators: <i>Miguel Faro Viana, Training and Development Director</i> <i>Infraestruturas de Portugal (IP), Portugal</i> <i>Ling Xin, Deputy Dean, Tianyou Railway Institute</i> <i>Southwest Jiaotong University, China</i></p> <p>41 (TBC) Diversified Integration for Innovation and Practice in Cultivation of International Talents <i>Xiaofeng Liu, Associate Dean of the College of International Education</i> <i>Beijing Jiaotong University, China</i></p> <p>34 (TBC) Analysis of the talent needs and solutions for the standardization of railways in ASEAN <i>Minhao Zhu, Dean/Professor</i> <i>Southwest Jiaotong University, China</i></p> <p>36 (TBC) The Central South University Model for Rail Transit Talent Development in China's "Going Global" Railway Strategy <i>Helai Huang, Senior professor at School of Traffic and Transportation Engineering</i> <i>Central South University, China</i></p> <p>37 The innovative practice of international railway talent cultivation of Overseas Tianyou Railway Institute <i>Ling Xin, Deputy Dean of Tianyou Railway Institute</i> <i>Southwest Jiaotong University, China</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	<p>Plenary room</p> <p>EN/ZH</p>
12:30-13:30	Lunch	Hall

Wednesday 09 April 2025 (...)

	Plenary room 🔊 EN/ZH	Parallel room EN
14:00-15:30	<p>Slot 2: International & national cooperations - Part II</p> <p>Moderators: <i>Miguel Faro Viana, Training and Development Director Infraestruturas de Portugal (IP), Portugal</i> <i>Ling Xin, Deputy Dean, Tianyou Railway Institute Southwest Jiaotong University, China</i></p> <p>39 Exploring the path of multiple-functional personnel training to safeguard the safe operation of rail transit <i>Qihou Song, Professor</i> <i>Zhang, Liangliang, Vice Dean/Associate Professor Nanjing Vocational Institute of Railway Technology, China</i></p> <p>09 Supranational talent initiative “The International CCS+ Summer School about digitalisation in Rail for young talents” <i>Sven Marburg, University Partnerships, International CCS+ Education Programme</i> <i>DB InfraGO AG, Germany</i> <i>André van Es, Strategic consultant ERTMS ProRail, Netherlands</i></p> <p>33 Talent training under the background of internationalization of railway transportation <i>Guojin Zhang, Dean of School of International Education Lanzhou Jiaotong University, China</i></p> <p>16 Empowering Railway Excellence: Establishing a State-of-the-Art Training Academy in Azerbaijan <i>Dominik Lamade, Competence Consultant DB Engineering, Germany</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	<p>Slot 3: Innovation, Research and New Technologies - Part I: Use of innovative learning technology tools</p> <p>Moderators: <i>Arpad Domjan, Senior Project- / Key-Account-Manager International Business</i> <i>DB Training, Learning & Consulting, Germany</i> <i>Tjaša Govedič, Professional associate Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p>02 Effectiveness Evaluation of Railway Tank Car Inspection Course via Virtual Reality (VR) <i>Reza Sharifi, Trainer/ lecturer RAI / Training Center, Iran</i></p> <p>13 New Virtual Reality Training Simulation Framework for Railways <i>Francisco Javier Schez Bolumar, Technological Training Chief ADIF, Spain</i></p> <p>26 (TBC) The Introduction of 3D ‘Virtual Visits’ into engineering training and as a post-training ‘job aid’ <i>Andrew Russell, Managing Director Rail Training International Ltd, UK</i> <i>Stephen McNabb, Simulation Solutions Director Alstom, France</i></p> <p>50 Use of generative AI in the context of knowledge management and knowledge transfer - Digital assistant for DB InfraGO employees <i>Florian Reif, Head of Technical Qualification Maintenance Marina Ludwig, Learning and Development Professional DB InfraGO AG, Germany</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>
16:00-16:30	<p>Coffee Break</p> <p style="text-align: center;"><i>Hall</i></p>	<p>Coffee Break</p> <p style="text-align: center;"><i>Hall</i></p>

