



Pre-Apprenticeship Training Program Interview Questionnaire

Interview Directions:

Each participant interview should be conducted by two program representatives who must independently score the applicant's responses. Interviewers should take detailed notes regarding the applicant's responses. Once the interviewers have completed their questionnaires and scored the applicant's answers, the total scores from both interviewers should be averaged. An average score of **40 (100%) is the maximum score** a participant can receive, while the **minimum score for acceptance to the program is 32 (80%)**. Once the final score has been calculated, it should be entered into the Illinois Works Reporting System (ILWRS) along with scanned copies of both questionnaires. Applicant interviews usually last 45 – 60 minutes. Time should be allocated for interviewer questions as well as a dedicated time for the applicant to ask questions.

Rating Scale: 1 = Poor 2 = Average 3 = Good 4 = Excellent

Candidate Name: _____ **Date:** _____ **Time:** _____

Interviewer Name: _____

Interviewer Title: _____

Interview Type: **Face to Face** ____ **Phone** ____

Interview Questions:

1. Why are you interested in the construction industry?

Scores & Probing Questions

Score = _____

What trades are you interested in?
(carpentry, operator, laborer etc.)

Do you have members of your
personal or professional network
that are in the construction trades?

2. What do you know about construction pre-apprenticeship programs?

Score = _____

Have you researched other
construction pre-apprenticeship
programs?

Do you know what type of training
is offered in these programs?
Classroom, work-based learning
etc.

3. Why are you interested in this pre-apprenticeship program?

Score = _____

Are you being asked and/or required to participate in this program?

What are the top 2 or 3 things you are expecting to gain from participating in this program?

4. From your perspective, what qualifies you as a candidate for this program?

Score = _____

Do you have any experience with construction/building/rehab work (personal or professional)?

5. What are some of your strengths and weaknesses as it relates to your career?

Score = _____

If I were to ask a friend or family member what your greatest skills are what would they say?

When you think about your future career are there certain skills you feel you lack or want to improve?

6. Where do you see yourself in 5 years?

Score = _____

What are your career aspirations?

What do you hope to accomplish in 5 years?

7. The Illinois Works pre-apprenticeship program's primary goal is transitioning students to construction apprenticeship programs. How does this goal align with your long-term career goals?

Score = _____

Is pursuing a construction apprenticeship something you see yourself pursuing immediately after this program?

8. Are there any potential barriers that could hinder your progress in the program?

Score = _____

If yes, can you provide an example on how you will deal with potential barriers?

9. As part of the requirements to be accepted, you must commit to attend 80% of the training hours and 100% of student support services hours. You must also have at least a 70% passing rate on the program's tests. Do you foresee any problems completing these requirements?

Score = _____

Based on your typical work or life commitments, can you commit to being present as required?

Are there any barriers that might make it difficult for you to meet the 70% passing rate?

10. One of the core values of our program is building a community of collaboration. This includes demonstrating respect and professionalism. Please explain how you have demonstrated respect and professionalism toward others in the past.

Score = _____

When thinking about "respect and professionalism" what actions come to mind?

Describe how you have had a positive relationship with others in the past either in a professional, educational, or personal setting (community groups, sports teams etc.)

Interviewer's Signature

Date

Total Score