



Engineering
& Consulting

DB Rail Academy

We inspire and shape people
for the railway world of tomorrow



Our basis: Building upon DB Groups's experiences



1.700

Full-time trainers

260.000

participants annually

3.000

Different trainings available

17

Training Centers

30

Educational Facilities

17

Full cabin simulators at
12 locations



From individual Training to HR Management and Academy Operations we respond to global demand for Training and Development



Training & Education

Professional Training and E-Learning

Train-the-Trainer

Certificates & Degree Programs



Competence Management

Training Needs & Competence Analysis

Vocational Training

Establishment of Rail Academies

Talent, Competence & Performance Management



Academy Management

Management & Operation of Rail Academies

Optimization of Training Centers

Qualification of professionals abroad for DB in Germany



Crossborder Qualification

DB Rail Academy is active in 40 countries



With our portfolio we offer full coverage of trainings needs in rail and transport



DB Rail Academy

Executive Academy | For managers and executives

Leadership Programs

Management Programs

Managerial Effectiveness
Programs

Dialogue Forums and Executive
Talks

Rail Institute | For specialists and experts

Railway

Infrastructure

Vehicles

Operations

Transportation

Intermodal Transportation Systems

Future of Transportation Systems

Training Center | For vocational trainees and operational staff

Initial Vocational
Education

Train Driver

Vehicle Engineering

Operations

Infrastructure

Soft-skills and
Business Know-how

Rail Basics

Modular

All languages

Tailored to local legal, technical and cultural requirements

Academic degree or certification

Our proposal: These twelve pillars are the key to your success



We help you to develop your employees, create new strengths and improve your quality

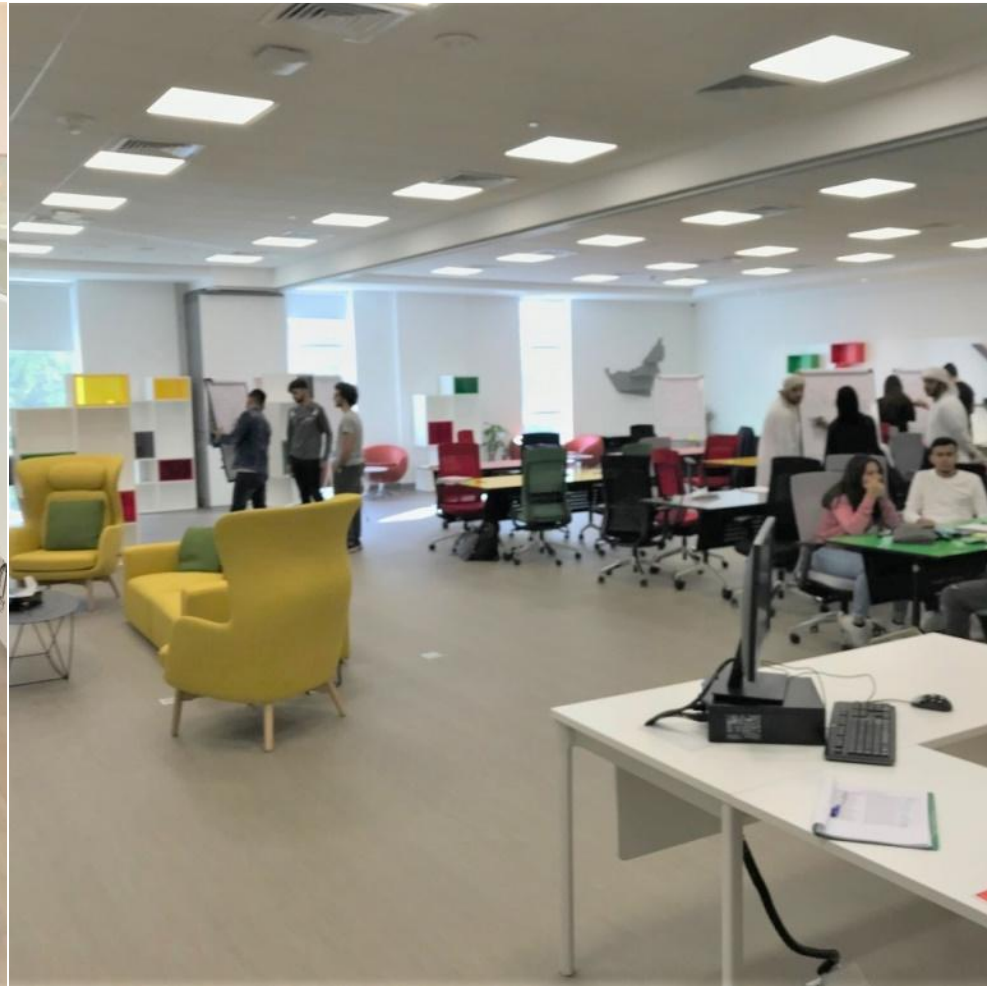
Rail Training is always a combination of theory and practice



