

Derek Dorsett

Senior Instructional Designer / L&D Engineer

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PROFESSIONAL SUMMARY

Senior instructional designer (12+ years) who designs, builds, measures, and governs audit-defensible compliance learning for regulated and defense-sector environments. End-to-end ownership from regulatory analysis and curriculum architecture, to hand-coded accessible HTML/CSS/JS interactions, to enterprise LMS delivery, to measured effectiveness and audit-ready reporting. I build the system and the governance, not just the slides.

CORE COMPETENCIES

Instructional Systems Design (ADDIE, Bloom's, Gagné) | Learning Experience Design (LXD) | eLearning & Authoring Tools | ISO 9001 & Quality Management Systems (QMS) | Safety & Compliance Learning Architecture | Audit-Ready Certification Design | Needs Analysis & Objective-to-Assessment Alignment | Front-End Development for Learning (HTML/CSS/JS, ARIA) | Learning Analytics (pre/post, SCORM, xAPI) | AI-Assisted Content Production | Accessibility (WCAG 2.1 AA, ADA) | Design Systems & UI Kits | Learning Program & Project Management (RACI)

PROFESSIONAL EXPERIENCE

Instructional Design Consultant (Contract), Beacon Hill Staffing Group

Confidential defense / advanced-manufacturing client | Sept 2025 - Present | Austin, TX

- Architecting the complete redesign of the client's enterprise safety-training program as sole designer and de facto program manager: a reusable shared-core spine feeding a full slate of equipment-specific certification courses, each paired with a facilitator guide and a standardized in-person practicum (in active build).
- Proved learning effectiveness with identical pre/post

surveys: a +1.3-point average self-reported knowledge/confidence gain on a 5-point scale, improvement in 100% of measured courses, and a 4.8/5 average rating across 200+ reviews and 3,000+ responses.

- Designed and developed a 10-course ISO 9001 Quality Management System curriculum (document control, corrective action/CAPA, calibration, nonconformance, internal audit, and related quality processes), deployed company-wide via enterprise LMS as sole author, developer, and media producer on a roughly four-week create-to-publish cycle.

- Hand-coded self-contained, accessible HTML/CSS/JS interactions (drag-and-drop card sorts, audit simulators, decision flows) as Articulate Rise web objects with full ARIA and keyboard support, engineering interactions in-house with no dedicated development team.

- Anchored every program to its OSHA/ANSI regulatory floor (e.g., 29 CFR 1910.178(l), ANSI A92) and built an audit-defensible certification-record system bridging asynchronous instruction to in-person practical evaluation; authored the governance model (SME-review playbook, RACI, go/no-go gates, and weekly leadership reporting).

- Built a versioned e-learning design system (CSS-token UI kit), an LMS integration specification (SCORM/xAPI completion model with a certification state machine in which completion does not equal certification until practical evaluation), a WCAG 2.1 AA implementation guide, and a suite of AI-assisted production tools that standardized and accelerated multi-course development.

Senior Learning & Development Specialist, Safety Services, Lower Colorado River Authority (LCRA)

Apr 2023 - June 2025 | Austin, TX

- Designed and delivered monthly enterprise safety training for 2,000+ employees across five business units, and led instructional design for annual Safety Week initiatives.

- Produced multimedia training assets (Storyline, Rise, Camtasia, Vyond), administered the LMS and SCORM-based reporting, and aligned training to regulatory and procedural standards.

Instructional Designer, Sales Enablement, LogicMonitor

Aug 2022 - Feb 2023 | Austin, TX

- Conducted enterprise needs analyses across sales segments, designed and co-facilitated company-wide learning events (QBR, SKO, Company Kickoff), and built product-marketing training aligned to revenue objectives.

Earlier Experience

- **Instructional Design Specialist**, Abilene Christian University (Remote), 2021-2022 - Administered Canvas LMS and instructional-design workflows; reduced development time ~20% and improved access for 2,000+ students.
- **Instructional Designer II (Grant-Funded)**, Miami Dade College, 2021 - Directed a DOE-funded faculty-development project and launched a multimedia content-creation lab.
- **Instructional Designer**, TCU & UNTHSC School of Medicine, 2019-2020 - Built blended learning and facilitated ILT/WBT supporting accreditation readiness.
- **Instructional Designer (Grant-Funded)**, University of Texas at Austin, 2018-2019 - Produced large-scale educator training; improved engagement for 11,000+ educators across Texas.
- **Instructional Designer**, University of Texas at Arlington, 2018 - Digitized training manuals and built HTML/CSS eLearning for 40,000+ LMS users.
- **Earlier:** Taught ESL in China and South Korea, advancing into branch-level curriculum design and program improvement; founded and registered an ESL micro-business branded around instructional design.

EDUCATION

- **M.S., Instructional Design & Educational Technology** - Texas A&M University-Corpus Christi, 2017 (GPA 3.75)
- **B.A., Art & Performance** - University of Texas at Dallas
- **A.A.** - Austin Community College

CERTIFICATIONS

ATD Master Trainer (2024) | ATD Managing Learning Programs (2024) | Quality Matters Peer Reviewer (PRC) | Applying the QM Rubric (APPQMR) | ADA & Web Accessibility (OLC) | Online Teaching with Accessibility Specialization (OLC) | Google Project Management | Adobe Train the Trainer | MicroMasters in Design Thinking (RIT) | Cambridge CELTA (2013)

TECHNICAL SKILLS

Articulate Storyline (9 yrs), Articulate Rise (5 yrs), Adobe Captivate, authoring tools | HTML, CSS, JavaScript (accessible Rise web objects) | SCORM, xAPI, LRS, LMS administration (Canvas, Blackboard) | Camtasia (6 yrs), Vyond (6 yrs), Adobe Premiere (15 yrs), Photoshop (15 yrs), Audition (20 yrs) | AI-assisted production (scripting, voiceover, captioning, image generation) and custom AI tooling | Canva, Graphic Design (15 yrs), Storyboarding