

# Randy Young, M.Ed.

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Instructional designer with 9+ years of experience designing impactful learning solutions in public health and regulatory environments. Skilled in designing learning pathways, stakeholder collaboration, and developing eLearning and blended training programs. Known for translating complex content into clear, engaging, and learner-centered experiences.

## Education

### ***Master of Education (M.Ed.) in Learning, Design, and Technology***

*Penn State University, 2020*

Graduate-level training in instructional design, with a focus on learning theory, instructional strategies, and the integration of technology to support education and training.

### ***Bachelor of Science in Education***

*Millersville University, 2013*

Undergraduate studies in education with an emphasis on cognitive psychology, anthropology, and history, building a strong foundation in learner behavior, cultural context, and instructional theory.

## Skills & Expertise

### **Instructional Design & Strategy**

- Curriculum Mapping
- Scenario-Based Learning
- Adult Learning Theory
- Blended Learning
- Competency-Based Design

### **Collaboration & Project Leadership**

- SME Collaboration
- Stakeholder Communication
- Grant-Funded Project Support
- Cross-Agency Coordination
- Virtual Team Collaboration

### **Tools & Technologies**

- Articulate Storyline (developing)
- Lectora / ReviewLink
- Camtasia
- Adobe Acrobat
- LMS Platforms

- Google Workspace, Microsoft Office
- AI Tools (ChatGPT, Canva AI, Copilot)

### **Evaluation & Support**

- Formative & Summative Evaluation
- Job Aid Development
- Instructor & Participant Guides
- Train-the-Trainer Design

## Professional Experience

### ***Instructional Designer***

Association of Food and Drug Officials (AFDO) | 2016 – Present

Randy transitioned into a full-time instructional design role after years of supporting training programs in a hybrid web and program support capacity. Building on that foundation, he now leads the design and development of national training initiatives focused on public health and regulatory compliance. His work directly supports federal grants, cross-agency collaborations, and the professional development of food and drug safety personnel across the country.

- Design and develop eLearning, blended learning, and instructor-led training for regulatory professionals
- Lead content development for FDA-funded projects focused on compliance and public health
- Collaborate with SMEs to design learner-centered, scenario-based content
- Supported successful submission of multimillion-dollar FDA training grants

### ***Program Coordinator (Web & Training Support)***

AFDO | 2006 – 2015

Originally hired as a web designer, Randy quickly took on a wider range of responsibilities at a growing nonprofit. His role evolved to support national training programs, digital content, and educational events.

- Maintained and updated the organization's website and learning content
- Supported early-stage training initiatives and digital asset prep
- Managed communication across teams and external partners
- Provided logistical support for in-person and online training events

### ***Substitute Teacher (Part-Time)***

Various School Districts (PA) | 2013 – 2015

Provided classroom instruction across secondary education settings while continuing part-time work with AFDO. Gained valuable insight into learner diversity and instructional clarity.