

Janette Collier

LinkedIn Profile: <https://www.linkedin.com/in/janettecollierid/>

Online Portfolio: <https://www.jcollierlearning.com/>

Results-driven Instructional Designer/eLearning Developer with 15 years experience creating innovative, scalable learning solutions that align with organizational objectives and enhance workforce performance. Designed and developed eLearning modules, performance support tools, and presentations for up to 2,000 learners across 6 departments, resulting in improved knowledge retention and operational efficiency within 3 service lines. Passionate about leveraging innovative learning strategies to empower individuals and support organizational growth. Professional experience includes corporate learning and development, peer training, and classroom teaching.

CORE COMPETENCIES

Instructional Design and Development: ADDIE, Agile, SAM; eLearning tools (Articulate Storyline and Rise, Camtasia, Vyond, WellSaid Labs, PowerPoint); Adult learning theory

Training Delivery and Facilitation: Instructor-led Training (ILT), Virtual Instructor-led Training (VILT), multimedia creation

Project Management & Analysis: process streamlining, learning needs analysis, adopting emerging technologies.

CAREER HIGHLIGHTS

- Reduced onboarding time and improved process adherence for front desk associates across 87 locations in 15 states by designing, developing, and implementing a learning path of 6 eLearning modules featuring interactive process simulations.
- Accelerated time-to-competency for behavioral health employees by redesigning existing training videos to include interactive process simulations, resulting in improved knowledge/skill retention and faster onboarding.
- Boosted engagement and completion rates for 2,000 learners by designing, developing, and implementing mandatory annual quality and safety training using a highly interactive road trip simulation, resulting in improved compliance and learner satisfaction.

PROFESSIONAL EXPERIENCE

IVY REHAB NETWORK White Plains, NY | Remote

Jan. 2025-Aug. 2025

Comprehensive network of outpatient physical, occupational, speech, and ABA therapy clinics. Ivy Rehab Network comprises 600+ clinics across the U.S. with 5,000+ employees.

Instructional Designer

Responsible for design and development of enterprise-wide leadership training; provide support and consultation for learning developers throughout the organization; utilization of Articulate Storyline, Rise 360, TechSmith Camtasia.

- Supported revenue generation by developing a series of on-demand tutorials embedded in PowerBI dashboard.
- Mitigated technical issues and optimized workflows with the development of a series of job aides focused on eLearning development tools and LMS publishing, supporting content developers throughout the organization.
- Mitigated legal risks by collaborating with subject matter experts to design training resources addressing ADA requirements to better serve patients.
- Promoted career growth for clinical leaders through the design and development of skills-based, instructor-led training program.

PM PEDIATRIC CARE Lake Success, NY | Remote

2021-2024

Pediatric healthcare organization providing urgent care, behavioral and school health services, and telehealth to pediatric patients with 87 offices located in 15 states.

Learning and Development Specialist | Instructional Designer | eLearning Developer

Designed and developed training solutions for onboarding process, urgent care front desk processes, behavioral and school health service lines. Managed LMS; maintained and updated annual compliance and safety training; assisted in managing company intranet; utilized Articulate Storyline, Rise 360, TechSmith Camtasia, Vyond animation software, WellSaid Labs voiceover, and Adobe Creative Suite.

- Increased time of service (TOS) payments by 30% within 6 months with the development and implementation of TOS and credit card on file (CCOF) training modules for front desk associates.
- Reduced IT service desk calls during onboarding by 70% with the development and implementation of interactive flowchart for systems registration.
- Generated career growth opportunities for company leaders with the design, development, and implementation of Quality & Safety and Quality Improvement learning paths.
- Optimized onboarding training for new hires of school health service line with the design and development of training path consisting of 5 modules including interactive process simulations.

MAYPEARL INDEPENDENT SCHOOL DISTRICT Maypearl, Texas

2009-2021

Public school district providing educational services to students in grades pre-k through 12.

Instructional Designer | Classroom Educator | Facilitator

Designed and led instruction to accommodate learner variability. Adapted instruction for electronic applications and pursued development of technological skills. Facilitated peer professional development. Collaborated on a 5-member team to improve instruction and develop working relationships with managers and stakeholders.

- Optimized instructional methods for up to 40 instructors with the development of instructional guides suitable for 4 departments, supporting organizational initiative to improve learner performance in Language Arts skills.
- Increased learner performance by 5-15% every six weeks by redesigning curriculum to accommodate performance gaps reflected in data analysis.
- Increased skills growth of 100% of learners by developing an approach to implement and pilot a new learning program.
- Increased student skills growth by 10-15% within 6-8 weeks by developing a learning intervention course to address performance gaps.

EDUCATION

IDOL Courses Academy

Online career building for Instructional Design/eLearning

B.S. Human Services Management

University of Phoenix

General Studies/Education

Brigham Young University-Idaho