

Using simulation in training

The programme is designed specifically for anyone who uses simulation exercises in training operational tasks.

Overview

The need to measure staff performance for infrequent high risk and emergency situations is an important and significant skill for trainers, coaches and assessors. Whether you are working with a high-tech simulator, table-top models or making use of readily-available resources, this programme provides the structure, processes and interpersonal techniques required to effectively develop staff performance as well as accurately measure competent performance. This programme focuses on using our Simkit™ tabletop rail simulation resource as an effective tool for developing and maintaining competence for safety critical rail operations.

Target group

The course is suitable for trainers (practical or classroom) workplace coaches, assessors, simulator managers and operators.

It is also ideal for trainers and managers who may already have training qualifications who wish to upgrade their skills, knowledge and methods as part of their continued professional development.



Background

Simulation has been a useful tool for training organizations for many years, particularly where there is a need for trainees to interact with equipment and encounter situations similar to those that they will experience in their working lives. 'Simulation' is often associated with full replicas of real equipment - often with computer systems, motion systems, and high-quality graphics. This is not the case, as simulation in broadest sense can include:

- Real equipment used in a non-operational training context
- Simple applications such as cardboard mock-ups, classroom exercises, or role-play
- Basic computer-based multi-media graphics and animations
- Desk-top computer-based training and assessment
- High fidelity driving and signalling simulators

It is often forgotten that simulator resources can only be truly effective if the trainers operating/running the training session have the necessary competence.

Equally, those organisations who have invested heavily in technology-based simulators (e.g. driving cab simulators) will not be realizing the full benefits of this investment unless those operating the systems are able to manage the simulation and debriefing process effectively - not just the equipment.

Where technology-based simulators are not available, simple yet effective tabletop solutions can easily be developed at very little cost, such as our Simkit™ resource used in this programme.



Up to now there has been very little available for trainer skills development for those who need to design and run simulations. For example, trainer development courses tend to focus on coaching or group skills and assessor programmes cover simulation as a method - but neither covers the skills required to manage simulations effectively.

Our two day training programme has been designed specifically to address these issues.

Key themes

The key themes covered include:

- Focus and mindset of those who manage simulation exercises
- Identifying where simulation is appropriate or essential
- Relative value of assessment evidence and the quality of simulation evidence
- Planning and designing simulation exercises
- Using the Simkit™ resource to run a simulation exercise
- Running effective simulations for training, coaching assessment and briefing situations
- Using a controlled learning cycle for debriefing
- Providing effective non judgmental feedback aimed at continuous improvement
- Judging simulation evidence against competence requirements
- Choosing and using different coaching and mentoring methods and approaches
- The principles of setting and managing simulation exercises for unusual and emergency situations
- Becoming qualified: How to achieve the qualification through workplace application
- Use competence standards in the design of effective training plans and coaching sessions



Participants will quickly learn how to develop and run simulation exercises that will enthuse and actively engage staff in learning or refreshing their skills in rules and safety procedures.



Benefits

- Ensures risks are controlled more effectively in line with regulatory requirements
- Increased confidence at audits and investigations
- Qualifies trainers and assessors to support industry legislative and regulatory requirements
- Enables candidates to experience a pressure situation (with no safety implications) to help build their problem-solving and decision-making abilities
- Candidates gain confidence - as well as proving competence - in how they need to respond to often rare and infrequent situations, reducing the risk of them responding incorrectly
- Reduces the risk of critical mistakes being made by safety critical staff when faced with a degraded or emergency situation
- Enables trainers/assessors to accurately identify and respond to shortfalls in a candidate's skills and knowledge
- Ensures the organisation can be confident that true competence is being assessed and developed (not just knowledge)





Programme options and prices

2-day training programme and certification

This two-day certificated workshop-style event is highly practical and interactive. Assessment and certification will normally be completed within the two days and candidates will be awarded a Certificate in Managing Rail Safety Simulations.

Price: £395

2-day training programme, certification and Simkit™ resource

The same training and certification package as above, but with a Simkit™ resource pack for each delegate to enable them to start developing high quality simulations for railway operations when they return to the workplace.

Price: £575



Programme locations

We have our own air-conditioned training centre with built-in presentation technology. We consistently get excellent feedback on our training facilities.

For those who wish or need overnight accommodation, we can arrange this to suit your needs as part of the booking process. Simply clarify which nights you wish to stay overnight and the type of accommodation you require.

Alternatively, we can run the programme from your offices or nearby conference facilities.

Programme dates and availability

New programmes are being planned regularly. Please contact us using the details below for the latest information on dates and availability. You can now also make reservations and/or book places through our website: www.rpd.co.uk.

About RPD

RPD is a leading provider of specialist consultancy and training services. Our people have experience and understanding of the real-life issues that our customers face. This, coupled with our risk-based approach enables us to provide you with practical solutions that will improve business performance.

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