



InfraGO

Stabilising signal box staffing

Our measures and successes

DB InfraGO AG | Stabilising signal box staffing | InnoTrans Berlin | 24th - 27th September 2024

Stabilising the staffing situation in signal boxes is one of DB InfraGO's most important measures for 2024 and 2025

We continue to recruit, train and qualify staff for this area in a targeted manner. To this end, we consistently implement targeted measures in various directions of impact ...

Increase the number of applicants

- **Recruitment process:** Faster, applicant- and market-oriented process ✓
- **Extension of image campaign for signallers (ZVS)** ✓
- **Regionally coordinated measures “around the church tower”** ⌚

Ensure sufficient trainer capacities

- **Toolbox** to secure individual short-term trainer capacities ✓
- **Facilitating access** to the trainer profession ✓
- **Expansion of training centers** for the ramp-up of the qualification offering ✓

Increase qualification success

- **Support guide:** Standardised work aid to accompany function-specific training for ZVS ✓
- **Mobile learning room solution “LUISA”¹:** Low-threshold access to the learning medium for employees undergoing training ⌚

(1) Interactive Learning and Practice for signal box training

Make better use of applicant potential

- **Minimum requirements for applicants:** Simplified access conditions ✓
- **Cross-network recruitment:** “Transfer of applicants” from good recruitment markets (donor networks) to recipient networks ✓
- **EU optimisation:** Applicant preparation and continuous management of appointment availability ⌚

Reduce fluctuation

- **Senior Expert:** Continued employment of ZVS in active retirement ✓
- **Boomerang recruitment:** Recruitment of former employees ✓
- **Reorientation:** Examination of alternative deployment options for employees who have become unfit for work ⌚

Optimise working conditions

- **“Lead healthy”:** Improving working conditions for signal box personnel ✓
- **Real estate pain points:** prioritized processing of slow processes in real estate management (signal box building) ⌚

✓ Fully implemented/introduced

⌚ Measure being finalised

We see first successes, which will become noticeable to customers with a time lag

- Compared to the previous year, we have already been able to reduce the staffing gap by around 250 signallers
- More than 75% of the networks/operating centers have been able to increase their operational headcount (in some cases significantly) since the beginning of the year
- Nationwide 25% more entries than last year
- Nationwide 28% more functional training starts than last year
- In the first three quarters, over 90% of all training places were filled by lateral entrants
- Training capacities have been increased with over 100 training centres and over 220 trainer positions

But:

- Due to the duration of training, the effect of the measures reaches customers with a time lag
- We currently must assume that regional restrictions will remain in place in 2025 and that there will only be a noticeable improvement within the year



Thank you.