



Program Competencies	HPL Rating	Current Rating
Conduct environmental scans, using qualitative and quantitative methods, to identify and analyze learner, content, and contextual needs and resources to determine project scope	4	6
Create active, engaging, and accessible learning environments through images, words, videos, and animations	5	8
Resolve identified ethical, legal, and/or compliance-related implications of design	4	6
Translate content requirements from stakeholders (e.g., SMEs) into effective learning designs	4	8
Analyze evidence of effectiveness of designs for the purpose of improved learning	5	6
Analyze the instructional and design potential of new models, strategies and tools	4	6
Analyze existing and emerging technologies and/or social media to determine instructional efficacy	4	6
Apply appropriate technologies effectively to support face-to-face, online/mobile, and blended learning environments	4	8
Demonstrate a curiosity for continued learning by identifying emerging technology trends, delivery methodologies, and practices	5	6
Demonstrate expertise in recognizing and including the perspectives of participants and/or stakeholders in the design process (e.g., subject matter experts, educators, learning scientists, media designers, and technologists), in order to forge respectful and constructive working relationships	5	8
Demonstrate responsiveness to organizational culture, including the capacity to negotiate with others and manage change	6	6
Articulate how parts relate to the whole, including the implications of systems and organizational change	4	6
ADDITIONAL COMPETENCIES		
Develop design assets with online technologies (eLearnings, self-guided job aids, manager guides, and live, virtual training sessions, facilitator guides, participant workbooks, podcasts, animated videos)	5	8
Provide graphical art/media direction through storyboarding	3	3
Create inclusive educational experiences with emerging technologies	4	6