



INTERVIEW QUESTIONS

Collaboration and Structure

- 1) How are business leaders helping set and drive the agenda of the partnership?
- 2) What are the roles of each member of the partnership? Is there an accountability structure in place to ensure partners are fulfilling their agreed upon responsibilities?
- 3) What are the priority initiatives of the partnership? Has the partnership developed, or will the partnership develop, a strategic plan? How do those priorities and strategic plan align to DWD's goal of skilling up Indiana's citizens to fill the 1 million jobs that will be available over the next 10 years?
- 4) What are the biggest challenges facing your partnership? How have you sought ways to overcome those challenges?
- 5) How are you actively cultivating broader support from other partner organizations so as the partnership is not dependent on a select few individuals?

Implementation

- 1) How have you ensured that the strategies the partnership are focused on are aligned to specific needs of employers within the region?
- 2) What evidence do you have that supports the strategies you plan to implement? What process was used to determine your implementation strategies?
- 3) Can your strategies be implemented across the education spectrum or will your strategies only affect one particular target population? What is the justification for the target audience?
- 4) How has the partnership thought of addressing barriers the target population may have to participating in your outlined strategies? Are there community-based organizations involved that may be able to help those individuals some of those barriers?
- 5) How will the project be managed to ensure that the targeted outcomes are being met?

Outcomes

- 1) Will your initiatives show outcomes across the entire education spectrum in the near term? What are some of those outcomes?
- 2) Are there particular credentials that are aligned to the specific skills valued by employers? How did you determine alignment from credential to skill?
- 3) How many jobs do you anticipate will be filled as a result of your implementation strategies?
- 4) Is there a career readiness component embedded within any of the strategies you hope to implement?
- 5) What will be the average wage individuals will be able to enter the workforce at after completing the programs outlined in your initiative?



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Measurability

- 1) How do you plan to collect and track information on cohorts of individuals to demonstrate the implementation strategies are successful?
- 2) What kind of data analysis and evaluation do you plan to do to ensure your strategies are successful?
- 3) How will you use data to improve upon your strategies throughout the grant cycle and beyond?

Sustainability

- 1) What type(s) of partners have been willing to come forward and provide matching funds? Do you anticipate any issue with finding the 25% match or you will be able to go above and beyond the 25% requirement?
- 2) Has the partnership thought about sustainability beyond the life of the grant? What avenues are you pursuing to ensure that this is not just another initiative, and may continue on should the outcomes warrant?
- 3) Are your implementation strategies specific to your region or could they be implemented across the state?