



Apprenticeship Programme



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About us

We're the government-owned company that builds, operates and maintains England's motorways and major A-roads. As well as managing one of the largest road networks in the world, we provide important information and safety advice for the millions of people who use it. We connect the country, keep road users safe and enable our economy to thrive.

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

We're also very much focused on equality, diversity and inclusion to ensure we provide opportunities for everyone nationwide.

Connecting the country

We believe that connecting people builds communities, creates opportunities, and helps everyone live better.

We care about your journey

We aim to ensure that our customers have safe and reliable journeys through the operation, maintenance and enhancement of one of the world's most advanced road networks.

Want to be a part of our journey?



Our apprenticeship programme

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. And you'll also gain recognised professional qualifications in your chosen field, with the opportunity 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 several national events designed to bring everyone together to learn from each other and network. Annually, we hold an awards ceremony to celebrate the success 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 three 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 you want to add more value to your career: a National Highways apprenticeship programme could be the route for you. By combining working and learning together you will gain valuable experience and pave the way for a bright future.

Who can apply?

To apply for an apprenticeship, we require all applicants to have a minimum of five GCSEs 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 apprenticeship 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, 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 our organisation, their country and their careers.

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 from levels 3–6.

Programmes include:

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





What our apprentices say



Ryan Morris

During my last year of college, I was actively looking for apprenticeships in project management until I came across the National Highways promotion and I have already gained a lot of experience in project management which will be the bedrock for my career.

I started the project management apprenticeship in September 2023. I've also had a lot of support from my colleagues, management, and our supply chain. Alongside this, networking and building friendships has been easy due to the respectful, inclusive environment that National Highways promotes. I am working within the Major Projects team, who are responsible for all the major enhancements on our road network (roundabouts, junctions, bridges, viaducts etc.). I have always had an interest in construction and this area of work, so I have thoroughly enjoyed everything which has come with it, from design submissions to site visits. The strong culture here has been crucial to the success and enjoyment of my apprenticeship, and I will forever be grateful for the continuous support from all those who have contributed to my programme. I can't wait to continue my journey here and see how much I can learn!



Jade Liggett

I joined National Highways as a paralegal apprentice, following the completion of my A-levels. I was incredibly nervous leaving my small school for such a large company, but I have felt supported and valued in my role since day one. My apprenticeship consisted of working 4 days a week, with one day to focus on my studies towards my Certificate of Higher Education in Law and Legal Practice. My team are incredibly supportive and always ensured I could manage my studies alongside my work, enabling me to incorporate what I was learning into my role so that I could understand it in practice.

The environment at National Highways is a supportive culture and I feel that my team, and Early Talent as a whole, always have my best interests in mind. I have been provided with endless opportunities to develop personally and within my role.

I have loved the social side of my apprenticeship, being fortunate to have been the Early Talent Representative for the Midlands. The Employee Networks also provide space to socialise and meet colleagues from across the business, which is something I have found valuable for my career.



Katir Ali

After performing poorly in my AS levels during COVID, I restarted a course and completed it – achieving the best possible grades. Having done three years at sixth form, I had time to consider options that would suit me more than university (which was glorified at the time). That is what led to my journey at National Highways, which has been a positive experience. On my quantity surveying degree apprenticeship, I dedicate one day a week towards my degree at the University of Coventry (Quantity Surveying BSc) and the remaining days working at National Highways. I rotate on different placements / secondments to gain knowledge, skills, and behaviours and attain competencies towards my RICS chartered status. Working at National Highways means that I am fortunate enough to be surrounded by experienced professionals which I can gain invaluable knowledge, advice, and guidance from.

Working at National Highways has been a challenging but fulfilling experience. Being able to move around such a huge organisation has been exciting and eye-opening. I have had the opportunity to work with the Collaborative Performance Framework team, which prioritises scoring contractors / suppliers on their performance regarding set metrics, and I'm currently working on the A428 Black Cat to Caxton

Gibbet project. The A428 project is valued at £1bn and has a shared vision of 'One Scheme – One Team – Shared Success'. This project has given me the opportunity to liaise with the contractor (Skanska) and the consultancy (Mace) as one integrated team. My day-to-day is spent supporting a senior commercial manager and my responsibilities include looking at supplier and consultant performance management, application for payments, auditing, defined costs, and risk management, etc.

As I'm coming towards the end of my first year at National Highways I have been nominated as the Early Talent Network Midland's representative. As an ETN Midland's representative, I help hold monthly meetings for the network, made up of apprentices, graduates and year in industry students to highlight successes, good stories, news, upcoming events, and opportunities. The Early Talent Network is one of many supportive communities that reinforces National Highways priorities and cares for its workforce. I was also delighted to be recognised for my hard work and commitment in my first year and was awarded the Rising Star award and the CEO Challenge winners award, along with an incredible team. Yet again, another fantastic opportunity that won't just look good on any CV, but will help you develop character, skills and a fantastic professional network.



