

The nationwide Norwegian implementation of ERTMS will take place in the period of 2020 until 2032.

ERTMS introduces changes in technology, routines, functions, cross-functional cooperation and processes. How can training address these changes and ease the digitization process?

This speech will focus on experience from our pilot ERTMS line. This line has been in daily operation since august 2015. In addition we will present how we will set up the training organization, cooperation with our vendors as well as involvement of existing organization, unions, authorities and other key stakeholders.

We estimate that 70-80% of all employees will be affected and need training. To be able to design and provide efficient training we need to fully understand the current operation and skills in our workforce. We will present our methods for engaging the organization to fully comprehend that ERTMS is not “yet another technology”.

The assumption for training in our pilot ERTMS line was that the vendor was responsible for all training. The result was a very technical training and less focus on operational routines. The consequences were a general uncertainty among operational staff as well as more dependencies towards the vendor. The ERTMS national implementation will ensure we take a greater responsibility to integrate vendor specific training and operational training.

We will present how we change our setup when the ERTMS national implementation commences. The training model is changed but is still depending of close cooperation with and between our (possibly) three main suppliers. We are entering into a collaboration agreement to ensure we have the same understanding when performing our training needs analysis.