

# Interview Protocol for IT Workforce Project

## **Tell me about your current employment.**

Tell me about your company? (type of business, product/service, customer base, etc.)  
What is your “title” in your current position and how long have you been in the position?  
What are your duties? Could you describe a typical day in your present job?  
What department are you in? Please describe the culture within this department.

## **What were the circumstances that led to your current employment?**

How did you obtain your job? Did you face any barriers in getting into the IT field?  
Was your education in IT, or did you have a degree in another field?  
How much experience did you have prior to getting the job you have now?  
How has your education and training prepared you for your current role in IT?  
Was there an event(s), person(s), or educational experience(s) that played a role in your working in the IT field, or did you come to work in IT by accident?

## **What have been your experiences and perceptions of IT in your organization?**

Are you acknowledged for your expertise in your current role in IT?  
How do you think you contribute to the strength of the IT department?  
Do you feel comfortable as part of the IT workforce, or do you have some issues/concerns/frustrations with being a part of this department?  
In your opinion, is there an opportunity for advancement within IT in your organization?  
How do you stay current with all the new technologies and trends in the IT field?

## **What insights would you offer to recent college graduates who are interested in entering into the IT field?**

What would you say are the attractions to the field? the downside to entering into the field?  
Have you every considered yourself to be the stereotypical “nerd” or “geek”; do you think others may perceive you in that way?  
Do you ever feel overwhelmed by the many demands of working in IT?  
How do you stay motivated in your current role in IT? Why have you stayed in IT?  
What experiences have you enjoyed the most? Why?  
What experiences were the most difficult to handle? Why?  
What important lessons did you learn? How?  
How do you balance your career and your personal life?

## **Had you planned on becoming an IT professional?**

Looking back on your career, do you think it would have been helpful to have had more career planning strategies introduced to you early in your formal education?  
Who or what do you think had the biggest impact on your career decisions?

## **Concluding Questions**

Is there anything you would like to add?  
Do you have any questions for me?