

Interview Question

NAP Evaluation Interview Questions

For NAP Alumni

Name:

Apprenticeship Year:

Apprenticeship Length/ Number of Seasons:

Mentor Site:

Mentors:

How did you decide to become a NAP apprentice? How did you hear about the program?

How many years agricultural experience did you have prior to becoming a NAP apprentice?

- a. Less than 1 yr
- b. 1 - 3yrs
- c. 3 - 5yrs
- d. more than 5yrs

Please describe your agricultural experience prior to becoming a NAP apprentice.

On a scale of 1-5 with 1 being not challenging at all and 5 being the hardest thing you've ever done please answer the following questions:

- a. As an educational experience how challenging was your apprenticeship?
- b. As a work experience how challenging was your apprenticeship?
- c. As a human/ emotional experience how challenging was your apprenticeship?
- d. As a physical experience how challenging was your apprenticeship?

Please elaborate on any of these questions if you see fit.

What were the biggest challenges you faced during your apprenticeship?

How satisfied were you with your experience with your mentor(s)?

- e. Very Satisfied
- f. Satisfied
- g. Neutral
- h. Dissatisfied
- i. Very Dissatisfied

What were your mentor's strengths? Weaknesses?

Interview Question

What is your level of agreement with the following statement?

I enjoyed learning through the apprenticeship model

- j. Strongly agree
- k. Agree
- l. Neutral
- m. Disagree
- n. Strongly disagree

Please explain.

If you are a journey apprentice (you have worked for >1 season), did you feel that you gained more by staying for (an) additional season(s)? Please explain.

How connected to other NAP apprentices did you feel while participating in the program?

- o. Very connected
- p. Somewhat connected
- q. Slightly connected
- r. Not at all connected

How connected to the Quivira community did you feel while participating in the program?

- a. Very connected
- b. Somewhat connected
- c. Slightly connected
- d. Not at all connected

How connected to the local community did you feel while participating in the program?

- a. Very connected
- b. Somewhat connected
- c. Slightly connected
- d. Not at all connected

Have you stayed in touch with your

(i) Mentor

- s. Yes
- t. No

(ii) Fellow NAP apprentices

- a. Yes
- b. No

(iii) Quivira staff

- a. Yes
- b. No

What were your biggest takeaways from your apprenticeship? Where did you see yourself grow the most?

(i) Are you currently working in agriculture?

Interview Question

- u. Yes
 - v. No
- (ii) Do you use regenerative practices?
- a. Yes
 - b. No
- (iii) Are you in a land management or ownership position?
- a. Yes
 - b. No
- (iv) Are you engaged in advocacy, policy and/or education related to regenerative agriculture and land stewardship?
- a. Yes
 - b. No

If you do not currently work in agriculture, did your NAP apprenticeship impact your life or career choices in some way? If so, how?

Please give a brief description of what you have done since your NAP apprenticeship and what you are doing now.

How did your experience as a NAP apprentice influence/ help shape your relationship to the land? How has regenerative agriculture continued to be important in your life post apprenticeship?

What is your level of agreement with the following statement?:

My experience with NAP has positively influenced my career path.

- w. Strongly agree
- x. Agree
- y. Neutral
- z. Disagree
- aa. Strongly disagree

Briefly describe how your experience as a NAP apprentice influenced your career path?

On a scale of 1 - 5 how likely would you have been to pursue an ag career path without the NAP apprenticeship?

What is your level of agreement with the following statements?

- (i) NAP gave me the tools and support to continue an agricultural career.
- bb. Strongly agree
 - cc. Agree
 - dd. Neutral

Interview Question

- ee. Disagree
- ff. Strongly disagree

Please describe and share how/ where you would have liked to see more support?

(ii) NAP had a strong impact on my relationship to the land.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

(iii) NAP increased my knowledge of regenerative agricultural practices?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

Does NAP or Quivira continue to play a role in the development of your career post apprenticeship?

- gg. Yes
- hh. No

If yes, please describe.

(i) Are you currently a NAP mentor?

- ii. Yes
- jj. No

Why?

(ii) Do you consider yourself a mentor through personal connections/ local communities?

- a. Yes
- b. No

Why?

(iii) Would you consider becoming a NAP mentor in the future?

- kk. Yes
- ll. No

Why?

(iv) Would you consider becoming a mentor through personal connections/ local communities in the future?

- mm. Yes
- nn. No

Interview Question

Why?

As NAP expands, what is your hope for the future of the program? What niche do you think NAP currently fills, or should target in the future?

Do you know of other people participating in similar programs as either apprentices or mentors? If so, please list the program and provide any additional information.

Additional comments.

