

KENYEH GANDA

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EXPERIENCE

OVER J CONSULTING | Los Angeles, CA

SENIOR INSTRUCTIONAL DESIGNER

01/2025 - PRESENT

- Lead the end-to-end instructional design process to develop scalable, learner-centric training programs for the Utilities industry.
- Apply adult learning principles, ADDIE, SAM, and Bloom's Taxonomy to create effective eLearning, blended, and instructor-led solutions.
- Collaborate with SMEs, project managers, and stakeholders to define learning objectives, scope, and success metrics.
- Design training content using tools like Articulate Storyline 360, Rise, and Vyond, ensuring SCORM/xAPI compatibility.
- Develop performance-based assessments, knowledge checks, and quizzes aligned with measurable learning outcomes and utilize data analytics and learner feedback to evaluate instructional effectiveness.
- Mentor junior designers, promote learning technology adoption, and support knowledge-sharing across teams.
- Manage course development projects, including timelines, deliverables, and documentation, using tools like Microsoft Teams and ensure compliance with brand standards, accessibility (WCAG), and CPE requirements.

INSTRUCTIONAL DESIGNER

04/2024 - 01/2025

- Analyze business needs and lead the comprehensive design and development of tailored learning solutions for training organizations in the utilities industry.
- Leverage adult learning principles and innovative methods to design, develop, and refine learning assets.
- Review solutions against set objectives, brand standards, and Continuing Professional Education (CPE) criteria.
- Collaborate with Subject Matter Experts (SMEs) on course design and development.
- Craft supplemental materials such as audio, video, simulations, and role-plays to enrich the learning experience and create assessments and quizzes to gauge course effectiveness.
- Oversee project documentation and maintain course folders, ensuring effective communication and delivery of training materials to internal and external stakeholders.
- Employ advanced skills in eLearning authoring tools and instructional design software.

COLUMBIA WEST COLLEGE | Los Angeles, CA

INSTRUCTIONAL DESIGNER / CURRICULUM DESIGNER AND DEVELOPER

09/2019 - 09/2024

- Designed and developed curriculum materials using instructional design principles to support diverse learner needs.
- Led curriculum planning and optimization to improve learning outcomes and engagement.
- Integrated learning technologies to create interactive and accessible course content.
- Applied continuous improvement through learner feedback and performance data.
- Championed inclusive design practices and accessibility standards.

CO-CHIEF ACADEMIC OFFICER

01/2023 – 09/2023

- Provided academic leadership and oversight of program design, delivery, and evaluation.
- Directed strategic academic planning and compliance with accreditation standards.
- Conducted assessments to improve student outcomes and faculty performance.
- Led recruitment, training, and retention initiatives for instructional staff.

ESL INSTRUCTOR / CURRICULUM SPECIALIST

10/2017 – 08/2023

- Delivered impactful ESL instruction and authored engaging, learner-centered course content.
- Developed evaluation rubrics to ensure instructional quality and curriculum alignment.
- Applied adult learning theories and instructional design principles to optimize instructional delivery.
- Created content to meet diverse learning objectives, enhancing learner outcomes and engagement.
- Established assessment frameworks to support scalable, data-driven training initiatives.

LOS ANGELES CITY COLLEGE | Los Angeles, CA

ESL INSTRUCTOR / CURRICULUM DESIGNER AND 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.
- Collaborated with faculty and administrators to identify curriculum gaps and implement solutions.
- Innovated course structure and content delivery to improve learner outcomes.

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)

NORTHEASTERN ILLINOIS UNIVERSITY | Chicago, IL

SKILLS

- Instructional Design (Addie, SAM, Bloom’s Taxonomy)
- Assessment & Evaluation (Kirkpatrick, xAPI, SCORM)
- Curriculum Development & Program Mapping
- Adult Learning Theories & Instructional Strategies
- Learning Experience Design (LxD)
- Articulate Storyline 360 & Rise
- LMS Administration & Integration
- Adobe Creative Cloud
- Interactive & Experiential Learning Design
- Learner Needs Analysis & Gap Assessment
- Training Effectiveness Measurement & Analytics
- Cross-Functional Collaboration & Engagement
- Team Leadership & Mentorship
- Agile Project Management & Deployment

LICENSES & CERTIFICATIONS

Interactive and Immersive Experiences with Generative AI
Coursera

Issued 05/2025

AI Certification for L&D
360 Learning

Issued 12/2024