

# 7<sup>th</sup> UIC WORLD CONGRESS on **RAIL TRAINING, TALENT & DEVELOPMENT**



**9-11 April 2025**  
Chengdu, CHINA



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UIC is the worldwide organisation for the promotion of rail transport at a global level and collaborative development of the railway system.

It brings together some 219 members on all 5 continents, among them rail operators, infrastructure managers, railway service providers, etc. UIC maintains close cooperation links with all actors in the rail transport domain around the world, including manufacturers, railway associations, public authorities and stakeholders in other domains and sectors whose experiences may be beneficial to rail development.

UIC's main tasks include understanding the business needs of the rail community, developing innovation programmes to identify solutions to those needs, as well as preparing and publishing a series of documents such as reports, specifications, guidelines and IRS that facilitate the implementation of the innovative solutions.

## TRAINING FOR THE FUTURE: Driving Innovation and Excellence in Rail

**R**ail transport is more than just a mode of travel—it is the backbone of sustainable mobility. As our industry evolves in response to digital transformation, environmental imperatives, and the demand for greater resilience, one thing remains clear: the future of rail depends not only on cutting-edge technology but also on bringing and empowering people with the right skills.

### **The 7<sup>th</sup> World Congress on Rail Training (WCRT 2025)**

brings together leaders, experts, and practitioners to explore how training and talent development can drive innovation and ensure a thriving railway sector.

From groundbreaking research to real-world applications, this event is a unique platform to exchange best practices, embrace new learning technologies, and shape the workforce of tomorrow.

Today, artificial intelligence, immersive simulations, and adaptive learning are revolutionizing the way we train and develop skills. Learning extends beyond traditional classrooms, integrating into dynamic, intelligent ecosystems that provide personalized, hands-on experiences.

At the same time, attracting and retaining talent has become a pressing challenge. To secure the expertise needed for the future, we must rethink skills development strategies, aligning them with emerging job roles, industry transformation, and a commitment to diversity and inclusion.

Training also plays a pivotal role in the green transition. Equipping railway professionals with the tools and knowledge to enhance energy efficiency, adopt sustainable practices, and modernize infrastructure is key to building a more sustainable and resilient industry.

At WCRT 2025, we will exchange ideas, showcase innovative initiatives, and collectively forge new solutions to address these challenges. Through expert discussions, interactive sessions, and cross-industry collaboration, **we will not only discuss the future of rail training – we will help shape it.**



**François Davenne**  
UIC Director General



# WELCOME TO WCRT 2025!

The 7<sup>th</sup> World Congress on Rail Training (WCRT 2025) is a major international event dedicated to education, training, and workforce development in the railway sector.

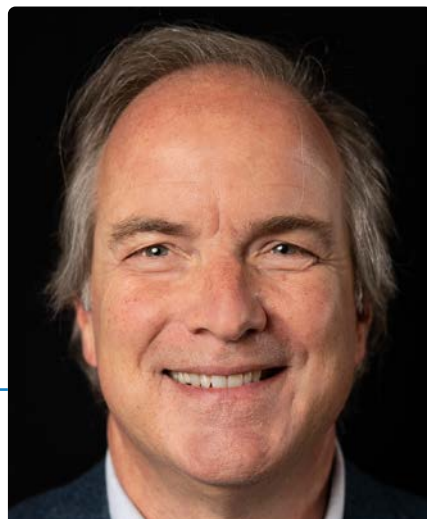
**O**rganized by the International Union of Railways (UIC) and hosted by Southwest Jiaotong University in Chengdu, China, this congress brings together industry professionals, training experts, and academic leaders from around the world.



**Meryem Belhaj-Clot**  
UIC Deputy HR Director  
and Head of HR  
Development

As the railway sector continues to evolve, adapting training methods to new technological, environmental, and operational challenges is more important than ever. WCRT 2025 will explore key topics such as:

- ▶ The impact of digitalization and new technologies on railway training,
- ▶ The evolution of competency frameworks to meet future workforce needs,
- ▶ Best practices in knowledge transfer, skills development, and talent retention,
- ▶ The importance of international cooperation in railway education.
- ▶ Over the course of three days, participants will engage in insightful presentations and discussions, sharing experiences and best practices to drive the future of rail training.



**Miguel Faro Viana**  
Chair of UIC Talent &  
Expertise Development  
Platform

This brochure provides a detailed schedule of the congress, along with key information on sessions, speakers, and networking opportunities. We encourage you to take full advantage of this event to connect, exchange ideas, and contribute to the advancement of railway training worldwide.

We look forward to welcoming you to an inspiring and enriching WCRT 2025!



# WORLD CONGRESSES ON RAILWAY TRAINING

UIC World Congresses on Railway Training are major events for academic and rail training institutions. Organised every two years since 2011, it gathers on average **200 participants from over 30 countries**.

The six previous congresses were respectively organized in Madrid, Vienna/St Pölten, Lisbon, Berlin/Potsdam, Rabat and Paris.

For the 7<sup>th</sup> edition, the UIC, in collaboration with Southwest Jiaotong University and its partners SNCF, FS, and Slovenian Railways, is pleased to invite you to Chengdu, China, from 9 to 11 April 2025.

Initiated by the UIC Expertise Development Platform, the World Congress on Rail Training, Talent & Development (WCRT) is a major event for academic and rail training institutions. Since 2011, it has brought together participants from over 35 countries.

Its main purpose is to enhance workforce development by sharing best practices in rail training across the entire industry.

## The Congress is targeted at:

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

## The Congress aims to:

- ▶ Promote excellence in railway training through best practice models
- ▶ Highlight research findings in this area which bring innovation and have practical application to the industry
- ▶ Identify new challenges for training and training technologies
- ▶ Provide a unique opportunity to share knowledge and experience amongst training professionals and managers

**We wish you a fruitful and enjoyable time in Chengdu.**





# TEDP - TALENT & EXPERTISE DEVELOPMENT AT UIC LEARNING FOR THE FUTURE

**A sustainable strategy must incorporate a social dimension in which training, education, and workforce development play a crucial role.**

The Talent and Expertise Development Platform is committed to supporting and anticipating the transformations underway within the railway sector, as demands on railway organizations continue to evolve. These changes include liberalization, globalization, technical harmonization driven by emerging technologies, and demographic challenges.

With the goal of establishing a well-trained and motivated workforce for a competitive and innovative global rail sector, the Talent and Expertise Development Platform's core mission is to support UIC members in:

- ▶ **Identifying** new challenges for talent development and training at an international level
- ▶ **Highlighting** research findings in talent development that drive innovation and have practical applications for the industry
- ▶ **Attracting, developing, and retaining** railway talent, while promoting gender equality, diversity & inclusivity
- ▶ **Enhancing** collaboration between railway training centers to foster deeper cooperation
- ▶ **Promoting** excellence in railway training through best practice models.





# UIC EXPERTISE DEVELOPMENT PLATFORM STRUCTURE

The Expertise Development Platform is structured around **three working groups**.

