Facilitation Future Training and Competency Assessment

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Background

- Heritage followed the “BIG” railway
- Rail Safety – workforce skills
- Model Rail Safety Bill
  - NTC – National Transport Commission
  - AQTF – Aust. Quality Training Framework
  - TLISC – Transport Logistics Industry Skills Council
  - RTO – Registered Training Organisation
Going Forward & Funding

- Needed a credible system
- Needed lesson plans and checklists
- Is the system appropriate?
- Funding from SCOT Rail via the Rail Safety Regulators.
The Lesson Plans and Checklists

☐ Funding used for:
  ■ Safeworking
  ■ Steam Loco driver
  ■ Diesel loco – driver
  ■ Diesel loco – fireman
  ■ Guard
  ■ Second person – diesel
  ■ Tram Driver
The Documents Produced

- Customisation Guideline
- Mentor’s Guide – explains the process
- Lesson Plans
- Knowledge Checklist
- Mentor’s Questions and Answers
- Performance Checklist
  - Produced for ATHRA by David Rumsey.
  - See ATHRA website – Alert #43
  - www.athra.asn.au
Scaffolding approach for the learning of vocational skills and knowledge

- **Initial knowledge building through observation and explanation**
- **Demonstration by experienced colleague or mentor**
- **Initial practice – closely guided by the experienced colleague or mentor**
- **Guided practice with gradual reduction of direct guidance as skill increases**
- **Independent practice with indirect guidance**
- **Assessment of performance and related knowledge**

**MODELLING**

**COACHING**

**SCAFFOLDING**

**FADING**

Gradual removal of 'scaffolding' as knowledge and skill increase
Relationship with Rail Safety

- Who does the training and assessment?
- Records – the evidence?
- Judging the person’s competence
- Customise to your operation – everyone is different
- Working with the Regulators
- ATHRA to facilitate a cost effective system.
The Next Steps

- Further positions
- Funding for assessment training
- Having an appropriate system in place
- Developing a QA framework overall that meets both the rail operator’s need and that of the national standards.