

Advanced Engineering Apprenticeships with Network Rail

Starting in March and
September every year



Why Network Rail?

We invest a lot in our apprentices – we want you to be the future of our business

During our three year Advanced Engineering Apprenticeship there's lots to take in and lot of responsibility to take on, but by the end of the scheme, you'll be set up for a great future and career with Network Rail.

Network Rail looks after 20,000 miles of track, 40,000 bridges and viaducts, and thousands of signals and level crossings.

Our projects span from small station improvements, such as expanding disabled access, to creating whole new train routes – making a difference to the lives of people across Britain.

Every day, we get four million people and thousands of tonnes of goods to their destinations.

We're vital to Britain's future success, which means we could play a big part in yours.

In the midst of the largest expansion of the rail network since the 19th century, we're managing more engineering projects than any other UK organisation.



What we offer

An Advanced Apprenticeship means the chance to earn a real wage while you learn

You will be paid a competitive salary, plus during your 21 week residential training we'll pay for your accommodation, three meals a day, your work clothing and personal safety equipment.

On top of all this, you'll get 28 days holiday, plus bank holidays.

In your first year, your leave is planned for you and we pay for you to travel home for planned long weekends, Christmas and Easter holidays.



— Salary

We pay you £8,618 during your first year, plus £1,150 for successful completion. This is in addition to your accommodation and food at our training centre at Westwood, the costs of which are all covered by us. This rises to £12,055 in the second year and £14,364 in the third year.

— Company benefits

During the scheme, you can claim all our company benefits, such as discounted train travel to and from work and a pension.

— *Discount on season tickets*

If you travel by train, we offer 75 per cent discount on annual season tickets up to a maximum of £3,000 in addition to an interest-free season ticket loan.

— *Pension options*

We're proud to offer a range of pension schemes which provide flexibility and choice for our employees.

— *London allowance*

We also offer an inner London allowance of £3,100 per annum (for employees working at a Network Rail location within a 16-mile radius of Charing Cross) and outer London allowance of £1,800 per annum (for employees working at a Network Rail location over 16 miles and up to 40 miles from Charing Cross).

Who we are looking for

Quite simply, we're looking for people with the vision to be future leaders of our business

Passionate, committed and open to learning new things.

Right now, you have a good understanding of Maths and English and basic IT skills. You are passionate about engineering and committed to further study and learning to help you achieve your goal of becoming an engineer.

You're also safety aware, with strong attention to detail and good problem solving skills.

You're happy to listen and learn from others, but you also have the confidence to communicate your own ideas.



— Entry requirements

The Advanced Apprenticeship Scheme is open to those aged 18 on or before their start date. There's no upper age limit.

To apply you'll need at least four A*-C GCSEs (IGCSE's accepted) or four Scottish Standard 1-3/National 5. These must include English Language, Maths and Science or Engineering or equivalents, visit www.networkrail.co.uk/careers/apprenticeships/apply for a full list.

We're happy for you to apply while you're still sitting your exams as long as you'll have your results before the start of the scheme.

There are also some medical and physical fitness requirements to ensure safety on the track.

You will need to be available to start the scheme in March or September.



What qualifications you will gain

We'll help you get the kind of skills that can set you up for life

We'll support you with extensive training and development, the opportunity to gain professional qualifications and provide expert guidance to help you reach your full potential.

During your Apprenticeship with us you will gain the following qualifications:

After year one

- NVQ2 in Performing Engineering Operations
- BTEC National Award in Engineering
- Institute of Leadership Management (ILM) Level 2.

On completing the scheme

- NVQ3 in Railway Engineering
- ILM Level 3 in First Line Management.

You'll also have the chance to study for further qualifications and gain chartered membership of a professional engineering institute.



What you'll be doing

You'll have three amazing years on our apprenticeship scheme

Your first 21 weeks will be spent living and learning at Westwood, our training centre in the Midlands. The rest of your scheme will be spent working from a depot close to home.

The first 21 weeks

Whichever career path you follow, you'll spend your first 21 weeks at Westwood developing the technical knowhow and leadership ability you'll need for the many exciting challenges ahead.

You'll be working towards an NVQ2 and BTEC, so there'll be a mix of academic work as well as hands-on practical experience.

During these first 21 weeks, you'll be expected to work most Saturday mornings. Saturday afternoons and Sundays during this period will be your own time. We plan your other leave for you to include long weekends plus block periods over Christmas and Easter.

Year one of the apprenticeship scheme focuses on

- understanding and applying basic engineering principles
- health and safety awareness
- personal and life skills development
- preparing for the depot-based learning experience.