## Railway Training Centres Network

Railway companies will have to face a variety of challenges in the coming years, which will affect the competencies and skills of railway staff.

Therefore, training providers and HR partners have the task of providing services that enable railway companies rise to these challenges by meeting current and future training and workforce development needs. The Railway Training Centres Network is a working group composed of global training providers and HR experts, which aims to enhance workforce development through sharing best practices in rail training, talent, and development across the entire industry.

The working group holds three meetings per year and at least one annual event to bring together experts from different training centres to:

- ▶ Discuss and share new methodologies and techniques in relation to learning and development
- ▶ Enhance the effectiveness of the different regional training centres
- ▶ Strengthen workforce development through sharing best practices in rail training across the entire industry
- ▶ Create benchmarking between training practices in order to improve the quality of rail training centres
- ▶ Produce recommendations and guidelines.

## Education, Innovation & Research

The aim of the Education, Innovation & Research Working Group is to share and carry out global and regional research which foster innovation and have practical applications for the railway sector.

Partnering and collaborating with educational institutions, universities and industry centres of excellence for innovation and research, the working group holds three meetings per year and

participates in the WCRT congress to:

- ▶ Provide in-depth forecasts on key training topics to facilitate leaders in driving business success and increasing organisational effectiveness
- ▶ Promote excellence and innovation in teaching, learning, and training within rail
- ▶ Identify new challenges for training and training technologies

## Railway Talents

The Rail Talent Working Group works in partnership with rail entities, training centres, universities, and educational institutions in a concerted effort to provide a one-stop education, training and learning resource portal for all railway stakeholders. The Railway Talents Working Group holds three meetings per year and is closely involved in the TrainRail Hackathon and other Talent events, in order to:

- ▶ Maintain and bolster a permanent channel of communication between young talent and UIC members
- ▶ Create a friendly environment for talent in the

rail industry and increase the attractiveness of jobs and careers

- ▶ Help UIC members target their branding and increase their reputation towards young talent
- ▶ Create international mentoring and coaching initiatives for people who want to join and young talent already in the railways
- ▶ Produce guidelines



# DISCOVER YOUR WCRT 2025 HOST: SOUTHWEST JIAOTONG UNIVERSITY



**Founded in 1896 as the “Imperial Chinese Railway College,” Southwest Jiaotong University (SWJTU) is recognized as China’s first institution of higher engineering education.**

As a trailblazer in advancing the nation’s transportation infrastructure, SWJTU is among the first universities to be designated as a “Double First-Class” and “Project 211” institution. Over its distinguished history, the university has nurtured more than 300,000 graduates, including 65 academicians affiliated with prestigious domestic and international institutions.

**SWJTU comprises 33 schools and research centres, with 20 first-level doctoral and 43 first-level master’s programs.** It boasts two first-level national key disciplines – Transportation Engineering and Mechanical Engineering – along with 10 second-level key disciplines, such as Vehicle Engineering and Bridge and Tunnel Engineering.

Globally, its Engineering discipline ranks in the top 0.21% of the ESI rankings, with nine subjects, including Engineering, Materials Science, and Computer Science, ranked in the top 1%. Civil, Mechanical, and Electrical Engineering consistently rank among the world’s top 50 in ARWU and US News rankings.

At present, SWJTU hosts three national key laboratories, including the State Key Laboratory of Rail Transit Vehicle System, and operates over 40 provincial and ministerial innovation platforms, such as the Ministry of Education Key Laboratory of Magnetic Suspension Technology and Maglev Vehicle. Cutting-edge facilities include the Quasi-axisymmetric Stellarator (CFQS) and a Dynamic Simulation Experimental Platform of Multi-state Coupled Rail Transit dedicated to research on high-speed maglev systems designed for speeds of up to 1500 km/h.

With a commitment to internationalization, SWJTU pursues a dual strategy of “bringing in” and “going global”, collaborating with over 200 universities and research institutions across 60 countries and regions. It continues to strengthen its global reputation as a leader in education, research, and innovation.



## WCRT 2025 **SCIENTIFIC COMMITTEE**



**Meryem BELHAJ-CLOT**  
*International Union of Railways - UIC*  
*Deputy HR Director and Head of HR Development*



**Alenka DODIG**  
*Slovenske železnice, d. o. o. (SŽ, d. o. o.)*  
*Slovenian Railways Training Centre Director*



**Arpad DOMJAN**  
*DB Training, Learning & Consulting*  
*Senior Project Manager International Business*



**Miguel FARO VIANA**  
*Infraestruturas de Portugal - IP*  
*Training and Development Director*



**Vito PAGLIARISI**  
*Ferrovie dello Stato Italiane - FS*  
*Head of International Training, Development*  
*and Compensation*



**Andrew RUSSELL**  
*Rail Training International Ltd.*  
*Managing Director*



**Ling XIN**  
*Southwest Jiaotong University - SWJTU*  
*Deputy Dean, Tianyou Railway Institute*



**Tjaša GOVEDIČ**  
*Slovenske železnice, d. o. o. (SŽ, d. o. o.)*  
*Independent professional associate*



# WCRT 2025 ORGANISING COMMITTEE



**Meryem BELHAJ-CLOT**  
*International Union of Railways - UIC*  
*Deputy HR Director and Head of HR Development*



**Ling XIN**  
*Southwest Jiaotong University - SWJTU*  
*Deputy Dean, Tianyou Railway Institute*



**Yixuan (Alicia) LI**  
*Southwest Jiaotong University - SWJTU*  
*Deputy Director, General Office, Tianyou Railway Institute*



**Florence ALBERT**  
*International Union of Railways - UIC*  
*Senior Communications Advisor*



**Yuke LI**  
*International Union of Railways - UIC*  
*Junior Adviser, HR Development & International Training*



**Coralie FILIPPINI**  
*International Union of Railways - UIC*  
*Graphic Designer*

# BRIEF PROGRAM

## Tuesday 08 April 2025

17:00-20:00 [Registration](#)

17:00-20:00 [Welcome cocktail](#)

## Wednesday 09 April 2025

08:00-09:00	<a href="#">Registration</a>	
09:00-10:30	<b>Opening</b>	
10:30-11:00	<a href="#">Coffee Break</a>	
11:00-12:30	<b>Theme 1: International &amp; national cooperations - Part I</b>	
12:30-14:00	<a href="#">Lunch</a>	
	<i>Plenary room (with interpreters)</i>	<i>Parallel room</i>
14:00-15:30	<b>Theme 2: International &amp; national cooperations - Part II</b>	<b>Theme 3: Innovation, Research and New Technologies - Part I</b>
15:30-16:00	<a href="#">Coffee Break</a>	
16:00-17:30	<b>Theme 4: Talent and Diversity &amp; Inclusion</b>	<b>Theme 5.1: Innovation, Research and New Technologies - Part II</b> <b>Theme 5.2: Training for Safe Rail Operations</b>
19:00-21:30	<b>Gala dinner: The Crowne Plaza</b>	

