

KENYEH GANDA

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SENIOR INSTRUCTIONAL DESIGNER | LEARNING EXPERIENCE STRATEGIST

Senior instructional designer with experience leading enterprise learning initiatives across corporate and higher education environments. Specializes in aligning learning programs with business objectives, designing scalable digital learning solutions, and using analytics to improve training effectiveness and operational performance. Experienced in cross-functional collaboration with SMEs, project managers, and leadership to deliver measurable learning outcomes.

EXPERIENCE

OVER J CONSULTING | LOS ANGELES, CA

SENIOR INSTRUCTIONAL DESIGNER

01/2025 - PRESENT

Lead the design and delivery of enterprise learning solutions for utilities industry clients, supporting workforce capability development, compliance training, and performance improvement initiatives.

- Lead end-to-end design and development of scalable eLearning aligned with operational and regulatory requirements.
- Partner with SMEs, project managers, and business stakeholders to define learning objectives, success metrics, and performance outcomes.
- Design interactive digital learning using Articulate Storyline 360, Rise, and multimedia tools, ensuring SCORM/xAPI compatibility and LMS deployment readiness.
- Implement data-driven evaluation strategies using learner feedback, completion data, and performance metrics to improve training effectiveness.
- Mentor junior instructional designers and contribute to internal knowledge-sharing and design standards.
- Manage multiple learning projects simultaneously, overseeing timelines, deliverables, and stakeholder communication.
- Ensure compliance with accessibility standards (WCAG), brand guidelines, and continuing education requirements.

INSTRUCTIONAL DESIGNER

04/2024 - 01/2025

Designed targeted learning solutions for utilities training organizations, translating business requirements into effective instructional strategies and digital learning experiences.

- Conducted training needs analysis and collaborated with stakeholders to identify skill gaps and performance challenges.
- Designed interactive learning assets including scenario-based learning and multimedia instructional materials.
- Developed performance-based assessments and evaluation frameworks to measure training effectiveness.
- Partnered with SMEs to convert technical content into clear, learner-friendly training materials.
- Maintained course documentation and development workflows to support efficient project delivery.

COLUMBIA WEST COLLEGE | Los Angeles, CA

INSTRUCTIONAL DESIGNER & CURRICULUM DEVELOPER

09/2019 - 09/2024

Led curriculum design initiatives and digital learning development across multiple academic programs while supporting institutional learning strategy and instructional innovation.

- Designed and developed curriculum and digital learning materials to support diverse learner populations and program outcomes.
- Integrated instructional technologies to create interactive and accessible learning experiences.
- Applied learner feedback and performance data to continuously improve course design and instructional effectiveness.
- Partnered with faculty and academic leadership to identify curriculum gaps and implement program improvements.

CO-CHIEF ACADEMIC OFFICER

01/2023 - 09/2023

Provided strategic leadership for academic programs, overseeing curriculum quality, faculty performance, and compliance with accreditation standards.

- Directed academic planning and program evaluation initiatives across multiple departments.
- Led faculty recruitment, onboarding, and professional development initiatives.
- Oversaw curriculum review and program improvement processes aligned with accreditation requirements.

ESL INSTRUCTOR / CURRICULUM SPECIALIST

10/2017 - 08/2023

- Delivered language instruction, established assessment frameworks, and developed curriculum materials.

LOS ANGELES CITY COLLEGE | Los Angeles, CA

ESL INSTRUCTOR / CURRICULUM DEVELOPER

09/2021 - 09/2024

- Designed ESL curricula using technology-enhanced learning for varied proficiency levels.
- Developed digital learning resources and assessments to support instructional goals.

EDUCATION

MASTER OF SCIENCE | INSTRUCTIONAL DESIGN AND TECHNOLOGY (IDT)

CALIFORNIA STATE UNIVERSITY - FULLERTON | FULLERTON, CA

MASTER OF ARTS | TEACHING ENGLISH AS A SECOND LANGUAGE (TESL)

NORTHEASTERN ILLINOIS UNIVERSITY | CHICAGO, IL

BACHELOR OF ARTS | COMMUNICATION, MEDIA, ARTS & THEATER (CMAT)

CHICAGO STATE UNIVERSITY | CHICAGO, IL

SKILLS

- Performance Consulting & Learning Analytics
- Learner Needs Analysis & Gap Assessment
- Training Effectiveness & Evaluation (SCORM & xAPI)
- Curriculum Development & Program Mapping
- Articulate Storyline 360 & Rise
- LMS Administration & Course Deployment
- Cross-Functional Collaboration & Engagement
- Agile Project Management & Team Mentorship

LICENSES & CERTIFICATIONS

Interactive and Immersive Experiences with Generative AI - Coursera

Issued 05/2025

AI Certification for L&D - 360 Learning

Issued 12/2024