



INFRABEL

PRIME: Young Professionals Programme

PRIME Plenary Meeting

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Idea

13th PRIME Plenary Meeting:
November 2018

14th PRIME Plenary Meeting:
June 2019

Discussions about:

- War for Talent
- Training needs

“Young people value learning and development opportunities and feel a need for mobility and international experience”



Exchange programme between the different European IM's could make the sector more attractive.

Infrabel was happy to take the lead.

Launch of the project



**All PRIME-members
were invited to
participate in kick-off
meeting**



In preparation of the
kick-off, a survey to
identify the main
objectives was sent out



Results of the Survey:
Which are the main
objectives we want to
achieve with this
initiative?



Focus on:

- Retention
- Exchange of best practices: Hard Skills
- Development of Soft Skills & Collaborative culture

16/10: Kick-Off Meeting

Participants:

- DG Move
- DB Netz
- High Speed 1
- Infrabel
- Lietuvos gelezinkeliai
- ProRail
- RFI S.p.A
- SNCF Réseau
- Trafikverket

Excused participants:

- CER
- PKP PLK
- SBB Infra



Target Groups

PROFILES



Highly Educated (Master level)

EX: Engineer, ICT, very specific profiles in core activities...



Hard to get, Hard to keep



Focus on recent hires between
2 and 8 years experience
in the company

Possible exchange programs

Long term exchange

> 6 months up to 1 year

Focus on

**best practices and
technical skills**

Medium term exchange

1 or several months

Focus on
soft skills

Short & virtual exchanges

1 year project with short
'physical' exchange

- Accessible to larger target group
- Concrete challenges (e.g. development of exchange platform for best practices)

Possible exchange programs

Start with **Proof Of Concepts (POC)**

- Launch POCs 'short term' asap
- Can be implemented as of Q1 2020
- Exchanges of up to 1 month
- Limited risk

Participants of the kick-off were asked to introduce **proposals by end of 2019**

Next Steps



- By end 2019: proposals of POCs

- January - February 2020: Launch the Proof of Concepts

- January - February 2020: follow up workgroup

- Regular exchanges of results of the POC between participants

- September 2020 : Draw conclusions about the Proof of Concepts

- November 2020: Presentation results and approach next step for the program at PRIME Plenary meeting

We would like to invite you to join our initiative.



Q&A