Haider Khan

Having almost completed my first year in the quantity surveying degree apprenticeship, I can happily say that I have gained valuable experience in the construction industry – both on the job and attending university. One of the main benefits of an apprenticeship is the knowledge and experience you can gain by playing a crucial role in your team. I believe this was one of the main reasons I decided to apply for an apprenticeship rather than a university degree.

Over the past year, I have been working within Major Projects on both the M42 Junction 6 and A46 Newark Bypass schemes. With both schemes combined, the estimated cost of the projects adds up to almost £1 billion. I enjoy the day-to-day challenges and find it a privilege to work on these schemes. My manager and the team around me have been supportive throughout my time here, ensuring that all my questions are answered and providing me with several opportunities to develop. I would recommend applying for an apprenticeship.

Overall, for anyone who is reluctant to apply for an apprenticeship, there are many benefits we provide that can help you achieve your future career goals. At National Highways, we offer a competitive salary, experience within different departments across the business and a positive working environment. National Highways have allowed me to expand my network and explore learning opportunities in cities such as Nottingham, Newcastle, Leicester and elsewhere. I want to assure you that applying for an apprenticeship here can help better your future – like it did mine!



Tania Revill

Former apprentice

I joined National Highways as a HR level 5 apprentice in February of 2020 – about 6 weeks before the COVID lockdown. This was a strange transition for me, moving from 12 years of working in a customer facing role in hospitality to working from home in isolation.

Human resources has always been of interest to me – especially learning and development, training, people development and early careers.

My apprenticeship gave me the tools and knowledge I need to pursue my career in people development. It gave me the confidence to take on further responsibilities, pursue and lead on more complex projects and develop strong working relationships with internal and external stakeholders.

Since starting my apprenticeship, I have achieved a lot. I've completed my level 5 CIPD certification, implemented a successful mentoring programme, piloted the first CEO challenge for graduates and apprentices, and facilitated opportunities for employees to volunteer at school events and school and universities to visit and work at National Highways.

My career has continued with people development and training as an L&D training delivery facilitator. In this role I am delivering training on a wide variety of subjects to employees and peers at National Highways, including induction for new starters, carbon action masterclasses, career development, presentation skills, interview skills, and more. I have also gained my level 3 certificate in education and training.



Dylan Atkinson

Operational Research Analyst

I joined National Highways straight from sixth form. Going into the workplace directly from school felt a big change at first, but I've felt so welcome at National Highways. I'd recommend an apprenticeship to everyone: the combination of skills and experience is so valuable.

My apprenticeship was in data science. I rotated across different teams in the Chief Analyst's Division, building up skills and experience. I have really felt my confidence grow during my apprenticeship. I have learnt so much about the world of data and statistics. It means so much more when you are applying what you learn at university in the real-world.

I now work as an operational research analyst. My role involves analysing travel patterns with data we collect from sensors on our roads. I really enjoy using the skills I've developed on my apprenticeship to improve journeys on our network. I'm looking forward to continuing to develop my career at National Highways.



Grace Carthy

Corporate Performance Officer

As I approached the end of my time at Sixth Form in May 2021, I found myself uncertain about my career path, as I had no clear idea of what I wanted to pursue in the future.

I quickly realised that University was not the path I wanted to take, and due to COVID, my travel plans were put on hold. As a result, I decided to pursue applying to various apprenticeships that aligned with my interests and academic background.

In September 2021, I agreed to join National Highways to undertake a project management apprenticeship within Major Projects for two years. Moving ahead to 2024, I am entering my fourth year at National Highways. Upon the completion of my apprenticeship, I was given a permanent position as a performance manager overseeing corporate performance. Now, one year into the role, I am transitioning to the position of regulatory / compliance manager to demonstrate my project management capabilities.

My career achievements can be recognised through my apprenticeship program, personal drive, and the assistance of my colleagues. Through this route, I have discovered a career path that may not have been possible through traditional university education. I have gained valuable experiences and made significant progress in a relatively short time, all while earning a competitive salary and I would highly recommend anyone in a similar position of un-certainty to not go down the typical route and apply for an apprentice scheme.

Find out more today

If you're considering an application to one of our apprenticeship programmes, we'd love to hear from you. We aim to offer a useful and meaningful experience for every apprentice we take on.

For more information, please drop us an email: info@nationalhighways.co.uk.

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 page – 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/

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Highways England creative job number BHM20 0008

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Printed on paper from well-managed forests and other controlled sources when issued directly by National Highways.

Registered office Bridge House, 1 Walnut Tree Close, Guildford GU1 4LZ

National Highways Company Limited registered in England and Wales number 09346363

