



# Alstom and 3Squared: Making competency management simple

## Introduction

Innovative digital technology that streamlines operations and enhances safety is changing the face of the rail industry. 3Squared are at the forefront of this digital transformation, with their flagship product, RailSmart EDS (Employee Development System), playing a pivotal role in increasing safety and efficiencies across the industry.

## Making assessments simple

3Squared's digital competency management tool, RailSmart EDS, has delivered results for a wealth of organisations. This cloud-based solution, complete with a mobile assessment tool, provides a comprehensive insight into rail employees' competencies and significantly streamlines compliance-related tasks. It provides an expansive range of functions including observations, managing competency cycles and eLearning resources, all while mitigating business risk.

## Driving up safety and performance levels

Over the last few years, 3Squared has worked in collaboration with Alstom – a renowned international rail supplier specialising in rolling stock, maintenance, and mobility solutions - to implement EDS across their organisation. The tool is proving to be a great success, simplifying the admin surrounding compliance, while simultaneously enhancing overall performance.

For instance, EDS's capacity to alleviate administrative burdens has significantly increased Alstom's productivity. Internal stakeholders can easily see a snapshot of competency in their area and pull information from the system with ease.



Daniel Miller,  
Head of Training  
and Competence  
UK at Alstom





## Overcoming traditional challenges

RailSmart EDS effectively overcomes the traditional challenge of manually conducting paper-based competency assessments. This capability has enabled Alstom to consolidate all training, assessments, and verifications electronically within the centralised platform. On the compliance front, EDS serves as a reliable tool for the business, providing a single source of truth – a benefit which has greatly aided the team during audits.

## Rolling out EDS to the wider company

With Alstom UK's training responsibility increasing in recent months, Alstom has renewed their existing contract with 3Squared, and doubled their licensed provision. They plan to transfer all training and competency responsibilities from an existing legacy system to EDS, with a view to training 25 new assessors to use the system moving forward.

**This will enable Alstom to manage the training and competency requirements for 4000 safety critical staff.** Looking ahead, Alstom plans to roll out EDS fully for the whole of the UK within a 12-month period using a staged approach. This will see 3Squared work collaboratively with Alstom to ensure a successful roll-out, adapting the system where necessary.

Daniel Miller, Head of Training and Competence UK at Alstom, commented on their experience of RailSmart EDS:

*"If you need a system that is user friendly, can manage all your training, assessment and verification needs and is a proven tool within the rail industry, I recommend EDS."*

*"EDS has allowed us to transform as a company in the way we manage competency. It allows us to assess remotely across the UK in some challenging environments, capturing a wide range of diverse evidence swiftly and easily. It has also enabled us to keep on top of tracking and managing the vast amount of safety critical assessments and interventions, in a timely manner."*

*"EDS has enabled us to move from a paper-based solution to managing all training, assessments, and verification electronically, providing a single source of truth for competence and compliance. We have showcased the tool during many audits, and it has aided the process immensely."*

*"The 3Squared team have been fantastic to work with; we feel valued as a customer and 3Squared are always looking to take feedback onboard and improve and tailor the system to our ever-growing needs. With useful events such as the EDS User Groups that 3Squared host annually, there is also an opportunity to share and learn best practice from around the industry."*

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