

Hello,

My name is {***name***}. {***Blinded***}. Thank you for taking the time to fill out the survey and signing up to provide additional information through this interview.

In this interview, you will be asked to discuss your experiences working with recent hires to examine gaps that new developers have when they join the software industry. Your responses will remain anonymous and be used to explore ways to improve software engineering education. The interview will take approximately 30-45 minutes. You may withdraw from this interview at any time without consequences and may also refuse to answer any questions you don't want to answer and remain in the study.

Please do not use any names or identifying information for your colleagues in your responses.

Do you consent to participate in this interview?

If yes, continue

Any data collected during this interview will be kept confidential. Your interview will be recorded using {"Zoom. If you would not like to be video recorded, please turn off your camera"} ***or*** {*an audio recording device* (if phone call)}. The recordings will be uploaded to a secure password-protected computer and only accessible by the research team. We will transcribe and code the transcripts using an anonymous participant ID.

Do you consent to your responses being recorded?

If yes,

- 1. Start recording! (don't forget)***
- 2. Enable audio transcription!***
- 3. Begin questions:***

- How often have you worked with newly graduated students?
 - Do you currently have new graduates working with you?
- What role(s) have you experienced with new graduates?
 - How big was your team when working with new graduates?
- How quickly did the new hire learn/gel with the team?
- Further elaboration on results for hard/soft skills from the survey
- What are the most important soft/hard skills for new CS graduates?
- What hard/soft skills do you think you lacked when you first started your professional career?

End: Thank you for taking the time to participate in this study, we appreciate your input. (or something similar)

What impact did the lack of skills have on the development team?

- Did having a new hire on your team result in any new disadvantages?
- Did having a new hire on your team result in any new implementations or benefits?