

## **RAIL TRANSPORT TRAINING IN INDIA**

Training is the most commonly used mechanism in human resource development. It is the process, which attempts to fill the gap by way of what employee has to offer by way of skills, experience and knowledge and that which is required by the job. The objective of the training is to help people to acquire the knowledge, skills and capacities necessary to do their job while to prepare them for transfer to other jobs and capability to be fitted into the working group.

Indian Railways has the best training facilities in entire Asia & Africa to train people in rail transport. These facilities have come up over the years due to its gigantic system & level of operation as shall be evident from the following facts:

The Indian Railways system is today, the second largest Railways system in the world under a single management. It has its own facilities for production of locomotives and other rolling stock besides Research Design and Standard wing to carry out research work in railway technology, standardization and application to attain self sufficiency. It occupies a place of pride not only because of its size but also because of its assets utilization statistics are comparable with those of the most advanced Railways system of the developed countries. To highlight its vastness, it is worth to mention that Indian Railways has 109996 track kilometers (64015 route kms), over 9000 locomotives, and 21993 units of freight cars, 51030 passenger cars, 7083 stations and 1361520 staff. It operates 8984 passenger trains everyday.

To meet the continuously growing demand of its consumers both quantitatively as well as qualitatively, the Indian Railways have been upgrading its system by adopting the latest technological developments, enabling its officers and staffs in acquiring knowledge and new set of technical and managerial skills. Therefore, training of its personnel has been a major concern to the Management of Indian Railways. More than 3,00,000 staff is imparted training every year.

To impart training to such a vast number of employees, Indian Railways has following training facilities.

To train executives responsible for maintenance, operation, planning, development of infrastructure & assets there are following training institutes:

1. Railway Staff College, Vadodara
2. Indian Railways Institute of Civil Engineering, Pune
3. Indian Railways Institute of Signal Engineering and Telecommunications, Secunderabad
4. Indian Railways Institute of Mechanical and Electrical Engineering, Jamalpur
5. Indian Railways Institute of Electrical Engineering, Nasik
6. Indian Railways Institute of Transport Management, Lucknow

Besides the above, there are 170 more training schools located over various Zonal Railways to provide training to supervisors and staff engaged in operations and maintenance.

To impart specific skills to categories of staff such as tradesmen, basic training centers and divisional area schools are run on Zonal Railways. The basic training centers are attached to major workshops to make the training practical. On the job training is also given to staff engaged in operations and maintenance.

All the training institutes are well equipped with laboratories, model rooms, outdoor demonstration yards, computer centers, library, hostel facilities etc. The institutes also provide various sports facilities at their campuses to ensure trainee fitness.

### **TRAINING OF RAILWAY PERSONNEL FROM OTHER COUNTRIES**

In furtherance of the concept of the Technical Cooperation amongst Developing Countries, RITES Limited, Government of India Enterprise, under the aegis of Indian Railways undertake training of personnel in Indian Railways Training institutes from other countries. More than 2000 railway personnel have been trained so far from Africa, Middle East, South East Asia and the Far East. These training programmes are being organized under various funding e.g. World Bank, Asian Development Bank, sponsored under special Common Wealth Plan, ITEC/ SCAAP programme of Government of India etc. and funding by the country themselves.

## ABOUT RITES

### 1. INTRODUCTION

RITES Ltd. (RITES) Government of India Enterprise was established in 1974, under the aegis of Indian Railways. RITES is incorporated in India as a Public Limited Company under the Companies Act, 1956 and is governed by a Board of Directors which includes men of eminence from various sectors of infrastructure and management.

RITES specialises in providing comprehensive consultancy services under a single roof and believes in sharing its experience with client organizations. In overseas projects, RITES actively pursues and develops meaningful relationships with local consultants/firms both as a means of maximum utilization of local expertise and as an effective instrument of transfer of technology.

RITES is internationally recognized as a leading consultant with operational experience of 51 countries in Africa, Asia, Middle East and Central America.

RITES employs nearly 2500 staff including over 1500 specialists of high professional standing in the fields of engineering, management and planning. Besides full time professionals, RITES has on its panel a large number of experts, whose services can be drawn upon at short notice. This provides the company an unmatched strength in meeting the needs of clients.

### 2. SERVICE PROFILE

#### RITES services include:

 Airport Engineering	 Inland Water Transport
 Architecture & Design	 Materials Management
 Bridge Engineering	 Operation & Maintenance
 Computer Services	 Ports and Harbors
 Container Traffic	 Project Management
 Energy Management	 Quality Management
 Engineering Surveys	 Railways
 Environmental Engineering	 Ropeways
 Export Packages	 Telecommunication & Signaling
 Financial Management	 Transport Planning & Economics
 Geo-technology	 Urban Development
 Highway Engineering	 Urban Transport
 Human Resource Development and Training	 Workshop Management

### 3. RITES TRAINING DIVISION

RITES Training Division provides comprehensive services including:

<ul style="list-style-type: none"><li>✚ Assessment of Training Needs</li><li>✚ Curriculum Development</li><li>✚ Development of Training Infrastructure</li><li>✚ Direct Training</li><li>✚ Enhancing Operational Efficiency</li><li>✚ Improving Quality of Training</li></ul>	<ul style="list-style-type: none"><li>✚ Manpower Planning</li><li>✚ Monitoring and Evaluating Training Schemes</li><li>✚ Setting up &amp; Management of Training Institute</li><li>✚ Training Facilitation &amp; Logistics</li><li>✚ Training of Trainers/ Resource Persons</li></ul>
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### 4. INSTITUTIONAL TIE-UPS

RITES has institutional tie-ups with prestigious institutions in India and overseas. It has access to over 160 training establishments of the Indian Railways alone. Regular support from most other institutes of national importance is also available. The available training facilities include transport simulators, laboratories, model rooms, audio-visual equipment, workshops, libraries etc.