The rest of your programme

This is where you put your training into practice. Joining an engineering team at a depot close to home, you'll get out and about on the network, learning alongside more experienced colleagues. There's lots to take in and a lot of responsibility to take on. But by the end of the scheme, you'll be set up for a great future and career with Network Rail.

You'll also be working towards an NVQ3 in railway engineering. This involves a combination of rail-specific technical courses, work experience and formal assessments. On top of this, you'll complete various other technical and leadership training modules at Network Rail engineering training centres around the country to prepare you for a career at the top of your profession.

Your classes will be taught by a team of experienced rail engineers and professional trainers. Some of them have been through the Advanced Apprenticeship Scheme themselves, so they're also a great source of information and advice.

The three years as an apprentice is the beginning of an epic career journey that can lead on to diverse and exciting career opportunities.



Your potential career paths

Whichever career path you choose, you'll be working to transform our vast rail network ready for the future

And all the while you'll be building experience that will set you up for the future too.

— Track

As a track apprentice you will be responsible for managing the track network and keeping the railway safe and efficient. Working in a team you will ensure that the track system is operating to its optimum; this includes rails, sleepers and ballast that support the trains together with their associated drainage and ancillary structures.

— Off Track

As an off track apprentice you will be responsible for the inspection, maintenance and renewal of level crossings, fencing drainage, access points and vegetation management. You could find yourself responding to incidents, dealing with public complaints or carrying out a variety of maintenance work on the infrastructure.

— Overhead Lines

Keeping 10,000 miles of overhead power lines mechanically sound and in the correct position is quite a challenge, especially as inspection, maintenance and repair can only take place when the trains aren't running and the power is switched off. As an overhead lines apprentice no two days are the same, when the wires are brought down the trains stop and you must use your knowledge and skill to get them fixed and back up in the air, safely and as quickly as possible.

— Signalling

Signalling covers a wide range of equipment and technology, from mechanical and electrical to computer-based systems, and safety and performance enhancement schemes. These systems make sure trains are safely spaced and switch from one track to another. They alert signallers to train movements, warn drivers and can stop trains automatically. As a signalling apprentice you will be responsible for maintaining the equipment that moves the trains safely in a highly complex and fast moving environment.





— Telecoms

From CCTV and public address systems to analogue and digital transmission systems, we use a vast telecoms network to keep trains running safely and on time. As a telecoms apprentice, a typical day could include anything from installing telephone lines in an office environment to tracing telecoms cables that lead to the rectification of a fault in a signal box, installing a new card on a transmission system or terminating telecoms cables on main distribution frames in the telephone exchange.

— Electrification & Plant

40% of our network is electrified and 60% of all rail traffic is electric. You'll keep power flowing through the electrified rails safely and efficiently. Day to day you will work on the nuts and bolts of the electrification system making sure that the railway has the power to run the trains, signals and stations. This means that you will be working on high and low voltage systems, maintaining and fault finding equipment in a dynamic safety critical environment.

We'll help you choose the right career path for you during the assessment process.

Are we a good match for each other?

With so many opportunities available, we understand that making the right choice can feel like a daunting prospect

That's why we've developed a Match-me questionnaire. It will give you an overview of what it's like to work at Network Rail and we'll give you an indication as to

whether you are likely to be a good match for one of our roles.

Go to www.networkrail/apprenticeships

Where you'll be based

Life at Westwood

Part of your journey on the Network Rail Advanced Apprenticeship Scheme gives you a chance to live away from home, meet new people and make lifelong friends. We guarantee you won't have time to feel bored or lonely as there's a packed schedule including technical training, leadership development and fitness activities.

In the first 21 weeks we pay for accommodation and three meals a day (brunch and dinner on Sundays), and your scheduled trips home, so your salary is yours to spend.

During your time off you'll have access to the on-site facilities, which include a gym and swimming pool and in the local area, you'll find shops, sporting activities and plenty of nightlife, so you'll never be short of things to do!

Living away from home

Living away from home for the first time can be daunting. But as one of 150 apprentices you won't be alone.

You'll be supported by a team of managers who have extensive experience in dealing with the challenges you might face. There are a few rules to keep everyone safe and to ensure consideration for others, but mostly you'll be encouraged to make new friends, enjoy the sports and leisure facilities and have lots of fun.





The training facilities

Westwood has bespoke engineering training equipment to meet the requirements of the BTEC and NVQ qualifications that form an integral part of the programme. The mechanical and electrical workshops have been specifically fitted out to meet all the academic requirements and deliver a world class engineering training programme.

Our apprentices also have access to the leadership and management training facilities at Westwood which they will utilise to complete the Institute of Leadership and Management (ILM) level 2 programme.

