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From: newsletter@artp.co.uk
Sent: 19 July 2010 11:49
To: Barbara Williams
Subject: ARTP Newsletter July 2010



ARTP
association of railway training providers

Our vision is to be the voice of trainer and assessor organisations throughout the Railway Industry

ARTP Newsletter July 2010

19/7/2010

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Chairman's Report

Welcome to this my, first opportunity to speak to you as chair of ARTP in what is rapidly becoming yet another very challenging period for our members. I hope to drive forward the association and aim to ensure that the interests of our members are met as we pick our way through the ever changing world in which we operate. The articles that follow will outline some of the developments currently being undertaken across the industry.

A piece of good news is that ARTP is to sponsor the prestigious *Rail Staff* trainer of the year award the final of which takes place on the 23rd October at the NIA in Birmingham; note it in your diaries. This will provide a unique opportunity to raise the profile of the ARTP and showcase amongst the wider rail fraternity. You need to select a member of your staff who you think could win this coveted award and put their names forward, via the rail staff website www.railstaffawards.com. Remember you have to be in it to win it. As a supporting measure to this sponsorship we have managed to secure a substantial discount from *Rail Staff* for any advertising member companies wish to place in the monthly free paper *Rail Staff*. When booking advise that you are an ARTP member.

We intend to reintroduce this year the famed ARTP trainer/assessor workshops, starting in November, watch this space for further news on how you can help yourself keep up with the changing world.

The board has a wide range of industry expertise and influence but please remember this is your association, you need to tell us what you want and we will do what we can; we can only move forward together. I am sure I have already heard someone somewhere say we are all in this together!!!

ARTP Policy Support Officer



I am delighted to introduce myself to you as ARTP Policy Support Officer. In this new role I will provide technical support and advice to ARTP on workforce development issues, industry liaison and links to Sector Skills Council and Government.

One of my first priorities was this Newsletter to make sure ARTP is keeping members informed of its activities and any relevant developments in training and the industry. It will be a more regular publication in the future.

Over the coming months I shall be in close contact with Network Rail regarding its plans for competence assurance at the end of its contract with Achilles.

I shall also represent ARTP on two working groups of the National Skills Academy for Railway Engineering to make sure that the capacity and capability of the private training sector is recognised and to keep you informed about opportunities to be involved and benefit from the Academy.

Last week I provided copy for the July edition of Pathfinder, a publication about career opportunities for people who will soon leave the armed forces with funds available to assist with their training. Thanks to members who sent me information to include. I hope that by promoting both the industry and the ARTP some enquiries will be generated.

Kath D'Archambaud

Additional Email addresses

Please note the following new additional email addresses are now available:

Andy McKenna: chairman@artp.co.uk.

Kath D'Archambaud: policysupport@artp.co.uk.



Figure 1.

ARTP - Network Rail Update – June 2010

Training Governance Structure

Network Rail recently undertook a thorough re-organisation. The company

has moved to a Process Led Operating Model and to reflect this, the governance structure for competence and development has also evolved (Figure 1).

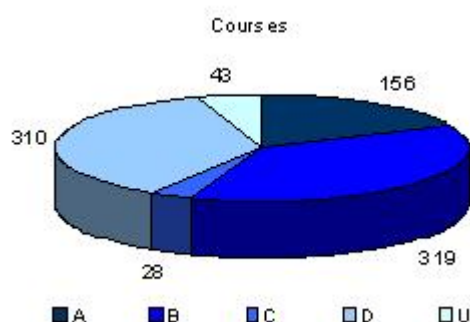
As we all know that Britain is facing tough times. The country teeters on the brink of an age of austerity in which genuinely difficult decisions will have to be made about how public money is spent - about what is essential and what is expendable. Everyone has a part to play. Savings and efficiencies need to be made in all sectors and the railway is no exception. This is why, in just 10 years, Network Rail is committed to cutting the cost of running the railway by nearly half. By 2014 Network Rail will run Britain's railway for 46% less than it could in 2004 when we were bringing it back to life after years of neglect.

