



The Workforce of the Future

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Found in the desert



Trends in the Railway Workforce

- ✓ **Time for change:** need for professionals to work world-wide and to “surf” inside / outside the Company.
- ✓ More effort for the Freight Sector traditionally more conservative: more competition and even more need of interaction among Companies and Countries

HOW?

- ✓ More roles flexibility and job mobility
- ✓ New organizational Models - Procedures - Processes
- ✓ New issues: Corporate Identity, Digital Reputation, Working Accountability
- ✓ Diversity Management: Cross-Cultural/Generational

Railway Talents

An ongoing UIC EDP Project (since 2014), aiming at



- ✓ Improving the Innovation capacity of the Railway Sector by sharing Best Practices
- ✓ Connecting Railway Companies, Universities, Professionals
- ✓ Creating a global Network of Knowledge, Values and Experiences of different generations of Railway People
- ✓ Collecting participants from UIC Members from all over the world

Reverse Mentoring

A prospect for a new Training Model on
Diversity Management

Senior Mentors – Junior Mentees and vice versa



Millennials can teach senior colleagues about Digital Skills. Senior share with Junior deep Technicalities, contextual understanding and valuable relationships with upper Management.

Digital Skills Rail Passport

- ✓ Digital Skills: today's Key to the World
- ✓ The Vision: a common Skills Passport to facilitate mobility
- ✓ Mobility: not only for Workers, but also for Ideas and Best Practices



Jump on-board!