## Thursday 10 April 2025

08:30-12:30	<b>Technical visits</b>	
12:30-14:00	<a href="#">Lunch</a>	
	<i>Plenary room (with interpreters)</i>	<i>Parallel room</i>
14:00-15:30	<b>Theme 6: Training initiatives for rail resilience and sustainability - Part I</b>	<b>Theme 7: Training &amp; Education - Part I</b>
15:30-16:00	<a href="#">Coffee Break</a>	
16:00-17:30	<b>Theme 8: Training initiatives for rail resilience and sustainability - Part II</b>	<b>Theme 9: Health &amp; Safety</b>

## Friday 11 April 2025

09:00-9:45	<b>Theme 10: International Experiences from Different Continents</b>
09:45-10:30	<b>Theme 11: Training and Education - Part II</b>
10:30-11:00	<a href="#">Coffee Break</a>
11:00-11:45	<b>Theme 12: Training &amp; Education - Part III</b>
12:30-13:00	<b>WCRT 2025 Closing</b>
13:00-14:00	<a href="#">Lunch</a>
	<b>Cultural visits: Panda Breeding Centre</b>



# DETAILED PROGRAM

## Tuesday 08 April 2025

17:00-20:00	Registration	The Crowne Lobby 1 <sup>st</sup> Floor	17:00-20:00	Welcome Cocktail	The Crowne 2 <sup>nd</sup> Floor
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## Wednesday 09 April 2025

08:15	Shuttle Bus	In front of The Crowne
08:30-09:00	Registration	1 <sup>st</sup> Floor
09:00-10:50	<b>Opening</b> <b>Welcome Speeches</b> <i>François Davenne, UIC Director General</i> <i>Representative of China State Railway Group Co., Ltd. (CHINA RAILWAY)</i> <i>Representative of National Railway Administration of the People's Republic of China</i> <i>Zhongrong Zhou, Vice President, Southwest Jiaotong University</i> <i>Meryem Belhaj-Clot, UIC Deputy HR Director and Head of HR Development</i> <i>Miguel Faro Viana, Chair of UIC Talent &amp; Expertise Development Platform</i> <b>Keynote Speech</b> <b>Innovation in Transnational Railway Training: Towards Sustainable Development Goals (SDGs)</b> <i>Prof. Dr.-Ing. Lei Ma, Director of Office of International Cooperation and Exchange, SWJTU</i> <b>Hackathon Awards</b> <i>Ling Xin, Deputy Dean, Tianyou Railway Institute Southwest Jiaotong University, China</i> <i>Vito Pagliarisi, Head of International Training, Development and Compensation, FS, Italy</i> 1 <sup>st</sup> Prize / 2 <sup>nd</sup> Prize / 3 <sup>rd</sup> Prize Regional Winning Teams <b>Partner &amp; Sponsors Presentation</b> <i>Partners: SNCF, Ferrovie dello Stato Italiane (FS), Slovenian Railways (SZ)</i> <i>Platinum Sponsors: CRRC Changchun Railway Vehicles Co., Ltd., Yunda Ltd.</i>	Plenary room 2 <sup>nd</sup> Floor 🎧 EN/CH
10:50-11:20	Coffee Break	2 <sup>nd</sup> Floor
11:20-12:30	<b>Theme 1: International &amp; national cooperations - Part I: Chinese experience</b> <b>Moderators:</b> <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> <b>Diversified Integration for Innovation and Practice in Cultivation of International Talents</b> <i>Taowei Shi, Director of Foreign Training, College of International Education, Beijing Jiaotong University, China</i> <b>The Central South University Model for Rail Transit Talent Development in China's "Going Global" Railway Strategy</b> <i>Helai Huang, Senior professor at School of Traffic and Transportation Engineering, Central South University, China</i> <b>The Innovative Practice of International Railway Talent Cultivation of Tianyou Railway Institute</b> <i>Ling Xin, Deputy Dean of Tianyou Railway Institute, Southwest Jiaotong University, China</i> 20-minute presentations followed by 10-minute group Q&A.	Plenary room 2 <sup>nd</sup> Floor 🎧 EN/CH
12:30-13:30	Lunch	Cafeteria

## Wednesday 09 April 2025

	Plenary room / 2 <sup>nd</sup> Floor EN/CH	Parallel room / 1 <sup>st</sup> Floor EN
14:00-15:30	<p><b>Theme 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)</i>, Portugal  <i>Ling Xin</i>, Deputy Dean, Tianyou Railway Institute  <i>Southwest Jiaotong University</i>, China</p> <p><b>Exploration and Practice of Qualification Training for Operation and Maintenance Personnel of Jakarta-Bandung High-Speed Railway</b>  <i>Minwu Chen</i>, Dean of School of Continuing Education  <i>Southwest Jiaotong University</i>, China  <b>5min Q&amp;A</b></p> <p><b>International CCS+ Education Programme</b>  <i>Sven Marburg</i>, University Partnerships, International CCS+ Education Programme  <i>DB InfraGO AG</i>, Germany  <i>André van Es</i>, Strategic consultant ERTMS  <i>ProRail</i>, Netherlands</p> <p><b>Railway Connects World Education Links People</b>  <i>Guojin Zhang</i>, Dean of School of International Education  <i>Lanzhou Jiaotong University</i>, China</p> <p><b>Empowering Railway Excellence: Establishing a State-of-the-Art Training Academy in Azerbaijan</b>  <i>Heiko Scholz</i>, Global Director DB Rail Academy &amp; Head of Competence Consulting  <i>DB Engineering &amp; Consulting GmbH</i>, Germany  <b>20-minute presentations followed by 10-minute group Q&amp;A.</b></p>	<p><b>Theme 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</i>, Germany  <i>Tjaša Govedič</i>, Professional associate  <i>Slovenian Railways Training Centre (SZ)</i>, Slovenia</p> <p><b>Effectiveness Evaluation of Railway Tank Car Inspection Course via Virtual Reality (VR)</b>  <i>Reza Sharifi</i>, Trainer/ lecturer  <i>RAI / Training Center</i>, Iran</p> <p><b>[Online] RITS: New Virtual Reality Training Simulation Framework for Railways</b>  <i>Francisco Javier Saez Bolumar</i>, Technological Training Chief  <i>ADIF</i>, Spain</p> <p><b>[Online] 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</i>, UK  <i>Stephen McNabb</i>, Simulation Solutions Director  <i>Alstom</i>, France</p> <p><b>[Online] 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</i>, Germany  <b>20-minute presentations followed by 10-minute group Q&amp;A.</b></p>
15:30-16:00	Coffee Break	2 <sup>nd</sup> Floor



