

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

## 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	<b>Slot 6: Training initiatives for rail resilience and sustainability - Part I</b>	<b>Slot 7: Training &amp; Education - Part I</b>
15:30-16:00	Coffee Break	Coffee Break
16:00-17:30	<b>Slot 8: Training initiatives for rail resilience and sustainability - Part II</b>	<b>Slot 9: + Health &amp; Safety + Training Management Cycle</b>
19:00-21:30	Gala dinner	

## Friday 11 April 2025

9:00-9:45	<b>Slot 10: Training and Education - Part II: Management and leadership development</b>
9:45-10:30	<b>Slot 11: Training &amp; Education: Training management cycle</b>
10:30-11:00	Coffee Break
11:00-12:00	<b>Slot 12: International Experiences from Different Continents</b>
12:00-12:30	<b>Slot 13: Specific Training for High-speed Trains</b>
12:30-13:00	<b>WCRT 2025 Closing</b>
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><b>Opening</b></p> <p><b>Welcome speeches (speakers TBC)</b>  <i>CR representatives</i>  <i>SWJTU representatives</i>  <i>UIC representatives</i>  <i>TEDP chair</i></p> <p><b>Keynote speaker - AP region, Training, HR Challenges (speakers TBC)</b>  <b>Bertrand Minary</b>, <i>Passenger</i>  <i>Anneli, Philippines</i></p> <p><b>Hackathon Award</b></p> <p><b>Partner presentation</b>  <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><b>Slot 1: International &amp; national cooperations - Part I: Chinese experience</b></p> <p><b>Moderators:</b>  <b>Miguel Faro Viana</b>, <i>Training and Development Director</i>  <i>Infraestruturas de Portugal (IP), Portugal</i>  <b>Ling Xin</b>, <i>Deputy Dean, Tianyou Railway Institute</i>  <i>Southwest Jiaotong University, China</i></p> <p><b>41 (TBC) Diversified Integration for Innovation and Practice in Cultivation of International Talents</b>  <b>Xiaofeng Liu</b>, <i>Associate Dean of the College of International Education</i>  <i>Beijing Jiaotong University, China</i></p> <p><b>34 (TBC) Analysis of the talent needs and solutions for the standardization of railways in ASEAN</b>  <b>Minhao Zhu</b>, <i>Dean/Professor</i>  <i>Southwest Jiaotong University, China</i></p> <p><b>36 (TBC) The Central South University Model for Rail Transit Talent Development in China's "Going Global" Railway Strategy</b>  <b>Helai Huang</b>, <i>Senior professor at School of Traffic and Transportation Engineering</i>  <i>Central South University, China</i></p> <p><b>37 The Innovative Practice of International Railway Talent Cultivation of Tianyou Railway Institute</b>  <b>Ling Xin</b>, <i>Deputy Dean of Tianyou Railway Institute</i>  <i>Southwest Jiaotong University, China</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;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><b>Slot 2: International &amp; national cooperations - Part II</b></p> <p><b>Moderators:</b>  <i>Miguel Faro Viana</i>, Training and Development Director  <i>Infraestruturas de Portugal (IP), Portugal</i>  <i>Ling Xin</i>, Deputy Dean, Tianyou Railway Institute  <i>Southwest Jiaotong University, China</i></p> <p><b>39 Exploring the path of multiple-functional personnel training to safeguard the safe operation of rail transit</b>  <i>Qihou Song</i>, Professor  <i>Zhang Liangliang</i>, Vice Dean/Associate Professor  <i>Nanjing Vocational Institute of Railway Technology, China</i></p> <p><b>09 International CCS+ Education Programme</b>  <i>Sven Marburg</i>, University Partnerships, International CCS+ Education Programme  <i>DB InfraGO AG, Germany</i>  <i>André van Es</i>, Strategic consultant ERTMS  <i>ProRail, Netherlands</i></p> <p><b>33 Railway Connects World Education Links People</b>  <i>Guojin Zhang</i>, Dean of School of International Education  <i>Lanzhou Jiaotong University, China</i></p> <p><b>16 Empowering Railway Excellence: Establishing a State-of-the-Art Training Academy in Azerbaijan</b>  <i>Ceyhun Nağıyev</i>, Chief Human Resources Officer  <i>CHRO Azerbaidshan Railways, Azerbaijan</i>  <i>Heiko Scholz</i>, Global Director DB Rail Academy &amp; Head of Competence Consulting  <i>DB Engineering &amp; Consulting GmbH, Germany</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p><b>Slot 3: Innovation, Research and New Technologies - Part I: Use of innovative learning technology tools</b></p> <p><b>Moderators:</b>  <i>Arpad Domjan</i>, Senior Project- / Key-Account-Manager  <i>International Business</i>  <i>DB Training, Learning &amp; Consulting, Germany</i>  <i>Tjaša Govedič</i>, Professional associate  <i>Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p><b>02 Effectiveness Evaluation of Railway Tank Car Inspection Course via Virtual Reality (VR)</b>  <i>Reza Sharifi</i>, Trainer/ lecturer  <i>RAI / Training Center, Iran</i></p> <p><b>13 RITS: New Virtual Reality Training Simulation Framework For Railways</b>  <i>Francisco Javier Schez Bolumar</i>, Technological Training Chief  <i>ADIF, Spain</i></p> <p><b>26 The Introduction of 3D 'Virtual Visits' into Engineering Training and as a Post-training 'Job Aid'</b>  <i>Andrew Russell</i>, Managing Director  <i>Rail Training International Ltd, UK</i>  <i>Stephen McNabb</i>, Simulation Solutions Director  <i>Alstom, France</i></p> <p><b>50 Use of generative AI in the context of knowledge management and knowledge transfer - Digital assistant for DB InfraGO employees</b>  <i>Florian Reif</i>, Head of Technical Qualification Maintenance  <i>Marina Ludwig</i>, Learning and Development Professional  <i>DB InfraGO AG, Germany</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;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

