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<i>Business Purpose</i>	Presley Technologies needs to recruit and hire 2000 new members of their technical team this year. They are not happy with the quality or quantity of hires they are currently getting. The average number of applicants for each job posting over the last 3 years has been down by 32%. Only 1 in 4 new hires meld well with the team and celebrate their one-year anniversary with Presley Technologies. The purpose of this course is to train HR interviewers and hiring managers how to interview effectively to make the most of the interview time. When implementing the information in this training, interviewers will learn more in depth information about each candidate and in turn, will increase the number of qualified candidates they hire for the technical team by at least 60%.
<i>Target Audience</i>	HR interviewers and hiring managers distributed all over the US
<i>Training Time</i>	20 minutes
<i>Training Recommendation</i>	● L2 eLearning course will be available to employees located all over the US. This course can be taken asynchronously and will be available for future HR interviewers and hiring managers. ● Course will train the interviewer on Presley Technologies' important components in their Interviewing Strategy. ● It will be interactive, including a scenario between two avatars.
<i>Deliverables</i>	● eLearning Storyboard including script ● L2 eLearning course created in Articulate Storyline ● Includes voiceover narration ● Includes a branching scenario, and scenario with avatars on what not to do. ● Final evaluation
<i>Learning Objectives</i>	At the completion of this course, learners will be able to: ● Identify important components of Presley Technologies' interviewing strategy. ● Describe the types of skills needed in a candidate when interviewing for a position. ● Demonstrate appropriate ways to prepare for an interview.

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Training Outline

- * Presley Technologies' Interviewing Strategy Welcome slide
- * Navigation Slide
- * Learning Objectives
- * Train the interviewer
 - Must know subject matter so they know the correct answer or variations of the answer
 - Good interviewers go off script and dig deeper
- LO: Identify important components of X's interviewing strategy.**
- * Branching Scenario: Presley Technologies' Interviewing Strategy
 - + Timeliness
 - Schedule at earliest possible time
- LO: Describe the types of skills needed in a candidate when interviewing for a position.**
- + Essential Candidate Qualities
 - Technologies Involved
 - Team culture and dynamic
 - Business skills needed for position
 - Scenario of a time when interviewer didn't know what they wanted. (Knowledge Check)
- + No checklist
- LO: Demonstrate appropriate ways to prepare for an interview**
- + Prepare for the interview
 - Know every question you will ask the candidate in advance
 - Determine the number of major topics
 - For each topic, determine the number of questions to ask to be confident the candidate knows it
 - Make sure questions are important for the job
 - Be willing to improvise, Dig deeper to learn more about their skills
- + Remember the purpose of the interview
 - Purpose is to ascertain whether or not a candidate is able to do the job to your satisfaction
- + Candidate needs to meet everyone at the same time
- * Summary
- * Quiz
- * Completion slide

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<i>Assessment Plan</i>	There will be a knowledge check after the scenario. This assesses the importance of knowing what you want in a candidate. Learners will need to pass a 5-question quiz with a score of 80% or higher to pass the course. Quiz questions will be a variety of styles including multiple choice, multiple response and drag and drop based on learning objective content. Learner will be able to take the quiz again if needed.
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