

VisionTech Design Document

<i>Business Purpose</i>	VisionTech is a company that has been in business for the last 35 years. Currently they have hit their first million dollars in revenue from web-based products. VisionTech is planning to rapidly expand and open 10 more factory sites throughout the world. VisionTech needs to train learners how to use the best interviewing strategies to become a better interviewer, efficiently hire the best candidate, and minimize the negative experience during the interview process. With additional training, the hiring managers would see an 88% improvement in quality and quantity of professional candidates. They would like to complete the interview cycle for each new hire, in less than 10 days to show candidates that they are a top priority.
<i>Target Audience</i>	HR interviewers, hiring managers, and recruiters in addition to all new hires in these positions who conduct company interviews.
<i>Training Time</i>	20 minutes
<i>Training Recommendation</i>	<ul style="list-style-type: none"> • 1 eLearning course • Employees have different schedules and work at different times of day, by using an eLearning course all employees can be trained in a reasonable amount of time. • Course will have a storyline “4 Interviewer Skills for Hiring Candidates” • This course will arrange a 4 step timeline of the interview process. • Documents, Job Aids, Infographics • This course will have a variety of interactions and practice activities. • The Avatars will provide tips and assistance throughout. • Knowledge check and final evaluation.
<i>Deliverables</i>	<ul style="list-style-type: none"> • 1 eLearning course • Developed in Articulate Storyline • Included voice-over narration • Included mini scenarios • Company Logo, Job Aids, Infographics • Storyboard • 3 Application screencast videos developed in Camtasia • Includes 2 Avatars
<i>Learning Objectives</i>	<ul style="list-style-type: none"> • Arrange the four-step timeline in the interview process • Identify the 4 interview strategies
<i>Training Outline</i>	<p>Introduction Welcome Navigation Scene 1: Workplace Scenario – must hire ASAP In this slide 3 avatars will be discussing the need to hire an Employee for a role. They are stressed out by the</p>

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	<p style="text-align: center;">Disorganization of the resources, staff, and large candidate Pool. They must hire ASAP. 3 avatars (hiring manager, recruiter, and HR interviewer)</p> <p>Learning Objectives</p> <p>Scene 2: 4 step interview timeline branching scenario</p> <ul style="list-style-type: none"> ▪ HR defines the job skills and duties ▪ Recruiters screen out interview pool of applicants ▪ Hiring manager interviews potential candidates ▪ All three give new hire a tour, and answer questions from candidate <ul style="list-style-type: none"> ○ Practice Activity (drag and drop sequential order) ○ Workplace scenario <p style="margin-left: 40px;">In this slide 3 avatars will be discussing the way the timeline would help them get the best candidates by moving quickly through the process.</p> ○ Knowledge Check – true/false or multiple choice <p>Scene 3: 4 Interview Strategies (Accordion with 4 layers)</p> <ul style="list-style-type: none"> ▪ Timeliness ▪ Defining the Job ▪ Prep the Interview ▪ Introductions and Tour <ul style="list-style-type: none"> ○ Practice Activity (matching) ○ Workplace scenario <p style="margin-left: 40px;">In this slide 3 avatars will be discuss the way the 4 strategies would help them move quickly through the process, Allowing them to interview more candidates and fill positions successfully.</p> <p>Summary – Show job aids Intro to Assessment Assessment Results Congratulations</p>
<p><i>Assessment Plan</i></p>	<p>Employees will need to score 80% or higher on a graded quiz to pass the eLearning model assessment (of 5 multiple choice questions). The learner will have 2 attempts. Employees will practice a knowledge check and practice activities. Pre/post-training surveys of employee rating their abilities will be conducted. Learning objectives will match the assessment questions.</p>

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