16:00-  
17:30

<b>Plenary room / 2<sup>nd</sup> Floor</b>  EN/CH	<b>Parallel room / 1<sup>st</sup> Floor</b> EN
<p><b>Theme 4: Talent and Diversity &amp; Inclusion</b></p> <p><b>Moderators:</b>  <i>Vito Pagliarisi</i>, Head of International Training, Development and Compensation, Ferrovie dello Stato Italiane (FS), Italy  <i>Meryem Belhaj-Clot</i>, Deputy HR Director and Head of HR Development, UIC</p> <p><b>FS Diversity, Equity &amp; Inclusion: a comprehensive and structured approach</b>  <i>Mattia D'Adda</i>, D&amp;I Specialist            FS Italiane, Italy</p> <p><b>ERTMS Talent Programme. More than an ordinary traineeship</b>  <i>André van Es</i>, Strategic Consultant ERTMS            ProRail, Netherlands</p> <p><b>Producing Exceptional Talent Creates the Future of Railways</b>  <i>Yasutake Kojima</i>, General Manager, Global Talent and Knowledge            East Japan Railway Company (JRE)</p> <p><b>Empowering Women in Rail: Innovative Approaches to Leadership Development</b>  <i>Magdalena Kaczmarska</i>, Head of the Recruitment, Training and Employees Development Unit  <i>Marta Łokuciejewska</i>, Corporate Area Director            PKP S.A., Poland</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p><b>Theme 5.1: Innovation, Research and New Technologies - Part II: Changing Pedagogical Models in Railway Training &amp; New technologies in training evaluation and assessment</b></p> <p><b>Moderators:</b>  <i>Arpad Domjan</i>, Senior Project- / Key-Account-Manager            International Business            DB Training, Learning &amp; Consulting, Germany  <i>Tjaša Govedič</i>, Professional associate            Slovenian Railways Training Centre (SZ), Slovenia</p> <p>[Online] <b>Serious gaming as a test methodology for a new operational rule book</b>  <i>Simon Söser</i>, Developer of operational processes and rulebooks  <i>Sebastian Post</i>, Developer of operational processes and rulebooks            DB InfraGO AG, Germany</p> <p><b>Revolution of Pedagogical Models in ALSTOM Railway Training</b>  <i>Steeve Lemaire</i>, Training &amp; Simulation development manager            ALSTOM Training &amp; Simulation, France</p> <p>20-minute presentations followed by 5-minute group Q&amp;A.</p> <p><b>Theme 5.2: Training for Safe Rail Operations</b></p> <p><b>Moderators</b>  <i>Ling Xin</i>, Deputy Dean, Tianyou Railway Institute Southwest Jiaotong University, China  <i>Yixuan Li</i>, Deputy Director of the General Office of Tianyou Railway Institute            Southwest Jiaotong University, China</p> <p><b>Globalising Vocational Education in Alignment with Chinese Railway Enterprises - A Case Study of Guangzhou Railway Polytechnic</b>  <i>Yani Wang</i>, Vice Vector            Guangzhou Railway Polytechnic, China</p> <p><b>Exploring the path of multiple-functional personnel training to safeguard the safe operation of rail transit</b>  <i>Liangliang Zhang</i>, Vice Dean/Associate Professor            Nanjing Vocational Institute of Railway Technology, China</p> <p>20-minute presentations followed by 5-minute group Q&amp;A.</p>
<p><b>GALA DINNER</b>  <b>The Crowne Plaza – Galaxy Hall (Xinghe Hall)</b></p>	

19:00-  
21:30

## Thursday 10 April 2025

<b>TECHNICAL VISITS</b> <i>Bus transfers from the hotel to the technical centres / Pick-up locations: please refer to the website.</i>		
08:30-12:30	<ul style="list-style-type: none"> <li>• <b>Visit 1:</b> Chengdu Dong Railway Station &amp; State Key Laboratory of Rail Transit Vehicle System at Jiuli Campus</li> <li>• <b>Visit 2:</b> Dynamic Simulation Experimental Platform of Multi-State Coupled Rail Transit</li> <li>• <b>Visit 3:</b> Chengdu Department of the Staff Training Base under China Railway Chengdu Group Co., Ltd.</li> </ul>	
12:30-14:00	Lunch	Cafeteria
	<b>Plenary room / 2<sup>nd</sup> Floor</b>  EN/CH	<b>Parallel room / 1<sup>st</sup> Floor</b> EN
14:00-15:30	<p><b>Theme 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</i>, Head of International Training, Development and Compensation, Ferrovie dello Stato Italiane (FS), Italy  <i>Meryem Belhaj-Clot</i>, Deputy HR Director and Head of HR Development, International Union of Railways (UIC)</p> <p><a href="#">[Online]</a> <b>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><a href="#">[Online]</a> <b>Attractiveness and Future Qualification for Railway Employees in the European Context - Impulses from the EU Project STAFFER</b>  <i>Matthias Rohrmann</i>, managing director / President EU SSD rail Deutsche Bahn AG / AGV MOVE, Germany</p> <p><b>Research and Application of Rail Transit Dispatching Simulation System</b>  <i>Zizheng Guo</i>, Professor Southwest Jiaotong University, China</p> <p><a href="#">[Online]</a> <b>Use of Simulations in Training and Upskilling of Railway Personnel</b>  <i>Irena Petrova</i>, Chief Assistant Todor Kableshev University of Transport, Bulgaria</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p><b>Theme 7: Training &amp; Education - Part I: Train the trainers programs</b></p> <p><b>Moderators:</b>  <i>Arpad Domjan</i>, Senior Project- / Key-Account-Manager International Business DB Training, Learning &amp; Consulting, Germany  <i>Tjaša Govedič</i>, Professional associate Slovenian Railways Training Centre (SZ), Slovenia</p> <p><b>The 3 Train-The-Trainer Programs</b>  <i>Steeve Lemaire</i>, Training &amp; Simulation Development Manager ALSTOM Training &amp; Simulation, France</p> <p><a href="#">[Online]</a> <b>Train the Trainer - Understanding and Managing Passengers with Disabilities and Reduced Mobility</b>  <i>Elisabetta Morabito</i>, People Care specialist FS Italiane, Italy  <i>Giulia Colantonio</i>, People Development Specialist RFI, Italy</p> <p><a href="#">[Online]</a> <b>Head of Maintenance Unit (H.M.U.) Evolutionary Leadership Program for a Strategic Maintenance Role</b>  <i>Susanna Pantani</i>, Lifelong Learning Expert Professional Senior RFI, Italy</p> <p><a href="#">[Online]</a> <b>What is the perception of continuing professional development and sharing of best practices among UK railway signalling vocational educators?</b>  <i>Nicholas Rodney</i>, Senior curriculum lead and technical trainer, Independent training consultant, UK</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>



