

David Gonzales

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Learning Design & Enablement | Instructional Design | AI-Enabled L&D

PROFESSIONAL SUMMARY

Learning design and enablement leader with an MS in Instructional Design and Technology (CSU Fullerton, 2026) and 15+ years of instructional design, training, facilitation, and program management across workforce development, Disneyland Resort, and large-scale K-12 and youth programs. Designs learning with the ADDIE model, Bloom's Taxonomy, and adult learning theory, from needs analysis and learning objectives through development, implementation, and evaluation, and builds reusable job aids, templates, and training programs that scale across 100–200+ staff. Builds workplace AI capability: credentialed in Generative AI for Learning and Development (LinkedIn Learning Professional Certificate), AI literacy and AI upskilling for organizations, AI-powered personalized learning, and Academic Applications of AI (CSU, 2026). Ties learning to business impact, such as raising participant shift compliance from 60% to 91% to meet contractual client metrics.

CORE COMPETENCIES

Instructional Design: Learning Design, Enablement, Needs Analysis, Audience Analysis, Learning Objectives, Storyboarding, Curriculum Development, Learning Experience Design, eLearning Development, Job Aids, Instructor-Led Training and Workshop Facilitation, Assessment and Evaluation, Content Management

AI in L&D: Generative AI for Learning and Development, AI Literacy and Organizational AI Upskilling, AI-Powered Personalized Learning Plans; AI-Enabled Authoring and Design Tools: MindSmith, Claude Design

Methodologies: ADDIE Model, Bloom's Taxonomy, Adult Learning Theory, Hersey-Blanchard Situational Leadership

Tools: Articulate Storyline 360, Articulate Rise 360, Adobe Creative Suite (including Premiere Pro), Canva, Adapt LMS, Microsoft Office Suite (Word, PowerPoint, Excel, Outlook)

Professional: Client and Stakeholder Collaboration, Subject Matter Expert (SME) Coordination, Project Management, Program Measurement and Business Impact Reporting, Leadership Training, Public Speaking, Coaching and Mentorship

EDUCATION

California State University, Fullerton	Completed Summer 2026
Master of Science, Instructional Design and Technology (MSIDT)	
University of Massachusetts Global	Winter 2024
Bachelor of Arts, Organizational Leadership	

INSTRUCTIONAL DESIGN PROJECTS

California State University, Fullerton MSIDT Coursework and Capstone	2025 – 2026
- Created multimedia-rich storyboards and built interactive, computer-based learning modules in Articulate Storyline 360 and Rise 360. - Developed learner-centered content grounded in the ADDIE model and adult learning theory principles. - Conducted learner needs analysis and feasibility testing to evaluate effectiveness and inform design improvements.	

PROFESSIONAL EXPERIENCE

COPE Health Solutions Health Scholars	March 2026 – Present
<i>Workforce Development Program Manager & Career Coach</i>	
- Designed and developed training and a series of learning modules for COPE Health Scholars' in-house certificate programs, building reusable, scalable learning that has developed 350+ Scholars. - Manage and improve quarterly training and professional development workshops for a 200-participant workforce development program as the sole on-site Program Manager at a client site, providing mentorship, coaching, and professional development opportunities. - Raised participant shift compliance from 60% to 91% to meet contractual client metrics.	

- Conduct quantitative and qualitative analyses of program metrics to report service-line impact, identify risks to the client, and surface opportunities to demonstrate value to the client partner.
- Facilitate meetings and lead major projects, including seasonal programs and participant recruitment; met and exceeded the fiscal-year lead target despite starting from a large deficit.
- Partner with the Account Principal and cross-functional team members to identify opportunities to add client value through process improvement, PMO, and other firm services.

The Walt Disney Company | Disneyland Resort, Anaheim, CA

December 2022 – February 2026

Guest Talent Coordinator / Pre-Production Specialist

Part-Time, September 2023 – February 2026

- Presented and facilitated “The Technology of Disney Parks” educational program for middle and high school guest groups as part of Disney Imagination Campus.
- Co-facilitated performing arts workshops alongside Disney Teaching Artists and Clinicians (subject matter experts), coordinating with visiting group directors to optimize instructional time with students.
- Adapted content delivery in real time when groups arrived late, maximizing each group’s learning experience within the time available.
- Ensured educational and performing arts workshops were show-ready to Disney guest-experience standards; served as Back of House Lead preparing Imagination Campus operations at Disney California Adventure.

Boys & Girls Club of the West San Gabriel Valley & Eastside

April 2021 – December 2022

Director of Programs

- Developed staff training using the ADDIE model and Learning in Afterschool principles, focused on skill acquisition and mastery, with emphasis on implementation and evaluation to ensure training needs were met.
- Created job aids that helped staff apply contingency thinking in a team-based environment.
- Onboarded staff and delivered continuing education workshops across the organization; supervised a staff of 200+.
- Reviewed and created K-12 curriculum across four focus areas: Academic Success, Healthy Lifestyles, Good Character, and Citizenship.
- Increased club awareness by 35% by leading staff responsible for marketing and promotional materials, including mailings, flyers, and media releases.

Los Angeles Unified School District

September 2007 – June 2021

Area Program Supervisor

Part-Time, May 2022 – November 2025

- Trained and evaluated 100+ colleagues quarterly on conflict resolution, time management, organizational skills, leadership, effective site visits, and activity quality observation as part of the Program Quality Observation team.
- Developed a template to help team members complete agency review materials.
- Supervised 20+ school programs averaging 25,000+ in yearly attendance; developed academic, sports, and recreational events throughout the Los Angeles area.
- Supervised MOU implementation and provided technical assistance to community-based organizations (outside contractors) to ensure federal grant compliance.
- Recruited, selected, and supervised talent for specialized high school program vacancies.

CERTIFICATIONS

AI for Learning & Development

- Academic Applications of AI (AAAI), The California State University, Feb 2026
- Generative AI for Learning and Development Professional Certificate, LinkedIn Learning, Mar 2025
- Build AI Literacy in Your Organization as a Business Leader; A Practical Guide to Upskilling Your Organization on AI; Using Gen AI to Develop Personalized Learning Plans; The Future of Workforce Learning: AI-Powered Personalization for Skill Development; Generative AI in Learning and Development (LinkedIn, Mar 2025)

Other

- Adobe Certified Associate, Video Communication Using Adobe Premiere Pro, Adobe, 2016
- LAUSD Professional Readiness Institute for Management and Education
- Certificate of Instructional Design, Level I and Level II [CONFIRM STATUS: in progress or completed]

Volunteer: U.S. Air Force Auxiliary, Civil Air Patrol | Disney VoluntEARS