



Apprenticeship Programme



#highwaysapprentices

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About us

Safety, Customer Service, Delivery

Our imperatives guide all our activity and remain our focus – keeping people moving today and moving better tomorrow.

Our values are who we are: Safety, Teamwork, Ownership, Integrity and Passion

You'll be joining us at an exciting time, as we increase our capability and capacity by moving essential areas of the business in-house, opening up new jobs and careers. Our focus remains on equality, diversity and inclusion to ensure we provide opportunities for everyone.

Connecting the country

We believe that connecting people builds communities, creates opportunities, and helps our nation thrive.

We care about your journey

We aim to provide all our customers with safe and reliable journeys through the way we operate, maintain and enhance one of the world's most advanced road networks.



Our apprentice programmes

We offer a range of apprenticeship programmes across the country – all designed to give you the skills and experience you will need to grow your career with us.

You'll work alongside experts who will guide and develop you. You'll have the opportunity to shape your future with individual development plans and career support. You'll also gain recognised professional qualifications in your chosen field. There are also opportunities to undertake placements in other partner organisations to widen your experience.

Our apprentice community

From day one you will become part of our established apprentice community. As well as being able to be involved in regional events, the community hold a number of national events designed to bring everyone together to learn from each other and network. Annually we also hold an awards ceremony to celebrate the successes of our apprentices.

Our benefits

As well as a competitive salary, you will receive 26 days annual leave (rising by one day a year to 31 days) and join a competitive pension scheme. We also have access to discounts at a variety of high street shops, venues and restaurants to name a few. Plus, the opportunity to take part in two volunteering days a year.



Why choose an apprenticeship?

An apprenticeship is a fantastic opportunity for individuals at all levels. Whether this is your first step into work, a change of direction or an opportunity to up skill and add more value to your career - a National Highways apprentice programme could be the route for you. By combining working and learning together you gain valuable experience and pave the way for a bright future with us.

Who can apply?

To apply for an apprenticeship, we require all applicants to have a minimum of five GCSE's at grade 4 - 9 (A*- C), which includes Maths and English. Level 4 and above programmes will require you to have a-Levels or equivalent learning. Each apprentice programme typically takes between two and six years to complete.

What does this look like for you?

It means you can look to the future. Look forward to great training, rewarding work and unforgettable experiences and valuable qualifications.

We are looking for strong team players and effective communicators to become a part of our business, as well as individuals with new and innovative ideas to help build a stronger future for not only National Highways, but for themselves too.

The programmes

We have a range of apprenticeship programmes on offer across various specialisms.

In order for the programme to be most suitable to your skills and suitability, they range in levels 3 - 6.

Programmes include:

- Project Management
- Business Administration
- Chartered Legal Executive
- Quantity Surveying
- Data Analyst
- Civil Engineering
- Marketing
- Project Controls
- Human Resources



What our apprentices say



After working in hospitality for nearly 10 years I decided it was time for a change. I had always had an interest in training and learning and development. However, due to the expense of degree courses, I decided that an apprenticeship would be the best route to take. Being able to earn a salary and study is the perfect way to gain a qualification without having to sacrifice too much and still pay the bills.

Working at National Highways has been a very challenging but a fulfilling experience. I have the opportunity to work with different areas of the business, support from all of my colleagues and have been recognised for the work I have been doing. I have been able to use my studies to influence my learning at work and every day find something I have learnt in the classroom better my understanding of my job.

I have been able to experience exactly what I was looking for, the qualification I wanted, good pay, flexible working, community to support me throughout my apprentice journey. National Highways has invested in me and my future career goals, as a mature apprentice this is very important to me.



Tania Revill



My journey at National Highways has been a steady and positive experience. I am currently in the third year of my apprenticeship and cannot imagine working for another company.

My manager has been very supportive, encouraging and inspiring for me which pushes my development more and more.

National Highways has given me a chance to learn on the job and go to university at the same time which is the best combination that anyone can possibly want. It's a company full of opportunities, support and passion.

An ideal place for an apprentice. National Highways cares for your wellbeing and inspires you to follow the company values - teamwork, passion, integrity, ownership and safety.

Working for such a big organisation also allows you to build networks across the UK with other major contractor companies, such as Skanska and Kier, consultant companies, such as

Arcadis and Corderoy's, and utility companies, such as Anglian Water and Cadent Gas.



Vladislav Rusu

What our apprentices say (cont.)



The National Highways Commercial Apprenticeship programme has given me a fantastic platform to build my career in Quantity Surveying. The structure of the apprenticeship means I study a fully sponsored, part-time degree course at Nottingham Trent University, while delivering varying, multi-million pound schemes in the East Midlands. Having a high level of support has allowed me to develop quickly. Since joining in November 2017, I've taken the commercial lead in the delivery of over £7.5m worth of schemes, provide change management advice on £23m major improvements schemes, started to support the procurement of the Strategic Delivery Framework, which is worth billions!

Added to this, I was delighted to have been named winner of the 2020 Rising Star for the East Midlands by the National Apprenticeship Service. I feel immensely proud to have been recognised as an individual that has made impressive progress and has the potential to go even further. It also shows the quality of the apprenticeship programme that

National Highways offers, and I couldn't recommend it enough!



Pym Westrik



I joined National Highways as an Apprentice Project Manager in 2019. I chose this apprenticeship over university because I knew I would gain valuable experience, as well as achieving a qualification at the same time.

I've really enjoyed my time at National Highways so far and I work with a really great team in Major Projects.

They support my learning by providing opportunities in work that coincides with my Project Management qualification and this allows me to put my knowledge into good use.

This apprenticeship is just a small stepping stone into my future career with National Highways and I can't wait to continue my journey here.



Charlie Padgett-Rey

To find out more about National Highways and what it's like to work for us visit...

National Highways website – nationalhighways.co.uk/

National Highways Careers website – careers.nationalhighways.co.uk/

Our values and culture – careers.nationalhighways.co.uk/how-we-work/working-with-us/

Our business areas and current projects – careers.nationalhighways.co.uk/jobs-you-can-do/ and nationalhighways.co.uk/our-work/

And follow us on social media ...

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