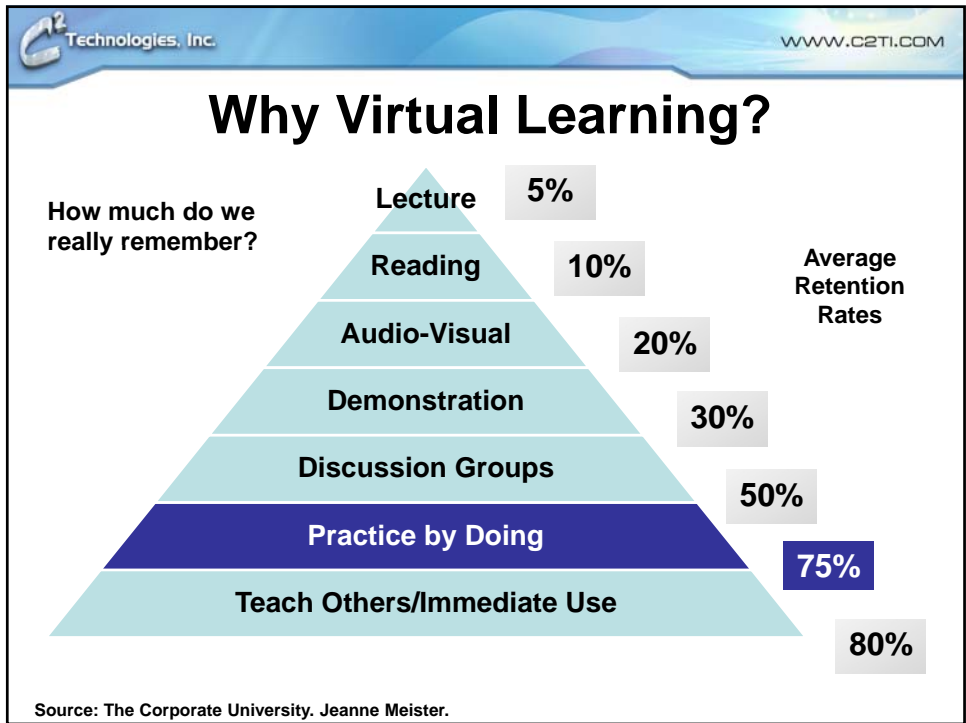


VIRTUAL ONBOARDING FOR NEW EMPLOYEES


Presentation by Dolly Oberoi, CEO & Samir Morankar, ISD

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Why Virtual Training Environments?


				
Multi-Sensory	Multi-Modal	Interactive	Experiential	Collaborative

← **Has the ability to change behavior!** →


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- The concept of the Virtual Orientation Center (VOC) started from a larger effort at NRC – The Advanced Training Methods (ATM) Project
- ATM Project Purpose – to help NRC identify where ATMs could be effectively employed in their agency-wide training efforts

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- **The Beginning**
 - Orientation program was 1 day of swearing in, paperwork, tours, etc.
 - Boring
 - De-motivating
 - Why don't we do something neat with orientation? We could show them all the buildings and where things are!
 - Security issues!!!
 - Is building location really what new hires need to know anyway?
 - So let's step back – why would orientation be a good place to start?
 - We want to catch people's attention right away about why this is a great place to work. **We want to make sure they make it to us!**
 - We want to change the culture of the agency and how they look at training to match trends in the way people gather information.

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- **VOC Target Audience**
 - New hires who have received an offer letter, but are waiting for the clearance process to be completed and a start date to be assigned
- **Mission**
 - The VOC should allow the new employee to explore, in a non-linear fashion, a fictional web-based, 3D virtual orientation center
 - Must be **motivational** and **informational**

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Virtually Universal Topics

- Why You Made a Good Choice
- History of the Agency
- Agency Mission, Organizational Chart, and Locations
- Introduction to Leadership
- Required Training for New Hires
- Career and Personal Advancement Opportunities
- What do I need to do before my first day?
- What do I do on my first day?
- What makes this a Best Place to Work in the Federal Government
 - Work Schedules, Pay, and Leave Options
 - Tuition Assistance
 - Parking and Transportation Benefit
 - Employee Welfare and Recognition
 - Groups and Organizations
 - Child Development Center
 - Energy Federal Credit Union
 - Fitness Center
 - Dining Options
 - Health Clinic

