**Train Driver Competency Indicator Development Project**

We are commencing an applied research project to develop and test a framework of underlying core competencies for train driver performance. The objective of the project is to identify observable indicators that describe effective performance in the following types of underlying competencies:

* Application of Procedures
* Communication
* Operation of Tools / Equipment
* Problem Solving and Decision Making
* Route Knowledge
* Self Management
* Situation Awareness
* System Knowledge
* Teamwork and Leadership
* Train Handling
* Workload Management

**Underlying competencies:**

The underpinning knowledge and skills required by a train driver, to perform a range of different tasks effectively. Underlying competencies include both ‘technical’ and ‘non-technical’ skills. They are not specific to one driving task, but help build resilient performance across all tasks, conditions or situations that a driver may encounter.

In contrast to other performance marker systems, the current project aims to include both ‘technical’ and ‘non-technical’ skills in an integrated framework, with substantial input from drivers across the industry, both in passenger and freight operations. The aim is to develop a framework that uses a language that describes performance in a way that is relatable to drivers, trainers, and assessors.

**What are the benefits for participating organisations?**

All participating rail organisations will receive a copy of the performance indicator framework, which they are free to use or adapt for application within their own operation. A summary report will also be provided, outlining the methodology and aggregated results of the data collection activities. All results will be presented in a de-identified way, to ensure the anonymity of participating organisations and individuals.

**What is involved?**

Participating organisations will be invited to provide in-kind support for the following activities during the period April – June 2020:

* **Interviews with volunteer Driver participants**: individual discussions with our researchers about drivers’ previous experiences, to gather information about expert driving strategies and positive techniques used in normal and abnormal operations.
* **Initial workshop**: a facilitated group workshop to understand the links between underlying competencies and driving tasks, and to understand Drivers’ perceptions of what each underlying competency looks like in practice.
* **Driver Training Survey**: a voluntary survey will be distributed, requesting Driver Trainers’ and Assessors’ views on the importance of underlying competencies in driving performance, and further data about expert strategies and techniques.
* **Follow-up workshop**: a facilitated group workshop to test and refine the performance indicators. Where possible, indicators will be tested through participants providing ratings of a video sample of actual performance, to determine whether multiple raters can distinguish between competency categories.

It is anticipated that workshops will be run in Brisbane, Sydney and Melbourne. We would appreciate support from participating organisations in providing a workshop venue where possible. Apart from the in-kind support of providing access to personnel and a meeting room, there is no cost associated with participation in the project.

In addition to the activities involving industry participation, we will also be completing a detailed task analysis and analysing incident reports and other publicly available data, to help inform the development of the framework.

We look forward to hearing from organisations interested in being part of this landmark project.

Company Name

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