**Pearson Canada: Recruitment and Selection Overview**

**Summary**

In this experiential learning module, the learner takes on the role of a human resources practitioner at Intuition Wells, a mid-sized information technology company specializing in cybersecurity. The leadership team at Intuition Wells is fully committed to their employees and has made it clear that they are the company’s most important asset. To support this commitment, the company is implementing an employee wellness and retention program. This program will include hiring trained chefs to make healthy meals for staff, as well as wellness professionals such as private nurses, personal trainers, and yoga instructors.

Hiring for such a diverse set of roles keeps the human resources department on its toes, as each hire requires customized recruitment strategies, screening tools, and interview questions. As the new human resources practitioner, the learner will need to create a recruitment campaign, screening tool, and set of interview questions for one of four roles that Intuition Wells is hiring for.

**Learning Objectives**

Throughout the learning module, the learner will:

* Evaluate and analyze organizational requirements
* Create an empirically-based recruitment campaign
* Recommend a job-specific candidate screening tool
* Create an empirically-based and legislatively sound employee selection interview
* Respond appropriately to an ethical challenge

**Skills Experienced and Assessed**

1. Critical analysis and problem-solving
2. Empathy and emotional intelligence
3. Navigating logistical constraints
4. Professional ethics

**Example Video Resources**

* [Mentor Introduction](https://ametroslearning-1.wistia.com/medias/egm416q4mz)
* [Designing Interview Questions](https://ametroslearning-1.wistia.com/medias/rjzof4m2d1)

**Outcome**

Learners will experience the logistical challenges presented by complex and urgent position recruitment. They will navigate a variety of situations using emotional intelligence and professional ethics.

**Timeline**

* The learning module will take learners 2 to 3 hours to complete.
* This learning module typically runs over a period of 2 to 4 weeks.

**Implementation Options**

In order for the learning module to provide detailed individualized feedback to learners, an instructor will need to grade submitted assignments within the module. However, there are a few options for how this module may be implemented.

Option 1 - An instructor assigns the full learning module as an assignment. The instructor provides feedback on three learner submissions on the Ametros platform.

Option 2 - The instructor selects one or two of the assignments that are most applicable to their course curriculum and uses those parts of the module only.