Question – skype interview:

1) *Short description of their institutions (private/public; n. operators; services etc.)*
   - *Data collected: data they usually collect*

2) *current skills assessment procedures*
   - specific target: do you work with a specific target of TCNs (High/low skilled, refugees, women etc.) or not?
   - strategies to measure soft skills and assess level of technical expertise (welder, tailor etc.)
     - strengths and weaknesses of current skills assessment procedures.
   - strategies employed to reinforce TCNs' profile (long/short course, internship)
   - main difficulties/ problems you have to deal with
   - job research and matching: do you have any specialisations in specific economic sectors?
   - exchange of information with other operators:
     - cooperation with any others institutions or associations in the job research
     - level of cooperation with social service (ex. How to deal with problem such as support family member and make user able to cope with workload)
   - similar tools: are you employing any similar tools?
     - strengths and weaknesses of these tools

3) *expectations about the EC Skills Profile Tool*
   - doubts/ expectations

4) *organization of the pilot*
   - *how many operators will be involved in the pilot?*
   - *According to you, how many months does it take?*

validation of evaluation strategy