16:00-
17:30

Slot 4: Talent and Diversity & Inclusion

Moderators:

Vito Pagliarisi, Head of International Training, Development and Compensation, Ferrovie dello Stato Italiane (FS), Italy
Meryem Belhaj-Clot, Deputy HR Director and Head of HR Development, International Union of Railways (UIC)

44 FS Diversity, Equity & Inclusion: a comprehensive and structured approach

Paola Longobardo, Head of People Care
Mattia D'Adda, D&I Specialist
FS Italiane, Italy

06 ERTMS Talent Programme. More than an ordinary traineeship

André van Es, Strategic Consultant ERTMS
Evert Schipper, Manager Project Control
ProRail, Netherlands

17 Innovative human resource development and organisational reform at JR East

Yasutake Kojima, Human Resource Development Project Manager
East Japan Railway Company (JR East), Japan

45 Method to Measure, Analyse and Improve Employee Engagement

Jingfei Han, HR Manager
Shanghai Keolis Public Transport Operation Management Co. Ltd., China

20-minute presentations followed by 10-minute group Q&A.

Slot 5: Innovation, Research and New Technologies - Part II: Changing Pedagogical Models in Railway Training & New technologies in training evaluation and assessment

Moderators:

Arpad Domjan, Senior Project- / Key-Account-Manager International Business
DB Training, Learning & Consulting, Germany
Tjaša Govedič, Professional associate
Slovenian Railways Training Centre (SZ), Slovenia

25 Serious gaming as a test methodology for a new operational rule book

Simon Söser, Developer of operational processes and rulebooks
Sebastian Post, Developer of operational processes and rulebooks
DB InfraGO AG, Germany

18 Revolution of Pedagogical Models in ALSTOM Railway Training

Steeve Lemaire, Training & Simulation development manager
ALSTOM Training & Simulation, France

51 Words on the Line: Exploring the Use of Risk Triggered Commentary in Rail

Anjum Naweed, Professor
Central Queensland University, Australia
Adam Roberts, Postdoctoral Researcher
ETH Zürich, Singapore

20 (TBC) Gearing Up for the Beautiful Game: A Railway Preparedness and Impact Assessment for the Inaugural 2025 FIFA Women's Futsal World Cup in the Philippines

Eisen Lowell Goco, Supervising Transportation Development Officer
Department of Transportation - Philippine Railways Institute, Philippines

20-minute presentations followed by 10-minute group Q&A.