**Training Division is regularly organizing special training covering:**

<ul style="list-style-type: none"><li>✚ Attachment training involving association with field establishments for on-the-job access to working areas and handling of practical problems.</li><li>✚ Hands on training in the different disciplines for acquisition of operational skills at functional levels under actual working conditions. This is combined with theoretical instructions to improve asset, reliability and availability.</li></ul>	<ul style="list-style-type: none"><li>✚ Management Development Training aiming at development of highly specific skills through appropriate knowledge and attitude to cope with the tasks in the changing environment. Training institutions for this purpose include Indian Institute of Management, Ahmedabad (Harvard affiliation) and Birla Institute of Technology (Massachusetts Institute of Technology affiliation).</li></ul>
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In fact, RITES has the capability to design and organize any training programme to meet with specific client needs.

## 5. TRAINING IN RAILWAY SECTOR

RITES has recognized that the availability of the most technologically advanced permanent way, rolling stock and other assets by themselves do not ensure success of a railway system. The critical resource is the human resource, a resource which has to be nurtured with care and provided with the necessary skills to meet and understand the challenges of new technologies.

Having trained over 2500 railway-men from countries in Africa, Asia and Latin America, the HRD and Training Division understands the needs of these railway systems and regularly organizes training programmes tailor-made to their requirements.

## 6. RITES TRAINING PROGRAMMES HAVE THE FOLLOWING ADVANTAGES:

<ul style="list-style-type: none"><li>✚ Accent is on practical and field work including hands-on training</li><li>✚ Level of technology is appropriate to clients requirements</li><li>✚ Training can be arranged in India or in the host country</li></ul>	<ul style="list-style-type: none"><li>✚ Training can be geared to the exact level and nature required by the client. Above all, technologies are applied in an environment of a developing economy</li></ul>
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## 7. BACK-UP SUPPORT

RITES Training Division has close association with a number of well-established training institutions at the national level. These institutions offer large opportunities in appropriate training programmes to various levels of personnel including top executives, senior level managers, and other personnel of all railway disciplines.

RITES has ready access to over 200 Training Institutions of the Indian Railways, which train all levels and categories of personnel from Craftsmen to Engineers to Junior Managers to top executives. These institutes offer a wide range of training programmes, which are specifically designed to meet, identified training needs.

This Guide to Railway Training brings out information on the important training programmes organized by RITES in the Railway Sector. RITES organizes a

variety of training programmes for various levels of personnel in other sectors of transportation too.

RITES will be pleased to supply information on the other training programmes relevant to the specific requirements of sponsoring organizations.

These courses are conducted in the English language. Translator/ Interpreter services can be provided on request.

**8. ACCOMMODATION**

RITES ensure fully furnished single room accommodation to all participants in Hostels/Hotels near the place of training on reasonable payment.

**9. TRAINING FEE**

The training fee is determined depending upon the number of participants in each course/special training requirements, etc. This fee would normally include cost of training, training material, medical assistance, monitoring and evaluation. If the client so desires, these costs can be given separately also. The fee excludes the cost of international & local travel, board, lodging, out-of-pocket allowance, excess baggage, embarkation fee etc.

**10. FELLOWSHIP /NOMINATIONS FOR CANDIDATES**

Sponsoring organizations may seek fellowships from international funding agencies like World Bank, UNDP, CFTC, CIDA, Kuwait Fund, AFDB, ADB, ITEC etc. Direct nominations may be sent to RITES.

It may, however, be ensured that the nominee has the pre-requisite skill/knowledge/aptitude.

**11. TIMINGS**

<p>🚩 The Training Centers normally work between 09.00 - 1600 hrs. - 5 days a week.</p>	<p>🚩 The working period is normally divided into five sessions, consisting of lectures, tutorials, attachment training/practical, and group discussions, seminars and project work.</p>
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## 12. REGULATIONS

During the period of stay in India, the participants would be required to follow:

<ul style="list-style-type: none"><li>Instructions as may be stipulated by both the nominating Government and the Government of India.</li></ul>	<ul style="list-style-type: none"><li>Programme of training.</li><li>Rules and regulations of the training institutions.</li></ul>
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## 13. PARTICIPANTS ARE ADVISED TO:

<ul style="list-style-type: none"><li>Bring 2 (two) copies of recent photograph (Passport size).</li><li>Obtain Visa for entering India prior to departure for India.</li></ul>	<ul style="list-style-type: none"><li>Refrain from engaging in any political activities or any form of employment for profit or gain.</li></ul>
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## 14. NOMINATIONS

Please make your enquiries and nominations to:

**GENERAL MANAGER (TRAINING)**  
**rites LIMITED, Rites BHAWAN,**  
Plot No. 1, Sector 29, Gurgaon 122 001 Haryana (India)  
Tel: 091 (0124) 257 1630, 2818 170, Fax: 091 (0124) 2571660,  
e-mail: [gmrtrg@rites.com](mailto:gmrtrg@rites.com)

Please visit us at website  
<http://www.rites.co.in>