



**routesintorail**



Think career

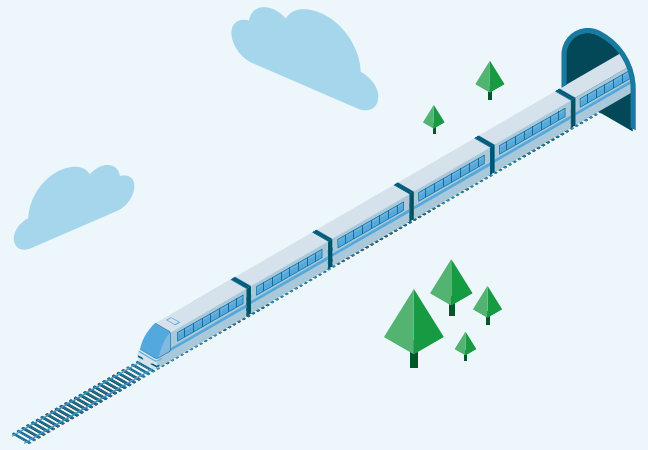
**think rail**

Your guide to exciting and varied career choices across the growing rail sector

[routesintorail.org](http://routesintorail.org)



# Think career **think rail**



**The rail industry is looking for the next generation of professionals to help keep the country running.**

Numbers using the railways have doubled since the mid-1990s. There are many billions of pounds being invested in rail over the next decade. This is all good news for the economy and great news for those choosing a career path, be that fresh out of school, college or university, or a career changer looking for a new direction. The demand for the next generation of engineers, data analysts, project managers and customer service assistants is at an all time high. Whether it's building state-of-the-art stations, designing more energy efficient trains, or finding innovative ways to keep people safe, there's a route into rail for everyone.

Just some of the shortages which have been highlighted within NSAR's report for the Department for Transport:-

Over

# 18,000

engineering jobs will be needed by 2025



And it's not just train drivers and engineers. The rail industry is looking for an extra

# 3,000

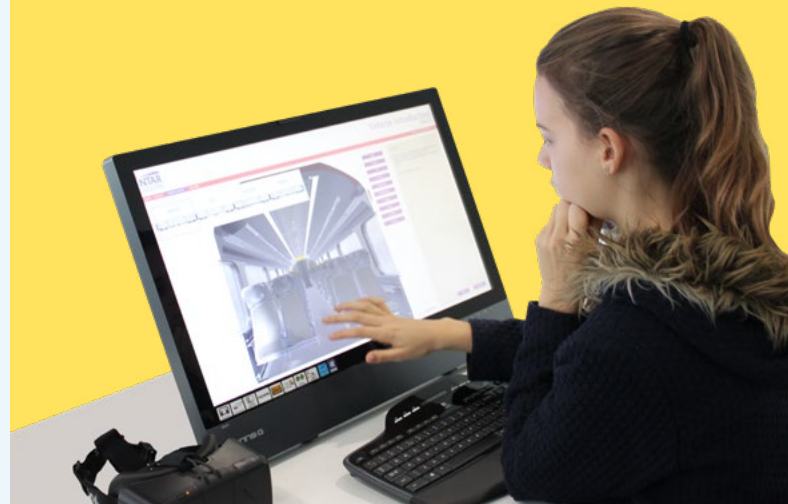
IT jobs by 2025, from technical, architects, to analysts to software engineers, as it moves to more digitised working practices. Customer services roles are in high demand too.

**Now is the time to consider a career in rail, whatever your strength or passion, there will be a role for you.**

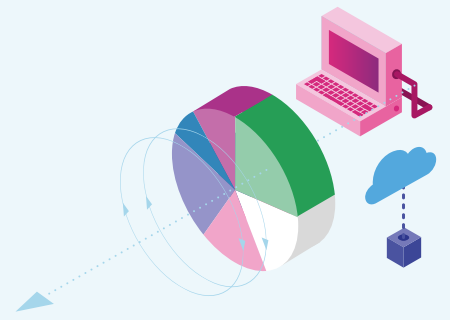
An additional

# 1,400

train driver jobs by 2025 are also needed.



