Thandiwe Okoro

Instructional Designer
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SUMMARY

Instructional designer with 4 years of experience building online and blended training for healthcare and software companies, working mainly in Articulate Storyline, Camtasia and Canvas LMS. Redesigned the onboarding course now completed by 400 new hires with a 92% pass rate, and cut average course build time by 30% with a reusable template library. Known for turning dense SOPs into clear, practice-based lessons.

EXPERIENCE

Instructional Designer — Meridian Health Partners

Richmond, VA · Jan 2023 – Present

- Redesigned the new-hire onboarding course for 400 employees a quarter, raising the final assessment pass rate from 78% to 92% and cutting time-to-productivity by 2 weeks.
- Built 14 Articulate Storyline modules on clinical documentation standards, replacing a 90-minute lecture with a 35-minute self-paced course.
- Partnered with 6 subject matter experts in pharmacy and nursing to convert 3 outdated SOPs into scenario-based e-learning, cutting reported documentation errors by 18%.
- Introduced a reusable slide and interaction template library in Storyline, cutting average course build time from 6 weeks to 4.

Junior Instructional Designer — Bluegate Software

Richmond, VA · Jun 2021 – Dec 2022

- Wrote storyboards and built Captivate modules for a 10-course onboarding path used by 150 new engineers.
- Ran usability sessions with 12 new hires on a draft compliance course, cutting confusing navigation steps from 9 to 2.
- Migrated 25 legacy PowerPoint trainings into Canvas LMS, adding knowledge checks to each.

SKILLS

Authoring: Articulate Storyline and Rise, Adobe Captivate, Camtasia, Vyond

LMS: Canvas, Cornerstone, Docebo, SCORM/xAPI packaging

Design: ADDIE and SAM models, needs analysis, storyboarding, assessment design

Collaboration: SME interviews, stakeholder reviews, project scheduling in Asana

CERTIFICATIONS

Certified Professional in Learning and Performance (CPLP), 2022

EDUCATION

M.Ed. Instructional Technology, University of Virginia, 2021

Fictional example by FindAJobAI: the person, employers and numbers are invented.