

Interview Strategies Design Document

<i>Business Purpose</i>	The purpose of this training is for the target audience to identify and hire 2000 quality candidates for a position within the company through effective interviewing strategies. This training will also help the target audience develop interview questions to identify quality candidates for the position.
<i>Target Audience</i>	The training audience is new HR interviewers, along with hiring managers and recruiters with an average age of 35.
<i>Training Time</i>	25 minutes of e-learning
<i>Training Recommendation</i>	Scenario-based eLearning module that is self-paced because it is based on real-life situations and fluctuates frequently from each candidate. Using a storyline to develop this type of scenario-based eLearning would be cost-effective due to ease of access for learners that are spread out as opposed to centrally located. The type of questions that would be asked during an interview would be different between candidates depending on their skills or the type of position they are interviewing for. Creating scenario-based eLearning allows the learner to identify the best candidate based on their qualifications and question types .
<i>Deliverables</i>	● 1 e-Learning module ○ 25 minutes ○ Developed in Articulate Storyline ○ Includes voice-over narration. ○ Storyboard
<i>Learning Objectives</i>	● Develop quality questions based on the candidate's skills that are important to the job. ● Explain the purpose of the interview in the hiring process. ● Identify the necessary skills for the job.
<i>Training Outline</i>	● Welcome ● Navigation ● <i>Interview Strategy Introduction</i> ○ Scenario ○ Types of interviewing strategies ● Purpose ● Environment ● Skill-based Questions ● Behavioral Questions ○ Scenario ● Knowledge Check ● <i>Example Questions (5)</i> ● Identifying the right candidate ● Summary ● Assessment

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Assessment Plan

The learner will be able to apply their knowledge of interview strategies and decide on the best candidate to hire. The learner must score at least 80% to pass.