# Careers for everyone



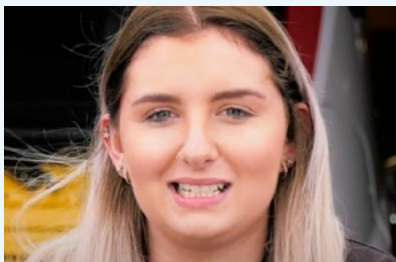
Rail is a truly open, diverse and inclusive environment, harnessing the skills and expertise of all our people and attracting the best talent to help us have a safe, accessible railway for everyone.

While there is still some way to go, the rail sector has seen the percentage of females employed in rail grow from 8% to 17% in the last 5 years. As for employees from a BAME background, they form about 13% of the current workforce, which is close to national averages.

Rail offers many opportunities for people with disabilities, visible and invisible, so makes an ideal choice for so many people's careers.

*"We will work to increase the diversity of our workforce so that we represent the passengers that we serve up and down the country – because everyone matters."*

Andrew Haynes,  
Chief Executive of Network Rail



**Kelsey**  
Manufacturing Apprentice



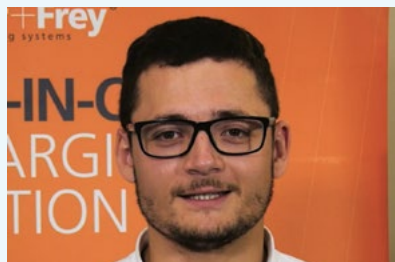
**Anthony**  
Graduate Engineer



**Ankur**  
Engineering Manager



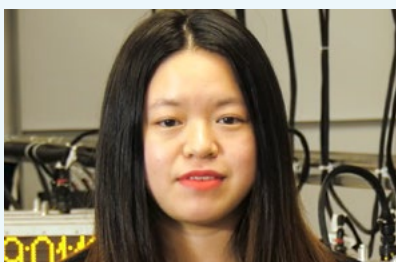
**Emily**  
Assistant Project Manager



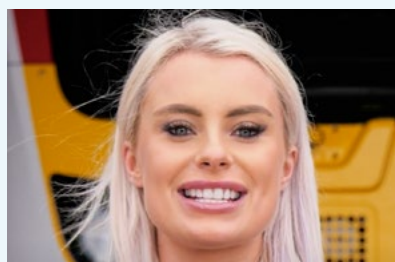
**George**  
Engineering Designer



**Lauren**  
Executive Assistant



**Jade**  
Finance Accountant



**India**  
Quality Specialist Engineer

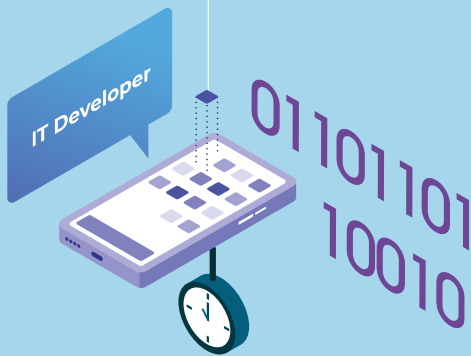


**Anthony**  
Project Safety Business Partner

# What can I do in rail?

## Create apps

to help people with their travel plans



Sustainability Manager



## Design and build

environmentally friendly trains and track

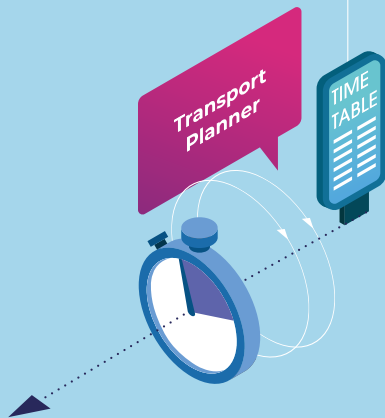
## Work with AI and robots

to keep people safe



## Keep the trains running

on time



Comms Executive

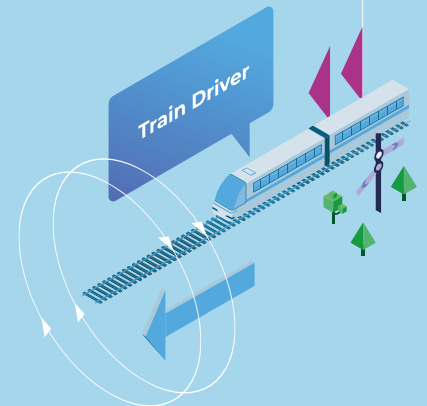


## Run media campaigns

influencing millions of people

