

southeastern

Information Pack

Engineering Apprenticeship



Engineering Apprentice – Rail Engineering Technician

This is a scheme designed to provide you with the qualifications and competencies to become a skilled service engineer with Southeastern.

Engineering is a hugely diverse and exciting industry with multiple different sectors within it.

The Southeastern Railway Apprenticeship reflects this, and our successful Apprenticeship Programme focusses in on the Engineering Skills, Knowledge and Behaviours needed to maintain and service our train fleets whilst including many transferable skills applicable to wider industry.

Hiring an apprentice is a productive and effective way for any business to grow talent and develop a motivated, skilled, and qualified workforce and Southeastern Railway is no different. A remarkably high percentage of our current engineering teams and managers completed an apprenticeship with us or elsewhere in the industry.

To be considered for an engineering apprenticeship, you will need to show a grade 4/5 Maths and English GCSE or equivalent. You should also have an interest in problem-solving, teamwork and the technical aspects of operating machinery.

There is a rigorous selection process, which will include a degree of testing including some practical exercises, and a formal competency-based interview. Some of which will form part of a Recruitment Day on one of our Maintenance Depots giving the opportunity to see our training and engineering environment.

It is important to us that you are able to demonstrate examples of your ability to solve problems and work effectively as part of a team, either from previous work roles, school, or leisure activities.

Your employment will be subject to passing medical fitness & drugs and alcohol testing. Following appointment, all apprentices will be subject to the restrictions imposed by the Drugs and Alcohol and all other HR and Southeastern policies.

Being an apprentice means you will be employed by Southeastern Railway whilst learning through a Training Provider and receiving on-the-job training. Our Apprentices earn a full-time wage including holiday and sick pay with other benefits including free rail travel in our region. With a contract of work covering the duration of your apprenticeship and End Point Assessment period. Apprentices are paid a wage consistent with the law, for the time they are in work.

Apprenticeships are typically aimed at young people who are due to leave school and are looking for an alternative to university. However, apprenticeships can also be undertaken by people who are looking for a career change and this is increasingly the case.

There are different levels of apprenticeship; Level 2 and 3 are usually aimed at school leavers, while higher apprenticeships (levels 4, 5, 6 and 7) are aimed at those with A Levels.

Southeastern Railway Engineering Apprenticeships start at level 3 and will involve studying for a number of rolling stock related qualifications including diplomas in Rail Engineering Technician Knowledge and Competence. The content of these qualifications covers the aspects of engineering required by an apprentice working in Rail. These qualifications are attained by the apprentice completing and achieving a series of knowledge assessments and by gathering evidence in the workplace to support the recording of competence.

These qualifications are delivered in partnership with local and national training partners. Apprentices are allocated block and day release at a College, or Training Provider for study.

You will be assessed through a combination of coursework, exams, essays, and on-the-job evaluation followed by a final End Point Assessment

Apprenticeship Stage 1 (Year 1)

In stage one you will be attending a local Training Provider where you will be studying one day a week in a formal classroom environment for your knowledge qualification and four days in an industrial training environment. This is divided into blocks with a break in-between where you will return to your home Depot. You will be registered on all aspects of the Rail Engineering Technician (Level 3) Apprenticeship Standard, including Functional Skills if required.

It is important to remember that your full-time employment will be combined with part-time study, and it is vital that you complete all aspects of the apprenticeship as progression to any higher positions will depend on it.

At the end of stage 1 you will have successfully completed, Level 2 Advanced Manufacturing Engineering (Foundation Competence) and the first year of the Level 3 Rail Knowledge Qualification.

Apprenticeship Stage 2 (Year 2)

In the second stage of the apprenticeship, you will again be employed in full time training, and will be allocated to Production on dayshift. The training will be delivered at nominated depots in partnership with a nominated Training Provider.

During this period, there will be scheduled Off the Job Training, delivered on a block release basis by an Approved Training Provider, and day release locally, at the end of stage 2 you should have completed the second year of Level 3 Rail Knowledge Qualification.

Apprenticeship Stage 3 (Year 3)

In this stage of the apprenticeship, You will be employed in full time training. and will be allocated to Production on full shift 4 on 4 off, (This will be decided on a case-to-case basis and taking personal circumstances and age into consideration). The training will be delivered at nominated depots, where you will continue to develop further skills needed for all train maintenance activities needed for our extensive fleets.

