

FOCUSED QUALITATIVE EVALUATIONS

Swan staff has conducted numerous focused qualitative evaluations covering a range of topics from educational programs to customer satisfaction to personnel selection procedures. Methodologies employed include structured one-on-one interviews and focus groups with applicants, job incumbents, customers, and managers. SWAN's experienced interviewer and focus group facilitator has worked with and delivered training to groups spanning many different age and experience levels, e.g., recruits, newly hired employees and experienced incumbents, middle management, senior level government officials, scientists, and military officers and enlisted personnel. Sample qualitative evaluations include:

- Identification and evaluation of key issues related to the implementation and impact of the “Our People and Values Program” (Federal Deposit Insurance Corporation, Division of Finance)
- Evaluation of the efficiency and effectiveness of federal government adjudicative guidelines and investigative standards in making personnel security determinations within DoD agencies (Defense Personnel Security Research Center)
- Facilitation of personnel supervisor peer sharing groups to discuss issues related to employee goal setting (Westat)
- Assessment of soldiers' and drill sergeants' attitudes towards gender integration in Army Basic Combat Training (US Army Research Institute)
- Evaluation of issues related to the consolidation of 19 DoD Personnel Security agencies and departments (Defense Personnel Security Research Center)
- Assessment of Advanced Individual Training (AIT) Commanders' and Instructors' perceptions and opinions of the training received by Soldiers at Army Basic Combat Training (BCT) (US Army Research Institute)