



# Michael ANDERSON

## ASSESSMENT AND EVALUATION MANAGER

Innovative Educational Assessment Specialist with a decade of experience in the corporate training sector. Expertise in designing effective assessments to evaluate training effectiveness and employee performance. Proven ability to analyze data and provide insights that enhance learning outcomes and business results. Strong background in adult learning principles and instructional design, with a focus on creating engaging and meaningful assessment experiences.

### CONTACT

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- 📍 San Francisco, CA

### SKILLS

- Assessment design
- Data analysis
- Instructional technology
- Adult learning
- Collaboration
- Continuous improvement

### LANGUAGES

- English
- Spanish
- French

### EDUCATION

**MASTER'S IN INSTRUCTIONAL DESIGN  
AND TECHNOLOGY, UNIVERSITY OF  
LEARNING**

### ACHIEVEMENTS

- Increased training program completion rates by 35% through improved assessment strategies.
- Recognized as a top performer for assessment design innovations in 2019.
- Published article on assessment trends in corporate training in a leading industry magazine.

### WORK EXPERIENCE

#### ASSESSMENT AND EVALUATION MANAGER

Tech Solutions Inc.

2020 - 2025

- Led the development of assessment strategies for corporate training programs, improving employee performance metrics.
- Utilized learning management systems to track assessment data and identify learning gaps.
- Analyzed training outcomes to inform future training content and delivery methods.
- Collaborated with subject matter experts to create relevant and effective assessment tools.
- Conducted focus groups to gather qualitative feedback on training assessments.
- Presented findings to senior leadership to support business decisions and training investments.

#### INSTRUCTIONAL DESIGNER

Learning Innovations Ltd.

2015 - 2020

- Developed and implemented assessments for online training programs, enhancing learner engagement.
- Applied adult learning principles to design meaningful assessment experiences.
- Utilized data analytics to evaluate the effectiveness of training assessments.
- Worked collaboratively with cross-functional teams to align assessments with organizational objectives.
- Facilitated training sessions on assessment best practices for instructional staff.
- Maintained documentation of assessment processes and outcomes for compliance purposes.