#Prepared4PA
Pilot Programs

EMPLOYER PARTNER INTERVIEWS

The #Prepared4PA Employer Partner Interviews will be conducted by CAEL virtually (Zoom) with the employer partners' main point of contact for the pilot programs. The interviews will be conducted at the end of the pilot program in the March/April 2022 timeframe.

Note: Not all of the questions included here will be applicable to all employer partners. Interviewers will modify as appropriate.

Introduction and Purpose

Thank you for your participation in this program and your commitment to strengthening these workforce partnerships designed to build your workforce pipeline.

This #Prepared4PA pilot program is one of many education-employer-workforce partnerships supported by the initiative. The purpose of this interview is to inform the program evaluation of these pilot programs in order to identify successful practices, lessons learned and replicable and sustainable models for growing and building Pennsylvania's workforce through strong partnerships with our education and workforce systems. The results of this program evaluation will help model future programs, be shared with all partners, and will inform success stories and lessons learned to share publicly.

The education partners and the participating students will also provide information and feedback in the program evaluation.

For our time together today, we have a series of questions that align with the program evaluation framework and are designed carefully to solicit information from the employer partners specifically.

Introduction

1) How has your company been involved in this program?

2) Did you have employees participate in the program? If so,

    a. How many?

    b. Did your employees complete the program?

3) If no, please explain how your company connected to individuals in the program?

In this interview, we are gathering information about your company's involvement and your employees' participation in this program.

We will start with some higher level questions and then ask more specific questions about the program development and delivery. We understand that you may or may not be familiar with some of the information requested and we will certainly modify questions as we continue through the interview based on your degree of involvement and level of knowledge of this program.

Section 1: Outcomes & Indicators of Success

4) Which of the following metrics has this program accomplished from your perspective? Please describe specifically how this program addresses these or could address them in the near future.

    a. Fill job vacancies within 4-6 months

    b. Upskill current employees

    c. Establish comprehensive industry training partnerships

    d. Increased employee retention

5) For the students (defined as individuals/ employees who participated in this program of study), we are measuring the following. Can you speak to how this program supports the students in these areas from your perspective?

    a. Credential attainment

    b. Gainful employment - how many students are better qualified for a job?

    c. Increase in pay _ how many students in the program received or will potentially receive an increase in pay?

d. Promotion _how many students in the program received or will potentially receive a promotion?

e. Transition across occupations how many students in the program did or will potentially transition to another occupation as a result?

6) Upon completion of this program, how do you realistically see it benefitting employees in their career journey?

7) What do you see as the benefits to your company of having employees/learners complete this program?

8) Do you feel the program executed upon the designed curriculum in a way that you, as an employer, expected?

9) Overall, how satisfied are you with this partnership? This program?

The following questions are more specific in nature and designed to provide us with information about your involvement and your perspective as an employer partner.

Section 2: General Student/Employee Success

10) Were you/your company involved in the registration process for the student/employees? If yes, please comment on the student registration process for the program, if applicable? Was the process accessible and easy?

The following questions pertain to the delivery and content of the courses. We understand you may or may not know this information.

11) Did the course delivery work for the students/your employees? (synchronous, asynchronous, on-site, or a blend)?

12) Did the course schedule accommodate working adults?

Section 3: Student/Employee Competency Preparation

13) Does the program curriculum align with the competencies required on the job?

a. Please specify which occupation(s).

b. How do you know this?

    c. Does your engagement with the program help to make this alignment?

14) Please describe how the program prepared the students by
    a. gaining industry competencies.

    b. learning about available careers, earning potential, and mobility provided by the credential.

    c. Other

15) Please comment specifically on the inclusion of the following types of competencies: (Please refer this competency map to give you an idea of these types of Competencies)
    a. Personal Effectiveness Competencies
    b. Academic Competencies
    c. Workplace Competencies
    d. Technical Competencies

16) Have you seen evidence of skills and competencies exhibited by program participants?

17) Please describe any opportunities provided to students to apply their learning in work-relevant contexts. (such as, but not limited to, applied projects, capstones, simulations, case studies, internships, fieldwork, experiential activities, work-site projects, etc.)

18) Please describe how the student benefits in the workplace from this program?

Section 4: Employer-Education Engagement & Success

19) How has your company engaged with your university partner in developing, delivering and reviewing the program? Can you share examples of these program connections generally and specifically? For example, is your engagement including any of these?

a. Participating on advisory boards,

b. Use and alignment of labor market data to design and revise program outcomes and learning experiences,

c. Your company's assessment of student work and/or engagement in instruction,

d. Incorporation of work-based or experiential learning with you, the employer partner.

20) Please share how the program solicits information about the competencies for the target occupation and incorporate them into the courses.

21) Please discuss the mechanisms in place to provide feedback to the university about students, graduates, and the program as a whole, including the frequency with which this feedback is gathered. How have you provided feedback about the program?

22) Please describe the planning and communication with your education partners. Did the institution keep you informed as appropriate?

23) Is there anything else you would like to share?

Thank you for your time!