**Mattia D'Adda**, D&I Specialist  
FS Italiane, Italy

##### 06 ERTMS Talent Programme. More than an ordinary traineeship

**André van Es**, Strategic Consultant ERTMS  
ProRail, Netherlands

##### 17 A Study of Human Resource Development in the Railway Industry

**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	<p align="center"><b>Technical visits</b> <i>Transfer by bus, from SWJTU to corresponding centers</i></p>	
12:30-14:00	Lunch	Hall
14:00-15:30	<p align="center"><b>Plenary room</b></p> <p align="center">🔊 EN/ZH</p>	<p align="center"><b>Parallel room</b></p> <p align="center">EN</p>
	<p><b>Slot 6: Training initiatives for rail resilience and sustainability - Part I: Future skills, new competencies and new jobs</b></p> <p><b>Moderators:</b>  <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><b>35 Attractiveness and Future Qualification for Railway Employees in the European Context - Impulses from the EU Project STAFFER</b>  <i>Matthias Rohrmann, managing director / president EU SSD rail Deutsche Bahn AG / AGV MOVE, Germany</i></p> <p><b>01 (TBC) Future skills, new competencies and new jobs</b>  <i>Ibrahim Aldakhil, Trainer Saudi Railway Polytechnic, Saudi Arabia</i></p> <p><b>23 Research and Application of Rail Transit Dispatching Simulation System</b>  <i>Zizheng Guo, Professor Southwest Jiaotong University, China</i></p> <p><b>31 Use of Simulations in Training and Upskilling of Railway Personnel</b>  <i>Irena Petrova, Chief Assistant Todor Kableshev University of Transport, Bulgaria</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p><b>Slot 7: Training &amp; Education - Part I: Train the trainers programs</b></p> <p><b>Moderators:</b>  <i>Arpad Domjan, Senior Project- / Key-Account-Manager International Business DB Training, Learning &amp; Consulting, Germany</i>  <i>Tjaša Govedič, Professional associate Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p><b>15 What is the perception of continuing professional development and sharing of best practices among UK railway signalling vocational educators?</b>  <i>Nicholas Rodney, Senior curriculum lead and technical trainer</i></p> <p><b>19 The 3 Train-The-Trainer Programs</b>  <i>Steeve Lemaire, Training &amp; Simulation Development Manager ALSTOM Training &amp; Simulation, France</i></p> <p><b>46 Train the Trainer - Understanding and Managing Passengers with Disabilities and Reduced Mobility</b>  <i>Elisabetta Morabito, People Care Specialist Giulia Colantonio, Training &amp; Learning Specialist Fs Italiane, Italy</i></p> <p><b>42 Head of Maintenance Unit (H.M.U.) Evolutionary Leadership Program for a Strategic Maintenance Role</b>  <i>Susanna Pantani, Life Long Learning Expert Professional Senior RFI Spa, Italy</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>