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Topics Translated to Design

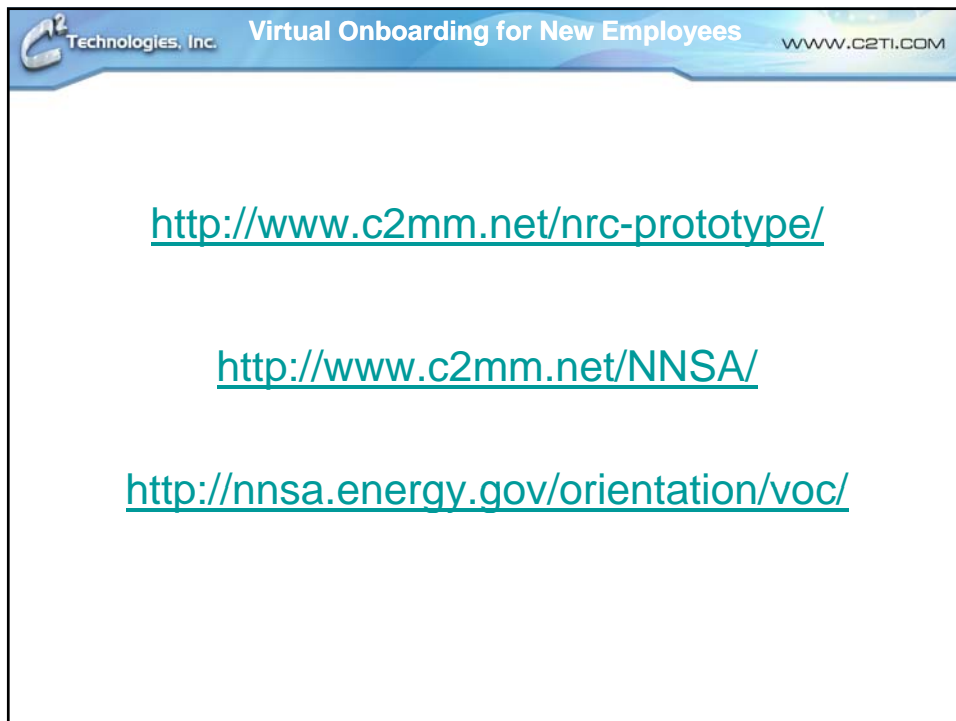
Room/Lobby	Topics
Main Lobby	• Introduction
Lobby A	• Why You Made A Good Choice • Child Development Center • Fitness Center • Health Clinic • Parking
Lobby B	• Dining Options • Energy Federal Credit Union
First Floor Hall	• History of the NRC
Room 1A	• NRC Mission • NRC Organizational Chart • NRC Locations
Room 1B	• NRC Commission • Open Collaborative Work Environment
Room 1C	• Tuition Assistance • Groups and Organizations • Transportation Benefits • Employee Welfare and Recognition
First Floor Elevator Bay	• Quick Facts
Second Floor Elevator Bay	• Quick Facts • Work Schedule • Pay • Leave
Second Floor Hall	• Quick Facts
Room 2A	• Benefits
Room 2B	• Required Training for New Hires • Career and Personal Advancement
Third Floor Elevator Bay	• Quick Facts
Third Floor Hall	• Quick Facts
Room 3A	• What do I need to do before my first day? • What do I do on my first day? • New hire checklist

Use your mouse or arrow keys to move around the room. Click on room names for more information.

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Design with the End in Mind

- Currently in Flash, can use other programming platforms such as HTML5 or Unity
 - Room components are built in 3D, rooms captured with 360° rotation, but we limited free-range motion to make this more versatile and easy to update
- Navigation is based on a core set of functions
 - Can just “drop in” a new room, level, etc. without new coding
- Transitions to spaces instead of full walk-throughs in every area
 - No need to update a full map or “world” to add in another space
- 508 accessible
- SCORM conformant



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