

EMPLOYERS GUIDE 2026

INTERVIEW QUESTIONS



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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



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?

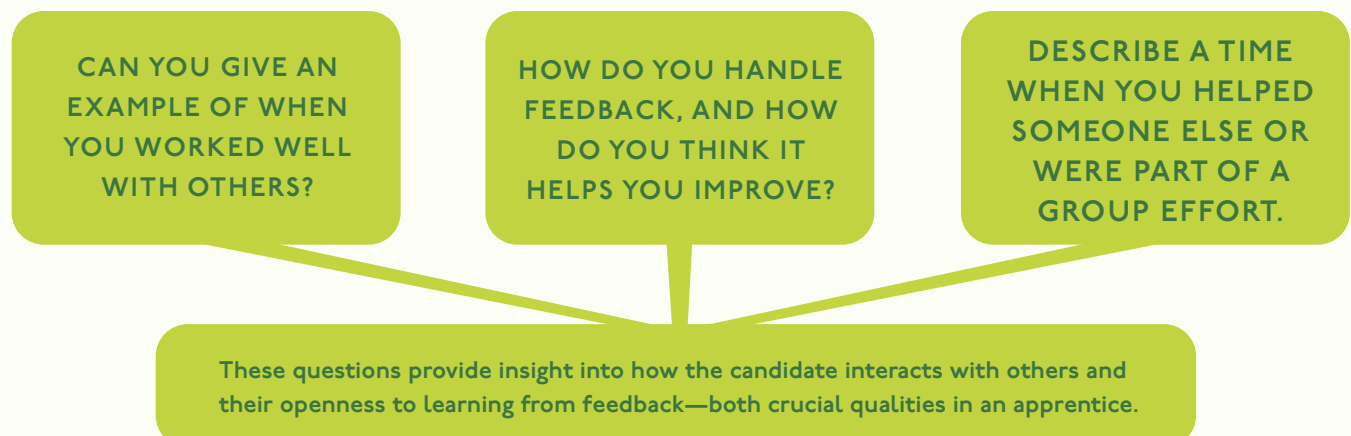
These questions are especially useful for assessing the candidate's attitude towards learning and how they adapt to new experiences.

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

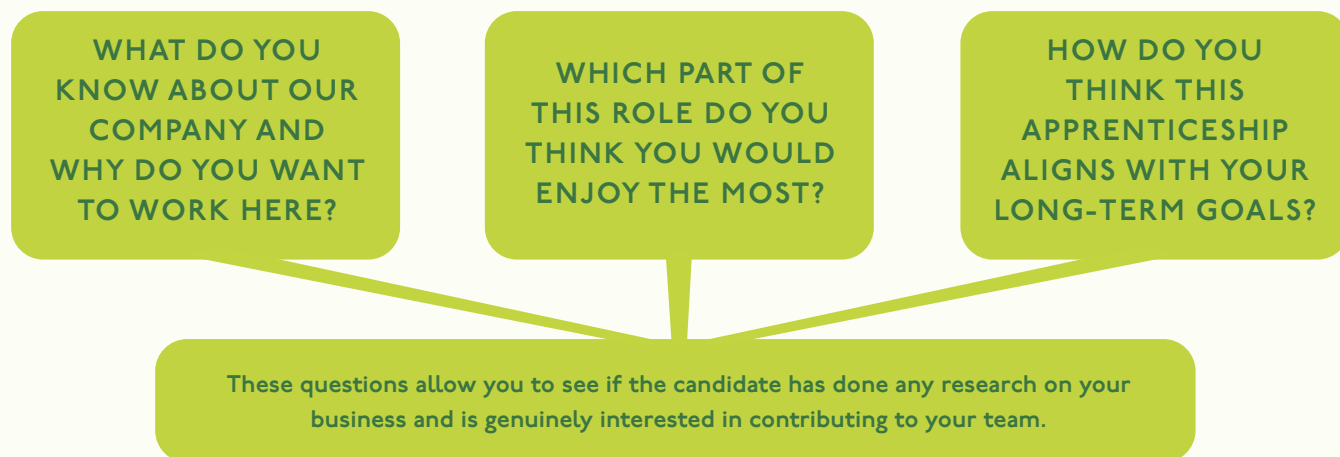


5. INITIATIVE AND INDEPENDENCE

- 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



MORE INFORMATION

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



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