Thursday 10 April 2025

8:30-12:30	Technical visits <i>Transfer by bus, from SWJTU to corresponding centers</i>	
12:30-14:00	Lunch	Hall
	Plenary room  EN/ZH	Parallel room EN
14:00-15:30	<p>Slot 6: Training initiatives for rail resilience and sustainability - Part I: Future skills, new competencies and new jobs</p> <p>Moderators: <i>Vito Pagliarisi, Head of International Training, Development and Compensation, Ferrovie dello Stato Italiane (FS), Italy</i> <i>Meryem Belhaj-Clot, Deputy HR Director and Head of HR Development, International Union of Railways (UIC)</i></p> <p>35 Attractiveness and future qualification for railway employees in the European context - impulses from the EU project STAFFER <i>Matthias Rohrmann, managing director / president EU SSD rail Deutsche Bahn AG / AGV MOVE, Germany</i></p> <p>01 (TBC) Future skills, new competencies and new jobs, Ibrahim Aldakhil, Trainer <i>Saudi Railway Polytechnic, Saudi Arabia</i></p> <p>23 (TBC) Research on the Construction of a Multi-post Coordinated Railway Operation Simulation Training System <i>Zizheng Guo, Professor Southwest Jiaotong University, China</i> <i>Yongliang Zhao China Railway (CR), China</i></p> <p>27 Competence Management Systems: Development and Introduction - a case study from North America <i>Andrew Russell, Managing Director Rail Training International Ltd, UK</i> <i>David Gallagher, Head of Training British Columbia Rapid Transit, Canada</i></p> <p>31 (TBC) Simulation training of railway personnel <i>Irena Petrova, Chief Assistant Todor Kableshev University of Transport, Bulgaria</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	<p>Slot 7: Training & Education - Part I: Train the trainers programs</p> <p>Moderators: <i>Arpad Domjan, Senior Project- / Key-Account-Manager International Business</i> <i>DB Training, Learning & Consulting, Germany</i> <i>Tjaša Govedič, Professional associate Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p>15 (TBC) Perceptions of CPD and sharing of best practices amongst UK railway signalling vocational educators <i>Nick Rodney, Senior curriculum lead and technical trainer</i></p> <p>19 The 3 Train-The-Trainer programs <i>Steeve Lemaire, Training & Simulation development manager ALSTOM Training & Simulation, France</i> <i>46 "Train the Trainer - Understanding and Managing Passengers with Disabilities and Reduced Mobility"</i> <i>Paola Longobardo, Head of People Care</i> <i>Giulia Colantonio, Training & Learning Specialist Fs Italiane, Italy</i></p> <p>42 H.M.U. Evolutionary Leadership Program for a Strategic Maintenance Role (H.M.U. - Head of Maintenance Unit) (online) <i>Susanna Pantani, Life Long Learning Expert Professional Senior RFI Spa, Italy</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>



16:00-
16:30

Coffee Break

Hall

16:00-
17:30

Slot 8: Training initiatives for rail resilience and sustainability - Part II: Knowledge Transfer, Environmental Issues and Demographics

Moderators:

*Miguel Faro Viana, Training and Development Director
Infraestruturas de Portugal (IP), Portugal
Ling Xin, Deputy Dean, Tianyou Railway Institute
Southwest Jiaotong University, China*

29 STAFFER CIPP – a comprehensive evaluation model for employability in rail-related education, Thomas, Kämpfe, Scientific research assistant / M.A.

*Michael Lehmann, Full Professor of Railway Engineering in an International Context / Prof.Dr.-Ing.
University of Applied Sciences Erfurt, Germany*

08 Old School Meets New School: Leveraging All Forms of Contact for Effective Training and Awareness

*Kara Oldhouser, Sustainability Director
Amtrak, United States of America*

12 Cross border qualification: strategies for overcoming recruitment challenges

*Irina Balzer, Manager Consultant
Heiko Scholz, Global Director DB Rail Academy & Head of Competence Consulting, Germany
DB Engineering & Consulting GmbH, Germany*

47 China-Thailand Cooperation in Science and Technology Innovation and Talent Training in Rail Transit

*Chuanying Li, Senior Engineer & Manager
CRRC Qingdao Sifang Co., Ltd., China*

20-minute presentations followed by 10-minute group Q&A.

Slot 9: Health & Safety + Training & Education: Training management cycle

Moderators:

*Andrew Russell, Managing Director
Rail Training International Ltd., UK
Alenka Dodig, Training Centre Director
Slovenian Railways (SZ), Slovenia*

03 Protecting stations and trains through security trainings for all stakeholders: a first look at the IMPRESS EU co-funded project training modules

*Laura Petersen, Senior Security Research Advisor
UIC*

48 (TBC) ERA Safety Training Catalogue and Qualification Schemes

*Grégory Rolina, Programme Manager
European Union Agency for Railways (ERA), International*

07 Human and Organisational Factors in Training Courses and Teaching Methods

*Raphael Rabier, General Manager
Abderrahim El Hachimi, Planning And Educational Resources Manager
Institut de Formation Ferroviaire (IFF), Morocco*

43 SAFARI Learning Program (online)

*Susanna Pantani, Life Long Learning Expert Professional Senior
RFI SPA, Italy*

20-minute presentations followed by 10-minute group Q&A.

