

EMPLOYMENT CASE STUDY

THE EMPLOYER



Cheema

Cheema Rail, a Civil Engineering company established in 1994, train civil engineering workers and rail workers for Crossrail in London. Cheema Rail has a Commercial training team, Thermal and Welding Training School.

Apprentices at Cheema Rail are put on a six month programme for the NVQ Level 2 apprenticeship, during which they have an eight week period onsite to be deemed fully competent, before being let onto a live railway site.

'Cheema Rail understand it's all about Sustainable Employment' and therefore 'work with various organisations in and around Wales to support' this target. Justin Morris, Apprenticeship Manager-Cheema Rail.

Justin Morris, Apprenticeship Manager at Cheema Rail, describes the progression an apprentice can enjoy throughout the course. The apprentice begins in an entry level role into the

industry, referred to as a 'Blue Hat', then dependent upon the amount of hours worked the apprentice will progress into a 'COSS' (Control of Site Safety) role, which is considered the equivalent of a Foreman on a building site. The path available to the apprentice provides 'a good progression route in terms of pay' and benefits.

Cheema Rail's aim is to **'support unemployment in underprivileged areas'; they work to help those 'who are harder to help through no barriers of their own'**. Justin had a 'welfare to work background' himself, and so he has acquired a big network in that area. Justin praises ILE and their 'forthcoming' approach in referring potential apprentices, through which Cheema Rail has been able to build 'a good working relationship with them'.

Justin commented, **'Railways can take you all over the world, depending on how much you put into it.'**

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Interserve Learning & Employment is able to give help and advice to all clients, particularly those who are taking on an apprentice for the first time. Interserve takes pride in evaluating each applicant thoroughly. This helps to match the right candidate to the right role. Our specialist Trainer Assessors can ensure both the client and learner are happy throughout the process. Contact us today to speak to one of our dedicated team and we can help you to find your perfect match.

Ashley, from Pentrebane in Cardiff, left school and went straight into the world of work; however not long after, he lost his job. Following a visit at the local job centre, he was transferred to Interserve Learning and Employment.

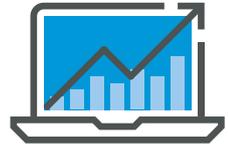
Ashley was put onto a six month Railway Engineering apprenticeship scheme with Cheema Rail. Initially he struggled with the move as he had not expected to venture into another career, and had limited 'hope' in himself to succeed. Although he did not think he would even find a job, Ashley now praises ILE's dedication and commitment to finding him work, commenting, 'Interserve will do everything they can to help you get a

job and that's what they've done for me. They've done a lot for me.'

Ashley is now six weeks into his apprenticeship with Cheema Rail, and throughout his time there he has found that, although there is 'a lot of written work', it is necessary to keep 'yourself and those around you safe'. Ashley has found Cheema Rail a 'good company to work with' and has found that by 'listening a lot', he has gained invaluable knowledge and experience over his short time there.

He now aspires 'to go further' out of Wales, with the help of his apprenticeship, to see how he can progress elsewhere.

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ALTHOUGH THERE IS 'A LOT OF WRITTEN WORK', IT IS NECESSARY TO KEEP 'YOURSELF AND THOSE AROUND YOU SAFE'

INTERSERVE WILL DO EVERYTHING THEY CAN TO HELP YOU GET A JOB AND THAT'S WHAT THEY'VE DONE FOR ME. THEY'VE DONE A LOT FOR ME.

Ashley, Railway Engineering Apprentice

