



ARCHITECTS OF INTELLIGENT INFRASTRUCTURE

ASPIRE

**OPERATIONAL ASSURANCE, COMPETENCE AND GOVERNANCE IN ONE PLATFORM
BUILT FOR ROLLING STOCK TEAMS.**

INFO@APEXIAR.CO.UK
WWW.APEXIAR.CO.UK

ASPIRE – ROLLING STOCK COMPETENCY MANAGEMENT

Rail maintenance assurance aligned to ORR principles



Why Aspire

Aspire provides a unified platform for assurance delivery and workforce readiness. It supports structured assessment workflows, visual risk and readiness views, planned competence activity, governance modules, and role scoped dashboards for different parts of the organisation.

The result is better visibility, stronger control, and faster access to evidence when it matters.

Assess. Evidence. Review. Improve.

Key Capabilities

Structured operational assessments

Run consistent, configurable assessments with guided question sets, clear scoring, and a repeatable workflow for observation, review, and follow-up.

Workforce competence and readiness

Track competence profiles, cycles, planned activity, due work, and readiness status across individuals, teams, and the wider workforce.

Team and workforce visibility

Give assessors visibility of their assigned caseload, managers visibility of their teams, and administrators a workforce-wide view of readiness and activity.

Governance and compliance workspaces

Manage operational governance through dedicated areas for verification and compliance, assessor assurance, fitness and duty, authority to work, ORR reporting, and CMS governance.

Corrective action tracking

Link actions to assessments and governance activity so issues can be assigned, monitored, and closed with clear accountability.

Why It Stands Out

Aspire was built in conjunction with Railway Engineers and Technical Trainers for railway maintenance teams.

It is not just an assessment tool. It combines operational assurance, workforce competence, and governance activity in one environment. That makes it stronger than a generic inspection app or an operational competence tool designed for operations and shoe-horned to fit for maintenance teams.

The platform is designed and aligned to ORR principles, with customisable compliance settings, allowing organisations to enhance compliance at a pace that suits the current environment

ASPIRE PORTAL

One platform for competence, assurance and governance



One platform for competence, assurance and governance

Rail Assurance connects the core activities needed to manage workforce competence and operational assurance.

Structured operational assessments

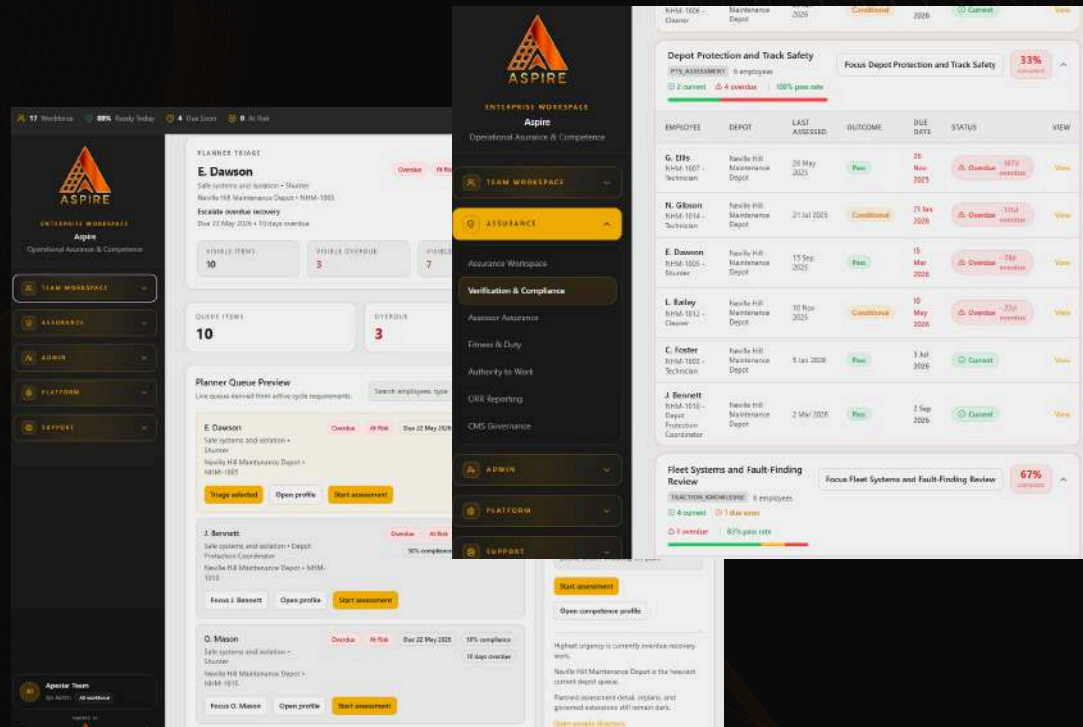
Run consistent, configurable assessments with guided questions, scoring, observations, evidence capture and follow-up.

