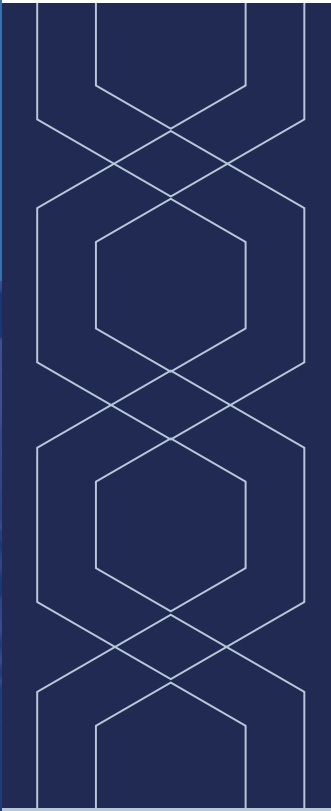


# Gateway to your Future

Engineering  
Apprenticeships

Guide for  
Applicants  
2025



**Better.  
Connected**

# Welcome to Translink

## Foreword

Thank you for your interest in the Translink Apprenticeship Programme. This is an exciting time to join a dynamic and growing company with significant opportunity to fast track your career within one of Northern Ireland's largest organisations.

Translink provides award-winning bus, coach and rail services and is recognised as an industry leader who has continued to deliver strong performance despite challenging economic times. At present, we have over 4600 employees and were responsible for approximately 84 million customer journeys each year.

Translink's commitment to zero emission public transport took a step forward with the launch of our zero-emission bus fleet for Belfast and Foyle Metro, and we've exciting plans for Ulsterbus. In parallel we've been increasing the capacity on our rail network through the delivery of our lengthened six car trains.

This Translink Bus and Rail Engineering Apprenticeship Programme is an excellent opportunity to develop your skills and your career alongside a diverse and experienced team, who will mentor and encourage you along the way. If you like working in a team, are enthusiastic and conscientious then I would encourage you to apply. We will support Apprentices in their development, ensuring they reach their full potential to establish future careers in Engineering.

The future is exciting for Translink, and we look forward to you playing your part on that journey.

**May I take this opportunity to wish you all the best with your application.**



**David Barnett**  
General Manager  
Engineering

### Engineering Routes:

- Engineering - Bus Maintenance (Body Trades)
- Engineering - Bus/Rail Maintenance (Technical Trades)



# Who are Translink?

**Translink is Northern Ireland's main public transport provider. We are a public corporation which has a degree of commercial independence, yet are governed in policy terms by the Department for Infrastructure.**

We provide an essential public service to the people of Northern Ireland which impacts on everyone, supporting economic growth, social inclusion and the welfare of the local communities we serve. This supports the growth and prosperity of Northern Ireland.

The Engineering Division plays a major role in ensuring safe, reliable, and well-presented buses and trains are available for service when required. The teams operate from 26 workshops across the province and utilise the latest technology with a focus on continuous improvement.

We are an award-winning engineering department and have gained many accolades over the years including: The Institute of Road Transport Engineers, the Northern Ireland Apprenticeship Awards and IRTEC Skills Challenge Award where we get the opportunity to compete against other UK bus operators.

As an Engineering Apprentice in Translink we will give you the opportunity to learn and develop your skills and knowledge. In fact, many of our engineering management positions are currently occupied by previous Apprentices which highlights the high standard of recruitment and training received.

If learning about the latest technology on vehicles is what you are interested in, now is a great time to join the engineering team at Translink. In addition to our Glider fleet of hybrid vehicles we have launched over 150 zero emission vehicles into our Bus fleet. These Battery Electric and Fuel Cell Electric Vehicles employ the very latest technology. Translink have ambitious plans which will see this zero emission technology rolled out across our fleet in Northern Ireland – moving us closer to our goal of becoming net carbon neutral by 2040.

## Your first choice for travel, today, for tomorrow.

Translink vision



# Our Vision and Our Values

**Our people make the difference and the success of Translink relies on their skills, knowledge and behaviours. All this contributes towards providing the best possible service for our customers.**

The Translink Spirit is a positive expression of the way that we do things – the teamwork, the fresh ideas, the sense of responsibility, the quality, the commitment to safety, the integrity – everything that makes us a fundamental part of the Northern Ireland economy and everything that makes Translink a great place to work.

Our Translink Spirit is vital to our business and is central to who we are. We take pride in the amazing Spirit that employees show, both in their job roles

and the work that people do above and beyond that, all supporting our vision of ensuring that Translink is 'Your first choice for Travel'.

The wellbeing of our employees has always been important and over the years our wellbeing activities have grown and developed. We have a wide range of initiatives and support available to employees across all areas of the business including local mental health first aiders and Wellbeing Champions. We also continue to innovate how we communicate and engage with staff, developing our employee Spirit app and online Learning Platform. As we move forward, our people and the Translink Spirit will continue to be vital to our success.



