

Staff Induction Programme

Background

The Council for Curriculum, Examinations and Assessment (CCEA) is a unique educational body in the UK, bringing together the three areas of curriculum, examinations and assessment. It advises Government on what should be taught in Northern Ireland's schools and colleges; it monitors the quality and standard of qualifications offered by awarding bodies in Northern Ireland, and it awards a diverse range of qualifications including GCEs, AS Levels, GCSEs, Entry Level Qualifications and Graded Objectives.

Challenge

As part of an initiative to improve the organisational induction programme, CCEA asked Aurion Learning to develop interactive learning materials for new recruits. In particular, CCEA wanted a CD-ROM based e-learning programme to provide new employees with an overview of CCEA's organisational structure, organisational policies and procedures. This CD-ROM would be sent to new recruits prior to them starting work.

Solution

We worked closely with CCEA to story board, script and produce suitable learning content for the e-learning induction programme. The finished product incorporates 30 minutes of audio visual content, animated quizzes and games. New



recruits are welcomed to the company by a personal video message from the CEO. They learn about CCEA's structure and their role in the company through colourful onscreen graphics and a number of video messages from key departmental managers. New recruits are also given information about learning and development opportunities and given access to a number of downloadable resources such as key policies, procedures and forms.

Aurion Learning also supported CCEA design and deliver a comprehensive pilot and evaluation of the e-learning programme and assisted in the rollout and launch.

Outcomes

Our induction CD-ROM allows CCEA to:

- begin the induction process as soon as they award a job to an individual;
- inform new recruits about the organisation prior to them commencing work; and
- dedicate more time to important activities at the induction training day such as health and safety procedures and data protection policies.

It also played an important role in helping CCEA to achieve the IIP accreditation.

Client says:

"Having worked with the Aurion team on a number of e-learning projects to date we are confident that in Aurion we have an experienced e-learning partner that brings to the table a unique blend of educational design expertise, software development skills and creative flair."

Andrew McAfee,
Multimedia and ICT Manager, CCEA