

Charles Ostle

Senior Instructional Designer | charlesostle@gmail.com | (202) 368-4998

Executive Summary

Senior Instructional Designer with a record of developing high-impact, technology-driven learning solutions that enhance workforce performance. Combines deep instructional design expertise with strong project leadership and collaboration skills to deliver engaging, measurable results.

Authoring Tools

-Camtasia
-Synthesia
-Articulate Storyline 360
-Murf.AI
-Adobe Express
-PowerPoint
-Canva
-Vyond
-Rise 360

Learning Theories

-ADDIE
-Adult Learning Theory
-Andragogy
-Kirkpatrick
-LTEM Model
-Gagne’s Nine Events
-Accessibility
-SCORM

Skills

-AI Integration
-SME Collaboration
-Needs Assessment
-Learning Objectives
-Project Management
-Curriculum Writing
-Micro-Learning
-Online Learning
-Asynchronous Learning

Professional History

- **MedPro Healthcare Staffing** — Sunrise, FL
 - Senior Instructional Designer | Jul 2024 – Oct 2025
 - Instructional Designer II | Jul 2023 – Jul 2024
 - Instructional Designer | Jul 2022 – Jul 2023
- **Riviera Preparatory School** — Miami, FL
 - Educator | Aug 2021 – Jun 2022
- **The Field School** — Washington, DC
 - Educator / Advisor | Aug 2018 – Jun 2021

Key Instructional Design Achievements

- Led a successful migration of traditional training methods to an AI-driven ecosystem modernizing learning experiences and promoting interactive, multimedia-rich content.
- Started a Learning and Development colloquium for sharing professional development initiatives, fostering a learning culture.
- Prioritized accessibility in eLearning with universal design principles and multiple modalities.
- Microlearning integration - created small, targeted learning modules taken by 500+ employees

Selected Projects:

Training Program for Payroll New Hires

- Designed and implemented a technical training program for accounting staff, increasing employee retention by 50% in six months.
- Developed 25+ eLearning videos, job aids, and assessments to support onboarding and upskilling.
- Built a centralized LMS resource library to enable continuous learning and performance support.
- Boosted job satisfaction, engagement, and productivity through accessible, skill-focused training.

ASCP Preparation Program (American Society for Clinical Pathology)

- Created 75+ eLearning videos with SMEs for international ASCP candidates.
- Raised certification success rates through comprehensive test prep modules.

NCLEX Preparation Program (National Council Licensure Examination)

- Collaborated with RNs to develop 50+ eLearning videos.
- Enhanced learning outcomes for nurses pursuing certification

Education

- Master of Music, University of Maryland
- Bachelor of Music, Towson University

Leadership - Toastmasters International

- Sergeant at Arms (Officer)

Certificates

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| • ATD: Microlearning Certificate | • Instructional Design for eLearning | • Instructional Design: Models of Instructional Design Certificate |
| • Camtasia - Voyager Certification | • Instructional Design: Needs Analysis Certificate | • Instructional Design: Creating Video Training Certificate |
| • Camtasia - Explorer Certification | • Instructional Design: Adult Learners Certificate | • Newsela Certified Educator |
| • Learning Experience Design: NovoEd | • Instructional Design: Storyboarding Certificate | |

Portfolio

- <https://www.charlestaylorostle.com/>