Alium Works



NEW

RAIL SAFETY INVESTIGATION MODULE

VR Edition

Australia's first VR enabled rail safety investigation course.

Nationally Recognised Training

aliumworks.com.au
RTO: 45669

Introducing the VR Rail Safety Investigation Module

Built by industry. Delivered in VR.

We're introducing something the Australian rail sector hasn't seen before: a fully accredited rail safety investigation course delivered through immersive VR.

This is Module 6 of the TLI42422 Certificate IV in Rail Safety Management, available as a standalone course or as part of the full qualification. It brings together 3 accredited units of competency into one focused, practical learning experience.

What's different is how you'll learn it.

Instead of working through scenarios on paper, you'll step inside an unfolding rail incident. You'll collect evidence, manage witnesses, and make decisions under pressure, before you ever have to do it for real.

Built by rail safety practitioners with decades of frontline experience, this course reflects the realities of Australian rail operations and the expectations of the rail regulator.

VR headsets are provided by Alium Works. No equipment needed on your end.





What you'll gain from this qualification

- Confidently lead investigations. Gain the skills to lead and conduct investigations, ensuring compliance with legislative and organisational requirements.
- Effectively manage incidents. Learn to respond to notifiable rail safety occurrences with professionalism and precision.
- Master evidence collection. Develop the ability to collect, manage, and analyse evidence to support thorough and accurate investigations.
- Deliver actionable reports. Create clear, concise investigation reports with actionable recommendations to drive safety improvements.
- Build judgment through practice. Use immersive VR scenarios to test investigation decisions in a low stakes environment, building the kind of judgment that classroom training alone can't.
- Enhance rail safety outcomes. Be equipped with the critical skills needed to improve safety practices and ensure compliance in high stakes rail environments.



Why VR, and why it matters for investigation training

Investigation skill isn't knowledge you recall. It's judgment you apply, under pressure, with incomplete information, in real time.

You don't build that judgment by reading about it. You build it by practising it.

The challenge has always been: how do you practise investigation without practising on real incidents?

VR is the answer.

In the VR environment, you're placed at the scene in the aftermath of a rail incident, as the investigation begins to unfold. Evidence is being disturbed. A witness is reluctant to speak. The timeline isn't adding up. Every decision you make, what to secure first, who to interview, what to ask, plays out in real time, with real consequences inside the scenario.

It's the closest thing to leading a real investigation, without the risk of leading one before you're ready.

THE EVIDENCE BEHIND IMMERSIVE LEARNING

4×

More focused

VR learners are up to four times more focused than learners in traditional e-learning environments.

275%

More confident

VR learners report being significantly more confident applying what they've learned on the job.

75–90%

Retention zone

Active, immersive practice sits in the highest retention zone for adult learning, compared to 5 to 10% for passive instruction.

Source: PwC, 2020. The PwC study measured immersive learning outcomes across soft skills training programs (leadership, communication, inclusion). While not rail specific, the underlying mechanism, active practice in realistic scenarios, is the same one that makes VR effective for investigation skill, which is itself a judgment based discipline rather than a knowledge recall one.

Practical skills for rail safety investigations

Through this module, participants will learn to:

- Plan and conduct rail safety investigations effectively
- Understand the regulatory requirements for rail safety incidents
- Identify causes of incidents and use investigative methodologies, including PEEPO, Five Whys, Fault Tree Analysis, and Factor Mapping
- Collect, record, and preserve evidence, including conducting interviews and analysing findings
- Develop recommendations and safety actions to prevent incident recurrence
- Apply investigation skills inside realistic VR scenarios designed around Australian rail contexts

What the VR experience adds

- Practice without real world risk. Make investigation calls in a consequence free environment, then see how those calls play out inside the scenario.
- Repeatable scenarios. Run the same incident multiple times with different decision paths, building pattern recognition that classroom training can't replicate.
- Peer learning at the face-to-face day. Work alongside other rail safety practitioners during the in-person VR assessment day. Compare approaches, debrief together, and build connections with peers facing the same challenges in their own organisations.

Personalised post training support

Participants receive ongoing support, including 1-on-1 and group sessions with experienced rail industry mentors to ensure they have the guidance and confidence needed to both complete their assessments and practically apply new skills.



