



EMPLOYERS GUIDE

2026

INTERVIEW QUESTIONS



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INTERVIEW QUESTIONS

When interviewing potential apprentices, it's helpful to focus on questions that reveal their motivation, potential, and willingness to learn. For many apprentices, this may be their first formal job interview, so keeping questions open and approachable can encourage honest responses. Here are some key areas and example questions to consider:

1. MOTIVATION AND INTEREST

WHY ARE YOU
INTERESTED IN THIS
APPRENTICESHIP
ROLE?

WHAT APPEALS TO
YOU ABOUT THIS
INDUSTRY?

WHAT DO YOU
HOPE TO ACHIEVE
DURING YOUR
APPRENTICESHIP?

These questions help gauge the candidate's genuine interest in the role and their commitment to developing their skills in your field.

2. LEARNING AND DEVELOPMENT

- Can you tell me about a time when you had to learn something new? How did you approach it?
- How do you feel about balancing hands-on work with formal learning?
- What skills do you hope to improve or gain through this apprenticeship?

These questions are especially useful for assessing the candidate's attitude towards learning and how they adapt to new experiences.

3. PROBLEM SOLVING AND RESILIENCE

- Tell me about a time when you faced a challenge. How did you handle it?
- What would you do if you made a mistake at work?
- Describe a situation where you had to solve a problem. What steps did you take?

Apprentices may be new to handling workplace issues, so these questions help identify candidates who are proactive and resilient, even if their examples come from school, hobbies, or personal experiences.

4. TEAMWORK AND COMMUNICATION

CAN YOU GIVE AN
EXAMPLE OF WHEN
YOU WORKED WELL
WITH OTHERS?

HOW DO YOU HANDLE
FEEDBACK, AND HOW
DO YOU THINK IT
HELPS YOU IMPROVE?

DESCRIBE A TIME
WHEN YOU HELPED
SOMEONE ELSE OR
WERE PART OF A
GROUP EFFORT.

These questions provide insight into how the candidate interacts with others and their openness to learning from feedback—both crucial qualities in an apprentice.

5. INITIATIVE AND INDEPENDENCE

- Tell me about a time when you showed initiative or did something on your own.
- How do you stay organised when you have multiple tasks to complete?
- If you're unsure how to complete a task, what would you do?

Apprentices are often learning as they go, so questions like these reveal how they handle independence and take responsibility for their learning.

6. INTEREST IN YOUR BUSINESS

WHAT DO YOU
KNOW ABOUT OUR
COMPANY AND
WHY DO YOU WANT
TO WORK HERE?

WHICH PART OF
THIS ROLE DO YOU
THINK YOU WOULD
ENJOY THE MOST?

HOW DO YOU
THINK THIS
APPRENTICESHIP
ALIGNS WITH YOUR
LONG-TERM GOALS?

These questions allow you to see if the candidate has done any research on your business and is genuinely interested in contributing to your team.

MORE INFORMATION

To find out more about our Apprenticeships and how we can support our apprentices, please contact our team at training@bpi.org.uk or call us on 01676 526 060.



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