15:30-16:00	Coffee Break		2 <sup>nd</sup> Floor
	<b>Plenary room / 2<sup>nd</sup> Floor</b> EN/CH		<b>Parallel room / 1<sup>st</sup> Floor</b> EN
16:00-17:30	<b>Theme 8: Training initiatives for rail resilience and sustainability - Part II: Knowledge Transfer, Environmental Issues and Demographics</b>  <b>Moderators:</b> <b>Miguel Faro Viana</b> , Training and Development Director <i>Infraestruturas de Portugal (IP), Portugal</i> <b>Ling Xin</b> , Deputy Dean, Tianyou Railway Institute <i>Southwest Jiaotong University, China</i>  <a href="#">[Online] STAFFER CIPP model – a comprehensive evaluation model for employability in rail-related education</a> <b>Michael Lehmann</b> , Full Professor of Railway Engineering in an International Context / Prof.Dr.-Ing. <i>University of Applied Sciences Erfurt, Germany</i> <b>5min Q&amp;A</b>  <b>Cross border qualification: strategies for overcoming recruitment challenges</b> <b>Heiko Scholz</b> , Global Director DB Rail Academy & Head of Competence Consulting, Germany <i>DB Engineering &amp; Consulting GmbH, Germany</i>  <a href="#">[Online] SAFARI Learning Programme</a> <b>Susanna Pantani</b> , Lifelong Learning Expert Professional Senior RFI, Italy  <b>UIC Talent &amp; Expertise Development Platform: Railway Talent Mentoring Programme</b> <b>Vito Pagliarisi</b> , Head of International Training, Development and Compensation, Ferrovie dello Stato Italiane (FS), Italy <b>Marta Francesconi</b> , International HR Senior Specialist, Ferrovie dello Stato Italiane (FS), Italy  <a href="#">20-minute presentations followed by 10-minute group Q&amp;A.</a>		<b>Theme 9: Health &amp; Safety</b>  <b>Moderators:</b> <b>Anjum Naweed</b> , Professor <i>Central Queensland University, Australia</i> <b>Alenka Dodig</b> , Training Centre Director <i>Slovenian Railways (SZ), Slovenia</i>  <b>Words on the Line: Exploring the Use of Risk Triggered Commentary in Rail</b> <b>Anjum Naweed</b> , Professor <i>Central Queensland University, Australia</i>  <a href="#">[Online] ERA Safety Training Catalogue and Qualification Schemes</a> <b>Grégory Rolina</b> , Programme Manager <i>European Union Agency for Railways (ERA), International</i>  <a href="#">[Online] The Full Integration of the Human Organizational Factors into SNCF's New Train Driver Training</a> <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 SNCF Voyageurs, France  <b>Human and Organisational Factors in Training Courses and Teaching Methods</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>  <a href="#">20-minute presentations followed by 10-minute group Q&amp;A.</a>

## Friday 11 April 2025

09:00-09:45	<p><b>Theme 10: International Experiences from Different Continents</b></p> <p><b>Moderators:</b>  <b>Arpad Domjan</b>, Senior Project- / Key-Account-Manager International Business  DB Training, Learning &amp; Consulting, Germany  <b>Tjaša Govedič</b>, Professional Associate  Slovenian Railways Training Centre (SZ), Slovenia</p> <p><b>Development and Integration Project for New Employees</b>  <b>Raphael Rabier</b>, General Manager  <b>Abderrahim El Hachimi</b>, Planning and Educational Resources Manager  Institut de Formation Ferroviaire (IFF), Morocco</p> <p><b>[Online] On Track Equipment Simulator: Revolutionizing Infrastructure Maintenance Training - Amtrak</b>  <b>Carey Lacey</b>, Senior Manager Simulation &amp; Standardization  <b>Steven Ladislav</b>, Assistant Vice President System Safety and Technical Training  Amtrak, United States of America</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p>Plenary room 2<sup>nd</sup> Floor</p> <p>EN/CH</p>
09:45-10:30	<p><b>Theme 11: Training and Education - Part II: Management and leadership development</b></p> <p><b>Moderators:</b>  <b>Anjum Naweed</b>, Professor  Central Queensland University, Australia  <b>Alenka Dodig</b>, Training Centre Director  Slovenian Railways (SZ), Slovenia</p> <p><b>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  TRENITALIA FRANCE, France</p> <p><b>Method to Measure, Analyse and Improve Employee Engagement</b>  <b>Jingfei Han</b>, HR Manager  Shanghai Keolis Public Transport Operation Management Co. Ltd., China</p> <p>20-minute presentations followed by 5-minute group Q&amp;A.</p>	<p>Plenary room 2<sup>nd</sup> Floor</p> <p>EN/CH</p>
10:30-11:00	Coffee Break	2 <sup>nd</sup> Floor
11:00-11:45	<p><b>Theme 12: Training &amp; Education - Part III: Training management cycle</b></p> <p><b>Moderators:</b>  <b>Anjum Naweed</b>, Professor  Central Queensland University, Australia  <b>Alenka Dodig</b>, Training Centre Director  Slovenian Railways (SZ), Slovenia</p> <p><b>Digital environment of a training centre - Strategy and approach of the University of Engineering (Udi)</b>  <b>Pierre Gibbe</b>, Director  Université de l'Ingénierie SNCF, France</p> <p><b>Intergenerational skills Transfer - A Challenge to Be Addressed Now</b>  <b>Patricia Nieto Esteban</b>, Knowledge management consultant  Université de l'Ingénierie SNCF, France</p> <p>20-minute presentations followed by 10-minute group Q&amp;A.</p>	<p>Plenary room 2<sup>nd</sup> Floor</p> <p>EN/CH</p>





11:45-12:30	<b>WCRT 2025 Closing</b> <i>Ling Xin, Deputy Dean, Tianyou Railway Institute, Southwest Jiaotong University</i> <i>Meryem Belhaj-Clot, UIC Deputy HR Director and Head of HR Development</i> <i>Michele Gesualdi, UIC High-Speed Rail Advisor</i> <i>Miguel Faro Viana, Chair of UIC Talent &amp; Expertise Development Platform</i>	Plenary room 2 <sup>nd</sup> Floor EN/CH
12:30-14:00	Lunch	Cafeteria
14:00-18:30	<b>CULTURAL VISIT</b> Panda Breeding Centre	

### Bus Schedule after the Closing

Shuttle bus back to hotel after lunch at 14:00 for those not participating in the cultural visit.