19:00-
21:30

Gala dinner

Friday 11 April 2025

9:00-9:45	<p>Slot 10: Training and Education - Part II: Management and leadership development</p> <p>Moderators: <i>Andrew Russell, Managing Director Rail Training International Ltd., UK Alenka Dodig, Training Centre Director Slovenian Railways (SZ), Slovenia</i></p> <p>24 Trenitalia France challenge for a managerial culture development <i>Jessica FOURMI, HR development manager Béatrice DE SAINT ANDRE, HR Director TRENITALIA FRANCE, France</i></p> <p>28 Empowering Women in Rail: Innovative Approaches to Leadership Development <i>Magdalena Kaczmarek, Head of the Recruitment, Training and Employees Development Unit Marta Lokuciejewska, Corporate Area Director PKP S.A., Poland</i></p>	<p>Plenary room</p> <p>EN/ZH</p>
9:45-10:30	<p>Slot 11: Training & Education: Training management cycle</p> <p>Moderators: <i>Andrew Russell, Managing Director Rail Training International Ltd., UK Alenka Dodig, Training Centre Director Slovenian Railways (SZ), Slovenia</i></p> <p>22 Digital environment of a training center - Strategy and approach of the University of Engineering (Udi) <i>Pierre GIBBE, Director Université de l'Ingénierie, France</i></p> <p>04 Intergenerational skills Transfer - A Challenge to Be Addressed Now <i>Patricia Nieto Esteban, Knowledge management consultant Université de l'Ingénierie SNCF, France</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	
10:30-11:00	<p>Coffee Break</p>	<p>Hall</p>
11:00-12:00	<p>Slot 12: International Experiences from Different Continents</p> <p>Moderators: <i>Arpad Domjan, Senior Project- / Key-Account-Manager International Business DB Training, Learning & Consulting, Germany Tjaša Govedič, Professional Associate Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p>40 The integration of the Human Organizational Factors (HOF) dimension in train diversity training courses <i>Jérémy POIRIER, Deputy Director SNCF National University of Train Diversity Training (UNFT) Guillaume KERUZORET, Customer Referent for the Department of Train Diversity Training Office SNCF Voyageurs, France</i></p> <p>10 DEVELOPMENT AND INTEGRATION PROJECT FOR NEW EMPLOYEES <i>Raphael Rabier, General Manager Abderrahim El Hachimi, Planning and Educational Resources Manager Institut de Formation Ferroviaire (IFF), Morocco</i></p> <p>30 National Railroad Passenger Corporation (Amtrak) USA - On Track Equipment Simulator <i>Carey Lacey, Senior Manager Simulation & Standardization Steven Ladislav, Assistant Vice President System Safety and Technical Training Amtrak, United States of America</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	<p>Plenary room</p> <p>EN/ZH</p>



12:00-12:30	<p>Slot 13: Specific training for High-speed trains <i>Ling Xin, Deputy Dean, Tianyou Railway Institute</i> <i>Southwest Jiaotong University, China</i> <i>Yixuan Li, Deputy Director of the General Office of Tianyou Railway Institute</i> <i>Southwest Jiaotong University, China</i></p> <p>38 The Talent Development of Jakarta-Bandung High-speed Railway in Indonesia <i>Minwu CHEN, Dean of School of Continuing Education</i> <i>Southwest Jiaotong University, China</i></p> <p>49 High-Speed Rail Skills Training to Empower Local Employees Abroad <i>Yani Wang, Vice Vector</i> <i>Guangzhou Railway Polytechnic, China</i></p> <p>20-minute presentations followed by 10-minute group Q&A.</p>	Plenary room EN/ZH
12:30-13:00	<p>WCRT 2025 Closing <i>TEDP chair</i> <i>SWJTU representative</i> <i>UIC representative</i></p>	
13:00-14:00	Lunch	Hall
Cultural Visit (TBC)		



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