



Apprenticeship Frequently Asked Questions (FAQs)

1. How old do I have to be?

Over 18, there is no upper age limit.

2. What if I am On-Call / military / Airport Fire and Rescue Service (FRS)?

If On-Call we may carry out a conversion course depending where you are within your On-Call career, therefore not registering as an apprentice. If you have just started On-Call it is likely you will be registered for the apprenticeship based on a skill-scan. If in the airport or military FRS a skill-scan will be carried out to ascertain the level of learning required to become a local authority firefighter, if you require over 60% learning then we can register you for a partial apprenticeship. If under 60% we will carry out a conversion course.

3. Will it cost me anything to be an apprentice?

The education and employment will not cost you anything.

4. Will I be paid as an apprentice or as a firefighter?

You will be paid and employed in line with Grey Book conditions as a firefighter.

5. Am I guaranteed employment at the end of the apprenticeship?

As long as you successfully complete the apprenticeship and work within our policies and procedures then you are guaranteed employment during and at the end of the apprenticeship.

6. How long will it take?

There will be an initial 3 week introduction into Northamptonshire Fire and Rescue Service (NFRS) followed by 8 weeks residential foundation training, followed by a week conversion course into NFRS. The apprenticeship as a whole will take approximately 24 months.

7. How does an apprenticeship work?

You will work for NFRS. An external contractor will deliver your basic training, you will then be supported through further training and consolidation within NFRS whilst working as a firefighter. Having undergone the learning both basic skills and within NFRS you will carry out an End Point Assessment where you will demonstrate your practical skills, carry out a knowledge and understanding assessment and a professional discussion. Upon completing this you will then be signed of as a competent firefighter.

9. I do not have any Maths and English qualifications is this an issue?

To complete the apprenticeship you are required to be able to evidence Maths and English L2 or above. If you do not have this, this will be delivered during the apprenticeship, however, as part of recruitment you will have to demonstrate a good level of Maths and English.



10. What requirements are there to become an apprentice?

- Hold a valid birth certificate
- Hold a residence permit if not a UK national
- Have a National Insurance (NI) number
- Have lived in the UK for 3 years prior to apprenticeship start date
- Hold a full UK driving licence (must have passed test by completion of application)
- Be at least 18 years old by the start date
- Be willing to take a Disclosure and Barring Service (DBS) check