#### Airport Shuttle Bus Information:

- ▶ 1<sup>st</sup> airport shuttle bus at 14:30 from the hotel to TFU
- ▶ 2<sup>nd</sup> airport shuttle bus at 18:30 from the hotel to CTU

#### Pick-up and drop-off locations:

- ▶ SWJTU Xipu campus
- ▶ The Crowne hotel lobby entrance
- ▶ Chengdu Tianfu International Airport (TFU)
- ▶ Chengdu Shuangliu International Airport (CTU)

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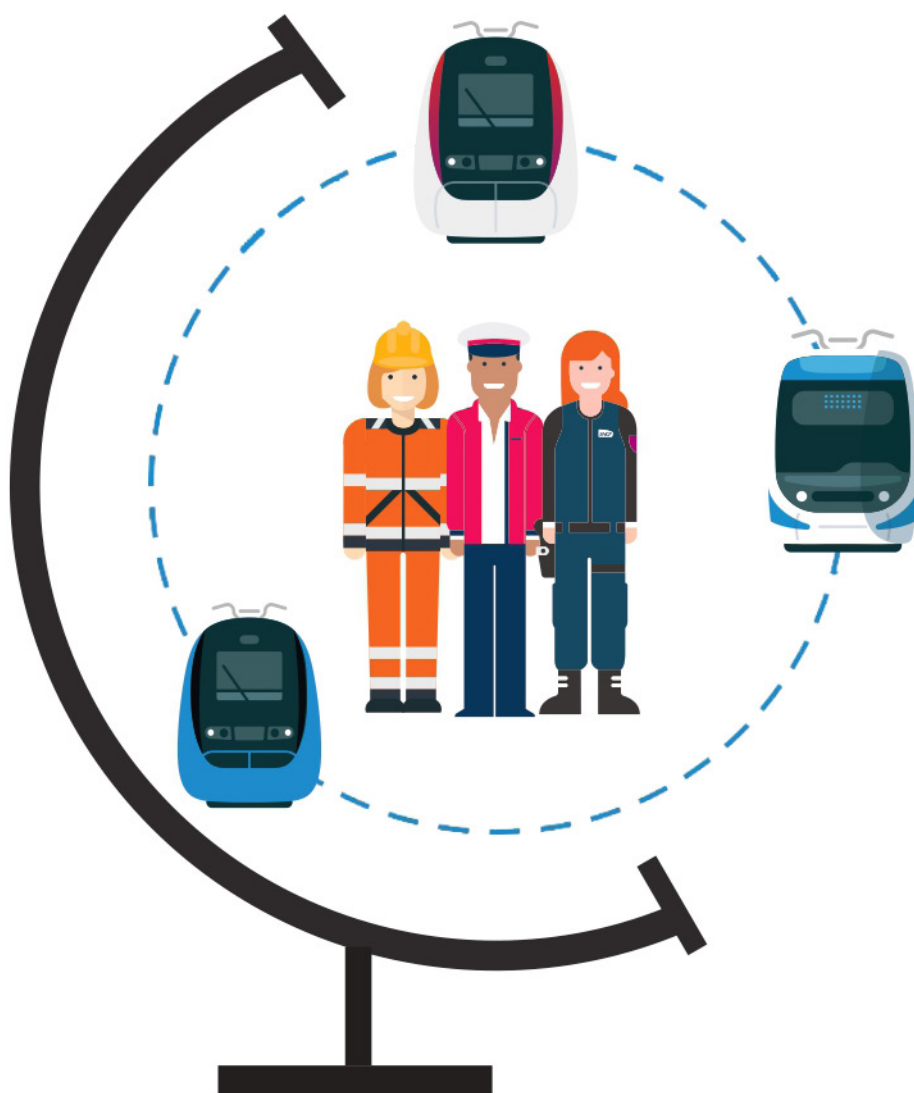
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## Full-automatic regional train of hydrogen-powered with the speed of 160 km/h

### Vehicle profile

Full-automatic regional train of hydrogen-powered with the speed of 160 km/h developed by CRRC Changchun Railway Vehicles Co., Ltd. uses hydrogen fuel cell system and energy storage system as vehicle energy sources to replace the traditional power supply mode. The train adopts fully automatic operation mode, and the maximum driving range can reach more than 1000km. The successfully reached the speed test and realized the full-load running test of 160 km/h, and realized the performance verification of whole system, whole scene and multi-level.

### Technical characteristics

#### Low-carbon travel, Green hydrogen energy

The train adopts multi-energy storage and multi-hydrogen energy system distributed energy supply hydrogen-electric hybrid power system, which realizes high availability of energy supply and improves the flexibility and reliability of energy supply. The reaction product is only water, with zero carbon emission, no by-products, stable reaction process and low noise.

#### Safe reliable, intelligent advanced

The train adopts intelligent technical means in control, communication, monitoring and other aspects, which can effectively make fast early warning, positioning and diagnosis of high-speed train faults in operation, monitor and analyze the running state parameters of vehicles in real time to ensure the safety of vehicles.

#### Avant-garde of science and technology, drop-dead gorgeous

The front end of the train adopts all-inclusive design, and the streamlined front end has superior aerodynamic performance.





# Chengdu Yunda Technology Co., Ltd.

## Listed Company:

Listed on the Shenzhen Stock Exchange in 2015 (Stock Code: 300440), originating from a Southwest Jiaotong University-affiliated enterprise (founded in 1992).

## Scale & Strength:

Over 20 subsidiaries, 1,000+ employees, business coverage in 10+ countries and regions.

## Core Business & "3351" Strategic Plan:

3 Major Customer Groups: National railways, urban rail transit, and educational institutions.

3 Key Business Segments: Rolling stock, traction power supply, and railway transportation.

5 System Solutions: Smart training, intelligent maintenance, smart depots, smart traction power supply, and intelligent freight.

1 Strategic Focus: 200+ service centers nationwide, providing 24/7 high-efficiency operation and maintenance services.

**Chengdu Yunda Technology - Empowering Rail Transit with Intelligence, Driving the Future with Safety and Efficiency!**

## Listed strong enterprises

Independent innovation technology will climb to new heights forever

- ☐ National level specialized and innovative "little giant" enterprise
- ☐ National level enterprise technology center
- ☐ The first batch of "high-tech enterprises" in Sichuan Province
- ☐ The first batch of key supporting enterprises in the rail transit industry in Chengdu City

## Industry benchmark

Participated in the formulation of industry standards for rail transit training and won multiple national awards



## Great Nation's Business Card

Assist in the promotion of the "the Belt and Road" initiative



## Yunda Technology

Make transportation safer and more efficient



Jiangsu Shipping Vocational & Technical College Industry-Education Integration Training Base



Shanghai Regional Railway Training Center



Belt and Road & BRICS Skills Development and Technological Innovation Competition

Nanning EMU Depot Training Base

## Smart Training Solution

Specifically designed for critical rail transit operational positions, the solution:

**Standardized Framework:** Based on established industry standards

**Objective Assessment:** Core evaluation system with measurable metrics

**Digital Simulation:** Systematized virtual training environments

**Intelligent Processes:** Automated, information-driven training workflows

### Implementation Highlights:

- Achieves informatization, automation, and intelligentization of practical training
- Widely adopted by Chinese railway and metro operators
- Successfully deployed in international markets including Iran, Vietnam, and Ethiopia

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# UIC-P

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## ESPACES CONGRÈS

uicp.fr



### UIC-P'S ACTIVITIES INCLUDE:

- ▶ logistics, ensuring the safety of people and property,
- ▶ services provided by qualified audiovisual technicians,
- ▶ rental of its control rooms and interpreting booths,
- ▶ rental of UIC's conference centre, hosting various types of events (private sector, industry and private companies nationally and internationally, as well as film shoots).



