

Quincy Rodriguez

Instructional Designer

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- *Results-driven Instructional Designer with 6+ years of experience architecting engaging learning solutions that drive measurable business outcomes across corporate and healthcare environments*
- *Proven track record of reducing training development time by 35% while increasing learner engagement scores by 40% through innovative use of microlearning, gamification, and scenario-based design*
- *Expert in Articulate 360 Suite and Adobe Creative Cloud with advanced skills in learning analytics, accessibility compliance, and mobile-responsive design*
- *Collaborative partner skilled in extracting knowledge from subject matter experts and translating complex technical content into digestible learning experiences for diverse audiences*
- *Strong project management capabilities with experience leading cross-functional teams and managing multiple concurrent projects using ADDIE and SAM methodologies*

WORK EXPERIENCE

MedTech Solutions Inc.

March 2021 - Present

Senior Instructional Designer

- Architected comprehensive onboarding program for 1,200+ healthcare professionals, reducing time-to-competency from 6 weeks to 3.5 weeks while maintaining 96% certification pass rates
- Collaborated with 15 subject matter experts using structured interview techniques and cognitive task analysis to develop 25 interactive eLearning modules on medical device protocols
- Designed and implemented microlearning strategy using Articulate Rise 360, achieving 89% voluntary completion rates and 45% improvement in knowledge retention scores
- Led transition from legacy LMS to new platform, creating migration strategy and training 200+ administrators across 12 regional offices
- Developed accessibility-compliant learning materials following WCAG 2.1 standards, ensuring 100% compliance with Section 508 requirements
- Managed \$150K annual training budget while reducing per-learner development costs by 28% through strategic use of templates and rapid authoring tools

Corporate Learning Partners

June 2019 - February 2021

Instructional Designer

- Created 40+ custom eLearning courses for Fortune 500 clients using Articulate Storyline 360, Adobe Captivate, and Camtasia, serving over 5,000 learners annually
- Implemented scenario-based learning approach for compliance training that increased engagement scores by 52% and reduced regulatory violations by 30%
- Conducted comprehensive needs analyses for 8 client organizations, identifying performance gaps and designing targeted interventions that improved job performance metrics by average of 25%
- Developed mobile-responsive learning solutions optimized for field workers, resulting in 78% completion rate on mobile devices
- Established quality assurance processes that reduced course revision cycles from 4 rounds to 2, accelerating project delivery by 3 weeks on average
- Mentored 3 junior instructional designers on advanced Storyline techniques and instructional design methodologies

Austin Community College

August 2017 - May 2019

Learning Specialist

- Designed and facilitated professional development workshops for 150+ faculty members on online pedagogy and educational technology integration
- Transformed 20 traditional face-to-face courses into hybrid and fully online formats using backward design principles and Universal Design for Learning framework
- Collaborated with IT department to implement and customize Moodle LMS, training 200+ users and creating comprehensive

user documentation

- Conducted learning analytics assessments that identified at-risk student patterns, leading to intervention strategies that improved course completion rates by 18%
- Developed video-based learning resources using Camtasia and Adobe Premiere, creating library of 100+ instructional videos with average engagement time of 85%

TechStart Solutions

January 2016 - July 2017

Training Coordinator

- Designed and delivered new employee orientation program for rapidly scaling startup, onboarding 200+ employees while maintaining consistent quality and company culture alignment
- Created just-in-time training materials for software updates and new feature releases, reducing support tickets by 40% and improving user adoption rates
- Established learning management system from ground up, evaluating vendors, managing implementation, and creating governance structure for content management
- Developed assessment strategies and performance support tools that improved software proficiency scores by 35% across all user groups

SKILLS

eLearning Development Tools

- Articulate 360 Suite (Expert - 60+ courses developed)
- Adobe Captivate (Advanced - Responsive design and VR integration)
- Camtasia & Vyond (Advanced - Video-based learning and animation)
- Adobe Creative Cloud (Intermediate - Photoshop, Illustrator, Premiere Pro)

Learning Design Methodologies

- ADDIE & SAM Models - 6 years application in corporate and academic settings
- Bloom's Taxonomy & Gagne's Nine Events - Curriculum architecture and assessment design
- Microlearning & Mobile Learning - Just-in-time training and performance support
- Universal Design for Learning (UDL) - Inclusive design principles

Technical Skills

- HTML/CSS - Course customization and responsive design
- Learning Analytics - Google Analytics, xAPI/Tin Can API, SCORM
- LMS Administration - Moodle, Canvas, Cornerstone OnDemand
- Accessibility Standards - WCAG 2.1, Section 508 compliance

Project Management & Collaboration

- Agile for Learning Development - Rapid prototyping and iterative design
- Stakeholder Management - SME interviews and consensus building
- Virtual Facilitation - Zoom, Teams, WebEx training delivery
- Documentation - Technical writing and process development

EDUCATION

University of Texas at Austin

2017

Master of Education in Educational Technology

- Thesis: "Impact of Adaptive Learning Technologies on Adult Learner Engagement in Corporate Training Environments"
- Relevant Coursework: Learning Sciences, Human-Computer Interaction, Assessment and Evaluation, Research Methods
- GPA: 3.9/4.0

Texas State University

2015

Bachelor of Arts in Psychology

- Concentration: Cognitive Psychology and Human Factors
- Relevant Coursework: Cognitive Psychology, Statistics, Research Design, Human Learning and Memory
- Magna Cum Laude, GPA: 3.7/4.0

CERTIFICATIONS

Certified Professional in Learning and Performance (CPLP)

2020

ATD

Articulate Storyline 360 Advanced Certification

2021

Articulate

Google Analytics Individual Qualification (IQ)

2020

Google

Section 508 Trusted Tester Certification

2019

DHS

AWARDS & RECOGNITION

Excellence in Learning Innovation Award

2022

MedTech Solutions Inc.

Recognized for developing VR-enhanced medical device training that reduced hands-on practice time by 50% while improving competency assessment scores by 30%

Brandon Hall Group Bronze Award

2021

Brandon Hall Group

Best Use of Microlearning - Awarded for "Compliance in 5" microlearning series that achieved 94% completion rate and 40% improvement in policy adherence across 2,000+ learners

Outstanding Graduate Student Award

2017

UT Austin College of Education

Selected from 200+ graduate students for academic excellence and research contribution to educational technology field

PUBLICATIONS & THOUGHT LEADERSHIP

Making Compliance Training Stick: A Microlearning Approach

March 2022

Training Industry Magazine

The ROI of Accessible Design in Corporate eLearning

September 2021

eLearning Industry

From Classroom to Boardroom: Adapting Academic Design Principles for Corporate Training

June 2020

ATD Blog