

# DUSTIN CRNKOVICH

Instructional Designer | Learning Experience Designer

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## PROFESSIONAL SUMMARY

Learning developer with 6+ years of experience driving outcomes through curriculum architecture, LMS optimization, and AI-enhanced content development. Proven track record leading ANSI-accredited programs and scalable training solutions using ADDIE and SAM. Expert in translating complex regulatory and technical content into engaging, accessible experiences grounded in adult learning theory and Bloom's Taxonomy across ILT, VILT, and asynchronous eLearning modalities.

## PROFESSIONAL EXPERIENCE

### Founder | Powerlevel LLC | Oct 2023 – Present | [powerlvl.co](https://powerlvl.co)

- Founded an innovative skills-focused training company with proprietary LMS and content authoring for low-cost training solutions.
- Managing client relationships and ensuring high-quality, accurate, cost-effective solutions that meet business objectives.

### Instructional Designer | Lindenwood University | Sep 2025 – Feb 2026 | Remote

- Established the LUAO program in 60 days using ADDIE, designing 23+ online courses across AI, mathematics, political science, criminal justice, etc., with strategic CLO and MLO alignment using Bloom's Taxonomy.
- Partnered with faculty SMEs to create storyboards, facilitator guides, ILT/VILT materials, and AI-resistant assessments. Drove QA initiatives remediating hundreds of content issues; ensured Title II and WCAG 2.2 compliance.

### Lead Instructional Designer | Career Highways, Inc. | Sep 2024 – Mar 2025 | Remote

- Designed competency-based training programs using ADDIE and Kirkpatrick evaluation frameworks. Developed an enterprise SEL curriculum with storyboards, video scripts, and blended learning.
- Produced interactive SCORM-compliant eLearning modules, job aids, facilitator guides, training decks, and technical documentation optimized for learner engagement.

### Senior Instructional Designer | Green Flower | Jul 2021 – Nov 2024 | Remote

- Spearheaded the Cannabis Handler Certificate (CHC), the industry's first ANSI-accredited program under ASTM D8403-21.
- Directed full lifecycle development of 15+ certification programs from needs analysis through launch, creating storyboards, video scripts, facilitator guides, and SCORM/xAPI-compliant eLearning.
- Owned enterprise LMS administration, including platform architecture, learner pathway curation, cohort management, and Kirkpatrick-aligned performance analytics. Led cross-functional collaboration with SMEs and legal/compliance teams to deliver ILT, VILT, and asynchronous content.

### Operations Agent | Training Lead | Best Buy / Geek Squad | Mar 2018 – Jun 2021 | Aurora, CO

- Designed and facilitated onboarding training for new Consultation Agents, developing training materials, job aids, and performance support tools. Applied adult learning principles to coaching and knowledge transfer initiatives.

## SKILLS & EXPERTISE

**Instructional Design:** ADDIE, SAM, Curriculum Architecture, Learning Experience Design, Storyboarding, Assessment Strategy, Competency Mapping, Bloom's Taxonomy, Kirkpatrick Model, Adult Learning Theory, Accreditation (ANSI/ASTM), QA, Accessibility (ADA/WCAG 2.2)

**Content Development:** ILT/VILT Design, eLearning (SCORM/xAPI), Blended Learning, Microlearning, Video Scripts, Facilitator Guides, Job Aids, Performance Support Tools, Training Decks, AI-Resistant Assessment Design

**Tools & Platforms:** Canvas LMS, Powerlevel LMS, Articulate Storyline, Rise 360, Adobe Photoshop, Premiere, Acrobat, Synthesia, PowerPoint, Figma, AI Tools (Claude, ChatGPT), Learning Analytics

**Leadership:** Cross-Functional Leadership, Stakeholder Management, Program Management, Content Strategy, Vendor Relations, Change Management, Needs Analysis

## EDUCATION

### Bachelor of Science in Business Administration | Pittsburg State University