UIC-P hosts around 250 meetings and between 18,000 and 20,000 customers annually. UIC-P's personnel is available to all UIC employees as well as customers and strives to keep UIC facilities safe and help the organisation to achieve its objectives.





# SUMMARY OF TECHNICAL VISITS

## 10 APRIL 2025 | MORNING

The technical visits are organised by Southwest Jiaotong University (SWJTU) with the following railway technical sites.



### Visit 1:

#### 1.1 Chengdu East Railway Station

#### 1.2 State Key Laboratory of Rail Transit Vehicle System

- ▶ **Departure:** 08:30 AM | Arrival at Chengdu East Railway Station: 09:00 AM
- ▶ **Visit 1.1:** 09:00 AM - 10:00 AM | **Visit 1.2:** 10:30 AM - 11:30 AM
- ▶ **Return:** 30 minutes



### Visit 2:

#### Dynamic Simulation Experimental Platform of Multi-State Coupled Rail Transit (Tianfu New Area):

- ▶ **Departure:** 08:30 AM | Arrival: 09:30 AM
- ▶ **Visit:** 09:30 AM - 11:00 AM
- ▶ **Return:** 1 hour



### Visit 3:

#### Chengdu Department of the Staff Training Base under China Railway Chengdu Group Co., Ltd.

- ▶ **Departure:** 08:30 AM | Arrival: 09:30 AM
- ▶ **Visit:** 09:30 AM - 11:30 AM
- ▶ **Return:** 1 hour

To assure the visit, participants must strictly follow the schedules. The buses go back to the SWJTU Xipu Campus after the technical visits.

## Visit 1.1 Chengdu Dong Railway Station

With 14 platforms and 24 railway lines, Chengdu East Railway Station is one of the six biggest transportation hubs in China and is also the terminus of the Shanghai-Wuhan-Chengdu, Chengdu-Chongqing, Xi'an-Chengdu, and Chengdu-Guiyang high-speed lines.

It is one of the largest railway passenger stations in central and western China, and covers an area of 108,000 square meters, with a total construction area of 680,000 square meters.

It is therefore also a comprehensive transport hub that integrates various modes of transport, including the metro.

On 29 April 2023, 295,000 passengers used the station, breaking the previous record.

The summer saw 14.3 million passengers travelling via the station, with a daily average of 231,000, also setting a record.



## Visit 1.2 State Key Laboratory of Rail Transit Vehicle System at Jiuli Campus

This is the laboratory which is known for the “Shen-Hedrick-Elkin’s Theory” and “Zhai-Sun Model” which are widely used in the field of rail transit dynamics, as well as the railway vehicle roller test rig that ran the world’s highest bench test speed.

Taking high-speed and heavy-haul railways, maglev, and novel urban rail transit as research objectives, the laboratory has developed four main research areas:

- ▶ Design and reliability theory of railway vehicle
- ▶ Rail system dynamics
- ▶ Traction power supply and transmission
- ▶ New rail transit technology

The laboratory has set up three platforms: high-speed train digital simulation, basic research experiment, and service performance research. These cover system design, prototype development, test verification, product optimisation, and high-speed train service tracking. Additionally, the faculty members are actively involved in many important national research tasks including the National Programme on Key Basic Research, the National Key Research & Development Plan and the National Natural Science Foundations of China.







## Visit 2 Dynamic Simulation Experimental Platform of Multi-State Coupled Rail Transit

The Dynamic Simulation Experimental Platform of Multi-State Coupled Rail Transit is a comprehensive research and test platform for high-temperature superconductor (HTS) maglev transport in a levitated evacuated tube with a length of 1620m, with a maximum designed test speed of 1500km/h.

This is one of two major scientific and technological infrastructure projects that the Southwest Jiaotong University has on behalf of the Sichuan Province.



## Visit 3 Chengdu Department of the Staff Training Base under China Railway Chengdu Group Co., Ltd.

Recognized for its cutting-edge technical capabilities, the Chengdu Railway Training Department stands as a leading professional development center. Established in 2014, the facility boasts advanced simulation technology, including HXD1 and CRH1 locomotive simulators, and sophisticated CTC high-speed rail dispatching systems.

The center's technical strength lies in its ability to provide realistic, hands-on training for railway operations, team leadership, and management. Participants gain proficiency through immersive simulations and access to state-of-the-art equipment.

This training department is dedicated to equipping professionals with the latest technical skills, ensuring they are prepared for the demands of modern railway operations. Its investment in advanced technology and its commitment to practical learning positions it as a key resource for technical excellence in the industry.



*\*All visitors will depart from SWJTU International Campus by bus. To assure the visit, participants must strictly follow the schedules. The buses go back to the campus after the technical visits.*



## Cultural Visit

11 April | 14H00 – 18H00

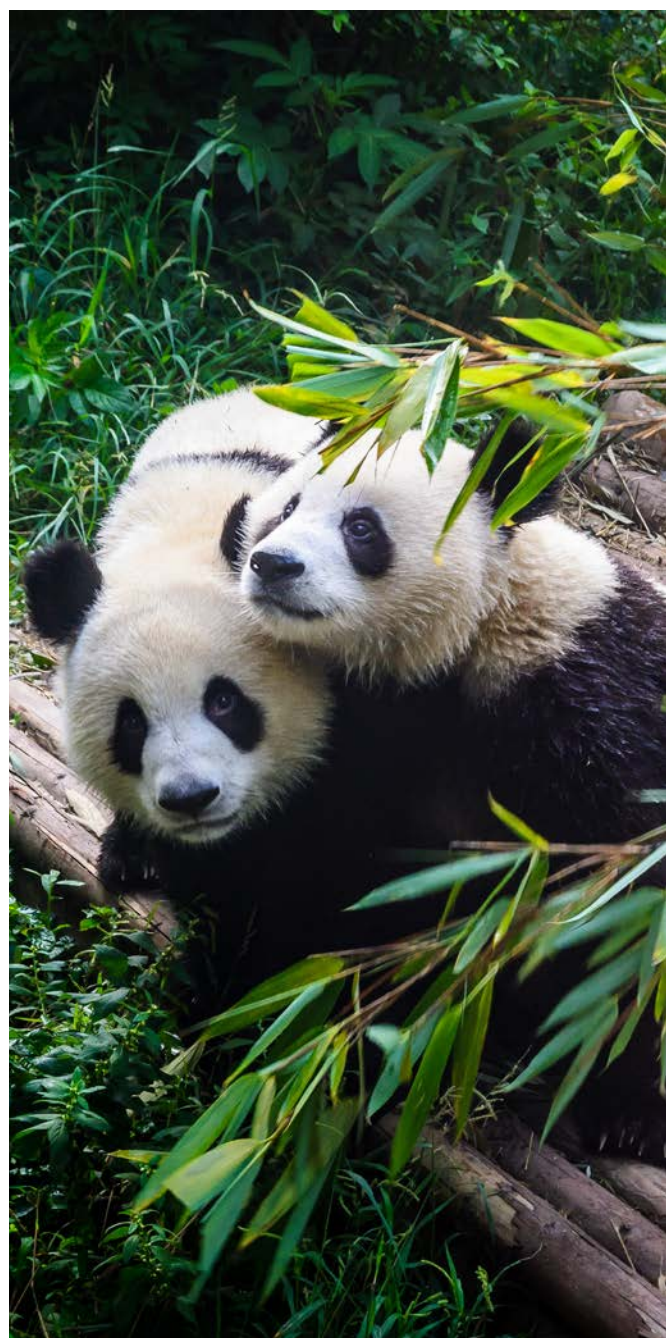
- ▶ **Panda Breeding Centre** Group Visit: Bus transportation provided.
- ▶ Registration is required, as space is limited.

