

E-Course - Disability Confidence in Recruitment

Scenario based E-Learning:

Each module employs a number of different screen types that require various levels of intellectual interaction. These range from simple text-reveal screens (e.g. learners click on a term to reveal an example, a definition or a brief case study) to branched scenarios, where learners practice interacting with a disabled candidate/employee.

Text-reveal screens are used to break instructional content down into manageable chunks, allowing the learner to focus on one idea at a time and control the flow of information.

Screens are designed to avoid scroll-bars and text content is kept clear and concise ensuring optimum levels of both engagement and accessibility.

Scenarios consist of several steps can be adapted to represent as realistic a work situation as possible for each learner. At each step in the scenario the learner is required to choose the most appropriate response from a number of options. Each choice results in a realistic consequence as opposed to 'expert feedback'. Some screens within the scenario feature a 'useful tip' area, providing the learner with more information or context where needed.

Corrective feedback is provided later in a 'debrief' screen at the end of each scenario. This approach allows the learner to witness the outcomes of their actions and learn by experience. We believe this is more effective than repeated 'you should have done this...' style of feedback.

In addition to scenarios there are screens that contain simpler multiple-choice or multiple-select challenges that do provide immediate correctional feedback. These are used to help the learner identify gaps in their understanding prior to the presentation of some instructional content, or to self-check their understanding afterwards

There are 3 delivery options:

1. Training packages deployed on client's own learning management system (LMS)
2. Training packages hosted via Clearkit LMS
3. Training packages deployed on a dedicated LMS set up and managed for the client

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Charges vary dependent on the model of delivery for example:

Dedicated system for up to 2000 users

Initial development and set up fee: £15,000

Annual hosting: £3000pa

Reporting, administration and user support: £5,600

Licences £5 each