



Engineering Apprenticeship

Information Pack

2025

Overview

The Engineering Apprenticeship scheme is 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 on the engineering skills, knowledge and behaviours needed to maintain and service our fleet trains whilst including many transferable skills applicable to the 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. A remarkably high percentage of our current engineering teams and managers started their career at Southeastern with an apprenticeship.

“

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

Juliana Teichert, Engineering Apprentice

”

Stage 1 (Year 1)

£21,846

The first year 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.

Stage 2 (Year 2)

£25,664

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 designated 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.

Stage 3 (Year 3)

£31,111

In this stage of the apprenticeship, you will be employed in full time training and will be allocated to Production on a full shift of 4 on 4 off. 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 requirements for behaviours, knowledge and generic engineering competence.

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

Requirements to apply:

- 4x GCSE'S (Grade C/4 minimum) including English and Maths
- Good verbal communication skills
- Proactive in problem solving
- Great team working skills
- Computer literate with a basic knowledge of IT
- Good written and numerical skills



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Recruitment Process

Once you have applied to be an Engineering Apprentice with Southeastern:

- The recruitment team will initially screen your application to ensure all requirements are met
- You will be invited to take part in an online test to measure the skills necessary for the role
- Your application and online test results will be screened by an Engineering Manager at the depot selected
- You will be invited to attend an Engineering Apprentice Recruitment Day at Ashford Maintenance Depot. The day will consist of practical exercises, a depot tour and a formal competency-based interview
- If successful in all the above aspects, you will be offered a vacancy at your selected depot
- Your employment will be subject to passing a fitness, drugs and alcohol medical

What You'll Get?

- You will be entitled to free leisure travel on Southeastern, Thameslink & Gatwick Express Rail Services
- Reduced rate leisure travel on other Train Operating Services
- After 12 months you will be entitled to free and reduced rail travel on European Rail Services
- 32 days annual leave (inclusive of Bank holidays in year 1).
- Once shift work commences the entitlement is 24 days inclusive of Bank Holidays



Case Study



Dan Brookwell has enjoyed a decade of career progression, moving from a manager at McDonalds 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 375’s at Ramsgate, which have fibre optic cables. The 465’s at Slade Green are mechanical and hardwiring, needing a completely different skill set. It helped to develop me as an engineer and a company man”

Dan Brookwell, formally Engineering Apprentice, now Planning Shift Manager.



Jobs and careers with Southeastern

Charlotte Porter

Senior Recruitment Officer

Charlotte.porter@southeasternrailway.co.uk

Internal

Thank you