16:00-16:30	Coffee Break	Hall
16:00-17:30	<p><b>Slot 8: Training initiatives for rail resilience and sustainability - Part II: Knowledge Transfer, Environmental Issues and Demographics</b></p> <p><b>Moderators:</b> <i>Miguel Faro Viana</i>, Training and Development Director Infraestruturas de Portugal (IP), Portugal <i>Ling Xin</i>, Deputy Dean, Tianyou Railway Institute Southwest Jiaotong University, China</p> <p><b>29 STAFFER CIPP model – a comprehensive evaluation model for employability in rail-related education</b> <i>Thomas Kämpfe</i>, Scientific research assistant / M.A. <i>Michael Lehmann</i>, Full Professor of Railway Engineering in an International Context / Prof.Dr.-Ing. University of Applied Sciences Erfurt, Germany</p> <p><b>12 Cross border qualification: strategies for overcoming recruitment challenges</b> <i>Heiko Scholz</i>, Global Director DB Rail Academy &amp; Head of Competence Consulting, Germany DB Engineering &amp; Consulting GmbH, Germany</p> <p><b>47 China-Thailand Cooperation in Science and Technology Innovation and Talent Training in Rail Transit</b> <i>Chuanying Li</i>, Senior Engineer &amp; Manager CRRC Qingdao Sifang Co., Ltd., China</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p><b>Slot 9: Health &amp; Safety + Training &amp; Education: Training management cycle</b></p> <p><b>Moderators:</b> <i>Andrew Russell</i>, Managing Director Rail Training International Ltd., UK <i>Alenka Dodig</i>, Training Centre Director Slovenian Railways (SZ), Slovenia</p> <p><b>03 Protecting stations and trains through security trainings for all stakeholders: a first look at the IMPRESS EU co-funded project training modules</b> <i>Laura Petersen</i>, Senior Security Research Advisor UIC</p> <p><b>48 ERA Safety Training Catalogue and Qualification Schemes</b> <i>Grégory Rolina</i>, Programme Manager European Union Agency for Railways (ERA), International</p> <p><b>07 Human and Organisational Factors in Training Courses and Teaching Methods</b> <i>Raphael Rabier</i>, General Manager <i>Abderrahim El Hachimi</i>, Planning And Educational Resources Manager Institut de Formation Ferroviaire (IFF), Morocco</p> <p><b>43 SAFARI Learning Programme</b> <i>Susanna Pantani</i>, Life Long Learning Expert Professional Senior RFI SPA, Italy</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>
19:00-21:30	Gala dinner	