Workforce competence and readiness

Track competence profiles, planned activity, due dates, restrictions and readiness status across individuals, teams and the wider workforce.

Governance and compliance workspaces

Support verification, assessor assurance, fitness and duty, authority to work, CMS governance and ORR reporting from dedicated workspaces.



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Corrective action tracking

Assign, monitor and close actions with clear ownership and a visible link back to the assessment, issue or governance activity that created them.

Dashboards and insight

Surface readiness signals, overdue activity, action status and assurance trends so leaders can act earlier and evidence decisions more easily.

Secure, role-based access

Give employees, assessors, managers, administrators and governance teams the right level of visibility for their role.

ASPIRE — DESIGNED WITH INDUSTRY INPUT & BEST PRACTICE

Built around the competence management cycle



Built around the competence management cycle

ORR RSP1 sets out a structured competence management system covering the full lifecycle: establishing requirements, designing the system, implementing it, maintaining and developing competence, then verifying, auditing and reviewing the system. Aspire supports this cycle by connecting standards, assessment delivery, records, monitoring, governance and review in one platform.

ORR Compliance Report
Cross-venue compliance snapshot — ORR RSP1 Principles 1-9

Overall Compliance Position: Active
Snapshot generated 07/06/2026, 20:19:55

Rail Assurance — ORR Compliance Report
Section 1 — RSP1 Principle Coverage Summary
01 Jun 2026, 20:21

Principle	Title	Module	Position	Evidence Summary
P1	Identify activities and assess risks	CMS Governance	Compliant	1 active standard in register
P2	Select standards	CMS Governance	Action Required	1 active, 0 under review, 1 open recommendations
P3	Fitness for duty	Fitness & Duty	Compliant	No active restrictions or overdue reviews
P4	Decide how to meet standards	Assessments	Action Required	49 total assessments — 25 pass, 7 fail — 0 in last 30 days
P5	Only authorised personnel undertake safety-critical work	Authority to Work	Compliant	No authorization records
P6	Manager and assessor competence	Assessor Assurance	Action Required	1/1 assessors active — 1 overdue reassessment, 0 expired quals
P7	Training and development	PDR / Actions	Compliant	Training tracked via PDR module and action plans
P8	Assess competence	Assessments	Action Required	12 overdue reassessments
P9	Sub-standard performance management	Authority to Work	Compliant	No open recovery plans

Principles | Dashboard | Alerts

Coverage against all 9 ORR RSP1 principles. Green = controls operational and current, Amber = controls present but items need attention, Red = control gap or overdue items.

- P1 Identify activities and assess risks: Compliant
- P2 Select standards: Action Required
- P3 Fitness for duty: Compliant
- P4 Decide how to meet standards: Action Required
- P5 Only authorised personnel undertake safety-critical work: Compliant



Rail Assurance support

Establish requirements

Role profiles, competence frameworks, assessment scope, risk-linked activities and configurable standards.

Design the CMS

Assessment templates, workflows, methods, responsibilities, role-based access and governance configuration.

Implement the CMS

Planned assessments, competence activity, authority-to-work visibility, assessor workflows and workforce readiness tracking.

Maintain and develop competence

Reassessment cycles, due/overdue status, change updates, corrective actions, restrictions and development follow-up.

Verify, audit and review

Verification workspaces, CMS governance, ORR reporting, audit trails, dashboards and management review evidence.