The Chengdu Giant Panda Breeding Research Base, a leading institution in giant panda conservation, provides a significant opportunity for observation and study. This internationally recognized center specializes in the scientific breeding and ecological preservation of giant pandas.

Visitors can explore meticulously designed habitats, observing both juvenile and adult pandas. The base prioritizes research and public education, evidenced by its comprehensive exhibits and expert staff.

Beyond tourism, the center plays a critical role in species preservation through its advanced breeding programs and scientific research. These initiatives contribute substantially to the augmentation of the giant panda population.

This facility offers an educational experience focused on the scientific understanding and conservation of this protected species.





## SOCIAL PROGRAMME

### Welcome Cocktail

08 April 2025 | 17H00 – 20H00

- ▶ **Location:** The Crowne Plaza, 2<sup>nd</sup> floor
- ▶ **Registration for the congress** will be held on the 1<sup>st</sup> floor of The Crowne Plaza.

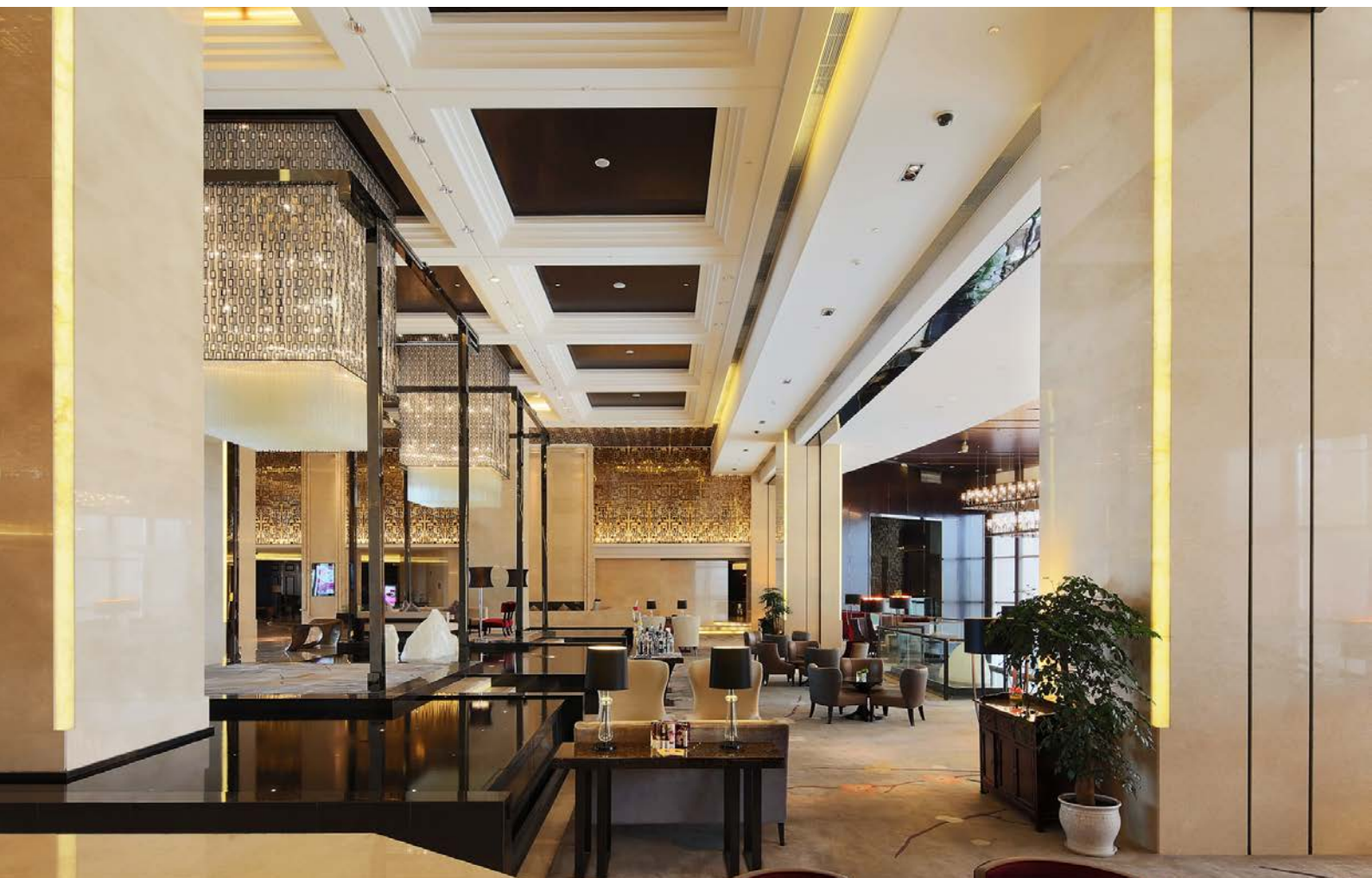
We were delighted to welcome all attendees to the cocktail reception, which provided an opportunity to renew old acquaintances and make new friends.

### Gala Dinner

09 April | 19H00 – 21H30

- ▶ **Location:** The Crowne Plaza, Galaxy (Xinghe) Hall
- ▶ **Dress Code:** Smart Casual

Dinner is included in the participant registration fee.





# PRACTICAL INFORMATION

## Navigation Information

### Navigation App



**AMap Global:** this is a navigation application; it serves as an equivalent to Google Maps for your navigation needs in China.

### Riding Hailing & Taxi App



**DiDi: Ride Hailing in China:** this is a ride-hailing service app in China, it functions similarly to Uber for your transportation needs.

**Note:** DiDi primarily utilizes Alipay and WeChat Pay for transactions. International visitors should be aware that linking an international credit card may be necessary or that carrying cash is advisable, as some drivers may accept cash payments.

*You can download these maps from the App Store, Android Store, or Google Play.*

### Chengdu Metro APP



**Chengdu Metro APP**



**Tianfu Tong APP**



**Alipay**

### Relevant lines and stations near the campus.

- ▶ Line 6, Xingye North Street
- ▶ Line 2, Xipu

## Contact

It is recommended to carry a **hotel business card and address** with you for assistance when needed.

### Emergency numbers:

- ▶ **Police:** 110
- ▶ **Medical emergency:** 120
- ▶ **Fire:** 119







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