



wripac

*“Promoting excellence in
personnel selection practices”*

Join us in San Jose

Training May 9, 2012 & FREE Meeting May 10 - 11, 2012

| HOTEL

Radisson Plaza Hotel San Jose Airport

1471 North Fourth Street, San Jose, California 95112. Make reservations by April 20th at www.radisson.com/wripac or call 1-800-395-7046. The WRIPAC rate is \$121/night (plus tax and fees). Shuttle service is available to and from the airport and hotel.

| TRAINING &

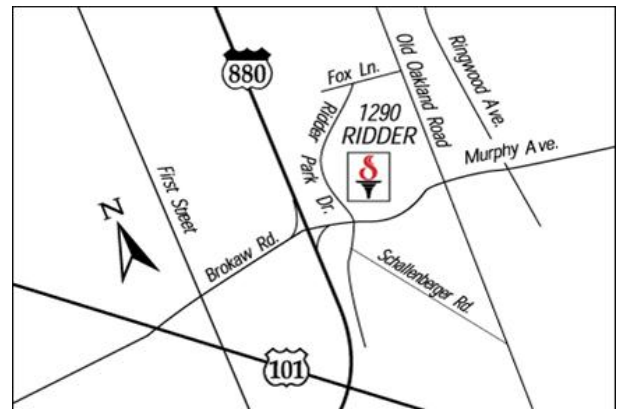
MEETING LOCATION

Santa Clara County

Office of Education

1290 Ridder Park Drive, San Jose

A daily shuttle for 15 people is available from the hotel to the training and meeting location.



| TRAININGS

Choose one of the following two trainings available May 9, 2012

DEVELOPING AND ADMINISTERING STRUCTURED INTERVIEWS

Trainer: Mike Willihnganz

PASS POINT SETTING: ADDING VALUE TO WHO MAKES THE CUT

Trainer: Shelley Langan

Fee: Early registration (by April 27th) \$125/members or \$150/non-members. Late registration \$150/members or \$175/non-members.

Time: 8:30 a.m. - 4:30 p.m.

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

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**JOIN WRIPAC IN SAN JOSE
TWO TRAINING COURSES AVAILABLE ON MAY 9, 2012
FREE MEETING MAY 10 - 11, 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 May meeting, two WRIPAC trainings will be offered. On May 9th, choose from one of the two trainings described below.

PASS POINT SETTING: ADDING VALUE TO WHO MAKES THE CUT

| This one-day class is taught by Shelley Langan. Pass points signify the most basic of decision points in a testing procedure. Pass points on employment tests are most frequently used to differentiate among those individuals who demonstrate possession of required job-related qualifications and those who do not. Topics of discussion in this course will include the legal requirements of pass point setting, the intended and inadvertent uses of pass points, and the background rationale of pass point use. Participants will be introduced to the many considerations in setting effective pass points with an emphasis on the following:

- Job-relatedness
- Legal defensibility
- The utility of sound pass point setting practices

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

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 | Early registration (by April 27th) \$125/member or \$150/non-member. Late registration (after April 27th) \$150/member or 175/non-member.

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

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