**Speed Dating Interview Questions**

**Goals:**

* Understand needs and challenges of of job seekers
* Assess and rank value for different tools related to needs of job seekers

**Key areas:** underserved job seekers, job seeking tools, employment

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**Participant Name:**

**Participant ID:**

**Interviewer Name**

**Date:**

**Time:**

**Location:**

**Materials:** Voice recorder, Notepad, Pen, IRB, Consent Form

**Interviews:** 30-45 min

**Setup (5 minutes)**

* Introduce project

Hello, my name is <>. <state position>. I will be seeking feedback from you on a set of concepts that are related to tools that could be used in the job-search process.

We may also ask you a few questions about each concept to better understand your thoughts. Please keep in mind that this is not a test and there are no right or wrong answers. The more you share about your thoughts and/or bring in your own experiences about how you can or cannot relate to these concepts the better. You are free to leave the interview at any point.

* Sign consent form
* Ask to record session
* Turn on recording device

**Warm-up (5-10 minutes)**

Could you briefly describe your most recent job search experiences? What does a successful job search look like to you (Probe: What is your dream job?)? What has been your greatest challenge as a job seeker in terms of reaching this goal?

**Storyboards (15 min)**

The storyboards that I will show you are concepts that have been imagined based on challenges faced by some job seekers. With each panel I will narrate the scenario. After going through each storyboard, I would like for you to tell me your thoughts about each concept and I may follow up with additional questions.

**Questions (30 min)**

**After Each Storyboard (10 min)**

1. What are your thoughts about the story being presented?
   1. How would you describe the need that was identified in this storyboard?
   2. Is this a realistic concept for you and your current? Why or why not?

**Debriefing after all storyboards: Needs in Job Seeking (20 min)**

1. Given the scenarios that you’ve gone through, which one stands out the most to you and why? Could you also speak to:
   1. Your own personal needs (for job seekers), or
   2. Your experience working with job seekers (for recruiters and/or job center employees). Why did you choose what you did?
   3. Were there any concepts that you identified with personally? Which one? Why?
2. Are there other needs that you should be addressed?
3. What were your overall thoughts about the proposed solutions? (Listen before probing)
   1. Which ones were the most realistic or most promising?
   2. Did you find any of them unrealistic? Which ones? Why?
   3. Where/When do you see yourself using these tools?

**Specific Probing Questions for a Storyboard**

1. Have you ever encountered something like this during your job search? If so, can share your experience?
2. Did you encounter other issues besides what’s presented in the story here? If so, could you describe them?
3. What are your thoughts on the concept being presented?

**Those are the questions I have about the storyboards.**

**Reflection (5 minutes)**

Do you have any additional thoughts or questions that you would like to share?

**Could you please complete the survey?**