DAVID SAPP

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DIRECTOR, INSTRUCTIONAL DESIGN — SENIOR E-LEARNING SPECIALIST
~Bridging performance and learning gaps through impactful learning and development strategies. ~

Service-driven Learning & Development Specialist with a robust track record in creating data-driven, learner-centered training initiatives across international environments. Expert in leveraging instructional design methodologies to craft scalable solutions that maximize engagement and performance. Skilled in designing 508-compliant content and utilizing various technologies to foster inclusive, effective learning environments. Adept at evaluating program success and refining strategies based on performance metrics to ensure improvement.

KEY VALUE PROPOSITION:

→ ***Learning Experience Design:*** Crafts learner-first experiences rooted in adult learning theory, integrating accessible formats and interactive elements to drive deeper engagement and retention across audiences.
→ ***Strategic Learning Alignment****: Translates organizational goals into targeted learning strategies that bridge performance gaps, improve training ROI, and build workforce capability at scale.
→ ***Collaborative Enablement:*** Builds strong partnerships with cross-functional teams and leadership to co-develop meaningful, data-informed learning initiatives that empower teams and reinforce business objectives.

CORE COMPETENCIES:

Instructional Design | Curriculum Development | E-Learning Strategy | Program Evaluation | Performance Metrics
Needs Assessment | Remote Learning Solutions | Stakeholder Communication | Assessment & Data Analysis | Adult Learning Theory
Project Management | Multi-Cultural Sensitivity | Cross-Functional Leadership & Collaboration | Strategic Thinking | Team Coaching

Technical Skills: Adobe XD | Articulate 360: RISE, Storyline | Captivate | Google Workspace (Google Docs, Google Drive, Google Forms) | MacOS | Microsoft Office Suite (Excel, PowerPoint, Word) | Vyond | Learning Management Systems (LMS)

PROFESSIONAL EXPERIENCE

E-LEARNING SPECIALIST

METCOR/LSI, Washington, DC   **September 2023 - Present**

Develop training materials—including presentations, guides, and storyboards—tailored to different learning styles and audience needs. Test and troubleshoot web-based training courses to ensure full functionality and compliance. Build interactive eLearning modules that promote engagement and improve knowledge retention.

KEY IMPACT & CONTRIBUTIONS:

- **Continuously improved individual and team performance** by mentoring colleagues, reviewing content for quality and consistency, and **bridging skill gaps through targeted knowledge sharing.**
- **Increased learner engagement and accessibilit**y by designing 508-compliant, interactive web-based training (WBT) materials and creating master templates to streamline course development.
- **Enhanced training effectiveness** by embedding multimedia elements to support various learning styles.
- **Accelerated learning impact** by proactively researching complex topics to serve as a Subject Matter Expert (SME), ensuring course relevance and alignment with evolving industry standards.
- **Optimized learning outcomes** through continuous iteration of instructional content using adult learning theory and instructional design best practices.
- Recognized as a top-performing employee for consistently delivering high-quality, impactful training solutions.

ACADEMIC DIRECTOR, LEARNING DEVELOPMENT SPECIALIST

Yihai International, Beijing, China   **August 2020 - July 2023**

Designed learning programs to support organizational growth and learning of over 3,000 students. Collaborated with cross-functional teams to assess training needs, develop content, and implement scalable learning solutions. Oversaw program effectiveness through continuous evaluation, stakeholder feedback, and performance metrics.

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KEY IMPACT & CONTRIBUTIONS:

- **Developed a data-informed evaluation system** to measure curriculum effectiveness and alignment.
- **Increased student engagement by +10%** after driving strategic updates to pedagogical approaches.
- **Facilitated professional development for 40–50 staff,** focusing on differentiated instruction, inclusive practices, and student support strategies.
- **Reduced behavioral incidents by +25%** by promoting an environment that supports diverse learner needs.
- **Consistently met KPIs and organizational objectives** by delivering high-quality initiatives within strict deadlines; maintained program quality and efficiency during a period of rapid institutional expansion.

INSTRUCTIONAL DESIGNER, LEARNING EXPERIENCE DESIGNER

TLC Edu *(Contract),* Beijing, China	2020 - 2022
Beile Education, Beijing, China	2019 - 2020
Dankook University *(Contract),* Seoul, South Korea	2018

Developed engaging learning materials (eLearning modules, project-based lessons) tailored to diverse learner needs. Aligned curricula with organizational goals. Applied instructional design principles to create effective training solutions. Continuously refined courses based on learner feedback and performance data.

KEY IMPACT & CONTRIBUTIONS:

- **Created 100+ custom project-based lessons**, incorporating slide decks, job aids, and interactive games tailored to individual learning styles and stakeholder needs.
- **Designed and launched 10+ fully remote courses** for 100+ students, including eLearning, Zoom sessions, and self-paced content, with built-in remediation opportunities to address individual learning gaps.
- **Revamped curricula and lesson presentations**, integrating personalized feedback and re-learning opportunities based on responses from students.
- **Led the development of 5+ courses**, utilizing data-driven practices, refined evaluation systems, and built-in feedback milestones to support personalized learning and foster better communication with stakeholders.
- **Boosted pass rates by 10%** by applying adult education theory, defining clear objectives, researching learning styles, and using ADDIE and ARCS models to design interactive content.

ADDITIONAL EXPERIENCE

Summer Instructor | Dankook University	2018 - 2018

EDUCATION

Bachelor of Secondary English Education & Communication | Ferris State University	2018