INTELLIGENCE DASHBOARDS AND ANALYTICS

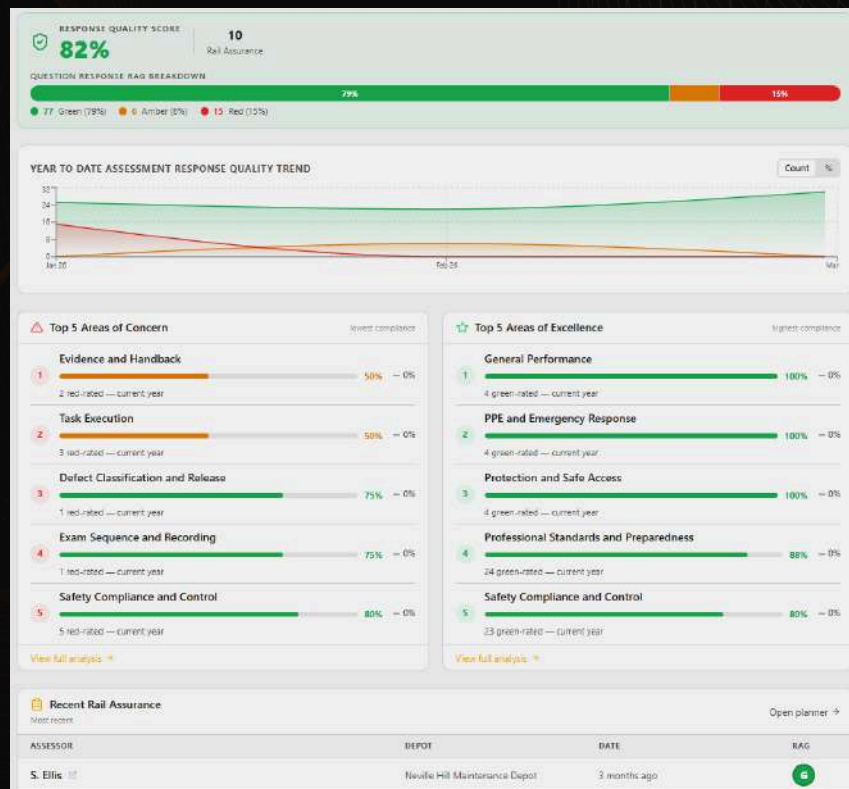
Ensuring rail assurance intelligence starts at the point of onboarding



Structured data captured from onboarding

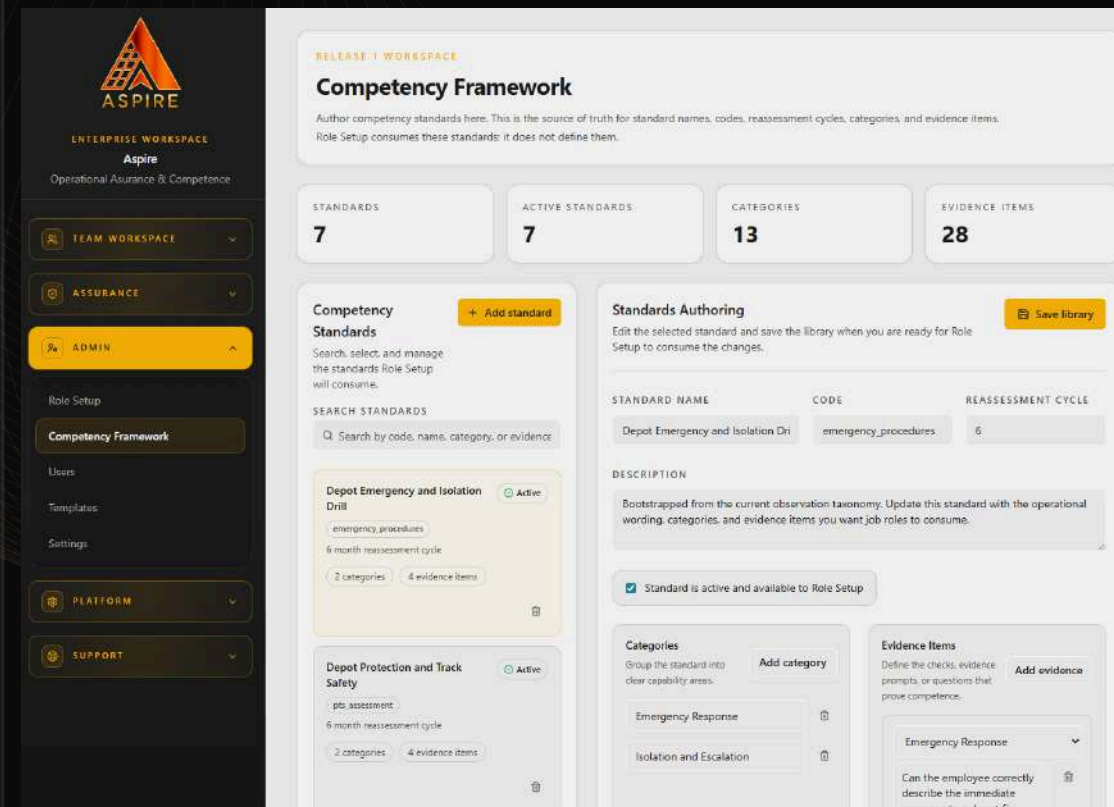
Operational excellence begins with reliable, accurate and accessible data.