The changes to the organisational structure will aid Network Rail to better meet the demands of Control Period Four CP4 and build a sustainable platform for Control Period Five CP5 and beyond. It will allow for a stronger focus on development, renewal and enhancements of the railway whilst also strengthening the support to those charged with the day to day management and maintenance of the railway.

The competence and development governance is now directly aligned to Network Rail's overall corporate strategy. This evolution will allow the tenets of Network Rail's training delivery to be controlled, enhanced and measured through an improved structure.

Outputs and influences of the Competence Development Steering Group include:

- *New Entrants Panel* – focused on efficient recruitment of Apprentices and Graduates, business led training interventions and enhanced process of integrating new entrants into the organisation
- *Defining training demand* – improvements in defining business need analysis, volume qualification and effective evaluation
- *Improved Delivery* – validation of Workforce Development Specialist role – developer/facilitator/evaluator.



Content Review Groups

The initial task of each of the 27 Content Review Groups was to establish the definitive list of training courses aligned to the group and classify each of these into one of the following categories:

- A – Course available and fit for purpose
- B – Course available but in need of some update
- C – Course no longer required, remove from catalogue
- D – New course required that does not currently exist

- U – Yet to be categorised

Competence Framework

The past 12 months has seen activity increase on a specially commissioned project to develop one Corporate Competence Framework Solution for Network Rail. This is a medium term project and will be deployed in 2011. The framework solution has four key aims:

- Recruitment and Selection
- Risk Management
- Learning and Development
- Career Progression and Planning

Customer Account Specialist

During the re-organisation of Network Rail's Competence & Training department in 2009, a new Customer Account Specialist role was created to develop partnering relationships with business unit leaders across the company to help maximise the 'value for money' impact of Human Resources Competence & Training, enable Line Managers to fulfil their competence responsibilities and drive measurable workforce efficiency improvements.

The roles are separated by 'process business unit' and geography. There has been a very positive response from the wider business within Network Rail. It was recognised the need to focus the remit of the role to delivering measurable workforce efficiency improvements (brokering between customer and training delivery).



Training Facilities

In March 2010 Network Rail opened its new vocational Training facility in Walsall. This new state of the art facility is now enabling us to offer multi-skill training in one venue for Asset Management, Project Management and IT training. We now have the ability, and capacity, to utilise our facilities for recruitment seminars or other events across the business.

In Summary:

- 26 Training Centres nationally
- £23m has been invested in 4 new state-of-the-art vocational training centres in Larbert, Paddock Wood, Bristol and most recently Walsall
- Indoor, full-size 60m replica track layout with signals, a 150m outdoor track, indoor welding facilities.
- Up to 100 frontline engineering and maintenance staff can be trained simultaneously in new technical skills
- £34m planned to be invested to create four further new multi-discipline training centres
- Ability to train staff from all functions
- Provision for Network Rail's Resourcing and recruitment seminars



National Skills Academy for Railway Engineering

Kath D'Archambaud talks to Gil Howarth

Gil Howarth is Programme Director of the NSARE

Kath: Why is the NSARE so important to the industry? Gil: NSARE will provide a unified, cost effective, pan-industry approach to:

- promotion of the industry as an exciting and sustainable career of choice
- forecasting the demand for, and recruitment of engineers of all skill levels
- training and development of new recruits and the current workforce to meet the technological challenges of the future and the efficiency savings essential to safeguard investment
- accreditation of all training providers and trainers
- matching employer training needs with local accredited training provision

Kath: The NSARE is at the “Business Planning Stage”. What does this mean?

Gil: In March the Government announced that NSARE’s ‘Expression Of Interest’ had been successful and we should develop a detailed Business Plan for approval by the Skills Funding Agency, part of the Department of Business, Innovation & Skills. The Business Plan is currently being developed for submission in September and approval in October.