## Safety

We put safety first by taking care of the people around us.



## People

Our people make the difference in the service customers receive. We respect one another and have a culture based on Equality, Diversity and Inclusion.



## Innovation

We seek out new ideas and creative solutions to business challenges and are agile and responsive to the changing needs of our stakeholders.



## Responsibility

We are responsible for our actions. We are good neighbours and corporate citizens in the communities where we operate.



## Integrity

Our actions are fair, ethical and trustworthy, underpinned by an inclusive culture.



## Teamwork

We work together to deliver the best results. We encourage collaboration to build and nurture valuable partnerships.

# Why You Should Apply For Our Apprenticeship Scheme



Practical on-the-job training



Attractive NILGOSC Pension Scheme



Competitive salary



Career progression and personal development



Minimum of 26 days annual leave + set public holidays. (Pro rata)



Free travel (subject to eligibility) on Translink services



Gain experience and a professionally accredited qualification at the same time at no monetary cost to you!



Opportunity to join Employee Benefits Scheme offering you discounts from local retailers and service providers including restaurants, gym membership, hotels, cinemas etc.



# Translink Engineering Apprenticeships 2025

Translink operates 1410 buses, coaches, and Gliders, alongside 47 trains, providing the Northern Ireland public with comprehensive stage carriage, express and school transport services. This extensive provision requires modern and varied engineering facilities which are located throughout the province.

To maintain and develop the highest standards of engineering, we have identified opportunities for structured 4-year Apprenticeships which will commence in September 2025.

## What is an Apprenticeship?

An Apprenticeship is a real job offering hands on experience, comprehensive training and a technical qualification all whilst earning a salary. The Translink Apprenticeship Programme will give you the skills, knowledge and behaviours to become an Engineer.

For these opportunities in Bus and Rail Engineering anyone aged 16 years or over can apply. All our apprentices are fully employed by Translink from the first day of their apprenticeship with a contract of employment, paid holidays and many other competitive benefits. As an Apprentice you will be working with experienced staff and learning from colleagues across all levels of the business.

Completing an apprenticeship with Translink will equip you with skills for life as well as enabling you to secure permanent employment and gain a professional level 3 NVQ qualification.

This Apprenticeship involves a combination of working and learning on site at a Translink workshop for 4 days a week whilst attending College on one day to complete a formal NVQ Qualification. You will benefit from the knowledge of skilled professionals who will support and mentor you as you learn.



# Engineering Apprenticeship Routes

## Bus Engineering

There are two trades within Bus Engineering, Technical and Body.

A Technical Trades Apprenticeship is four years in duration. With today's modern vehicle it is recognised that training in a combination of mechanical and electrical systems is essential. To ensure that adequate training on both systems is provided we take the Apprentice through four NVQs i.e. Mechanical and Electrical at level 2, Mechanical and Electrical at level 3. This approach is designed to equip our Apprentices with the knowhow and skills required for the future and to instil confidence in the Apprentice ensuring they are competent in both trades. Apprentices attend college one day per week with the remaining four days spent at a Translink workshop where the college training is put into practice.

A Body Trades Apprenticeship is four years in duration and combines the skills of three core trades i.e. Sheet Metal, Body Building and Painting. Body Trades Apprentices will attend a further education college on a day release basis for three years to undertake a Coach and Bus Body qualification. Upon completion, Apprentices will be qualified to NVQ Level 3 including a Technical Certificate.



## Rail Engineering

As a Railway Technician Apprentice, you will focus on gaining an understanding of vehicle design, construction, maintenance and operations. You will develop a working knowledge of the traction and rolling stock systems, sub systems and components which include mechanical, electrical, process control and fluid power equipment.

Apprentices will attend a local college one day per week in order to achieve an NVQ level 3 in Engineering Maintenance and a BTEC level 3 Diploma in Engineering.

On completion of this qualification your systems knowledge will include safety systems, traction, wheel sets, brakes, train protection, air conditioning and ventilation, customer information, doors, vehicle trim and fittings. You will be able to find, diagnose and correct faults in a wide range of systems including electrical circuits and maintain and renew a range of types of traction and rolling stock.



# Benefits

- Attractive salary
- Attractive NILGOSC pension including employer contribution
- Minimum of 26 days annual leave plus statutory holidays
- Diversity and inclusion networks and initiatives
- Monthly wellbeing initiatives
- Employee benefits scheme offering many discounts
- Access to Cycle to Work scheme enabling you to purchase a new bike and safety equipment up to the value of £2,000 for up to 30% less than the original cost through salary sacrifice
- Confidential counselling service
- Opportunity to get involved in charity fundraising and social value initiatives
- Volunteering opportunities

# Locations

We have depots across Northern Ireland, positions could be based at any of the following locations;

Belfast	Enniskillen
Armagh	Larne
Coleraine	Newry
Derry ~ Londonderry	Newtownards
Dungannon	Omagh

More positions could become available dependent on business needs.



