

Design Project

Part 1: Needs Assessment



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EDIT 6200E: DESIGNING INTERACTIVE LEARNING ENVIRONMENTS DESIGN

COMPANY PROFILE



TARANIS SOLUTIONS, LLC

Taranis Solutions, LLC is a consulting and recruitment firm, specializing in the placement of military veterans into civilian employment, particularly in the fields of aerospace, logistics, and business development.

Every year, approximately 200,000 men and women leave U.S. military service and return to life as civilians. The transition to civilian life can be a challenging experience for many military members, especially when it comes to a veteran's job search. Unlike civilians, military veterans are uniquely qualified for specific jobs or industries based on their experience and skillset.

As military veterans, the associates at Taranis Solutions understand this and work with each candidate, one-on-one to identify their specific skillsets, provide them with career guidance services, and then work to match the candidate to an employer.

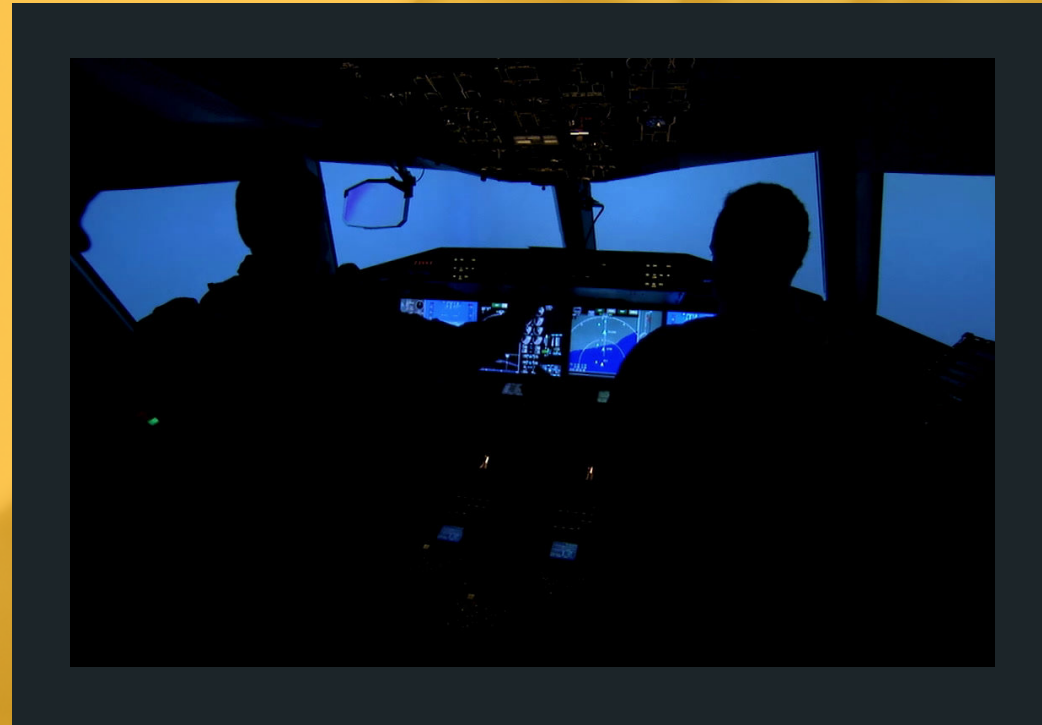
INSTRUCTIONAL PROBLEM



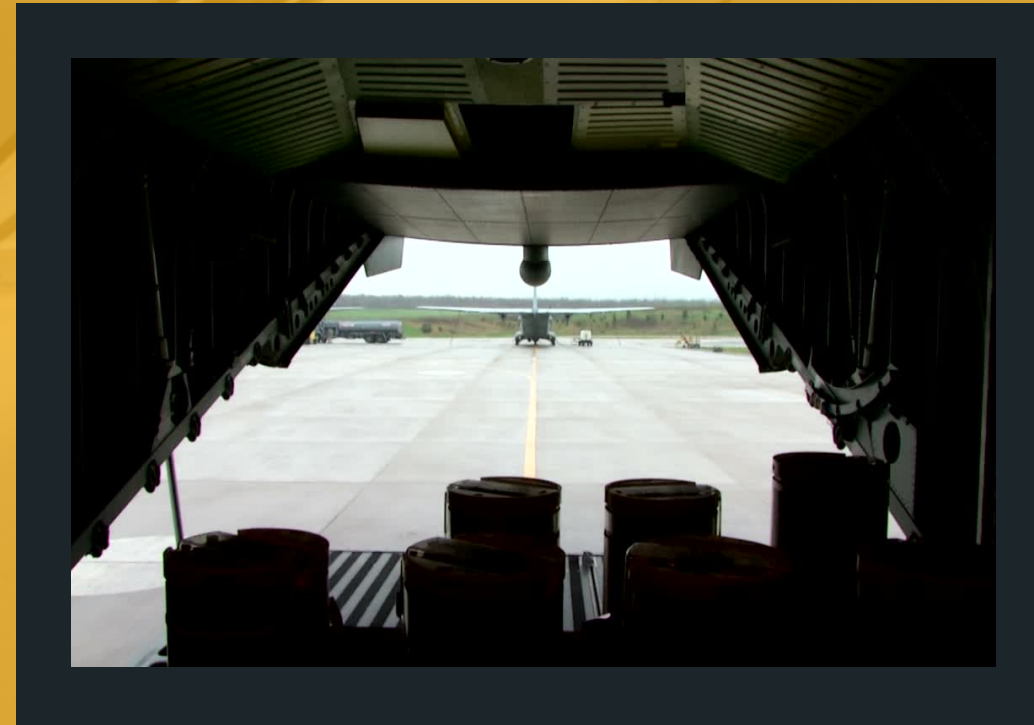
PREPARATION FOR CIVILIAN EMPLOYMENT

As part of their career guidance services, Taranis Solutions assists candidates with the preparation and process of applying for civilian employment. Due to the global reach of Taranis's services, they feel an online course would be the best solution for familiarizing candidates with job search preparation and application. This course would cover initial consultation, resume development, application process, and contract negotiations.

Target Audience



PILOTS



ENLISTED AIRCREW



SPECIAL OPERATIONS

The target audience for the Taranis Candidate Services course are military veterans or military members transitioning to civilian life within the next six months. Taranus specializes in contracts for pilots, enlisted aircrew (loadmasters, flight engineers, navigators), and special operators (SERE, TACP, PJs). Because the course is an asynchronous online learning, the number of learners is only limited by the bandwidth of the LMS server or hosting service that Taranis chooses.



Goal

Upon completion of this course, Taranis candidates will be prepared to compete for civilian contractor positions by leveraging their military experience and Taranis consultant services & networks.

Objectives

- Differentiate between federal and civilian contractor resumes.
- Translate military experience and skillset into civilian terminology.
