



---

# Joshua Agyekum

---

Instructional Designer

---



**MY MISSION**



**HOW I DO IT**



**PROJECTS**



**DESIGN**



**CONCLUSION**



**CONTACT**



## VALUE

Deliver  
measurable  
business impact



## LEARNERS

Focus on human-  
centered learning  
experiences



## QUALITY

Reduce learning  
risk through  
strong  
instructional  
design



## SCALE

Deliver at speed  
and reach across  
the org



## INNOVATION

Push boundaries  
with technology  
and creative  
design

## My Mission

To design and deliver effective learning experiences at scale that drive measurable business results through innovative instructional design and technical excellence.

---

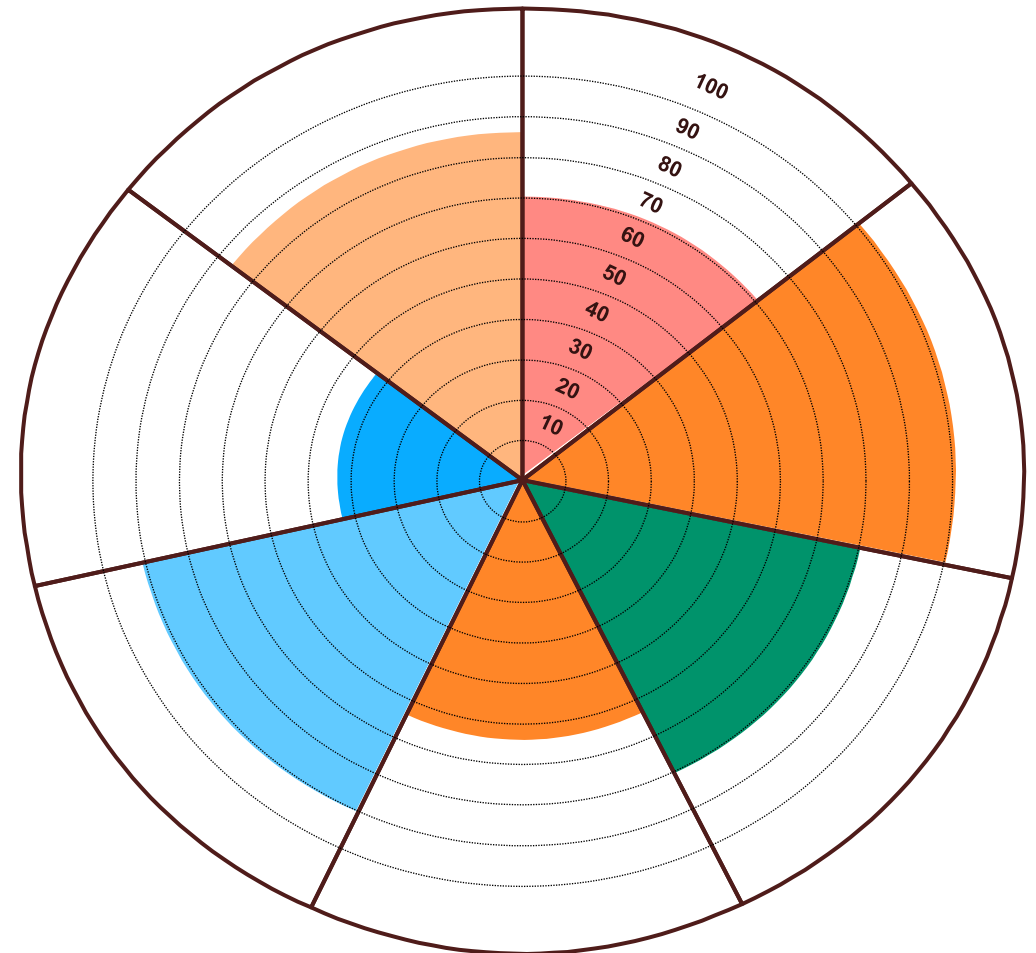
# How I Do It

---

I partner with organizations to analyze learning needs, design learner-centered and accessible content, and deliver exceptional learning experiences.

