

Channara Chea

Portfolio: www.CheaWorx.com

Senior Instructional Designer | Learning Experience Designer | LMS & Learning Technology Leader

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Senior Instructional Designer and Learning Technology Leader with 15+ years of experience designing scalable learning solutions for enterprise, government, and technical audiences. Expertise includes instructional design, Articulate Storyline and Rise development, LMS administration, certification programs, learning analytics, performance support tools, and learner experience design. Proven success partnering with subject matter experts to transform complex technical content into engaging, measurable learning experiences that drive performance and compliance outcomes. Experienced leading distributed courseware teams and managing enterprise learning ecosystems supporting over 1,300 learners.

EDUCATION

Cameron University
Bachelor of Science: Multimedia Instructional Design

Completion Date:
May 2009

Oklahoma State University
Masters in Educational Technology

Completion Date
Summer 2024

TECHNICAL SKILLS

Instructional Design & eLearning • Articulate Storyline 360 & Rise 360 • Adobe Captivate • ADDIE, SAM, Adult Learning Principles • SCORM 1.2 & 2004 • Assessment & Certification Development • Microlearning Design • SME Collaboration & Content Translation	Learning Technologies • Moodle LMS Administration & Configuration • Learning Analytics & Reporting • Certification & Qualification Management • Learner Experience Design (LXD) • HTML5 Course Publishing
Web & Collaboration • HTML/CSS • SharePoint • Virtual Instructor-Led Training (vILT) • Microsoft 365 Suite	Content Development & Media • Adobe Creative Cloud (Photoshop, Illustrator, Premiere Pro, Audition, Animate) • Video Production & Editing • Graphic Design & Animation

EXPERIENCE

Delaware Resource Group
Courseware / Instructional Design Manager
September 2021 – Present

- Lead instructional design and courseware development efforts supporting multiple government and corporate training programs across geographically distributed teams.
- Manage enterprise Moodle LMS serving 1,300+ learners, including certification tracking, reporting, recertification workflows, and compliance management.
- Direct geographically distributed instructional design teams across multiple states.

- Establish instructional design standards, SCORM compliance, accessibility requirements, and quality assurance processes.
- Partner with SMEs and stakeholders to translate complex technical content into engaging learning experiences.
- Design certification programs, assessments, qualification frameworks, and learner performance measurement strategies.

Oklahoma Tax Commission

Training & Curriculum Manager

September 2020 – September 2021

- Designed and standardized learning programs across 15 departments and multiple business functions.
- Rapidly acquired knowledge of tax operations, compliance requirements, and departmental workflows to create targeted learning solutions.
- Implemented and administered a Moodle-based LMS from the ground up, supporting approximately 500 employees.
- Developed eLearning courses, performance support tools, job aids, and blended learning solutions to support workforce development.
- Leveraged Adobe Creative Cloud and authoring tools to create engaging, accessible, HTML5-based learning experiences.
- Expanded distance-learning capabilities during COVID-19 by establishing scalable online learning infrastructure and content delivery processes.

Aviation Training Consulting, LLC

Instructional Designer / eLearning Developer / Graphic Artist

March 2013 – September 2020

- Designed and developed instructor-led and computer-based training solutions for technical and operational audiences.
- Applied ADDIE methodologies to conduct analysis, develop learning objectives, and create instructional materials.
- Built SCORM-compliant eLearning solutions using Adobe Captivate and supporting multimedia technologies.
- Developed interactive learning activities, simulations, knowledge checks, and assessments to improve learner engagement and retention.
- Collaborated with SMEs and project stakeholders to transform technical content into learner-centered training solutions.
- Produced custom graphics, infographics, animations, and multimedia assets supporting both training and proposal development efforts.
- Assisted in the development and administration of the company's internal LMS to support employee training and compliance requirements.

Northrop Grumman

Multimedia / Captivate Developer

June 2012 – February 2013

- Developed interactive computer-based training solutions using Adobe Captivate.
- Created multimedia assets including graphics, audio, animations, and interactive learning components supporting technical training programs.
- Collaborated with instructional designers, SMEs, and stakeholders to develop engaging learner experiences.
- Supported LMS-delivered training solutions and virtual learning initiatives.
- Developed expertise in multimedia production, eLearning development, and learning technology integration.

Cosmetics Specialty Labs, Inc.

Graphic Designer / Web Developer

June 2005 – June 2012

- Designed branding, packaging, catalogs, and marketing materials for consumer product lines.
- Developed and maintained company web presence using Adobe Creative Suite and Dreamweaver.
- Collaborated with customers and stakeholders to create visual communication solutions aligned with business objectives.