

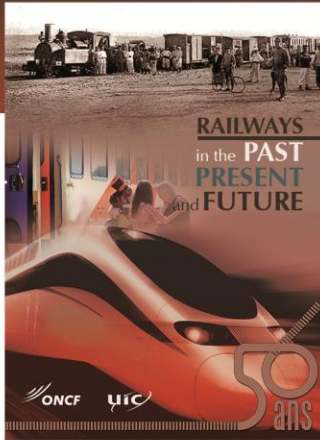
# The managerial dimension – the future challenges

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# SUMMAR YRRYY

- 1. Challenges for railway management**
- 2. Threats and opportunities**
- 3. UIC response**



# 1. Challenges for railway management

- The transportation industry is already having trouble attracting young and skilled people.
- In several countries around 1/3 of workforce are getting retired within the next 10 years
- Financial constraints in individual companies effects also the attractiveness and development of HR-issues;
- Inter & Intramodal competition, technological (innovations), economical crisis, etc.
- Around the world, populations are ageing
- Needed skills, in the right place, at the right time.
- Attractiveness against other branches is further low (banking, insurances, aviation, energy....).
- Post-secondary education is important
- Globalization create new requirements for workforce development
- Stronger focus on intercultural and language skills is crucial.
- Younger generation has different expectations from their employers and companies need to better understand them

**At a time of high unemployment in many parts of the world, this might seem as a contradiction, but in many sectors, including transportation and logistics and rail, there exist worrisome skills mismatches**



## 2.Threats and opportunities

Globalization , development of the economy linked with a growth of mobility, new attractive areas of the employment for generation Y, slow changes in the railway sector if concerns the modernization ,& implementation of the new technologies and innovations;

At a time of high unemployment in many parts of the world, this might seem as a contradiction, but in many sectors, including railway transportation and logistics , there exist worrisome skills mismatches



# 3. The UIC response

## Projet called: TALENT

Target : “Create a better future for railways!”

Using the existing and future potential of our workforce to deliver best products and be competitive

### PROJECT OBJECTIVES

- **Creation of a strong & sustainable foundation for international cooperation** in the railway sector by **establishing powerful management development programs (MBA, specified BBA’s, trainings)**, focus on skills transfer, career path building...
- **Development of an international network of railway talents** – on-line platform, using modern technology for communication (social networks, etc), supporting a new generation of railway managers to work on domestic and international challenges, with a deep understanding of business approaches, multi-language skills, recognized by the international railway community.
- **UIC wishes to engage an active dialogue and support across the rail sector, attracting talented railway staff to make a career in the railways.**





THANKS

50  
years

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UIC