## Drive high-speed trains

across the country



## Bring new architectural

designs to create a better customer experience



Chief Executive Officer (CEO)

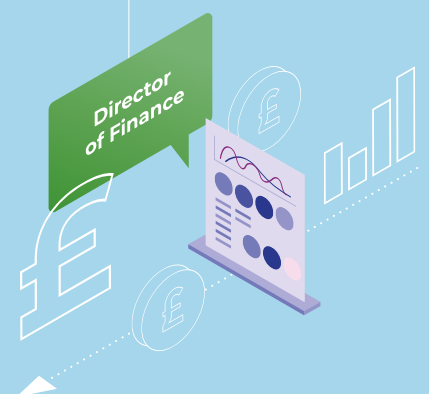


## Lead a company

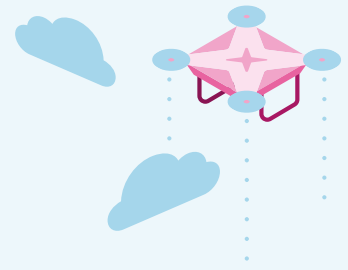
with thousands of employees

## Manage £illions

working in finance



# Career Stories



The HS2 graduate programme has provided me with the best possible foundation for a career, with a lot of flexibility to tailor my experience. It gave me instant responsibility in the projects I became involved in. I now work in the Commercial Development team as a Manager and I am on my way to becoming a Chartered Surveyor.

**Sam, HS2**



I have always enjoyed investigating, fixing and repairing things, so I have always been interested in the Engineering route. The position became available and the split between site and office work appealed to me. I enjoy the diverse nature of the job and the locations that we go to which not many people can see or are allowed into.

**Adam, Amey Rail**



Within overhead line engineering (OLE), there is always a new and different challenge to overcome. The team I work with is also a big plus. When you are surrounded by a group of people who do not care that you are a female it really helps you see that gender doesn't matter.

**Cloe, Volker Rail**

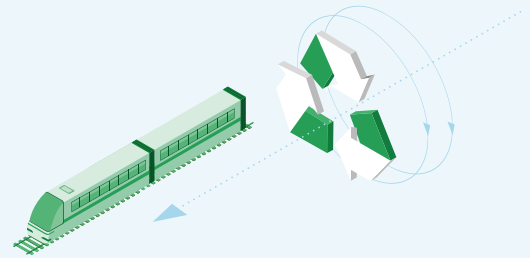


I am an ecologist. I did a degree in Bioscience, which first led me to a job for a local wildlife trust. My job now at Network Rail involves assessing sites for their biodiversity value across the railway. It is an exciting place to work because of the people involved with it. Not only are there engineers and track teams managing this fantastic infrastructure, but you've also got ecologists and environmental managers too.

