

An aerial photograph of four high-speed train units, likely Class 390, parked on a multi-track railway platform. The trains are dark blue with prominent yellow front sections. They are arranged in a staggered formation, with some units facing the camera and others angled away. The platform is made of grey concrete, and the tracks are made of steel rails on a bed of gravel. The background shows more tracks receding into the distance.

Engineering Apprenticeship

Information Pack

2026

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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 focuses 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

”



Apprenticeship Information:

Our Level 3 Engineering Apprenticeship is delivered over three years, with a three-month End Point Assessment period at the end.

In order to deliver this programme, Southeastern works in partnership with East Kent College (EKC).

Our Apprentices attend college once a week, where they will look to build the core knowledge, skills and behaviours. The college also provide assessors, who will visit the workplace every 8 to 10 weeks, during the programme, to see our apprentices in action and offer any support required with college work.

The rest of the week, our apprentices spend their time at depot with skilled mentors to gain train specific competencies and embed what is being taught in college.

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Apprenticeship Information

A typical week for our Apprentices looks like this:

Monday – Depot work experience

Tuesday – College Day

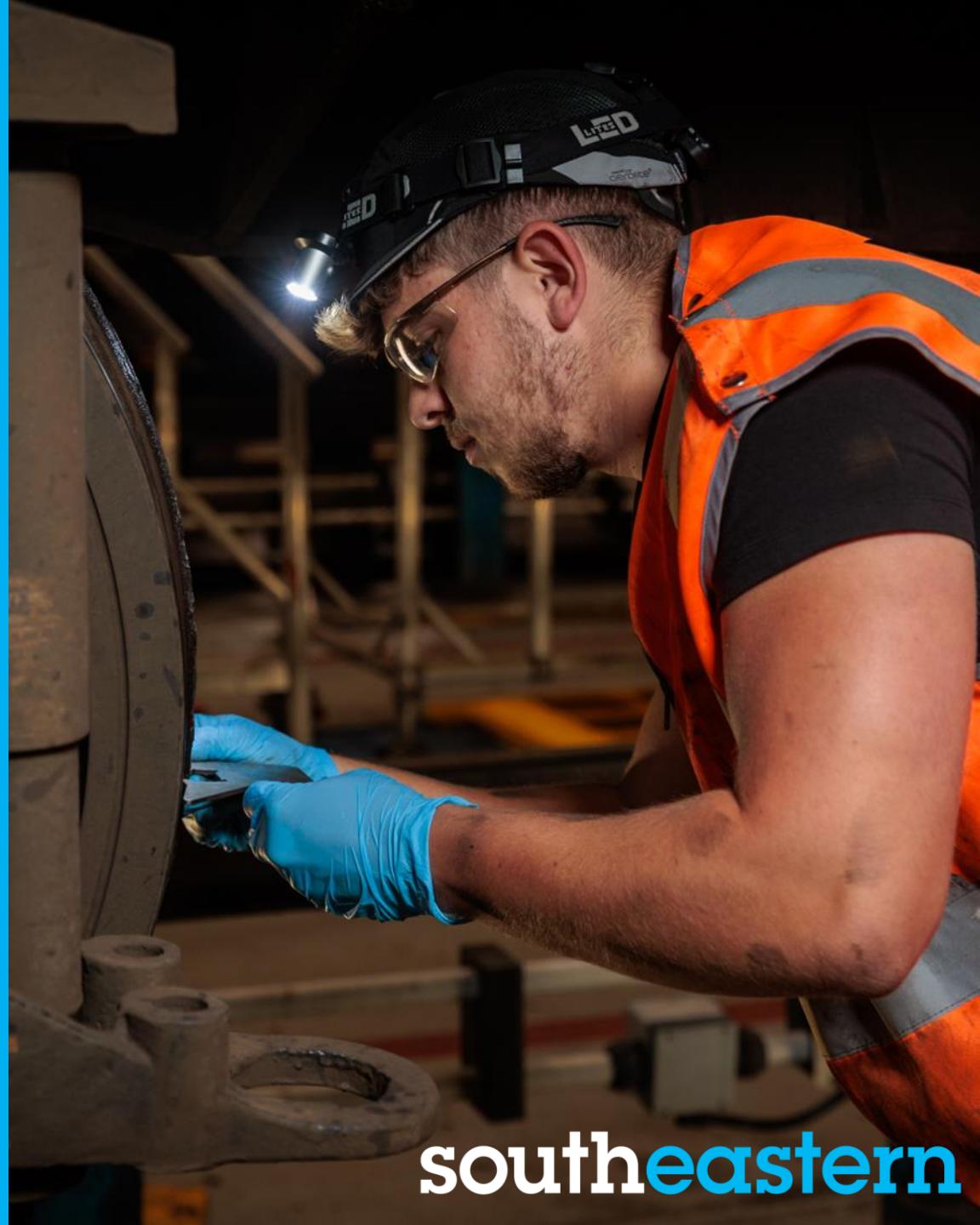
Wednesday – At depot, college course work day

Thursday – Depot work experience

Friday – Depot work experience

To complete your apprenticeship, you will have to pass all elements of the End Point Assessment (EPA), which includes:

- Knowledge Assessment – 20%
- Final observation of practical work – 40%
- Technical Interview (aligned with evidence from portfolio) – 40%



Engineering Apprenticeship

Pay Scale:

YEAR 1 Apprentice	YEAR 2 Apprentice	YEAR 3 Apprentice	SE1 Engineer (after successful Interview)
£22,589	£26,537	£32,169	£43,002

At the end of each apprenticeship year, line managers will meet with learners to review the year. This will consider college work and depot factors. The successful outcome of this will action the next pay band uplift.

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



Recruitment Process

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

- Recruitment team will initially screen your application to ensure all requirements are met
- Invite to take part in an online test to measure the skills necessary for the role
- Application will be reviewed by an Engineering Manager at the depot selected
- 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 else?

- 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



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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

Thank you