# Meet an Apprentice

**Aaron Reid**

Year 4 Apprentice  
Technical Trades  
Falls Depot



“Every single day you are learning new things”

Aaron Reid

## Give a brief outline of your career to date?

I left school after my A-levels not knowing what I wanted to do, I just knew that I had an interest in engineering, solving problems and fixing things. I decided to hold out on University for a year and do an HNC in Electrical and Electronic engineering in Belfast met. One of my modules in this course was mechatronics and I loved it, I decided to apply for this course in Jordanstown the next year. I had done two years of mechatronic engineering in Jordanstown as well as working as a Concreter at the weekends. I really did not enjoy the University lifestyle and I just wanted to get into the working world. I left University and applied to the Translink Apprenticeship Scheme. I am now in my second year of the Apprenticeship.

## Is this what you always wanted to do?

No, this is not what I always wanted to do but I always had an interest in cars and engines growing up. I had just never considered it as a full-time career. Looking back now it would have made sense for me to make this move years ago and I wish I had.

## Were there any particular qualifications or experience needed?

Besides some good GCSEs and A-levels there were no qualifications needed, however I believe that my HNC in electrical and electronic engineering really helped me get into the apprenticeship.

## Are there alternative routes to the job?

There are some other routes into the job; you could first get a degree and then do an apprenticeship. You could also do an apprenticeship with another company and then apply for a full-time position once out of your time.

## What does a typical day entail?

I get to work at 7am and clock in and after that every day is different as I work in a running repair shed. We carry out safety checks on buses every day and we also must deal with any problems that come in off the road. Sometimes we also must go out to breakdowns as well.

## What are the best and most challenging aspects of the job?

The best and most challenging aspect of the job is the same thing, the fact that every single day you are learning new things. New problems you have never seen before, the Buses are always being upgraded.

## Why is what you do important?

Public transport is a crucial part of any country's infrastructure, it is important for helping the environment, getting people to work, and making parts of the country more accessible. Keeping the buses on the road in good condition is vital for public transport's reputation.

## What advice would you give anyone looking to follow a similar career path?

The most important piece of advice I would give someone looking to follow a similar career path is to be interested and not waste any time applying.

## What is the one piece of advice you would give yourself on your first day?

Be curious every single day, there is so much to learn, and it is important to always stay curious and be hands on.



# Meet an Apprentice

## Chloe Wylie

Year 2 Apprentice  
Technical Trades  
MSC depot



### What attracted you to Translink's apprenticeship programme?

I was attracted by the ability to earn a good wage while attaining a qualification in my dream career. My Grandfather used to drive buses for CityBus and always spoke so highly of the company.

### What were your expectations of the apprenticeship programme?

To be treated fairly and to be given the knowledge and skills to complete my qualification and to grow my career within Translink. My expectations have been met and I am grateful for the support of all my colleagues.

### What has been the highlight for you to date?

My highlight to date is the wonderful friendships I have made and the incredible support system I have cheering me on within my workshop.

### What are your ambitions within Translink?

I hope to be fully qualified and working full time as a Fitter within Translink. I hope to continue in this role for as long as possible.

### Do you see opportunities for further learning?

Yes, once I finish my Apprenticeship, I plan on continuing to learn as much as I can about being a Fitter and further develop my knowledge and skills in the electrical side of mechanics.



"I am grateful for the support of all my colleagues"

Chloe Wylie



# Gateway To Your Future

## Engineering Apprenticeships with Translink 2025

### Apprentice Profile

#### Minimum Criteria

- Ages 16 years or over on or before 1st August 2025
- Minimum of 5 GCSEs at grade C or above (or equivalent qualification) including Maths and English, or be expecting to receive these by August 2025
- Experience of using Microsoft Office packages
- Able to demonstrate examples of a practical hands-on approach
- Team player with a positive attitude
- Committed, self-motivated and willing to respond to the needs of the Apprenticeship scheme
- Excellent communication skills
- Understand how to provide an excellent customer experience

#### Recruitment Process

1. Online application form – Visit [www.workplus.app](http://www.workplus.app) and select 'Career Explorers' on the top right then 'Apprenticeships'. Select Apply and under Opportunities search 'Translink'
2. Aptitude testing
3. Interview
4. Pre-employment references, medical and qualification checks (if successful)

#### Equal Opportunity Policy

Translink values its employees and is committed to building a diverse and inclusive workplace that attracts, retains and develops the best talent. We are an equal opportunities employer, in this instance applications from women would be particularly welcome.

**INVESTORS  
IN PEOPLE**



Translink supporting  
**edi** EQUALITY  
DIVERSITY  
INCLUSION





[www.workplus.app](http://www.workplus.app)