Share with Pride:
Trainee Engineers Development Scheme

April 2014
The AmeyColas programme includes currently 23 trainee engineers starting 18 months ago.

- The trainee engineers programme is linked to the ICE Eng Tech
- The Programme is supported by Network Rail
- Talent that will be our future Technical Officers or Supervisors
- Integral part of the Colas Rail Talent Programme
- 2 year pilot programme in Track Renewals

HNC in Engineering (done in Year 2 & 3)
- Design Principles and Application for Construction and the Built Environment
- Studied at Swindon College
- Day release while working
- Sponsored by Colas Rail

Technical Competence
- Permanent Way Competence learnt by experience on the job by working on track e.g. Stressing Levels 1-3:
  - shadowing/observing/assessing
  - formal training courses (internal or external)
  - mentored work experience
  - competence assessment

Skills Development
- Programme of development to complement the technical understanding of the Railway e.g.
  - Company Induction
  - CDM Awareness
  - MAD Coaches course
  - IOSH Working Safely
  - Introduction to the ICE etc.

Institute of Civil Engineers ~ Route to EngTech
The above supports the competencies needed for the ICE
Trainee Engineers Development

- Trainee engineers attend college to achieve HNC

- Technical competence gained on the job

- Underpinning knowledge gained through formal training

- Support from Delegated Engineers within Track Renewals

- Support from Supervising Civil Engineers from Track Renewals and Wider Business
Learning Technical Skills

- Development Plan include:
  - Technical skills
  - Safety training
  - Planning awareness

- Development progress reviewed every 2 months (max) with DE

- Log Book issued to all trainees to record experience, including Continuous Professional Development (CPD)