**CareerHub Interview Simulation Proposal**

**Issue to solve:** Students are suggested to go through CareerHub modules to access resources outside of drop-ins and appointments. However, there is a lot of passive learning that is taking place; students might know all there is to in an interview, however, there is not practical aspect through CareerHub beside personal, self-reflection of their answers. Spending only 5-10 minutes on the site (according to Jen during a team meeting), it likely that students are not retaining that knowledge. Additionally, knowledge can only go so far in helping students – practice is more applicable and relative for situations such as a job interview. Thus there needs to be a more engagement with the student for them to apply their knowledge.

**Proposed solution:** Thus, one solution would be to have an interview simulation hosted on CareerHub. This activity would be similar to the format of the Office Politics game from PD1. There will be interview questions that the student must answer, along with feedback after each answer that will have links to CareerHub or a couple of sentences that explain a better answer. At the end there will be the verdict of whether the student has been hired. This activity can be used instead as a substitute for the activities that are currently in place to complete the pre-requisites for an appointment.

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| **Pros:** | **Cons:** |
| * Active learning for the student, requires the student to apply their knowledge, not just say they know how an interview goes * Games are generally made to be engaging and fun, might attract more students to play/replay * With active feedback and a “good ending”, this might encourage students to replay the activity again with the intent of performing better * Provides respite from the text format encountered on CareerHub, variation * Provides services outside of drop-ins and appointments that are responsive for the student | * Will this actually encourage students to perform better, will they try to improve? * It is hard to find balance between difficult questions and trivial ones to make this useful * An interview is so variable with so many different ways it could happen, there might not be the possibility of replacing a mock-interview * There cannot be program or position-specific questions to be asked since there are so many different options within each type of position, let alone jobs in each program * A more complex progression will be much more costly to make in both time and money * This may not be used often, or frequently * The answers that are given might lead students to think there is one correct answer for each scenario |

**Simulation format options:**

1. Students go through a linear, points-based interview.
   * Points are awarded/deducted based on multiple choice answers (Career Advisors will determine what the types of answers will be)
   * The question order will be randomized for variability as well as the answer order
   * There are a few possible end results based on threshold reached through points
   * This will the simplest to complete, but the least interactive for the student; least benefit
2. Students go through multiple branching options with tailored endings
   * Points are not necessarily included, but there is some memory of which questions have been asked, which will shape the questions that follow it.
   * Some questions are locked behind certain paths based on how the student answered a question.
   * The interview has many ending points
   * This is much more complex to create, but will be much more reminiscent of an interview format where the interview changes based on what the student says. Still limited to multiple choice type questions
   * A combination of 1 and 2 can be created as a reasonable project
3. Students use their own answers and the entire interview is AI-directed (I wish)
   * This interview system is very complex: the order of questions is not set, instead, a large pool of all possible questions and answers are created, and based on the progression of the student, there will be multiple endings.
   * This can be made in text-based game type, where students type their answers and AI will determine the correct response.
   * In theory, program specific questions and answers can be implemented as well as implementation of real position interviews.
   * This is near impossible currently, would be very expensive and time-costly, but it would essentially act as a real interview
   * **NOTE:** This is very unfeasible, just a possibility to keep morale high

**Thoughts to consider:**

* What are the needs of the students at? Are other aspects in need of more attention/is this necessary right now?
* How to integrate software such as DecisionSim and Storyline with CareerHub and pre-requisites (Scorm compliance)?
* How to design a good simulation learning tool?
* Price and available resources: is this feasible?
* Who will complete the project? What is the timeline?

**Next Steps:**

1. Meet with Katie to discuss the idea in more detail
2. Show examples of each type of game to Geff to see which would be feasible
3. Determine the people who will complete this project
4. Determine the learning outcomes of the game
5. **Receive confirmation from CEL that a game can be implemented in CareerHub: Get their approval**
6. Plan out the layout of the game
7. Talk to Career Advisors about the responses and answers
8. Set-up gitlab with CEL or some other version control
9. Work on project