Your accommodation

You will have your own ensuite room, equipped with a TV and air conditioning. During your free time you'll have access to the on-site gym, swimming pool, steam room and sauna, squash court and activity studio.



Meet Tasmin

Tasmin helped identify and fix a power failure before it impacted the travelling public

Name	Tasmin Lingard
Education	Engineering Level 3 BTEC diploma
Job title	Electrification & Plant Apprentice Technician
Location	Rugby Rail Operating Centre

“I was asked to investigate a power failure alarm affecting the telecoms cabinets which control communications between trains. I had limited time to act as the unit had been functioning on a secondary power supply overnight. I had to quickly investigate what was causing the alarms to go off and resolve the issue, before the secondary power supply ran out.

Under the supervision of my team, I ran voltage checks to pinpoint where the fault was and managed to resolve the problem without causing any delays to trains. I love being faced with these opportunities to make a difference, it’s so rewarding when you find a solution which improves safety and helps to keep trains on the track.”



Meet Keval

Keval is making rail travel faster and safer by keeping the track clean

Name	Keval Patel
Education	BTEC Mechanical and Electrical Engineering
Job title	High Output Track Engineer Apprentice
Location	Swindon, with frequent travel to wherever projects are located

“I worked on a project to clean a section of track ballast using a High Output Ballast Cleaning System. It was challenging because three teams had to work in a confined space within a limited timeframe and with no margin for error.

I was part of the engineering team who had to take precise measurements after the track had been cleaned to ensure it was safe to use. I had to measure the cant, lining and level of the rail using a special instrument before handing it back to the client. Our work improved drainage and made this particular section of track smoother so that trains were able to travel quicker through it.”



How to apply

This is one of the most exciting periods in the history of the railway and you could be right at the heart of it

Our apprenticeship scheme is very competitive and we receive a high number of applications for each intake. The application process reflects the strength of our programme and a search for applicants who are serious and enthusiastic about working for Network Rail.

— Step 1

Register your interest by completing our online form at www.networkrail.co.uk/apprenticeships

— Step 2

Next up is the Situational Judgement Test (SJT). We'll present you with different scenarios that you might encounter in a role at Network Rail. It's an online assessment designed to test your ability to analyse situations, make decisions, collaborate and communicate with others.

— Step 3

Following a successful SJT, we'll get to know you more during a telephone interview. It's your chance to show us who you are and what value you can add to our team. We'll ask you questions to find out how well you might fit in with our culture and values and see if you can demonstrate the behaviours we're looking for. The interview will last between 10-15 minutes.

— Step 4

The final stage in the process is an Assessment Centre at one of our chosen locations. You'll be asked to take part in a group exercise and complete a face-to-face interview. It's a chance for you to meet some of our senior leaders and current apprentices, to ask us questions and demonstrate your enthusiasm for a career at Network Rail. From our point of view, the assessment centre will give us a realistic picture of you, your skills, abilities and knowledge of our business.

FAQs

— How long is the scheme?

An Advanced Engineering Apprenticeship with Network Rail is 3 years.

— What is the start date of the scheme?

We have two intakes each year – one starting in March and the other in September.

— Why do I need GCSEs to join the scheme?

We invest a great deal in our apprentices in order to help them complete the programme. We want to know that you're likely to succeed before we offer you a place, which is why we set entry criteria. Specifically, we ask that you have four GCSEs at A*-C. Primarily this is because you'll take on academic study at the same time as working, and complete 27 work-based learning assignments and reports of at least 2,000 words. And, to complete the engineering side of the qualifications, you'll need a base understanding of Maths and Science.

Unfortunately, we can't accept all qualifications as equivalents. Although the level of the qualification is the same, the breadth and depth of content is not. To begin your apprenticeship programme at the same stage as everyone else, you will need to have covered GCSE content.

— Is the Advanced Engineering Scheme a genuine qualification?

Yes. This scheme gives you an externally recognised qualification that is accredited by Edexcel, City & Guilds and ILM, which reflects the quality of our training. You'll also work towards a range of engineering qualifications that will help in your future career.

— Am I committed to working for Network Rail at the end of the scheme?

We invest a lot in our apprentices because we want you to be the future of our business. There's no obligation to stay, but we hope everyone who joins the scheme will continue to work for us after they've completed their three years and will have a long and rewarding career with us.

— Do I need to choose my specific career path now?

As we have several career paths available the initial recruitment process will identify suitable candidates with the right motivation and skills for the Advanced Engineering Apprenticeship Scheme. We will then discuss which career paths you are suited to at the assessment centre.

Are you ready for a career as bright and unique as you are?

 Go to: www.networkrail.co.uk/apprenticeships

 facebook.com/NetworkRailAdvancedApprenticeship