

National Skills Academy for Rail

International

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The National Skills Academy for Rail (NSAR) was established to **support employers in developing a professional workforce** through the promotion and **development of vocational training and apprenticeships**, with the objectives of **reducing skills gaps and shortages, improving productivity**, raising the standards and skills within the workforce and improving the capacity and competence of training provision. NSAR is an **employer led organisation** with over 350 member organisations representing government, rail infrastructure, train operations, main contractors, rolling stock manufacturers, rolling stock owners, vocational colleges, universities and private training providers.

NSAR has developed **a model for skills academies/centres of excellence**, that is applicable to physical or virtual facilities, and includes:

- *Strategic Workforce Demand/ Supply Planning*
- *Commercial Feasibility Studies*
- *Building & Design (if a physical facility is desired)*
- *Curriculum Plan & Development*
- *Development of Learning Materials*
- *Development of Train the Trainer programmes*
- *Operational Support (inc. employer engagement, recruitment of students, recruitment of trainers)*
- *Quality Assurance of training provision*

Our range of online tools enables customers to **forecast skills requirements** and the size of the workforce over time, **recruit people** and manage and **track workforce skills** and competencies.

NSAR offers International customers a tried, **proven operating model** as well as access to a **VAST knowledge base built on authoritative research**, experience, expertise and best practice across the UK rail sector.

NSAR offers a **low risk solution** to customers wishing to set up and operate a Centre of Excellence/Skills Academy, saving time and money.

To see how NSAR can help you or for more information contact us at:

Website: www.nsar.co.uk

Telephone: 0203 021 0575

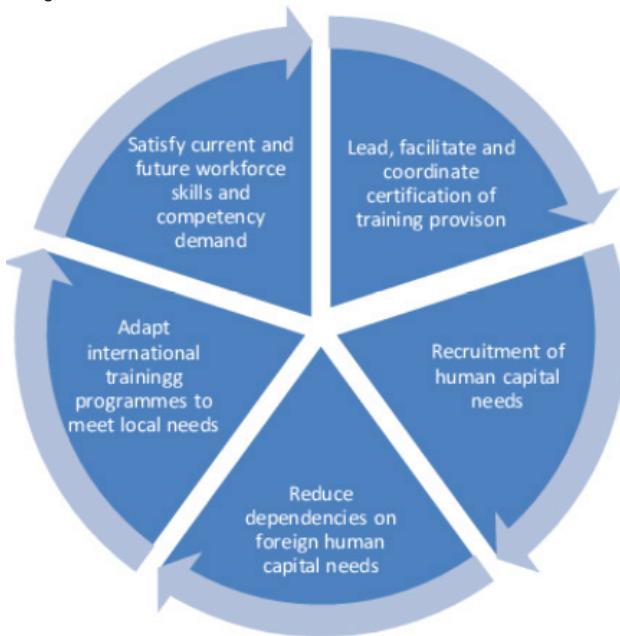
Email: enquiries@nsar.co.uk



CASE STUDIES

Land Public Transport Commission (Malaysia)

In 2017 NSAR worked with the Land Public Transport Commission in Malaysia to support their programme of Human Capital Development in the Malaysian Railway. This is being delivered through their Rail Centre of Excellence with the purpose of **becoming a hub for skills and capability building, standards development, and coordination of research activities** for the rail industry. The Land Public Transport Commission wished to engage NSAR to provide solutions to support the achievement of 5 key objectives.



Technical	Current workforce (2016)	Additional required by 2020
Systems Engineers	134	390
Maintenance Engineers	467	1,364
Advanced Technicians	1,404	4,091
Technician	4,674	13,636
TOTAL	6,680	19,480

Non-Technical	Current workforce (2016)	Additional required by 2020
Management & Admin	7,515	21,915
Others e.g. Operations, drivers, onboard, stations	2,505	7,305
TOTAL	10,020	29,220

- Strategic advice on skills development
- Skills impact on productivity
- People and Talent Planning including strategic workforce planning
- Development of competency frameworks
- UK Apprenticeship Standards adapted to local requirements
- Sustainable funding models for the RCOE
- Quality assurance of training provision
- Development of training programmes and curriculum, lesson plans and materials
- Delivery of training programmes in Malaysia
- Development of a train the trainer programme
- Work placement programme of Malaysian technicians and engineers with UK rail employers



CASE STUDIES

Colas Rail (Malaysia)

NSAR supported one its member organisations, Colas Rail, in successfully securing work as part of Projek Mass Rapid Transit Laluan 2: Sungai Buloh – Serdang – Putrajaya. NSAR supported Colas Rail **in developing practical solutions for the training of the local workforce** to meet the requirements of the Malaysian Government's Industry Collaboration Programme **designed to ensure that the local industry is provided with full, fair, and reasonable opportunity to tender** for major infrastructure and resource projects.

NSAR designed a technical skills training programme and a knowledge transfer programme for technicians and professional engineers.

Technology Depository Agency Berhad (Malaysia)

In 2018, NSAR signed an MOU with the Technology Depository Agency Berhad, an agency under Ministry of Finance **to collaborate on human capital development for main line, urban rail and high-speed rail.**

As a result of this partnership, with the UK and Malaysian Governments, NSAR held technical and vocational education and training **workshops in rail for high level leaders in government ministries and key organisations.**



CASE STUDIES

UK Sectors Centre of Excellence (China)

In response to the China's need to **increase the capacity and quality of vocational training** across multiple sectors, NSAR launched a collaborative initiative that enabled UK Skills Federation and a local Chinese partner to create UK Sectors Centre of Excellence (UKSCE). The aim of UKSCE is to raise the **profile and perception of TVET across a broad range of business sectors** including rail, construction, business studies, IT, sport, early years, social care, finance and health.

The UKSCE seeks to establish 50 - 80 demonstration centres which will house the latest technological facilities ensuring a strong foundation to support supply and demand for skills. The UKSCE will setup in multiple Chinese regions, with a capacity to train 1,000 students annually.

Ningbo (China)

In 2019 NSAR was awarded a contract to **design and deliver a workplace-based training to 100 local manufacturing workers** in Ningbo. The programme was based on the Level 3 Manufacturing Qualification and was designed around Tool & Die operations. The programme was a **pilot to measure the benefits of a blended approach to vocational training that incorporates a knowledge component together with work based practical competency training**, in line with UK Apprenticeships.

As a result of the success of the programme, NSAR is continuing to work with Ningbo Education Bureau to **identify and develop further vocational training needs and facilitate the development of partnership** between Ningbo and UK Further Education Colleges.