At the end of Year 3, You will have successfully completed the Level 3 Diploma in Rail Engineering Competence and be subject to an End Point Assessment to complete your Rail Technician Apprenticeship Standard which will include a review of evidence against UKSPEC Eng. Tech Requirement for Behaviours, Knowledge, and Generic Engineering Competence

Following ongoing competence assessment, you will assume the duties of a Service Engineer at Level 1. where you will carry out engineering activities, including exams, minor defects rectification, modifications, repairs, and time-based maintenance packages.

You may decide to stay at this level, or you could choose other roles within Southeastern (vacancies dependant) such as:

Service Engineer at Level 3 (SE3). This is a wide-ranging role, providing technical expertise, where you will be responsible for primary defect repair including in service units, defect troubleshooting, defect diagnosis, work scope adherence and defect rectification.

Production Delivery Engineer, managing a team, covering all engineering activities, including exams, defects rectification, modifications, time/mileage or periodic maintenance packages and repair.

Production Support Engineer, supporting Production to deliver first time fixes through the interrogation of train data and the provision of scopes of work. This role works alongside the Defect Controllers (MDC) providing technical support and capturing defects as they are reported.

Mainline Defect Controller, which is a wide-ranging role including technical expertise and defect management, leading and motivating a team of staff to ensure that they work together safely and effectively to the required standards and specifications. Co-ordinating the effective deployment of staff to ensure production deadlines and targets are met.

Fleet Engineer or Technical Development Engineer, this role is to provide a high-quality Technical Support service for Engineering and all other directorates within Southeastern. This is achieved by focussing on issues and trends which affect the overall performance of the rolling stock (including safety, reliability, and passenger satisfaction), conducting technical investigations and making recommendations to address the identified causes. The recommended changes then need to be implemented effectively to resolve the issue.

Competency Development Specialist, who is responsible for ensuring that the competence assessments of engineering staff are conducted in accordance with Railway Group Standards and Southeastern Competence Management Systems. They also undertake and assist in incident investigations.

Fleet Planning Engineer Meet the requirements for operational service ensuring trains are serviceable and available by ensuring all maintenance activities and modification programs for all trains are forecast and planned to ensure optimum fleet

maintenance status and fleet configuration, maximising the efficiency of the engineering maintenance capability.

Materials Engineer, who typically deals with identifying and approving new parts to current specifications, equivalent replacement parts and re-engineered parts. The role also requires material analysis to identify opportunities to avoid future obsolescence, improve reliability and reduce costs.

Quality Control Engineer, whose job it is to identify, monitor, and report on all aspects of fleet performance for all Southeastern operated Fleets, identifying and investigating trends within the Engineering Directorate. Conducting quality assurance checks such as “in process checks” and “finished work inspections.”

Person Specification

Before applying, the applicant should be conscious of the following requirements:

- 4 x GCSE's (Grade C / 4 minimum) including English and Maths
- Good verbal communication skills
- To be proactive when it comes to problem solving.
- Good team working skills.
- Should be computer literate with a basic knowledge of information technology.
- Must possess good written and numerical skills.
- Must be prepared to attend college for first year off the job training, and further college on a day release or block programme for additional years of apprenticeship.

Current Rates of Pay

- Stage 1 £19,975
- Stage 2 £23,445
- Stage 3 £28,421

Travel Facilities

You will be entitled to free residential leisure travel anywhere on Southeastern, Thameslink & Gatwick Express Rail Services, and will be entitled to a reduced rate for leisure travel on other Train Operating Services.

After 12 months you will be entitled to free and reduced rail travel on European Rail Services (subject to restrictions).

Annual Leave

New entrants will be granted annual leave of 32 days which is inclusive of Bank Holidays in year 1. When you start shift work your annual leave entitlement is 24 days inclusive of Bank Holidays.

Case Studies



A street artist who trained to be a clown is now an Apprentice Engineer. **Juliana Teichert** was a hospital clown doctor helping sick children in her native Germany before moving to the UK. After spells honing her entertaining skills with a street art group and working in care, Juliana was encouraged to try a career in the railway by friend Dan Carter, a maintenance engineer at Slade Green. Since starting with Southeastern last year, Juliana splits her time between the Slade Green Depot and college in Strood.

Juliana said: "I had started a Bachelor of Engineering Open University degree. But I wasn't getting hands-on experience. Now, every day in the depot, I'm learning new things."



Dan Brookwell has enjoyed a decade of career progression, moving from a manager at McDonald's to running a team of 42 Southeastern colleagues keeping trains running. Dan said: "It helped to develop me as an engineer. I'd been working on 375s at Ramsgate, which have fibre optic cables. The 465s at Slade Green are mechanical with hardwiring, needing a completely different skill set. It helped to develop me as an engineer and a company man."

Dan is now employed as a Planning Shift Manager