Kath: What is your vision of the NSARE in 5 years. What will it look like and how will it work?

Gil: Our vision is that in 5 years time the industry will have the skilled workforce it needs to support a first-class 21st century railway. NSARE will be recognised as the industry’s ‘one stop shop’ for advice on all aspects of recruitment and training of railway engineers, particularly for small and medium sized companies. Training providers will be proud to have the National Skills Academy brand.

Kath: What do you see as the role of ARTP and the benefits to its members? What can we do now and how can members be prepared?

ARTP can, and hopefully will, play an important role in helping NSARE develop its training provider strategy and the associated accreditation scheme. It should encourage its members to participate in the Training, Content & Accreditation Working Group which is helping to shape the railway engineering training provision of the future. It should reassure its members that competent training providers should see the

advent of NSARE as a business opportunity and not a threat. Finally it should encourage its members to become acquainted with the recently endorsed National Occupational Standards for Railway Engineering, which are currently being mapped by industry volunteers to the new Qualification Credit Framework under the guidance of GoSkills.

Changes to qualifications for Assessors

The current qualifications for assessors and verifiers, A1 and V1, will be replaced at the end of 2010 following a review of National Occupational Standards. Candidates registered for the awards will have time to complete them and the qualifications will remain valid.

New qualifications will be available from the autumn and if you want to have a look at them you can do so by visiting www.lluk.org

European Network of Training Centres

This is a report on the meeting at OBB Training centres in Vienna on 20th/21st May. There was GB representation from Arriva Trains Wales, Hydrex, RTI and RSSB. Andy Crago represented ARTP.

The key objective of the network, which brings together major European training providers from both commercial and non-commercial training centres, is to promote the opening up of the European rail training market, by encouraging an active professional dialogue to take place between rail training professionals through visits and presentations. The meeting was attended by 29 participants from 12 countries representing some 16 training providers. Olaf Mette from European Rail Agency also attended. For the first time, the network had a presentation on the Asian Network of Rail Training Centres from Korean Rail, representatives from Turkish Rail's training centres, as well as the UIC representative for Central Asian Countries from Kazakhstan.

The group visited the two major Operations training centres in Vienna and St Polten, an hour outside Vienna, where their major driver training and simulator centre is located. OBB have invested in CORYS sims and use them in an innovative fashion for part task training. Driver training takes a year. Their signaller training is conducted in Vienna with simulators and use of track layouts and model railways. Their training takes 28 weeks. OBB are also a major apprentice training organisation, with 11 training centres and 500 apprentices in training, which is state funded. They employ around 45,000 staff and have a major programme of upgrading track and stations.

Other items discussed were:

1. The first UIC World Congress on Rail Training. The congress is scheduled to be held from 6 - 8 April 2011 in Madrid, hosted by the University of Madrid. The congress will tackle topical subjects such as skills fade and competence retention, adult learning and training methodologies, the role and development of trainers and training as an investment, and will include technical visits.
2. The meeting had a presentation by University of Würzburg, which has been commissioned by the UIC to undertake a benchmarking study on European Rail Training, on their first set of results. The work is focused on training for three safety critical job positions: drivers, signallers/traffic controllers and signal/interlocking technicians and the researchers gave a preliminary overview on training across Europe.
3. There was a roundtable discussion on the latest developments within each of railway companies or businesses on current issues

facing European training centres and companies in the areas of demand, resourcing and government policies. The pattern was similar with cutbacks and reduced investment in the short term but some innovation occurring in the use of technology based training.

The network's next meeting is scheduled for 21 and 22 October 2010 at Arriva Trains Wales in Cardiff.

Lesley Hodsdon

Senior Workforce Development Specialist, RSSB

Rail Engineering National Occupational Standards - Major Review Completed

The industry has completed a major review of the occupational standards for five engineering disciplines at level 2 and 3 - Track/Pway, Signalling, Telecoms, T&RS and Electrification.