- Identify the steps of Taranis candidate application process.
- Recall the process for connecting candidates with potential employers.
- Recognize the methods in which Taranis identifies potential candidates.
- Identify the key components of contract negotiations.
- Name the contact methods used to connect candidates with potential employers.
- Describe Taranis's involvement in a candidates civilian employment search after receiving a job offer or contract.

PROPOSED SOLUTION

Based on the geographical separation between Taranis associates and potential candidates, we propose the development of an online, asynchronous course. The course content will consist of primarily informational content focused on preparing candidate for the application for civilian employment. This content includes: introduction to Taranis consultation, civilian resume development, and steps to obtain employment.

To help candidates determine their level of preparedness for civilian employment, learners will complete a checklist in the form of a “pre-test.” The results will be sent to Taranis to help them determine the level of effort and follow-up needed to best assist the candidate.



SIGNIFICANCE OF THE DESIGN

The development of an online, asynchronous course removes the constraint on potential candidates to participate in the learning at predetermined times; candidates may be stationed in Korea or retired in Kentucky.

This environment also provides time for candidates to apply their learning to real-world situations. For example: candidates can review course content regarding resume design, then take the time to apply the knowledge to update or generate their civilian resume.

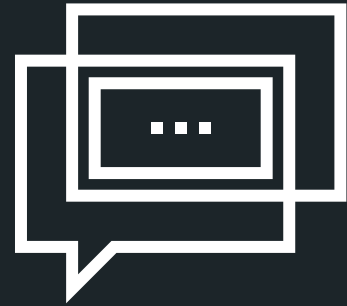


PROPOSED SOLUTION



Introduction

- Company overview
- Purpose of course
- How to use course to prepare for civilian employment



Module 1:

Taranis Consultation

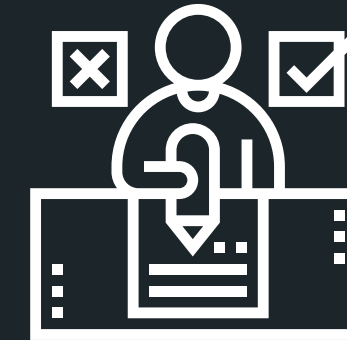
- Importance of working with military consultant
- What to expect during initial contact
- How Taranis works for the candidate
- Taranis's partnerships with employers



Module 2:

Resume Development

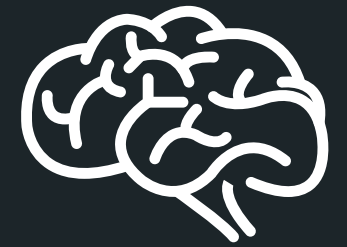
- Difference between federal and civilian resumes
- Translating military experience
- Taranis resume services



Module 3:

Civilian Employment

- Networking
- Interviews
- Contract negotiations
- Post-employment consultation



Assessments

- Preparedness Checklist (pre-test)
- Knowledge Check
- End of Course test will be the submission of an updated resume to Taranis

