Panel Discussion 4: Future training & industry leadership:
How can the rail freight industry continue to respond to the needs of Britain’s logistics revolution?

REF Technical Seminar 2015
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Supporting the Rail Industry

The railway is a complex system with multiple interfaces delivered by many different organisations. At RSSB we bring these different organisations together to make collective decisions.

Through research, risk modelling and analysis we help the rail industry in the areas of safety, standards, knowledge, and innovation. We support the railway too across a wide range of cross-industry topics requiring our knowledge and independence. And we provide a constant point of reference in a changing environment.

Our work involves close collaboration, but as technical experts we’re also able to step back and provide an informed view. And because we can see both the big picture and the detail, we’re able to furnish the industry with the information and tools it needs to continuously improve.

We’re an expert body with a wide compass of knowledge, skills and experience. We’re owned by the industry but are non profit-making and independent of any commercial interests. We span the whole system, including in our membership infrastructure companies, train and freight operators, rolling stock owners and suppliers to the industry.
RSSB Activities Related to Freight

- Railway Group Standards/Railway Industry Standards
- National Rule Book & Working Manual for Rail Staff
- Accident and Incident Investigation & Training
- European interface/Updating on legislative change
- Rail Health and Safety Strategy
- Health and Well Being
- Benchmarking safety data and risk modelling – SMIS
- Learning from and sharing information on European incidents
- CIRAS
- Fatigue management and guidance
- Updating on legislative change
- Driver Training Pilots
- Rolling Stock database/RAVERS → R2
- Rail Technical Strategy
- Innovation Competitions
The National Skills Academy for Railway Engineering

- Part of a national network of National Skills Academies (NSA's)
- Established in November 2010 to tackle current and future skills needs within the railway engineering industry
- Formed of 358 member organisations and sits at the heart of the skills agenda
- Key areas of focus include:
  - Industry promotion
  - Skills forecasting
  - Industry capability (resources)
  - Training assurance
Today’s T&RS Workforce: Age and Gender

- 40% are 50+ years
- 22% are 55+ years
- Average age is 46
- Average retirement age is 62

- Gender split remains at 96% male and 4% female - worse for maintenance (3%) and projects (2%)
- Recruits required is 8,200 over the next 10 years
- 4,900 retirees, and 3,300 additional workload
Discussion topics

How does the freight industry effectively get benefit from...

• Innovation and spending in rail
• Growth in skills agenda
• Increased levels of industry collaboration
Discussion