Online, Classroom or Workshop training in different parts of the world



Excellent training conditions in UAE, Brazil, China, Germany or simply online



Immersion & Training with VR – close to reality, scenarios, safe, asset independent and scalable



Some Project Examples

Our References

Management Secondment Program for SAR Managers (100+)

- **Location:** Riyadh, KSA
Berlin & Frankfurt,
Germany
- **Client:** Saudi Arabia
Railways (SAR)
- **Running Time:**
2023-2025



The Management Secondment Program provided SAR managers with an immersive three-week learning experience designed to strengthen leadership capabilities and broaden strategic perspectives in the rail industry. By combining **theoretical modules, mentoring, and international exposure**, the program enabled participants to experience Deutsche Bahn's operational excellence first-hand. This tailor-made initiative bridged management development with practical railway insights, a unique opportunity to transfer proven DB know-how into SAR's organizational context and foster a culture of innovation and continuous improvement.

Our services:

- Three-week blended program combining classroom sessions, mentoring, and site visits
- Case study development addressing SAR-specific operational challenges
- Job shadowing at DB Engineering & Consulting, DB Fernverkehr, and DB Cargo
- Site visits to S-Bahn Grünau, Maschen Marshalling Yard, DB FZI Wittenberge, Stuttgart 21...



Photos: Gordon Welters

Our References

International Certification in Railway and Metro Management, Edition I, II, III, IV and V

- **Location:** Brasil
- **Client:** CNT, VALE, ANTT, Senai, etc.
- **Running time:** 2018 - 2026
- **Volume:** 4.2m€



The International Certification Program in Railway and Metro Management is conducted on an annual basis and is supported by the Brazilian National Transport Confederation (CNT). Each year, one cohort of railway professionals and managers from the rail freight, logistics and passenger rail sectors participates in the program. In 2026, the program reached a new milestone by being delivered in parallel for two cohorts of 35 participants each. In addition to the regular annual intake, the certification program was implemented as a dedicated, company-specific cohort for VALE, whose participants had previously joined the program as part of the open intake. All participants successfully completed the certification and obtained an internationally recognized certificate.

Our solutions:

- 18-month training program
- Design and development of a comprehensive program for railway and logistics experts and managers.
- Implementation of 7 modules on topics such as railway operations, railway infrastructure, transport systems, rolling stock and others such as management, HR and economics.
- Guided project works, interactive workshops, tests and certification process
- Study trip to Germany



Photo: Ralf Kranert / Jet-Foto



Photo: Marco Borges



Photo: DB Rail-Academy



Photo: DB Rail-Academy

Our References

Concept Development for a new ADY Rail Academy

- **Location:** Azerbaijan
- **Client:** ADY
- **Duration:** 2024



The Azerbaijani Railways Company ADY has around 15,000 employees and around 2,000 unfilled positions. 60% of the staff work decentrally. 1,500 employees are train drivers or assistants. The majority are technical staff. 6,400 employees are over 50 and will retire in the next 15 years. ADY recruits 8,500 employees per year directly from schools without rail-specific training. Therefore ADY will establish a dedicated Rail Academy to train new employees in rail-specific skills and train existing staff in new technology. DB Rail Academy was commissioned with the concept and the planning of functional requirements for this Academy.

Our solutions:

- Review of status quo and available Infrastructure
- Needs Analysis
- Strategic Plan for Academy (incl. Business plan)
- Planning of construction phase
- Draft Infrastructure design

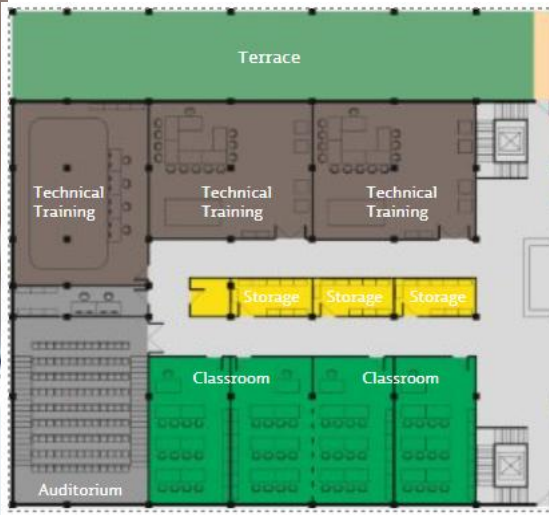


Photo: DB, Elvira Kanichay

Our References

Optimization support for OSE Training Center

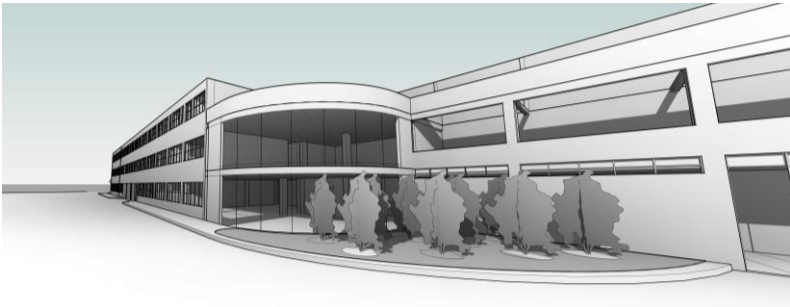
- **Location:** Greece
- **Client:** OSE
- **Duration:** 2025