**Nathaniel, Network Rail**



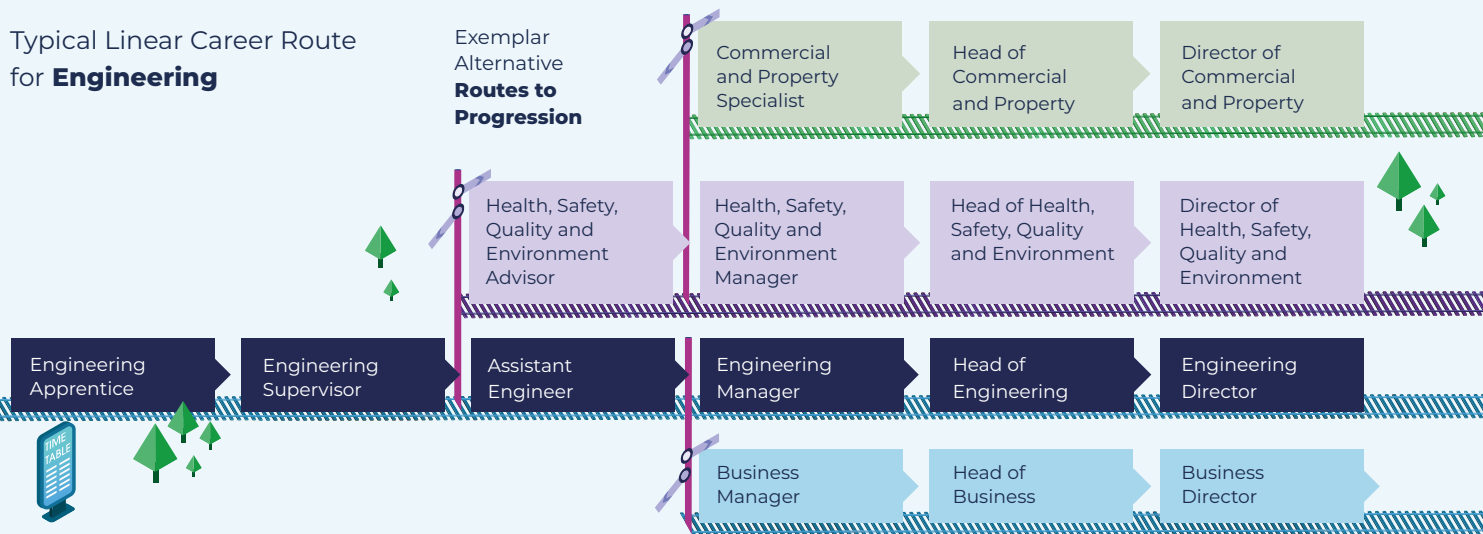
# Career routes in rail



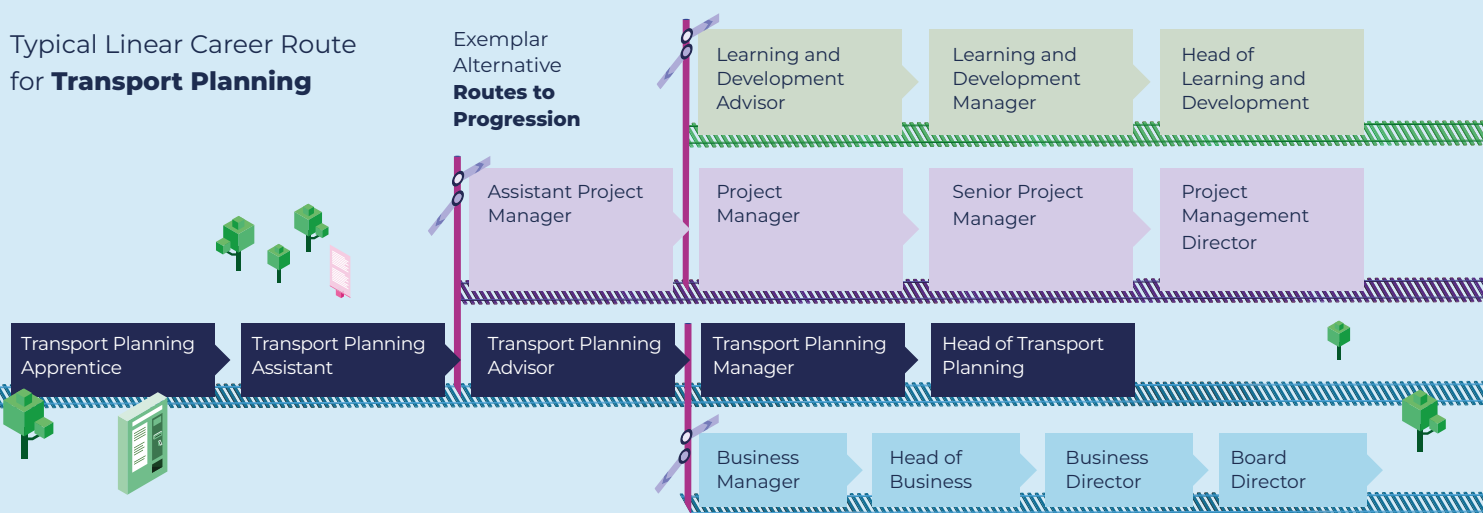
## A career in rail can take many tracks

