



wripac

*“Promoting excellence in
personnel selection practices”*

Join us in Orange County

Training January 25, 2012 & **FREE Meeting** January 26 - 27, 2012

| LOCATION

Crowne Plaza / Anaheim Resort

www.anaheim.crowneplaza.com

12021 Harbor Boulevard, Garden Grove, California 92840

| HOTEL RESERVATIONS

Cutoff date of January 3, 2012

Reservations: <https://resweb.passkey.com/go/30e2b30c> or
1-866-888-8891. Be sure to mention Group Code WRI

| HOTEL RATES

\$115 room rate (plus tax and resort fee) space is limited

Complimentary self-parking or \$16 valet

Super shuttle from John Wayne Airport for approx. \$10/person. See
guest services rep. at island marked “Van Shuttle Service.”

| TRAININGS

Choose one of the following two trainings available January 25th

Fee: \$125 / members or \$150 / non-members

Time: 8:30 - 4:30

DEVELOPING AND ADMINISTERING STRUCTURED INTERVIEWS

Trainer: Mike Willihnganz

RECRUITMENT AND SELECTION PLANNING FOR TODAY’S LABOR MARKET

Trainer: Shelley Langan

**REGISTER FOR THE MEETING AND
TRAINING AT WWW.WRIPAC.ORG**

www.wripac.org

RESOURCES | CURRENT TRENDS | TRAINING | NETWORKING

“Promoting Excellence in
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**JOIN WRIPAC IN ORANGE COUNTY
AT THE CROWNE PLAZA ANAHEIM RESORT
TWO TRAINING COURSES AVAILABLE ON JANUARY 25, 2012
FREE MEETING JANUARY 26 - 27, 2012**

The day before each FREE two-day informal WRIPAC meeting, WRIPAC offers at least one WRIPAC training course. The full day of training is available for a low fee and discounts are offered to members. At the January meeting, two WRIPAC trainings will be offered. On January 25th, choose from one of the two trainings described below.

RECRUITMENT AND SELECTION PLANNING FOR TODAY'S LABOR MARKET | This one-day class, taught by Shelley Langan, provides a methodology for how to choose the right selection procedures and recruitment strategies for any type of job to meet the needs of an organization's staffing model through an understanding of appropriate selection techniques, the market place, organizational staffing needs, and available resources. Through a combination of discussion, practical examples, and hands-on exercises, this course includes:

- legal foundations for selection, including an overview of the requirements for content validity
- establishing the linkage between job analysis and selection planning
- consideration of recruitment and its impact on selection planning
- an overview of test types and administration
- discussion of sequencing, weighting, and scoring various test parts
- maximizing technology and on-line resources for recruitment and testing
- documenting the selection planning and recruitment process and analyzing its effectiveness.

DEVELOPING AND ADMINISTERING STRUCTURED INTERVIEWS | This one-day class, taught by Mike Willihnganz, reviews the latest interview research and addresses the entire structured interview lifecycle, from job analysis and question development through the training of interview panel members and administration and scoring process. Through the combination of individual and small-group exercises, this highly interactive class covers structured interview theory and concepts; the use of job analytic data in developing structured interview questions; question formats; the use of rating scales and scoring criteria; candidate scheduling, panel member training content; and administration issues. This workshop will help human resources practitioners improve the validity, reliability, efficiency, and defensibility of oral boards.

TRAINING FEE | \$125 / member or \$150 / non-member

TIME | 8:30 a.m. - 4:30 p.m.

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