An important change is that there are now a set of common technical units that can be applied to any of the disciplines. The working groups recognised that this would give clarity and avoid duplication.

The opportunity has been taken to update the units to meet modern practises as well as clarify the language used in come of the units. The greatest change has been with the Electrification units where is was agreed that many of the old units replicated regulations and have been stripped out. This leaves a clean set of units for those dealing with contact systems and the associated assets.

Copies of the units can be found on the GoSkills website www.goskills.org and scroll to the bottom of the page. Work has now started to create qualifications from these new NOS. The objective is to have new competency based qualifications ready for December this year.

Plant & Standards Group SIG

Overview

The Plant and Standards Group meet on a monthly basis to provide members with an opportunity to meet fellow members with similar roles or views. The meeting enables them to keep up-to-date with new or amended standards and to review these documents enabling feedback to the applicable stakeholder. This is beneficial both to the members and the stakeholder who has a range of perspectives to enable a holistic approach when developing or amending standards.

Current Project

Currently the Group are assisting Network Rail to develop a joint standard for OTP Machine Operator (MO) and Machine/Crane Controller. There are 2 representatives from the ARTP Plant & Standards SIG at the meeting and the Group have offered their services to re-write and help develop the standard. At the moment there are two standards to cover these roles i.e. NR/L2/CTM/0025 for MO and TMM01 of the Train Operations Manual. The aim is to simplify the standards whilst ensuring core parts of the standard are the same for both roles.

Issues Log

At each SIG meeting, issues experienced by the Group members when training or assessing are discussed regarding the Sentinel Scheme for OTP Machine Operators (MO) and Machine/Crane Controller (MC/CC). Each issue is recorded on an 'Issues Log' which is sent to Network Rail so they are aware of the concerns our members have. A meeting is then arranged between ARTP representatives and Network Rail. The issues log is held on

the ARTP website.

Standardisation

It also provides a means to standardise the training and assessment process of the Group members especially on the interpretation of new standards or new schemes such as the Sentinel Machine Controller training and assessment process.

Location

The meetings are held at Derby. The meeting is open to all members who are interested in Plant or Standards and if you need any further information, please contact the Secretariat at: ARTP@riagb.org.uk or Andy Crago at: andy.crago@hydrex.co.uk

A Message From Achilles

Neil Willings, Managing Director of Achilles Assessment Services would like to remind members: **organisations that do not submit training plans and then deliver training are now being monitored.**

Where appropriate, the agreed sanctions have been implemented. The progression for this is that any company that fails to submit training plans 3 times in a 12 month period will have their license removed. A couple of companies have already failed to submit twice and then delivered training....these companies therefore only have 1 more 'strike' before their license is removed.



Ray Shipley joins ARTP Board

Ray joined Network Rail just over two years ago in the role of National Training Manager (Strategy) within Competence & Training (C&T). In this role he has worked very closely with the Head of C&T (Mark Ruddy) and the management team to build the "Campaign Plan" of improvement. This has entailed leading many major change programmes, including the introduction of Network Rail wide Content Review Groups and the Trainer to Workforce Development Specialist development project. In addition to building, facilitating and managing the strategic plans of C&T (aligned to the Network Rail business objectives) Ray manages the training planning and administration service centre, the in-year finances and is responsible for the annual business planning cycle. Ray is keen to build a more informed view of training suppliers across the industry to bring a new perspective to a more inclusive industry wide strategic direction for Network Rail Competence & Training.

Previous to Network Rail Ray worked within the electronic publishing industry for many years, taking up various roles from Researcher, Call Centre Manager, Programme Manager and most recently Head of Training UK & Ireland. His experience across many functions, including his last role at LexisNexis as Head of Training, reporting into the Sales function, enables him to bring a keen commercial outlook to the delivery of business

led training interventions, with an ever present focus on tangible return on investment.

We are delighted to welcome him to the ARTP Board.

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