Rail offers such a wide range of roles, you may start in one specialism and once you gain experience you can transfer across to another area, either within the same employer or within the wider industry. People who work in rail tend to like what they find and stay for a long time, as there is so much variety and scope. Below illustrates some possible career paths, but there are countless other options to consider.

### Typical Linear Career Route for **Engineering**



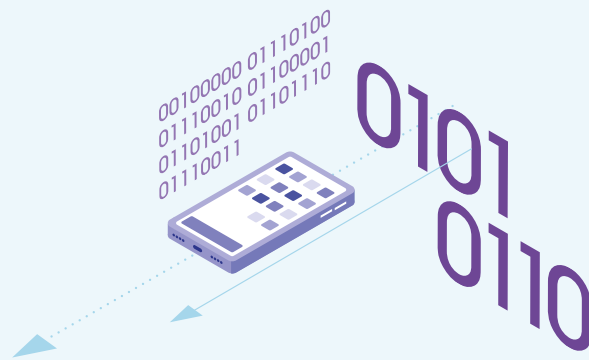
### Typical Linear Career Route for **Transport Planning**



### Qualification Level (as a guide only)



# Useful resources



## Apprenticeship Schemes

In the Rail sector 2021



➤ Network Rail Apprenticeships



➤ HS2 Apprenticeship



➤ Amey Rail Apprenticeship



➤ VolkerWessels UK Apprenticeships



➤ Porterbrook Apprenticeship



➤ Balfour Beatty Apprenticeship



➤ Colas Rail UK Apprenticeships



➤ Costain Apprenticeship



➤ EMR Apprenticeships



➤ Gatwick Express Apprenticeship



➤ GWR Apprenticeship Schemes



➤ Scot Rail Apprenticeships



➤ Siemens Apprenticeships



➤ South Eastern Apprenticeship Scheme



➤ South Western Railway Apprenticeship Schemes



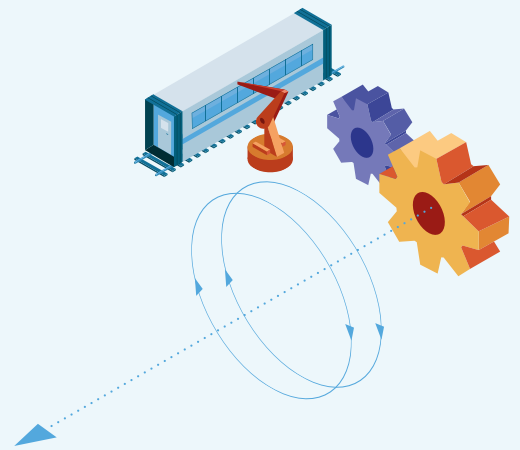
➤ Southern Apprenticeships



➤ Transport for London Apprenticeships



# Useful resources



## Graduate Schemes

In the Rail sector 2021



- 🚩 Business Graduate Scheme
- 🚩 Technical Graduate scheme



- 🚩 Colas Rail UK Graduate Scheme

## HS2

- 🚩 Future talent | High Speed 2



- 🚩 Early careers



- 🚩 Arriva Graduate Programme

## Go-Ahead

- 🚩 The Go-Ahead Rail Graduate Programme



- 🚩 Scot Rail Early Careers

## Rail Delivery Group





- 🚩 Railway Engineering Graduate Scheme




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HS2



porterbrook

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