

# Share with Pride:

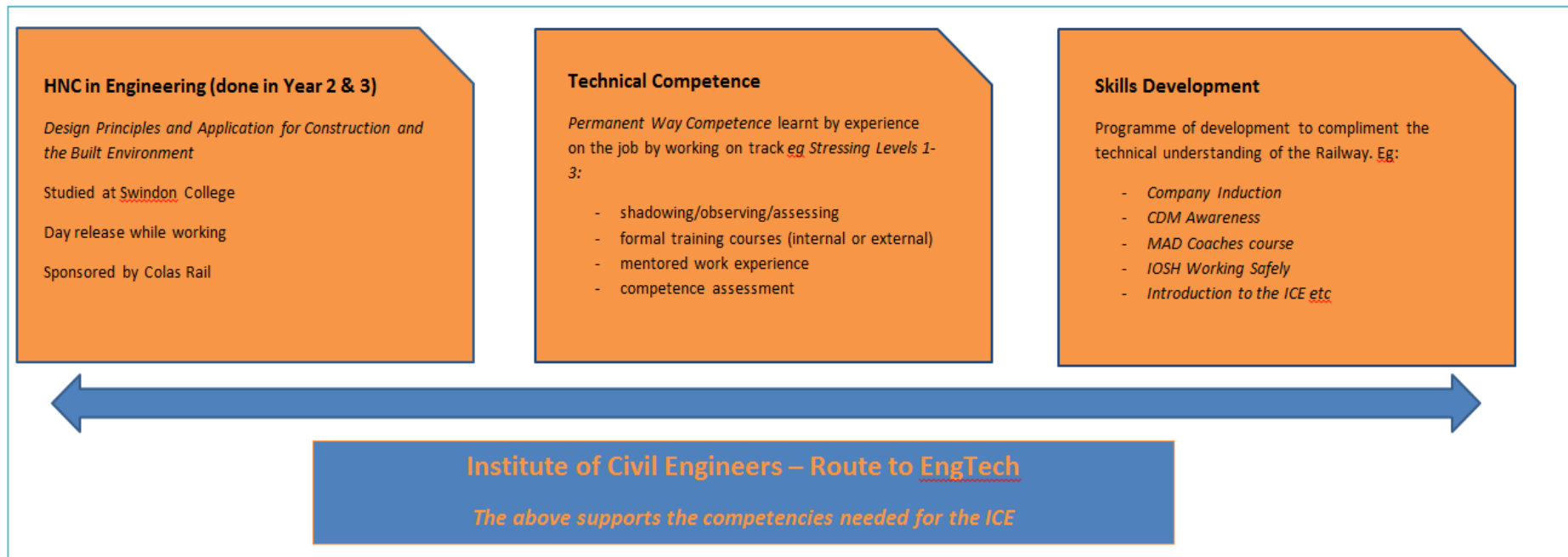
## Trainee Engineers Development Scheme

April 2014



## Programme Linked to ICE

- 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



## 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)

ameyCOLAS							
TRAINEE ENGINEER'S DEVELOPMENT PLAN & PROGRESS REPORT							
Name :		Joe Bloggs		Requirements		Trainee Record of Achievement	
Payroll No. :		123456		Training		Required by Trainee ?	
Date Entered Training Scheme :		01 January 2014		Formal (External)		Shadowing/Observing/Assist	
College Course & Duration :		ONC Civil Engineering (2yrs)		Formal (Internal)		Formal (External)	
College Course Start Date :		01 January 2014		Mentored Work Experience		Mentored Work Experience	
				Competence Assessment		Competence Assessment	
ENGINEER COMPETENCIES							
1	Laser Controlled digs/Bottom Ballast & Sleeper Installation	✓	✓	✓	✓		
2	3D Controlled digs/Bottom Ballast Installation	✓	✓	✓	✓		
3	Track Geometry Surveying - Traditional Method	✓	✓	✓	✓		
4	Surveying - 3D Method	✓	✓	✓	✓		
5	Clearances & Clear Route	✓	✓	✓	✓		
6	Design Track Geometry - Appreciation /Understanding *(Haila de Course)	✓	✓	✓	✓		
7	Work Package Plans, Task Briefs	✓	✓	✓	✓		
8	H&S File compilation (incl Corr. Drawing)	✓	✓	✓	✓		
9	Design & Construction through Longitudinal Timber Bridges	✓	✓	✓	✓		
10	Tamper Control - Geometry and Front offset file Preparation & Implementation	✓	✓	✓	✓		
11	CRT Assessment & Implementation	✓	✓	✓	✓		
12	Ground Disturbance - Formation Digs and Drainage Trenches	✓	✓	✓	✓		
13		✓	✓	✓	✓		
14		✓	✓	✓	✓		
15		✓	✓	✓	✓		
16		✓	✓	✓	✓		
17		✓	✓	✓	✓		
18		✓	✓	✓	✓		

