

KENYEH GANDA

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EXPERIENCE

SELECTED CLIENTS:

OPTIMUM VOCATIONAL AND DAY SERVICES | Madison, WI

CONTRACT INSTRUCTIONAL DESIGNER

07/2026 – PRESENT

- Partner with leadership and SMEs to develop onboarding and training solutions that translate policies, procedures, and operational content into eLearning, facilitator materials, job aids, assessments, videos, and performance support.
- Translate complex job responsibilities and service procedures into clear, practical learning experiences that prepare employees to support individuals with disabilities in workplace and community settings.
- Develop process and scenario-based training and assessments covering job coaching, client support, safety, documentation, workplace expectations, and operational procedures to strengthen employee decision-making and consistent performance.

WINNING TOUCH TENNIS | Princeton, NJ

CONTRACT INSTRUCTIONAL DESIGNER

05/2026 – PRESENT

- Partner with the business owner and subject matter expert to identify training needs and develop learning solutions for coaches and employees.
- Design and develop eLearning, facilitator materials, job aids, assessments, videos, and performance support that translate coaching processes and operational procedures into clear, structured training for employees and coaches.
- Develop standard operating procedures and process documentation to support onboarding and day-to-day operations.

OVER J CONSULTING | Los Angeles, CA

SENIOR INSTRUCTIONAL DESIGNER

01/2025 – 07/2026

- Lead end-to-end instructional design for technical and operational training programs, from needs analysis and learning objectives through development, implementation, and evaluation.
- Partner with engineers, technical SMEs, project managers, and business stakeholders to translate complex processes, systems, and technical content into clear, learner-focused training.
- Design eLearning, instructor-led, blended, microlearning, job aids, and performance support solutions using adult learning principles and instructional design methodologies including ADDIE and SAM.
- Collaborate with SMEs, project managers, and stakeholders to define learning objectives, project scope, and success metrics.
- Develop interactive learning using Articulate Storyline 360, Rise, Vyond, Adobe Creative Cloud, and multimedia tools while ensuring SCORM/xAPI compatibility.
- Create performance-based assessments, knowledge checks, scenarios, and learner activities aligned with measurable learning objectives.
- Manage course development projects, timelines, deliverables, and stakeholder communication across multiple concurrent initiatives.
- Mentor junior designers, support knowledge-sharing across teams, and contribute to improving internal design processes.
- Ensure learning materials are accessible, visually engaging, and aligned with organizational standards.

INSTRUCTIONAL DESIGNER

04/2024 – 01/2025

- Analyzed business and learner needs to design and develop tailored learning solutions for corporate training environments.

- Designed engaging eLearning, blended learning, and learner support materials using instructional design best practices.
- Created supplemental learning assets including audio, video, simulations, role-plays, and interactive activities to enhance learner engagement.
- Collaborated closely with SMEs to translate complex information into clear, learner-friendly content.
- Developed assessments and knowledge checks to measure learning effectiveness and reinforce learner retention.
- Maintained project documentation and organized course assets to support efficient development and delivery workflows.

COLUMBIA WEST COLLEGE | Los Angeles, CA

INSTRUCTIONAL DESIGNER & CURRICULUM DEVELOPER

09/2019 - 09/2024

- Designed and developed curriculum and digital learning materials aligned with learner needs and program objectives.
- Integrated instructional technologies to create interactive and accessible learning experiences.
- Applied learner feedback and performance data to improve course effectiveness and learner engagement.
- Collaborated with faculty and leadership teams to identify curriculum gaps and implement learning improvements.
- Supported diverse learners through learner-centered instructional strategies and inclusive design practices.

CO-CHIEF ACADEMIC OFFICER

01/2023 - 09/2023

- Provided leadership and oversight for academic program design, delivery, and evaluation initiatives.
- Directed academic planning and supported faculty development and training initiatives.
- Collaborated with leadership teams to improve processes, communication, and instructional effectiveness.

ESL INSTRUCTOR / CURRICULUM SPECIALIST

10/2017 - 08/2023

- Delivered engaging instruction and developed learner-centered curriculum materials for diverse audiences.
- Designed assessments and evaluation rubrics to support instructional quality and learner success.
- Applied instructional design principles and adult learning strategies to improve learner engagement and retention.

LOS ANGELES CITY COLLEGE | Los Angeles, CA

ESL INSTRUCTOR / CURRICULUM DEVELOPER

09/2021 - 09/2024

- Designed ESL curriculum and digital learning resources for learners with varying proficiency levels.
- Developed assessments and instructional materials aligned with learning goals and learner outcomes.
- Collaborated with faculty and administrators to improve curriculum structure and learner experience.

EDUCATION

M.S. INSTRUCTIONAL DESIGN AND TECHNOLOGY (IDT) - CALIFORNIA STATE UNIVERSITY - FULLERTON | FULLERTON, CA

M.A. TEACHING ENGLISH AS A SECOND LANGUAGE (TESL) - NORTHEASTERN ILLINOIS UNIVERSITY | CHICAGO, IL

B.A. COMMUNICATION, MEDIA, ARTS & THEATER (CMAT) - CHICAGO STATE UNIVERSITY | CHICAGO, IL

SKILLS

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| • Instructional Design (ADDIE, SAM, Bloom's Taxonomy) | • LMS Administration & Integration |
| • Learning Experience Design (LxD) | • Adobe Creative Cloud |
| • Articulate Storyline 360 & Rise | • Interactive & Experiential Learning Design |
| • Multimedia Learning Development | • Learner Needs Analysis & Gap Assessment |
| • Assessment & Evaluation (SCORM, xAPI, Kirkpatrick) | • Cross-Functional Collaboration & Engagement |
| • Curriculum Development & Program Mapping | • Agile Project Management & Deployment |

LICENSES & CERTIFICATIONS

Interactive and Immersive Experiences with Generative AI - Coursera | Issued 05/2025

AI Certification for L&D - 360Learning | Issued 12/2024