Key topics covered

- Developing a Terms of Reference (TOR). Defining the investigation scope and objectives.
- Incident timelines. Establishing factual sequences of events.
- Evidence gathering and analysis. Recognising and prioritising rail specific evidence, including interview techniques and applying tools like PEEPO and Five Whys.
- Root cause analysis. Identifying contributory and other factors to develop actionable and practical recommendations.
- Reporting. Preparing compliant, professional investigation reports.
- Immersive VR application. Putting every one of the above into practice inside a guided VR investigation scenario.





What's in it for you, and your organisation

Move from compliance to demonstrable competence

the Regulator doesn't just expect investigators to be trained. It expects duty holders to be able to prove their workers are competent when it counts.

That's a higher bar than a certificate on a wall.

Traditional training gives you compliance. The training record looks complete. The audit gets ticked. But the investigator may still be unprepared the moment a notifiable occurrence happens.

This module is built to close that gap.

What you walk away with

- Demonstrable competence. You don't just know the methodology. You've practised it inside realistic scenarios, and you can show the records to prove it.
- An auditable evidence trail. Every assessment in the VR environment captures real decisions and observable behaviours, not checkbox completions. That's a record that holds up under regulatory scrutiny.
- Practical tools you can use straight away. Terms of Reference templates, evidence logs, interview frameworks, and root cause analysis tools. Built for rail. Ready to use on your next investigation.
- Confidence under pressure. When the next incident happens, you've already practised the decisions. You're not learning on the job, you're applying what you've already done.

What it means for your organisation

- Stronger internal investigation capability and reduced reliance on external investigators
- Better quality data flowing into your safety management system
- A workforce that meets ONRSR's expectation of demonstrable competence, not just completed training
- Faster, more defensible corrective actions after notifiable occurrences

Module outline

Total units	• TLIE4030 Prepare rail safety reports • TLIF0045 Investigate rail safety incidents • TLIF0054 Respond to notifiable safety occurrences
Delivery mode	Hybrid: 3 days online + 1/2 day face to face VR
Duration	4 days
Pricing	$3,497 per participant (payment plans & group discounts available)

Who this course is for

This course is designed for rail industry professionals responsible for or involved in rail safety, incident investigation, regulatory reporting, or workplace health and safety (WHS). It equips participants with principles and skills that can be applied to rail safety investigations as well as WHS related incidents, making it highly versatile and practical for a range of operational contexts.

Ideal participants

- HSE Advisors and Safety Managers looking to develop advanced investigative and reporting skills
- Rail Safety Managers and Investigation Leads responsible for incident investigation and regulatory reporting
- Safeworking Protection Officers wanting to deepen their investigation
- Operations and Compliance Professionals ensuring alignment with rail safety legislation and WHS requirements
- Project Managers overseeing safety investigations within major rail infrastructure projects
- Supervisors and Team Leaders strengthening their incident response and reporting capability
- Aspiring rail safety practitioners building foundational investigation skills

Your pathway to career advancement

Alium Works' focused, skill specific approach to rail safety training allows you to build expertise without being overwhelmed by broader study demands. This module is an excellent stepping stone, whether you're looking to enhance your current skills, explore new career opportunities, or work towards the nationally recognised TLI42422 Certificate IV in Rail Safety Management.

Possible career outcomes

This module equips you with the knowledge and practical experience to explore roles such as:

- Independent consultant specialising in rail investigations
- Rail safety professional seeking career advancement
- Semi retired professional contributing expertise to the rail sector
- Individuals transitioning into the rail industry or expanding their existing skill set

The skills gained through this module not only enhance your immediate career prospects but also provide credits toward achieving the Certificate IV in Rail Safety Management, enabling you to progress towards a nationally recognised qualification.

Flexible options to suit your goals

- Standalone module. Perfect for professionals seeking targeted training in rail safety investigations.
- Build credits towards a Certificate IV. Complete this module to earn credits toward the TLI42422 Certificate IV in Rail Safety Management.
- Certificate of Participation. Ideal for those who want to stay updated on industry standards and best practices without committing to formal assessments.



Time commitment

Students will be enrolled for 3 months and have access to Alium Works' Learning Management System (LMS), where they access course materials, quizzes, activities, and assessments.

Delivered over 4 days in a hybrid format (3 days live online, plus 1/2 day face to face for the VR investigation experience), this module is led by an experienced rail safety trainer. The hybrid format allows rail professionals to engage directly with the trainer, participate in discussions, and apply their learning inside a fully immersive VR environment.

