

Plan your Design Recruiting New Hires

1. Prepare a list of questions you would ask the client's subject matter expert?

What is working well with the current hiring process?

Explain your vision for the recruiters.

What do you feel the HR team needs?

What do you feel the technological team needs?

Has the HR team or technological team been through any training prior?

Is there a process currently in place?

What are the job descriptions they are using?

What is the interview process look like currently?

What are the questions they are using?

How are the interviewers teaming up?

Since they are all over the country, who works with who?

Find out the timeline for a job posting, interview, and new hire contact.

Who starts the process?

Team dynamics? Certain HR with hiring managers?

How many are on the interview team?

How do you track new candidates? What are the timelines for a job posting to the actual interview? How many rounds of interviews do you conduct?

What are the specific skills the recruiting team needs to perform, complete or execute?

Do you have a list of requirements for job descriptions?

Do you have a list of questions for interviews?

Who does the interviews well? Could we speak with them?

Number of learners?

Timeline?

How can we measure the outcome of the return on investment?

What are your visions of the eLearning course? Could you elaborate more on the 12 minutes of level 3 eLearning training?

Would you be open to other suggestions or ideas?

Branding/design information?

Would you like narration? What level? (in-house, professional)

Any videos needed to be added?

Evaluation for the course: Will the eLearning need a knowledge check, quizzes, etc.? What level of scoring? (% correct to pass) Any formative or summative assessments?

Who will track the learners taking the course?

Who would I be in contact with? Roles and responsibilities?

What is your role in the approval/decision process?

All of these questions stemmed from 3 general questions. What is the hiring team currently doing? What would you like them to do? Why aren't they doing this currently?

2. Given the information the client has provided, how do the characteristics of the audience impact the learning solution design? Are there gaps that you would need to fill in order to do a better job at creating this learning solution?

Yes, with the questions provided and the information given, the problem is this company does not have a process in place for hiring. Given the information, I did an action map. After looking through the source content provided, it was determined the company needs a hiring process.

After completing the action mapping and needs analysis, the company needs to put a process in place for their hiring needs. The first training will consist of a L3 eLearning module with their hiring process.

3. Given what you know, please list the learning objectives for the content you plan to design.

The purpose of the training is to implement the new hiring strategy for recruiting the best candidates for our company.

- Identify the new procedure for hiring
- Describe the different steps of the hiring procedure
- Apply the new hiring strategy to all future interviews

4. What kind of creative treatment would you suggest for the content and why?

The eLearning course will consist of scenario-based situations. The learner will have to choose different scenario-based answers for the objectives. The learners will need to practice the new hiring process so they can become familiar with the process.