

# Design Document

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<i>Business Purpose</i>	<p>Burgers R Us employs over 500 minors state wide. There has been a significant increase in child labor law violations across the nation. After a companywide review of scheduling and job roles and responsibilities of minors, we found that our managers require training to schedule minors and assign job roles and responsibilities. The Department of Labor recently reported that “In fiscal year 2021, the division found 2,819 minors employed in violation of the law and assessed employers with nearly \$3.4 million in civil money penalties.  <a href="https://www.dol.gov/newsroom/releases/whd/whd20220729">https://www.dol.gov/newsroom/releases/whd/whd20220729</a>)</p> <p>This training is designed for managers to recognize legal scheduling requirements for 14-15 and 16-17 year old age groups. It will also train managers to identify work hazards as identified by the child labor laws to protect minors. The training will reduce violations of child labor laws for Burgers R Us.</p>
<i>Target Audience</i>	District and local managers for Burgers R Us in charge of oversight of minor workers.
<i>Training Time</i>	45 minutes
<i>Training Recommendation</i>	The district and local managers should receive asynchronous e-Learning training in Child Labor Laws required by the U.S. Department of Labor because they are located throughout the state in different cities. Also, e-Learning is appropriate for the type of learning levels, remember and understand, required for this course.
<i>Deliverables</i>	<p>1 storyboard outlining Child Labor Laws            1 Script            1 e-Learning course</p> <ul style="list-style-type: none"> <li>● Developed in Articulate Storyline.</li> <li>● Includes voice over narration.</li> <li>● Includes district and local manager scenario.</li> <li>● Includes two human avatars.</li> <li>● Includes a link to Child Labor Laws pdf for display in the workplace.</li> <li>● Final evaluation.</li> </ul>
<i>Learning Objectives</i>	<p>At the end of the training, the learners will be able to</p> <ul style="list-style-type: none"> <li>● Recognize legal working hours for 14-15 year olds.</li> <li>● Recognize legal working hours for 16-17 year olds.</li> <li>● Identify safety hazard restrictions for 14-15 year olds.</li> <li>● Identify safety hazard restrictions for 16-17 year olds.</li> </ul>

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## Training Outline

### **Introduction**

- Welcome
- Navigation
- Objectives
- District and local manager avatars interact to introduce the problem

### **Initial interaction**

- Scene backdrop is a closed fast food establishment.
- District manager is checking in on a new local manager after his first week.
- Local manager seems overwhelmed and reveals that he made a mistake in scheduling a teen worker who also was injured on the job.
- District manager shows concern while also reinforcing the importance of correct scheduling and safety for minors.
- Local manager asks for help and district manager says "Let's get started now." Then, she introduces the objectives of the course.

### **Child Labor Laws**

- Learner will click through an accordion interaction to read through the laws in a chunked sequence by age group.

### **Knowledge Check**

- Scene will include a sorting activity with two clipboards divided by age group so the learner will differentiate between working hours allowed by age group.
- Learner will drag and drop six items describing the hours that minors may work to the correct age group/clipboard.
- Learner will be limited to dropping items only in the correct spot creating a self-correcting interaction.

### **Schedule Check**

- Scene will include a sample schedule with click to reveal markers.
- District manager will ask local manager to review an employee's schedule looking for potential problems.
- Learner will be directed by audio to click on the numbered markers which reveal the problems in the schedule.
- The local manager will propose a helpful solution: mark minor workers' ages on schedule.
- When all markers are selected, audio will direct the learner to proceed to next scene.

### **Safety Restrictions**

- District manager avatar will guide the learner through each safety restriction.
- District manager avatar will point as each item appears timed with audio.
- Audio will direct learners to the next scene to review additional restrictions for 14-15 year olds.

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	<p><b>Knowledge Check</b></p> <ul style="list-style-type: none"><li>• The scene will display another drag and drop interaction to differentiate safety laws for all minors and extra safety laws for 14-15 year olds.</li><li>• Learner will sort allowable tasks between age groups.</li><li>• Interaction will be self-correcting because learner will not be allowed to drop the item in the wrong category.</li></ul> <p><b>Exemptions</b></p> <ul style="list-style-type: none"><li>• Scene will be a tab interaction: exemptions from hour restrictions and exemptions from age restrictions.</li><li>• District manager avatar will be holding a sign with title of scene: Exemptions from Hour and Age Restrictions.</li><li>• Audio will direct learner to click on each tab to hear and read through the exemptions.</li><li>• Learner will fill in note taking guide while following along to reinforce learning.</li><li>• Once the learner completes both tabs, audio will direct learner to continue to next scene.</li></ul> <p><b>Review</b></p> <ul style="list-style-type: none"><li>• Setting returns to original closed fast food establishment with district and local managers speaking.</li><li>• District manager will congratulate local manager on his learning.</li><li>• Local manager expresses some misgiving on the amount of information to memorize.</li><li>• District manager reviews the information and recommends that the local manager print out the Child Labor Laws poster for reference while scheduling and to post in the workplace as required by law.</li></ul> <p><b>Assessment</b></p>
<i>Assessment Plan</i>	<ul style="list-style-type: none"><li>• 2 Knowledge Checks</li><li>• Final Assessment: 80% passing on e-Learning module assessment aligned to objectives via 5 scenario-based questions: true/false, multiple choice and multiple select.</li></ul>