The Hellenic Railways Organization (OSE) is undergoing one of the most significant transformations in their history, a comprehensive modernization affecting all operational areas of the organization. Within this context, the field of training has been identified as a critical pillar of change. There is a strong need to modernize training structures, introduce digital learning formats, and establish a sustainable system for developing both existing and newly recruited staff. Our project provided extensive consulting support across several workstreams:



Our solutions:

- Assessment of the status-quo, including a SWOT analysis, and development of a strategic roadmap for future growth
- Assessment of selected curricula (train driver & traffic controller) and suggestions for improvement, identification of modules suitable for digital transformation, and delivery of train-the-trainer concepts
- Draft conceptual design for existing training facility and modernization recommendations
- Definition of requirements and recommendations for train driver training simulators
- Development of a VR-based safety training solution to support efficient learning



Images: DB Rail Academy

Our References

Establishment of a Transportation Center

- **Location:** Dubai, UAE
- **Client:** Roads and Transport Authority (RTA)
- **Running Time:** 2017-2024



Following the Training Needs Analysis commissioned by the Roads and Transport Authority (RTA), DB Rail Academy supported RTA in the establishment of a Training Center for different professions in the transport sector.

Our solutions:

- Comprehensive TNA for Rail Agency, Public Transport Agency (bus and water), and Traffic and Road Agency
- Designing and developing the training architecture for rail, roads, traffic, and bus-related professions (>140 training modules)
- Conducting leadership and technical trainings
- Development of a Business Plan, Organizational Structure, Strategic Plan, Training Architecture, Training Development & Training Delivery
- "Int. Rail Professional Program" for middle management: 10 training programs with assessment, testing & certification
- Developing and delivering the "Young Mobility Program" for young engineers
- Developing and delivering a technical training package in 2023
- Conducting an in-depth market analysis for Dubai and neighboring countries
- Developing a proactive market strategy, business model, and organizational structure for a Transportation Center



Photo: Marcus Braun



Photo: Heiko Scholz



Photo: Heiko Scholz

Our References

Masterplan capacity building of Egyptian's Transport Sector Analysis of Vocational & Further Education Systems

- **Location:** Egypt
- **Client:** Egypt National Rail (ENR), Egyptian Company for Metro Management and Operations (ECM), National Authority for Tunnels (NAT)
- **Running Time:** 2022



DB Rail Academy conducted an analysis of the Egyptian transport sector. Due to significant investments in the sector **35.000 new jobs** will be created and various new technologies will be introduced. The goal of the analysis was to prepare for future needs and derive measures to improve the educational quality in the transport sector. For this purpose, various aspects were investigated, for instance which infrastructure was available for training purposes and the qualification of trainers.

Our solutions:

- Comprehensive analysis of the transport and education sector
- Business plan and investment needs
- Qualification frameworks identification
- Infrastructure requirements evaluation
- Validation of curricula
- Training needs analysis (TNA)
- Trainer assessment

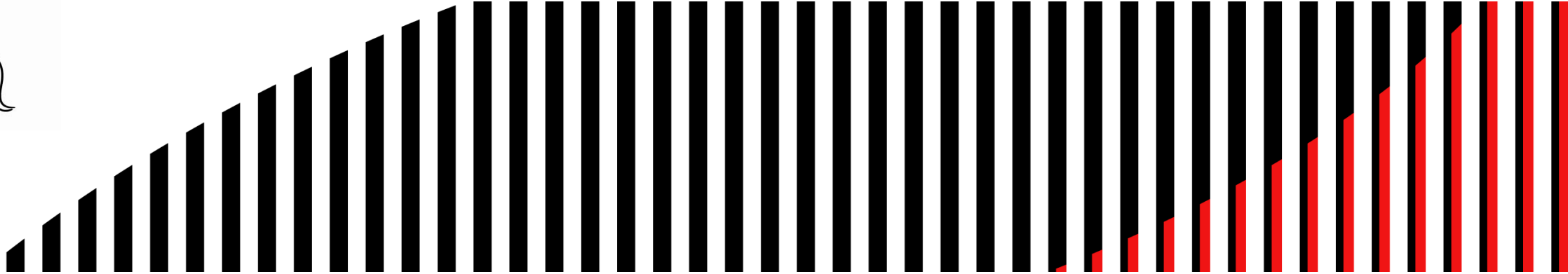


Photo: David Rathmer



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Kommen Sie gerne auf uns zu!



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