

CAREY APPLGATE

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I am a senior learning experience designer with 15+ years of experience in instructional design, content development, project management, team leadership, and education research. My specialty is in story design that enhances learning experiences, and I have a proven track record for creating proactive, outcome-driven, human-centered projects that deliver across a variety of modalities.

PROFESSIONAL EXPERIENCE

Learning Experience Designer | Instructor | Content Writer | Editor

August 2005 – Present

Freelance | remote

- Clients have included DesignXHumanity, Bradley University, North Carolina Department of Public Instruction, Illinois Central College, Illinois State Writing Project, University of Wisconsin – Eau Claire, Illinois State University Graduate School, and Coker University
- Project managed, developed, and delivered blended and online courses, instructor-led training, microlearning, and train-the-trainer workshops for a variety of audiences by creating content maps, coordinating with subject-matter experts, graphic artists, technologists, project managers, researchers, and other cross-functional stakeholders in a short timeframe
- Coordinated closely with clients and subject-matter experts to ensure that digital, blended, and in-person learning experiences were optimally designed to achieve business and academic goals and desired learning outcomes
- Consulted with clients on eLearning development, learning and leadership development, content writing, academic and technical editing, and LMS administration

Senior Instructional Designer | Project Manager | Quality Control

February 2021 – Present

Texas State Technical College | remote

- Designed 13 45-minute online modules and developed 3 accessible, hybrid 45-minute modules and assessments over 2 months affecting 300 learners in HVAC, writing, and critical analysis
- Developed 30 job aids (one-pagers, step-by-step instructions, internal website content, infographics, videos, etc.) and delivered 50 virtual instructor-led trainings for up to 80 stakeholders over 6 months in the areas of performance-based education, competency creation, and authentic assessments affecting 4000 learners
- Designed and facilitated quality control process for 20 programs containing 302 courses with 2000 modules over 10 months impacting 4000 learners
- Facilitated development of 10 competency-based digital credentials (badges) and program-level objectives for 12 programs moving into an online/hybrid, performance-based model with a cross-functional team over 3 months for 1500 learners
- Provided project management for a team of 5 IDs working with 40 SMEs to develop 400 eLearning modules over 7 months for 1000 learners in computer programming, writing and critical analysis, electrical lineworking, and architecture and design

Director of Education | Program Manager

March 2019 – February 2021

Neighborhood House/Common Place Family Learning Center | IL

- Developed and led biweekly trainings for up to 40 tutors and 10-12 staff members in best practices, classroom management, connecting with students, adult learning, pedagogy, and on-demand topics affecting 400 learners
- Managed 4 programs, including day-to-day scheduling, budgeting, staff, implementation of program and agency policies, provision of outreach/mentoring to students, grant writing, and records/reporting practices
- Coordinated the transfer of education programs – including over 200 youth and adult learners, 6 staff members, and thousands of materials – after agency acquisition

English Education Professor | Instructional Designer | Researcher | Program Manager

August 2011 – May 2019

University of Wisconsin – Eau Claire | WI

- Created and facilitated over 300 learning modules – including instructor-led training, train-the-trainer job aides, organizational tools, instructional videos, and observation protocols – used by 2500 learners in the areas of technical writing, composition and rhetoric, critical studies, and English education
- Used data and metrics to manage English/language arts programs and projects supported by university and state grant funding, including needs assessment, project design, budgeting, research (surveys, interviews, observations, and other mixed-methods and qualitative research strategies), recruitment, supervision of up to 15 individuals, international travel, project implementation, and evaluation
- Provided regional and national train-the-trainer presentations 30+ times and authored 8 peer-reviewed chapters/articles about instruction, instructional technology, equity, popular culture, and effective writing
- Mentored 15-20 instructors per year in eLearning strategies, literacy education, adult-learning theory, and instructional technology over the course of 8 years

English Education Instructor | Instructional Designer | Instructional Technologist | Researcher

August 2006 – August 2011

Illinois State University | IL

- Created and facilitated over 100 learning modules – including instructor-led training, train-the-trainer job aides, organizational tools, instructional videos, and observation protocols – used by 500 learners in the areas of technical writing, composition and rhetoric, and English education
- Mentored 100 K-16 instructors in eLearning strategies, literacy education, adult-learning theory, and instructional technology over 5 years

TECHNOLOGY TOOLS

Articulate Storyline & Rise
Camtasia
Snagit

Vyond
Smartsheet
Learning management systems

Google Suite
Microsoft 365
iSuite

SKILLS & PREFERRED FRAMEWORKS

Project management
Scenario-based eLearning
Instructor-led training (ILT/VILT)
Design thinking

Story design
Microcredentials/badging
ADDIE
Agile/LLAMA

Quality control
Action mapping
Interpersonal communication
Managing up and down

EDUCATION

Certificate in Instructional Design and Online Learning

IDOL Academy

Certificate in Instructional Design

University of Illinois

Doctorate of Philosophy in English Education

Illinois State University

Master of Arts in Curriculum & Instruction

University of Mississippi

Bachelor of Arts in English

Illinois State University