

# Participant Focus Group/Interview Guide

## Tribal HPOG Participant Focus Group/Interview Guide

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*Note: To be used during annual focus groups with tribal HPOG program participants. Written informed consent will be obtained from each participant at the beginning of each focus group.*

### Related evaluation questions:

- *Have grantees incorporated structures necessary to enhance the health care workforce needs of the community?*
- *Have grantees implemented processes to prepare participants for employment in the tribal health care sector?*
- *Is there evidence that participants in the program achieved successful employment and workforce capacity building outcomes?*

### Icebreaker Activity: TBD

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### Discussion

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Good morning/afternoon. My name is **[insert name]** and I work for NORC at the University of Chicago. NORC has been contracted by the Administration for Children and Families to evaluate the Health Professions Opportunities Grants in tribal communities. The program you participated in through **[Grantee site name]** is part of the Health Professions Opportunities Grants. For this discussion we will refer to the program as “tribal HPOG program.” The questions we will ask will focus on your perceptions of the Tribal HPOG program, including the program design and curriculum, recruitment, supportive services, family engagement, the quality of instruction, educational attainment and employment outcomes of participants, implementation barriers and facilitators, and overall satisfaction. Your participation is voluntary, but it is very important because your responses will help us to improve the program. As explained in the consent form you signed, we will keep information about you private and you will not be identified in any report or publication of this study or its results. You may decline to answer any question you wish. If you have any questions, please let me know.

Please tell us your first name and what tribal HPOG program are you enrolled in: *Allied health, LTC, child care health advocate training, health IT, or nursing.*

1. What interested you about the tribal HPOG program? Why did you decide to participate?
2. What do you hope to accomplish?
3. How did you learn about the tribal HPOG program? Describe the recruitment or referral process.
4. Did you have any concerns about participating? If yes, please describe.

5. Once enrolled, how were you welcomed or oriented to the program? What did the program staff do? Please describe.
6. Were your needs discussed prior to or after enrollment? This may include your needs related to your education, finding a job or any other social support you may have needed. Were your family's needs discussed?
7. Are supports or services provided to help you stay enrolled in the tribal HPOG program? What services or supports do you receive? Which, if any, are most helpful? Supports may include:
  - Social services (e.g., food stamps, childcare, transportation)
  - Employability services (e.g., essential skills, life skills, job readiness)
  - Employment related services (e.g., job development and placement, job coaching)
  - Program retention services (e.g., mentoring)
8. Does your family participate in program, supportive or cultural activities that are related to the tribal HPOG program? Is this helpful to you? How?
9. Have you experienced any challenges or barriers in participating?
10. What is your impression of the quality of instruction? Were the teachers good? Was the training content good?
11. Where are you today in meeting your short-term education or employment goal(s)?
12. How have the goals of the program aligned with your personal goals?
13. Do you have any concerns going forward in your career?
14. What are the next steps for you in the tribal HPOG program?
15. What would you say about the tribal HPOG program if you were asked by an interested family member or friend?
16. How could the tribal HPOG program be improved?

*Thank you!*