Aspire captures RAG status assessments, assessment history, restrictions, fitness for duty and fatigue monitoring. Advanced features include dedicated modules for Verification & Compliance, Assessor Assurance, Fitness & Duty, Authority to Work, ORR Reporting, and CMS customisation.



Workforce readiness and competence planning.

- Define your standards
- Define your roles
- Define your competence standards
- Build your CMS
- Plan assessments
- Evidence compliance



COMPETENCY AND ASSURANCE

Turn Competence Data Into Workforce Readiness



Turn Competence Data Into Workforce Readiness

Aspire gives managers a live view of who is ready to work, who needs development, and where reassessment effort should be focused.

Aspire brings together competency standards, individual competence profiles, active cycle requirements and planned assessments in one connected environment. Instead of managing readiness across disconnected spreadsheets, email trails and local records, teams can work from a single operational view of competence status, due activity and emerging risk.

Managers can define standards, structure evidence requirements, maintain workforce profiles and see where assessments are due soon or overdue across roles, teams and locations. The planner helps prioritise activity, recover missed assessments and support earlier intervention before competence drift becomes an operational issue.

Aspire's assurance workspace gives teams a practical way to monitor readiness signals, active restrictions and change activity so that workforce assurance remains visible, current and actionable.

FEATURE POINTS

- Competency standards library with structured evidence requirements
- Individual competence profiles with readiness and development status
- Live planner queue for due and overdue assessments
- Shared assurance workspace for workforce control and prioritisation

From onboarding through reassessment, Aspire keeps competence visible, structured and operationally usable.

Govern Assurance With Clearer Control And Better Evidence

Aspire extends beyond assessment delivery to support governance, workforce control and ORR-aligned assurance oversight



Aspire combines CMS governance, assessor assurance, fitness and duty, authority to work and ORR reporting in one platform. This gives organisations a more complete operating model for managing competence, verifying control effectiveness and maintaining defensible evidence.

Teams can manage standards, risk-to-competence mapping, verification activity, audit findings and management reviews in a structured governance workflow. Assessor assurance supports qualification tracking, reassessment scheduling and calibration activity to help maintain confidence in assessment quality and consistency.

Aspire also supports operational control through fitness and duty monitoring, workforce restrictions, authority-to-work status and recovery planning. With reporting views and exportable evidence packs, managers have a clearer line of sight from frontline assurance activity to senior oversight and regulatory review.

- CMS governance workflows for standards, verification, findings and reviews
- Assessor assurance with qualifications, reassessment and calibration tracking
- Fitness and duty controls including status, restrictions and review activity
- Authority to work and ORR-ready reporting for stronger oversight

One platform for competence, governance and operational assurance evidence.

The screenshot displays the Aspire platform interface with two main panels. The left panel, titled 'TEAM CONTROL', shows 'Manage employees by readiness' with a summary of 16 visible people, 0 ready today, and 14 at risk. It includes buttons for 'Open My Team', 'Open Due & Planned', and 'Open Readiness'. Below this is an 'Immediate people focus' section listing individuals like C. Foster and G. Ellis with their roles and upcoming tasks. The right panel shows a 'Vehicle Exam and Release Check' summary with a 71% completion rate and a table of employee assessment data. Below this is a 'General Maintenance Observation' summary with a 100% completion rate and another table of employee data. The interface includes navigation tabs at the top: Readiness, Assessors, Governance, Fitness & Duty, and Reporting.



ARCHITECTS OF INTELLIGENT INFRASTRUCTURE

Aspire helps maintenance move from periodic, document-heavy assurance to a more controlled and evidence-led competence management model.

It gives frontline teams the tools to assess consistently, gives managers the visibility to act early and gives governance leaders the evidence to review with confidence.

Built for competence assurance.

Designed for compliance alignment.

Ready for operational confidence.