



# Professional Development within QR

Symposium on Professional Development

Wednesday 19th September 2007

Westin Hotel, Melbourne



## Professional Development within QR

- Graduate Programme – 12 Months.
- Professional Development Programmes – 1 to 6 years.
- Continual Professional Development through whole of career with QR.
- Specialist Courses – internal and external.



# QR Graduate Programme

- All Graduates - 46 for 2007
- 12 Months duration
- Activities;
  - Graduate induction,
  - Allocation of Mentors
  - Meet and Greet activities with Managers
  - QR Debrief
  - Mid Year Professional development activity
  - End of year activity



# QR Graduate Programme

- Outcomes include;
  - An understanding of QR
    - Size of Organisation
    - Variety of Business Activities
    - How Business Groups Fit in the Organisation,
  - On Opportunity to Get Out of the Office and Climb Over A Loco.
  - Instant Network.
  - Comfort in the Organisation
  - An Understanding of Where THEY Fit in and THEIR Opportunities in QR



# QR Professional Development Programmes

- Each Discipline Manages Their Own Programme
- Programmes Differ from Discipline to Discipline
- Typically Involve Rotations Through Roles and Units, Sections, Divisions, and Groups
  - A Commerce Graduate in Supply Section Will Rotate Through Four Positions in 12 Months, Within the Section.
  - An Engineer Will Rotate Through **UP TO** Six 12 Month Positions, Across Business Groups.
    - 4 Parallel engineering rotation programmes



## Continual Professional Development within QR.

- Programmes Differ from Discipline to Discipline
- Proactive in driving continual development
- Geared towards gaining and maintaining certification (where applicable)
  - CPEng
  - RPEQ
- Industry specific courses developed and offered regularly
- Recognised as means of attraction and retention.
- Future Developments;



# Specialist Courses – internal and external

- QR Internal Courses
  - Railway Civil Engineering Course
    - Two week live in course giving a holistic view of railways addressing civil, mechanical, signalling, and electrical engineering.
    - Includes two field trips.
    - Held every two years
  - Derailment Cause Analysis Course
    - Addresses all aspects of derailment cause and investigation.
    - Includes case studies from around the world.
    - Looks at track and rolling stock conferences.
    - Held Biannually.
  - QUT Masters of Railway Infrastructure



## Case Study – Civil Engineering Professional Development Programme

- Stage One – Rotation Programme
  - Civil Engineers rotate thorough up to six positions
    - Positions are for 12 months
    - Not bound to six years
  - Across two business groups – Network Access & ISG
  - Programme managed by Manager Civil Engineering in Network Access
  - Engineers managed by Team or Section Manager for each posting
  - Annual Conference – Mid year.
  - Record of Rotation submitted each year
  - Scholarships used to ensure continual supply of graduates



## Case Study – Civil Engineering Professional Development Programme

- 32 positions (2008)
- Approximately one third in regional centres
  - Toowoomba
  - Rockhampton
  - Mackay
  - Townsville
- No rigid structure to rotation path.
  - Communication important
- Costs shared between Manager Civil Engineering and Supervising Manager
- Support of Supervising Managers essential