For current NAP apprentices upon graduation

Name:

Apprenticeship Year:

Apprenticeship Length/ Number of Seasons:

Mentor Site:

Mentors:

1. How did you decide to become a NAP apprentice? How did you hear about the program?
2. How many years agricultural experience did you have prior to becoming a NAP apprentice?
 - a. Less than 1 yr
 - b. 1 - 3yrs
 - c. 3 - 5yrs
 - d. more than 5yrs

Briefly describe your agricultural experience prior to NAP.

3. What is your level of agreement with the following statements?:
 - (i) NAP has had a positive influence on my personal growth
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree
 - (ii) NAP has helped me acquire skills in leadership through my apprenticeship?
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

Interview Question

4. What were your biggest takeaways from your apprenticeship? Where did you see yourself grow the most?
5. Briefly describe the types of skills you have acquired through your apprenticeship.
6. What were the biggest challenges you faced during your apprenticeship?
7. On a scale of 1-5 with 1 being not challenging at all and 5 being the hardest thing you've ever done please answer the following questions:
 - a. As an educational experience how challenging was your apprenticeship?
 - b. As a work experience how challenging was your apprenticeship?
 - c. As a human/ emotional experience how challenging was your apprenticeship?
 - d. As a physical experience how challenging was your apprenticeship?Please elaborate on any of these questions if you see fit.

8. How satisfied are you with your experience/ relationship with your mentor(s)?
 - a. Very Satisfied
 - b. Satisfied
 - c. Neutral
 - d. Dissatisfied
 - e. Very Dissatisfied
 - f.
9. What were your mentors strengths? What could your mentor have done better?
10. (i) How connected to the Quivira community did you feel while participating in the program?
 - a. Very connected
 - b. Somewhat connected
 - c. Slightly connected
 - d. Not at all connected(ii) How connected to your local community did you feel while participating in the program?
 - a. Very connected
 - b. Somewhat connected
 - c. Slightly connected
 - d. Not at all connected(iii) How connected to other NAP apprentices did you feel while participating in the program?
 - a. Very connected
 - b. Somewhat connected
 - c. Slightly connected
 - d. Not at all connected

11. How did you connect/ engage with the local community around your mentor site?

Interview Question

12. Did you get exposure to federal and state land management agencies during your apprenticeship?
13. If you are a journey apprentice (you have worked for >1 season), did you feel that you gained more by staying for (an) additional season(s)? Please explain.
14. What are your next steps? How did your experience as a NAP apprentice influence your plans for your next steps?
15. On a scale of 1 - 5 how likely would you have been to pursue an ag career path without the NAP apprenticeship?
16. What is your level of agreement with the following statements?
NAP has given me the tools and support to continue an agricultural career.
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagreePlease describe and share how/ where you would like to see more support?
17. NAP has had a strong impact on my relationship to the land.
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree
18. NAP has increased my knowledge of regenerative agricultural practices?
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree
19. How did your experience as a NAP apprentice influence/ help shape your relationship to the land? How do you see regenerative agriculture continuing to be important in your life?
20. On a scale of 1-10, with 1 being not at all likely and 10 being definite, how likely are you to use regenerative practices if you pursue a career in agriculture?

Interview Question

21. Would you consider becoming a mentor for future young agrarians (either formally through NAP or informally through personal connections/ local communities?)

- a. Yes
- b. No

If Yes, Why?

22. As NAP expands, what is your hope for the future of the program? What niche do you think NAP currently fills, or should target in the future?

23. Did you feel supported by NAP throughout your apprenticeship? What could Quivira have done better?

24. What additional resources do you wish Quivira had provided during your apprenticeship?

25. What topics did you find most useful in the HMI course?

26. What was not useful about the HMI Course?

27. What is your level of agreement with the following statement?:

HMI was an important part of my education during my apprenticeship.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

28. Do you know of other people participating in similar programs as either apprentices or mentors? If so, please list the program and provide any additional information.

29. What is your level of agreement with the following statement?

The NAP program met or exceeded my expectations.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

Was anything unexpected?

30. Additional comments.

For Current NAP Mentors

Why did you decide to become a NAP mentor?

Interview Question

- a. Pass on knowledge
- b. Find junior partners, employees
- c. Exposure to new ideas and skills due to younger generation presence
- d. Other

How did you hear about the program?

- Quivira publication
- Quivira conference
- Word of mouth
- Another mentor
- Other

What have been/are the biggest challenges you face as a mentor?

- Balancing work and education time
- Communication
- Conflicts/personality differences
- Incoming skill level of apprentices
- Finding good apprentices
- Other

What if any experience did you have that helped you with mentoring?

- Years teaching _____
- Years coaching sports or other _____
- FFA/4H with children other than my own _____
- Years mentoring _____

What were your apprentice's strengths? Weaknesses?

In what ways did any significant difference between you and your apprentice in terms of: background, education, personality, life or political views, or gender help or challenge the mentor/apprentice dynamic?