## Friday 11 April 2025

9:00-9:45	<p><b>Slot 10: Training and Education - Part II: Management and leadership development</b></p> <p><b>Moderators:</b>  <b>Andrew Russell</b>, Managing Director  <i>Rail Training International Ltd., UK</i>  <b>Alenka Dodig</b>, Training Centre Director  <i>Slovenian Railways (SZ), Slovenia</i></p> <p><b>24 Trenitalia France Challenge for the Development of a Management Culture</b>  <b>Jessica Fourmi</b>, HR development manager  <b>Béatrice De Saint Andre</b>, HR Director  <i>TRENITALIA FRANCE, France</i></p> <p><b>28 Empowering Women in Rail: Innovative Approaches to Leadership Development</b>  <b>Magdalena Kaczmarska</b>, Head of the Recruitment, Training and Employees Development Unit  <b>Marta Lokuciejewska</b>, Corporate Area Director  <i>PKP S.A., Poland</i></p>	<p>Plenary room</p> <p>EN/ZH</p>
9:45-10:30	<p><b>Slot 11: Training &amp; Education: Training management cycle</b></p> <p><b>Moderators:</b>  <b>Andrew Russell</b>, Managing Director  <i>Rail Training International Ltd., UK</i>  <b>Alenka Dodig</b>, Training Centre Director  <i>Slovenian Railways (SZ), Slovenia</i></p> <p><b>22 Digital environment of a training center - Strategy and approach of the University of Engineering (Udi)</b>  <b>Pierre Gibbe</b>, Director  <i>Université de l'Ingénierie, France</i></p> <p><b>04 Intergenerational skills Transfer - A Challenge to Be Addressed Now</b>  <b>Patricia Nieto Esteban</b>, Knowledge management consultant  <i>Université de l'Ingénierie SNCF, France</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	
10:30-11:00	Coffee Break	Hall
11:00-12:00	<p><b>Slot 12: International Experiences from Different Continents</b></p> <p><b>Moderators:</b>  <b>Arpad Domjan</b>, Senior Project- / Key-Account-Manager International Business  <i>DB Training, Learning &amp; Consulting, Germany</i>  <b>Tjaša Govedič</b>, Professional Associate  <i>Slovenian Railways Training Centre (SZ), Slovenia</i></p> <p><b>40 The Full Integration of the Human Organizational Factors into SNCF's New Train Driver Training</b>  <b>Jérémy Poirier</b>, Deputy Director SNCF National University of Train Diversity Training (UNFT)  <b>Guillaume Keruzoret</b>, Customer Referent for the Department of Train Diversity Training Office  <i>SNCF Voyageurs, France</i></p> <p><b>10 Development and Integration Project for New Employees</b>  <b>Raphael Rabier</b>, General Manager  <b>Abderrahim El Hachimi</b>, Planning and Educational Resources Manager  <i>Institut de Formation Ferroviaire (IFF), Morocco</i></p> <p><b>30 On Track Equipment Simulator: Revolutionizing Infrastructure Maintenance Training - Amtrak</b>  <b>Carey Lacey</b>, Senior Manager Simulation &amp; Standardization  <b>Steven Ladislaw</b>, Assistant Vice President System Safety and Technical Training  <i>Amtrak, United States of America</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p>Plenary room</p> <p>EN/ZH</p>





12:00-12:30	<p><b>Slot 13: Specific training for High-speed trains</b> <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><b>38 Exploration and Practice of Qualification Training for Operation and Maintenance Personnel of Jakarta-Bandung High-Speed Railway</b> <i>Minwu Chen, Dean of School of Continuing Education</i> <i>Southwest Jiaotong University, China</i></p> <p><b>49 Globalising Vocational Education in Alignment with Chinese Railway Enterprises - A Case Study of Guangzhou Railway Polytechnic</b> <i>Yani Wang, Vice Vector</i> <i>Guangzhou Railway Polytechnic, China</i></p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	Plenary room EN/ZH
12:30-13:00	<p><b>WCRT 2025 Closing</b> <i>TEDP chair</i> <i>SWJTU representative</i> <i>UIC representative</i></p>	
13:00-14:00	Lunch	Hall
<b>Cultural Visit (TBC)</b>		



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