After the 4 day delivery phase, learners will have access to 1-on-1 support and group calls with the trainer. The 3 month enrolment period allows time for assessments to be completed.

Cohort details

Cohort size	Limited to 15 participants
Format	3 days online + 1/2 day face-to-face VR
Reservation	$497 deposit

Ideal participants

Competency is demonstrated through both knowledge based assessments and practical assessments, including scenario based assessments completed within the VR environment.

Entry requirements

To enrol in the Rail Safety Investigation Module with Alium Works, you must meet the following criteria:

- Rail industry experience. Have prior experience working in the rail industry.
- Age. Be 18 years or older at the time of enrolment.
- Technology skills. Be technologically literate and have access to the Microsoft Office suite or an equivalent.
- Internet access. Have continuous access to a reliable internet connection.
- Unique Student Identifier (USI). Have, or be willing to obtain, a USI number.
- Literacy and numeracy. Demonstrate English literacy and numeracy skills equivalent to at least Year 10 level.

Note: While there are no formal prerequisites for this module, students with existing rail industry experience or familiarity with network rules and industry standards tend to achieve better outcomes.



Recognition of prior learning (RPL)

Students may apply for Recognition of Prior Learning (RPL) by mapping their evidence of competency and currency. This option is only available to students who hold the required competencies in the TAE training package, as it requires a solid understanding of competencies and standards within national training packages.

Students who do not hold the TAE competencies may instead pursue an assessment only pathway, provided they can demonstrate sufficient industry experience to bypass the need for formal training. This pathway involves completing theory assessments independently and coordinating practical assessments with the RTO.

Further details about the process can be found in the Recognition of Prior Learning Kit.

Units of competency

Upon successful completion of the course and assessments, participants will be awarded a nationally recognised Statement of Attainment, ensuring your skills are formally recognised across the rail industry.

TLIF0045 — Investigate Rail Safety Incident

Master the practice of conducting thorough rail safety incident investigations following industry standards and regulations. This unit includes planning, data collection, analysis, and preparing incident reports.

TLIE4030 — Prepare Rail Safety Reports

Develop the capability to create comprehensive rail safety reports that meet all legislative, regulatory, and organisational requirements. This unit covers every aspect of report preparation, from data interpretation to documentation, ensuring reports are compliant and informative.

TLIF0054 — Respond to Notifiable Rail Safety Occurrences

Gain essential skills for responding promptly and effectively to notifiable incidents in line with Rail Safety National Law (RSNL). This unit covers identifying, documenting, and investigating incidents, both internally and in coordination with external agencies.





What our students say

Feedback from past participants of Alium Works' rail safety management courses.

"

The most rewarding course I've done in the last 15 to 20 years working in rail. I'd recommend Alium Works' Certificate IV as a great rail career stepping stone for anyone.

Aaron

"

Being new to the rail industry this course gave me so much context. The instructor was fantastic and the content was really practical and relevant to what I do on a day to day basis working in rail.

Rachael

"

I'd recommend this course to anyone in the rail safety space. It's invaluable for increasing knowledge and understanding of what's required. It's a great way to enhance your expertise.

Neil

"

The content was practical, tailored and well structured to help us utilise information from our own organisations relevant to rail safety law.

Sam

"

I found this course better than any RTO course I've ever done. It's so relevant, well structured and also really easy to access with the app and online.

Joel

"

The structure was easy to follow and the facilitation was really good. I've already spoken to people I work with and recommended they undertake the course too.

Adam

Who we are

Alium Works is a Registered Training Organisation (RTO No. 45669), accredited by the Australian Skills Quality Authority. We proudly deliver the TLI42422 Certificate IV in Rail Safety Management, a course designed to empower rail safety professionals with the skills and knowledge they need to excel.

Founded by industry veterans, our programme was developed based on insights from rail industry leaders, addressing critical gaps in safety management skills. We recently updated our materials, following student feedback and extensive industry consultation, and the course now includes enhanced, practical content that reflects the latest safety needs and practices.

These upgrades ensure our participants gain relevant, actionable skills that support both personal development and the highest rail safety standards for their organisations.

The VR Rail Safety Investigation Module represents the next step in this evolution: a first of its kind delivery format, built specifically for the Australian rail context, designed to take rail safety professionals from compliance to demonstrable competence.

