

# JENNIFER MOHR

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## WORK EXPERIENCE

### **Learning and Development Project Manager at Elwood Staffing**

Nov. 2019 - Present

- Managed the team, as well as vetted and prioritized projects to ensure the greatest impact on the company.
- Partnered with Operations to write SOPs and develop training for our new, proprietary applicant tracking system.
- Developed a system to predict future job performance of new hires and identify areas for remedial training.
- Monitored employee engagement and consulted with leadership to improve new hire experiences.
- Created multiple training programs that increased profitability and employee job satisfaction.
- Collaborated with Legal to develop, implement, and monitor annual employment law training.
- Analyzed LMS content yearly to measure the organizational impact, identify training gaps, and revise content.
- Worked with senior leadership and SMEs to create training for new company initiatives and processes. This was delivered in a variety of formats (interactive courses, job aids, videos, hands-on activities, workshops, etc.).
- Demonstrated mastery of all software utilized by the department, as well as an in-depth understanding of adult learning theory and effective course design.

### **Senior eLearning Developer at Elwood Staffing**

Feb. 2016 - Nov. 2019

- Developed a 5-hour interactive training program that helped recruiters double their amount of placements.
- Partnered with Marketing to offer voice talent and create recruiting videos for various social media platforms, billboards, and online orientations for our largest clients.
- Acted as the administrator and reporters writer for the Learning Management System (LMS).
- Created hundreds of customized reports that were automatically emailed to recipients. This empowered managers to have conversations with their employees about career progression and learning opportunities.
- Set up, assigned, administered, and continuously updated new hire orientation and other training programs.
- Monitored, evaluated, and recorded on-the-job training activities in the LMS.
- Automated numerous tasks using self-taught HTML skills that saved the company the cost of a full-time employee.
- Devised a data analysis framework that evaluated the efficiency, quality, behavioral impact, and accuracy of each learning program.

### **eLearning Developer at Elwood Staffing**

Nov. 2010 - Feb. 2016

- Transitioned new hire orientation from a one week in-person class to an interactive online onboarding program.
- Increased the company's learning library from 5 courses to hundreds of courses. Each topic aligned with the most pressing business challenges and skill gaps, as well as empowered employees to maximize their potential.
- Led the research and implementation of new eLearning authoring tools and our first Learning Management System.
- Created design standards and processes for the Learning and Development team, including the course development and analysis process. The micro learning concept, ADDIE and Kirkpatrick models, and scenario-based approach were implemented.
- Created custom solutions and industry-acknowledged programs for internal staff and large external customers.

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## EDUCATION

### **Associate Professional in Talent Development (APTD) at ATD Certification Institute**

Dec. 2017 - Present

This Talent Development credential involves studying for and passing a 2-hour timed exam. Exam topics include: assessing learning needs, developing and managing content using learning theory and science, facilitating and delivering training, instructional design, learning technologies, and evaluating learning impact. 40 recertification credits must be submitted and approved by ATD every 3 years.

### **Certified Staffing Professional at American Staffing Association**

Feb. 2011 - Present

This staffing credential involves studying for and passing a 2-hour timed exam. The exam focuses on state and federal employment law. 30 recertification credits must be submitted and approved by ASA every 3 years.

### **Bachelors of Arts (Journalism/Visual Communications) at Franklin College**

Aug. 2006 - May 2010

Students in the Pulliam School of Journalism study fine arts, graphic design, multimedia, communication law, photography, videography, and more.

During my studies, I was the:

- Editor of the *Literary Magazine*
- Photographer and Multimedia Specialist for *The Franklin* newspaper

In 2019, I received the *Pulliam School of Journalism Young Alumni Achievement Award*.

## SOFTWARE EXPERIENCE

- Audacity — 16 years
- Photoshop — 16 years
- InDesign — 16 years
- Microsoft Office Suite — 13 years
- Lectora Inspire — 13 years
- Camtasia — 13 years
- Snagit — 13 years
- Vyond (GoAnimate) — 11 years
- Captivate — 2 years
- CourseMill LMS — 11 years
- Adobe Premiere — 4 years
- Publisher — 3 years