

Apprenticeship
Recruitment



Sample Apprenticeship Interview Questions



Pathway Group
putting you first

Below are some examples of questions that you may wish to use when interviewing an Apprentice.

(It is important to remember that this may be the young person's first job interview, so they may need guidance and support through the interview and they might also be very nervous. It is best if you ask no more than 8-10 questions).

- **Tell us why you have applied for this apprenticeship.**

This will help you to understand what they want to get out of the apprenticeship and if this is what your business wants.

- **What do you think we are looking for in an Apprentice?**

This will help you to establish if they have researched your business and what they know about you and what your company does. It will also show that they have thought about the role and hopefully what they can bring to the role.

- **The training for the apprenticeship includes undertaking qualifications while working full-time, and may at times be demanding. How would you organise yourself to balance your study and job, and ensure you complete your work on time?**

With this question you can understand how they work and if this will fit into the way that your business works. It will also show that they are confident about what they are doing and that they have given thought to getting the most out of all of the areas that they will need to be part of thereby hopefully achieving the best results possible.

- **How would you rate your organisational skills on a level of 1 -5 (1 being the lowest)? Can you give us an example to illustrate this?**

This will help you to gain an understanding of their work experience. They may also use examples of working in school which will give you an understanding of how they organise time.

- **Can you give an example of when you have had to work independently and use your initiative either through study or work?**

This question will help you to work out how well they work alone without direct supervision. Are they able to work without guidance confidently and develop their own learning.

- **Can you tell us how you cope under pressure and in stressful situations?**

This will help you to make sure that they are the appropriate person for the job. Your job offer might put them in a situation where they need to stay calm or react in a certain way and you need to make sure that they are able to deal with this.

- **Can you give an example of when you have had to deal with a difficult situation either in work, life or school, and how you managed it?**

This will help you to understand how they react emotionally to situations and if they are good at working and communicating with others. You need someone on your team who will be able to deal with conflict well and be able to reflect about it positively.

- **Can you tell us about something new that you have learned in the last 6 months and what you have gained from it?**

This will help you to understand their independent learning process as well as taught. It will help you to understand their opinions and show that they were dedicated to their previous study.

- **What do you understand by a customer-focussed service, and how do you think it will apply to this job?**

This will show you if they have customer service skills and experience and how they interact with customers. It will also show if they have thought about your client base prior to interview.

- **What do you understand by equal opportunities and how it relates to this job?**

This will help you to understand how they deal with others and what their opinions are. It will also show you if there is likely to be any conflict between them and other staff members or if there are gaps where training might be appropriate.

- **What do you understand by working in a team, and what are 3 important attributes of a good team player?**

This will help you to understand where they place themselves in a team of people. It will also show you what they like to see in others within the team and how they will react to this. It will also show their priorities in team work for attributes.

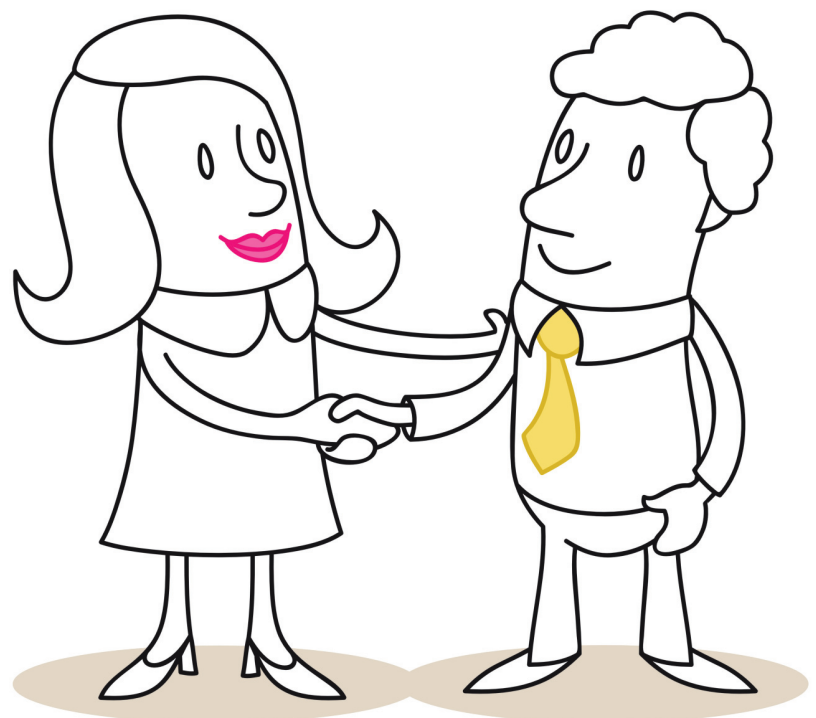
- **Where do you see yourself in 3/5 years time?**

This will show you if they are motivated for the future and what their plans are. It will help you to understand why they want to take the role at your company and what their expectations would be if you employed them.

- **Is there anything we haven't asked you that you would like to tell us about yourself to support your application?**

This gives them the opportunity to tell you a little bit more about themselves. It will reveal more of their character and might promote them to open up to you more. It will help to give you a better understanding of why or why not you should consider employing them.

For more information about Apprenticeship Schemes & Traineeship Schemes please contact us on: 0121 707 0550 or e-mail: infoapprenticeshiprecruitment.co.uk





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