Interview eLearning Company X-Design Document

Business Purpose	Company X is committed to improving the interview process for potential future employees. In doing so Company X believes this will make them more competitive, increase interest and demand for their open positions, and entice highly qualified applicants. This company has struggled in the past to hire and retain the new hires, therefore, a new approach to the interview process may alleviate Company X's hiring challenges. There are currently 2000 openings for Company X.
Target Audience *Training Time*	HR interviewers that partner with hiring managers for Company X. Approximately 20 minutes
Training Recommendation	● Scenario based eLearning due to the large number and disbursement of potential HR interviewers ● 1 eLearning course that allows the learner to make choices in real-life interview scenarios in which the learner will interact with the content and receive feedback. ● Learner may revisit any portion of the course for a full understanding of content before the final assessment
Deliverables	1. Storyboard including script 2. 1 eLearning course ● Developed in Articulate Storyline ● Includes voice-over narration ● Includes a virtual avatar ● Final evaluation
Learning Objectives	After completion of this course, you will be able to: **1. Define the purpose of the interview.** **2. Determine the technological skills, job skills and attributes necessary for a qualified applicant.** **3. Prepare high quality interview questions.**
Training Outline	**Welcome** **Navigation**- learner will have the option to view or skip navigation **Learning Objectives** **Lesson 1**- The purpose of the interview will be defined. Learner will consider the options regarding the type of interview, phone, in person, or virtual. Consider pros and cons, and cost effectiveness of each type. Knowledge check **Lesson 2-** The learner will carefully review applications to find a candidate with the necessary attributes (dependability, responsibility, and consistency) for the open position. Not all applicants will meet the position's requirements.

	Learner will have an opportunity to choose the best potential hires from a description of qualified candidates. Screen social media for problematic posts. Learner will be taken through a series of life like situations to prepare high quality interview questions. The learner will then apply strategies such as, pre-screening applications for key words or skills and accomplishments, to prepare high quality interview questions. The interview questions should be tailored to the open position, and not from a checklist. Learner will practice strategies via the eLearning scenarios to consolidate the interview process and appreciate the candidate's time. **Summary** **Quiz**
Assessment Plan	A knowledge check will ensure that the learner can define the purpose of the interview. The final assessment (objectives 2-4) will include **five** questions. The learner must score **80%** or higher after the first or second attempt to pass. The questions will be situational, and the learner will have to apply what they have learned regarding objectives 2-4.