Describe the frequency and types of contact and conversation you had with your apprentice to discuss work schedules, education goals, personal well being, and how your mentor/apprentice relationship was going for both of you

Do you feel your apprentice met your expectations for their skill level at the end of their apprenticeship?

- Yes
- No

How connected to the Quivira community did you feel while participating in the program?

Interview Question

- a. Connected to NAP Director
- b. Connected to other NAP mentors
- c. Connected to other Quivira staff or community
- d. Not at all connected

Were you able to incorporate your community into your NAP apprentice's experience and/or your mentoring program?

- a. Very able
- b. Somewhat able
- c. Slightly able Not at all

What was effective for you in the application and interview process?

Recruiting applicants

Assistance describing operation and apprenticeship program at site

Templates for interview questions

Presence of NAP personnel during phone/on-site interviews

Other

What has been/is effective for you in the mentor support NAP/Quivira offers?

- a. Mentor orientation calls
- b. NAP Director contact
- c. Networking with other mentors
- d. Assistance with apprentice problems
- e. Other

Did you participate in the Mentor Orientation phone calls? If so what topics and elements were most useful? If not, why not?

- f. Time of day didn't work for me
- g. Timing in the production season
- h. Not interested
- i. Not a high priority
- j. Using technology (conference calls, Zoom) problematic due to internet quality, etc

What would you like that isn't currently offered, or how could this support be offered in a more effective manner to help you continue being a mentor?

- k. In-person mentor training/events
- l. Teaching techniques and tips
- m. Mentor to mentor discussions
- n. Communication and/or conflict skills
- o. Skill sheet implementation suggestions
- p. Online communication tool trainings (Slack, Zoom, Google Sheets, etc)
- q. HMI short course to prepare for using with apprentice

Interview Question

- r. other

Have any of your past apprentices stayed in touch with you? What sorts of issues or topics do they contact you about?

- s. Production
- t. Land management
- u. Business
- v. Interpersonal issues with co-workers, boss, etc.
- w. Professional networking

What have been the biggest takeaways from your NAP mentorship to date? Where or how do you feel you have grown the most as a mentor?

- x. teaching/mentoring capacity
- y. Professional network - local and/or regional/national
- z. Introduction to new ideas, practices
- aa. Appreciation for/learning from younger generation
- bb. other

What would a colleague or neighbor of yours want or need in order to consider becoming a NAP mentor?

What is your level of agreement with the following statement:

Exposure to the Quivira Coalition, NAP and apprentices has supported you as a regenerative land manager

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

Please explain.

As NAP expands, what is your hope for the future of the program? What niche do you think NAP currently fills, or should target in the future?

Do you know of other people participating in similar programs as either apprentices or mentors? If so, please list the program and provide any additional information.

What is your level of agreement with the following statement?:

HMI was an important part of my apprentice's education during their apprenticeship.

- a. Strongly agree
- b. Agree
- c. Neutral

Interview Question

- d. Disagree
- e. Strongly disagree

Did I participate in any way with the HMI class, doing exercises with the apprentice, providing examples and information from my operation, or other such interaction and support?

What is your level of agreement with the following statement?

The NAP program met or exceeded my expectations.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

Was anything unexpected?

For Past NAP Mentors:

1. What year(s) were you a NAP mentor?
2. Why did you decide to become a NAP mentor?
 - a. Pass on knowledge
 - b. Find junior partners, employees
 - c. Exposure to new ideas and skills due to younger generation presence
 - d. Other
3. What were the biggest challenges you faced as a mentor?
 - Balancing work and education time
 - Communication
 - Conflicts/personality differences
 - Incoming skill level of apprentices
 - Finding good apprentices
 - Other
4. Did you feel connected to the NAP and Quivira community while you were a mentor?
 - a. Connected to NAP Director
 - b. Connected to other NAP mentors
 - c. Connected to other Quivira staff or community
 - d. Not at all connected
5. Why did you stop being a NAP mentor?

Interview Question

- a. Time commitment
 - b. Financial impact of hosting apprentice
 - c. Change in operation/life required leaving program
 - d. Realized I wanted/needed a trained employee rather than someone needing training
 - e. Other

6. What support could NAP/Quivira provide that would encourage you to consider being a mentor in the future?
 - a. Mentor to mentor networking during apprenticeship months
 - b. Pre-mentoring workshops to gain specific skills
 - c. More frequent contact with Quivira NAP Director
 - d. Teaching/mentoring tools: prompts for check in and skills sheet conversations,
 - e. Other

7. Have you continued to work with young agrarians in any other capacity?
 - a. FFA/4H
 - b. Student tours or workshops
 - c. Short term interns or volunteers
 - d. Other

8. Do you know of other people participating in similar programs as either apprentices or mentors? If so, please list the program and provide any additional information.

9. Would you consider becoming a mentor again as part of NAP or one of the independent regional Hubs Quivira is working to form?