

WRIPAC SERVICES - TRAINING DIRECTORY

Job Analysis Training (Two-day course)

This course is based on the traditional model of content validation, which involves the identification of critical tasks and associated knowledge, skills, and abilities used as the foundation for development of selection procedures.

Job Analysis Training (One-day course)

This course is an abbreviated version of the job analysis methodology developed by WRIPAC. This method consists of nine steps designed to identify the essential job tasks and accompanying knowledge, skills, and abilities required to satisfactorily perform those tasks.

Item Writing Workshop (One-day course)

Covers the full range of topics for effective item writing including: concepts of reliability and validity, cost effectiveness of written tests, form and content issues, how to construct specific components of test items, common item writing errors and targeting specified job knowledge levels.

Interpreting and Analyzing Item Analysis Data (One-day course)

This Workshop will address the concepts of validity and reliability; techniques for improving test reliability; the interpretation of an item analysis report; and the use of item analysis data to improve test items as well as the test as a whole.

Pass Point Setting (One-day course)

Through the use of hands-on activities and discussion, participants will be provided with a practical process for setting sound, legally defensible pass points.

Selection Planning (One-day course)

Participants will learn how to choose the right selection procedures for any type of job by considering their unique organizational staffing needs and available resources.

Easier, Speedier and Still Valid (One-day course)

The purpose of the workshop is to provide practical approaches to making selection processes more efficient without sacrificing quality.

Functioning as an Internal Consultant (One-day course)

Focuses on selection programs and how to develop internally and work with customers to provide professional, quality service that is focused, marketing agency services, changing your image with your clients, creating a customer focus and several others.

Hiring Superstars (One-day course)

Participants will learn more about why hiring in the public sector differs from the private sector. The class is interactive and participants will have the opportunity to develop and participate in mock interviews.

Legal Aspects of Selection (One-day course)

This training session begins with a general overview of the federal and state legal systems and will then provide attendees with an understanding of statutory law, case law, and professional guidelines and standards that impact selection programs.

Assessment Centers (One-day course)

Participants will learn about the design and implementation of assessment centers used in the selection process.

FOR MORE INFORMATION GO TO MEETING AND TRAINING CALENDAR or WATCH FOR UPCOMING TRAINING MEETINGS.

Typically the training programs and meetings are held in January, May, and September. The meetings rotate throughout California. Every other year we have one meeting in either Arizona or Nevada. Special training programs are also posted on the website and are scheduled throughout the year in various locations.