PROPOSED LEARNING ENVIRONMENT

OVERVIEW

- The Preparation for Civilian Employment course will be an asynchronous course with 24/7/365 availability to the learner.
- The purpose of having an online learning environment stem from the geographical location of Taranis's current and future clientele. This eliminates the need to accommodate varying schedules, time zones, and location security.
- While a large base of Taranis clientele has already transitioned to civilians, a significant number of potential candidates are still active military. The latter may be stationed overseas or in deployed locations so they may be completing the course on off-duty time but still on government regulated computers. To limit the need to transmit instruction, job aids, etc. via email or external websites, they will be embedded in the course and allow learners to print or save as they see fit.
- Taranis will supply potential learners with a link to the course when they have been identified as potential candidates for Taranis's or in need of this career guidance service.



PROPOSED LEARNING ENVIRONMENT

REQUIRED RESOURCES

- Learners will need to have access to a computer with internet access.
- At the time of conducting a needs analysis, Taranis did not have an LMS solution or hosting service for the course. The customer will review content using Review 360, a feature of Articulate 360. When the course is finalized, the developers will provide the customer with a SCORM package.

LEARNING ENVIRONMENT BASICS

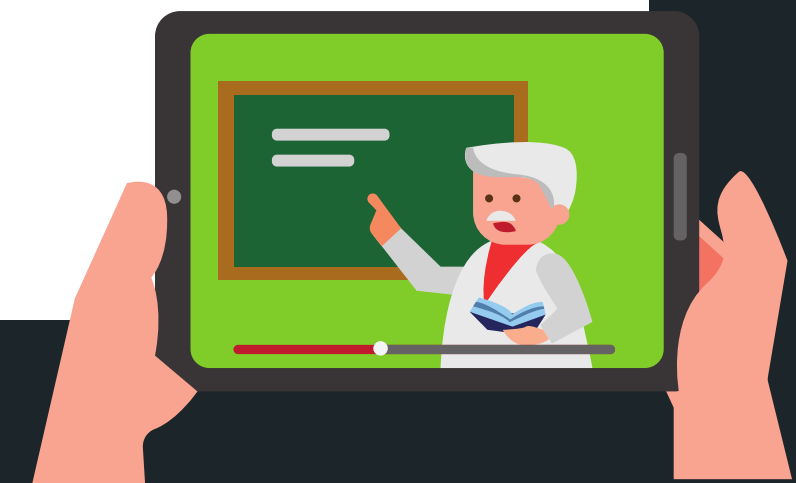
- Developers will use Articulate 360 to develop the eLearning course.
- Taranis will provide media to be incorporated into course to include but not limited to, graphics, still photos, movies, checklist, and job aids.



PROPOSED LEARNING ENVIRONMENT

COURSE MAINTENANCE

- Before receipt of approved final product, a waiver will be delivered to the customer for signature. This waiver states that Taranis assumes all legal responsibility for the course and information contained within, relieving the Company of all liability.
- Taranis will have 12 months from the date of delivery to submit change request. Requests must be made by the 5th day of the month. Delivery date of updated courseware will be determined by the breadth of changes submitted. Delivery date will be provided to the customer by the 10th of the month.
- On the one-year anniversary of course delivery, course maintenance will convert to a revision schedule. Course revisions will be completed on a two-year cycle with a course lifecycle of 5 years.
- At year 6, Taranis will have the option of extending their contract with the developers. At that time, an evaluation of learning environment, authoring tool, and courseware will be conducted. Any additional costs that may be incurred due to updated processes, resources, or tools will cause the contract to be amended and/or renegotiated.



PROPOSED LEARNING ENVIRONMENT

COURSE MAINTENANCE

- The Company will provide a course evaluation for Taranis to use to conduct post-course student evaluations. The feedback will collect feedback from the learner that will be valuable to the developers. This takes some guess-work out of data collection for monthly course maintenance requests.



TIMELINE

FEB
4

NEEDS ANALYSIS

- Meet with customer to determine instructional need.
- Collaborate to determine desired outcomes.
- Provide proposal to customer.

FEB
11

COURSE OUTLINE

Provide customer with a course outline to include:

- Objectives
- Module/lesson outline
- Resources
- Assessments
- Checklist development for "pre-test"

MAR
4

MODULE DESIGN

Prototype module will be submitted to the customer to illustrate course structure. Module should also provide example of how learners will be engaged and assessed in the learning.

MAR
30

COURSE PROTOTYPE

Customer will be provided a prototype of the completed course to review for accuracy, grammar, and overall functionality.

APR
30

COURSE SUBMISSION

Upon completion of customer updates (based on feedback from course prototype), a final version will be released to customer.

REFLECTIONS

STUDIO ROUNDTABLE FEEDBACK

Due to missing the roundtable discussions, I am unable to provide information on key pieces of feedback received or revisions made based on peer reviews.

