

NEVER MIND THE GAP

FREQUENTLY ASKED QUESTIONS



What is Never Mind the Gap?

Network Rail and Transport for Wales (TfW) are offering the Never Mind the Gap programme which is a Women in Rail initiative designed to provide free training and work placements for women in South Wales who want to get their career on track. There will be a one-week placement, including training, covering topics such as an introduction to rail, building confidence, interview skills/CV writing and many more!

When will it take place?

This is a one-week placement from Monday 10 November 2025 to Friday 14 November 2025.

Where will it take place?

Candidates need to be able to travel to Cardiff St Patrick's House (opposite Cardiff Central train station). Any further travel to different sites will be arranged for you and paid for by Network Rail.

What time do you need to be available each day?

Each day will usually run from 09:00 to 15:00. Candidates are expected to be available for the whole placement.

What will you be doing on the placement?

Participants will gain work experience at Network Rail and TfW, with a one-week placement. The placement includes training on topics like an introduction to rail, confidence building, interview skills, and CV writing. The exact timetable will be confirmed nearer the start date due to operational factors.

What will you be doing on the placement?

[Click here](#) to apply or alternatively scan the QR code.





The deadline for applications is 21st September.

We may close the advert early, dependant on volume of applications.

Who is this placement available to?

Women who want to get their career on track after time out of the workplace. People who are currently employed are welcome to apply but must be able to complete the programme in full. Candidates must be a minimum age of 18 years.

What does the recruitment process look like?

During this process, we will invite you for an informal suitability chat by phone, where we'll discuss more about the opportunity and it's also a chance for us to find out more about you, your ambitions, your aspirations and interest in the rail industry.

After the conversation, the team will then be in touch with next steps. You will be contacted to confirm whether you are successful for the placement and relevant feedback will be provided.

Will my travel expenses be paid?

Candidates will need to arrange and pay for travel to and from Cardiff St Patrick's House each day. Any further travel to different sites will be arranged for you and paid for by Network Rail.

Will I be paid during the placement

This is an unpaid placement.

Will this impact on my ability to claim benefits?

As we are not making payment we do not anticipate this will have an impact, but it is up to you to seek advice from your Department for Work and Pensions Office.



Will I be offered a job at the end of the placement?

While this placement will not guarantee you a job with us, we will be letting you know how to apply for available vacancies within Network Rail / TfW and help you gain the skills to be successful in the recruitment process.

Drugs and Alcohol Policy:

At Network Rail, safety is our highest priority. We operate a strict zero-tolerance policy regarding drugs and alcohol for all individuals working on or around the railway, including those on work placements. This means:

You must not attend your placement under the influence of drugs or alcohol, or with any substances in your system that could impair your judgement or performance.

We are committed to ensuring a safe and supportive environment for everyone. If you have any concerns or questions about this policy, please speak to your placement coordinator.

Expected Behaviours at Network Rail:

We want everyone to feel safe, respected, and welcome. While you're with us on work placement, we ask that you:

- Be respectful
- Treat everyone kindly and fairly, no matter who they are.
- Be professional
- Speak and act in a way that's appropriate for the workplace.

Who can I contact for more information about the programme:

Hayley Bird (Resourcing Business Partner)
Hayley.Bird@networkrail.co.uk

More information about Network Rail:

- [Network Rail – we run, look after and improve Britain's railway](#)
- [Careers - Network Rail](#)
- [Life at Network Rail](#)

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