

## 9.5: Discussion- Onboarding, Training, and Developing Employees

In our professional experiences, most of us have been frustrated with coworkers that didn't know everything they needed to know and cost their employer money(or their coworkers time) needlessly. A good plan for onboarding and training can engage employees and save money.

### Discussion Prompt

Think about a time when you wished your coworkers had received more training in their positions. Then, use the ADDIE method to develop a training program for those coworkers, using your own knowledge as the basis for that training program. If you haven't been employed before, or if you don't remember an instance where coworkers needed training, create a fictional scenario.

Once you've created your own training program, review two training programs created by your classroom peers. Did they complete all the steps of ADDIE? Did they give you any ideas about your own training program?

### Grading

Share your opinions below and respond to two of your classmates' thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	<b>0 pts</b> No post made	<b>5 pts</b> Post is either late or off-topic	<b>10 pts</b> Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers' presentations	<b>0 pts</b> No response to peers	<b>2 pts</b> Responded to only one peer	<b>5 pts</b> Responded to two peers	5 pts
			<b>Total:</b>	<b>15 pts</b>

### Contributors and Attributions

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