

#1 (Qualitative) Semi-structured Interview Guide

A. (Intro) Interviewer informs the participant about the purpose and procedure of the evaluation.

B. (Start) Start with questions about the Connect@IPSDS to start the conversation and establish rapport

For those who were at the Connect:

1. It was a great pleasure having you at the Connect event. Please, tell me about your experience. Perhaps, we could start with what you found good about it.
2. And what do you think we could improve?

For those who did not attend the Connect:

3. It was unfortunate that you could not attend the Connect event. Could you tell me what prevented you from doing that?
4. Is there something we could do to help you come next time we organize a similar event.

C. Current employment (focus on regular tasks, used knowledge and skills) & Professional biography

You have sent us your CV and (if applies) introduced yourself at the Connect-Event. Yet, there is more to your professional background and current employment that I would like to ask you about.

5. Can you describe the organization/company you are working for?
6. What does your current job in the organization involve? (tasks, supervision of others if applies)
7. If somebody had to replace you at your current position, which skills and knowledge would this person need to have?
8. Can you describe me your typical day at work? (when do you start, where do you usually work from (office or home), with whom and how much do you communicate during the day)

If necessary add additional questions to clarify gaps or unclear development in professional biography of a person (based on ones' CV).

D. Professional development goals and support of current employer

9. In terms of your career, where do you see yourself in 2 years time?
10. Is your current employer informed about you taking part in the IPSDS program?
11. If yes, is your employer supportive of you doing it?
12. If yes, what exactly does this support involve?
13. In the last 12 months, how active was your organization in helping your professional development? (Was there an opportunity to discuss your professional development with

your supervisor? Were you provided with an opportunity to use financial support for relevant trainings, conferences, etc.? Were you provided with an opportunity to take time to attend relevant courses, trainings, events, etc.? If so, was this time included into your working time or did you have to take a holiday?)

E. IPSDS Program expectation and goals

14. Can you tell me how you decided to sign up for this program?
15. What are your expectations of the IPSDS program?
16. Did you set any specific goals at the outset of this program?
17. (If not mentioned) Do you expect to complete this program?
18. If so, how many months do you expect to spend on this program to complete?
19. (If not mentioned) How often do you expect to communicate with your program fellows?
20. What major difficulties do you expect to encounter while participating in the IPSDS program?

F. Work-life balance

21. How well do you manage to balance the time you spend on your paid work and the time you spend on other aspects of your life?
22. Could you tell me more about your current family situation? (do you have a spouse or a partner you live with? Do you have children? If so how old are they? Do they live with you?)
23. To what extent are your family members supportive of you starting the IPSDS program?

G. Previous experience with online - learning & social media

24. What experience with online learning did you have before signing up for this course (Was it paid? How long was the course? Subject? Did you finish it? Did they receive a grade/certificate?)
If the participant had some experience before:
 - a. What did you enjoy about it?
 - b. What didn't you like about it?
25. In your daily life, are you using any social network tools for communication: for example: whatsapp, tweeter, facebook, anything else?
26. How often do you use them (lets say in hours per week)? Could you describe me your experience with it?

H. Finishing the interview

27. Is there anything else, you would like to add?

Finish the interview with: - thanking participants for the time, - inviting them to ask for support any time during the program.