My approach combines instructional design expertise with technical development capabilities, enabling me to create scalable EdTech solutions that are both strategic and actionable.

I thrive in cross-functional environments, collaborating with Product, Marketing, Engineering, and Sales teams to ensure training isn't just informative, but impactful.



# Projects and Accomplishments

---

Over my 5+ years in instructional design and educational technology, I've worked across various roles, from building adaptive learning systems to designing interactive STEM platforms and developing enterprise-grade compliance training. Here's the work I'm most proud of.



# Adaptive Learning System Development

## JOMACS | Jun 2024 – Jun 2025

---

### Description:

To address declining student engagement in online learning environments, I designed and developed an adaptive learning platform that personalized content delivery based on learner performance and behavior. I conducted comprehensive learner analysis, identified engagement patterns, and built a system using modern web technologies that adjusted difficulty levels and content presentation in real-time. The platform integrated seamlessly with existing LMS infrastructure and provided instructors with actionable analytics dashboards.

### Success Metrics:

- Increased student engagement by 40% within the first semester of implementation
- Achieved 85% course completion rate, up from 62% with traditional delivery methods
- 89% of learners reported improved understanding of complex concepts through personalized learning paths
- Reduced instructor support requests by 28% through intelligent content scaffolding

### Collaborative Questions:

- "What specific learning behaviors indicate disengagement, and how can we intervene early?"
- "How do different learner personas respond to adaptive content, and what patterns emerge?"
- "What metrics best demonstrate the ROI of adaptive learning for stakeholders?"

# Interactive STEM Learning Platform

## Alo7 | Jan 2020 – Feb 2021

---

### Description:

Recognizing that traditional STEM education lacked hands-on engagement, I developed interactive 3D learning modules using Three.js and WebGL technologies. I collaborated with subject matter experts to transform abstract scientific concepts into immersive virtual laboratory experiences. Each module included gamified elements, achievement systems, and real-time feedback mechanisms. The platform supported both synchronous and asynchronous learning, allowing students to explore STEM concepts at their own pace while maintaining curriculum alignment.

### Stats/Success Metrics:

- Boosted STEM engagement by 75% through interactive 3D educational content
- Achieved 92% student satisfaction scores for hands-on virtual laboratory simulations
- Reduced concept comprehension time by 35% compared to traditional lecture-based methods
- Platform adopted across 12 schools, reaching 3,000+ students

### Collaborative Questions:

- "Which STEM concepts are most challenging for students to grasp through traditional methods?"
- "How can we balance gamification with rigorous academic standards?"
- "What assessment methods best measure deep understanding in interactive learning environments?"

# Digital Phonics Learning System

## First Talk Education | Mar 2021 – Apr 2022

---

### Description:

To modernize early childhood literacy education, I implemented a comprehensive digital phonics learning system based on the Jolly Phonics methodology. I designed age-appropriate interactive interfaces that made learning engaging for young learners while providing teachers with progress tracking tools. The system incorporated audio pronunciation guides, visual learning aids, and adaptive practice exercises. I worked closely with early childhood educators to ensure developmental appropriateness and pedagogical soundness.

### Stats/Success Metrics:

- Improved phonics recognition scores by 45% among participating students
- Achieved 94% parent satisfaction with the digital learning approach
- Reduced teacher preparation time by 60% through automated progress tracking
- 78% of students reached grade-level phonics proficiency 3 months ahead of schedule

### Collaborative Questions:

- "What are the key developmental milestones we need to support in early literacy?"
- "How can we design interfaces that are intuitive for pre-readers?"
- "What data points help teachers identify students who need additional support?"

# Enterprise Sales Enablement Training

## Tofflon Joy | Jul 2025 – Present

---

### Description:

To equip sales and technical teams in the industrial manufacturing sector with advanced product knowledge and consultative selling skills, I designed a comprehensive talent development program. I conducted needs analysis through stakeholder interviews, analyzed sales performance data, and identified critical skill gaps. The program includes scenario-based learning modules, product knowledge assessments, and role-play simulations tailored to complex B2B sales cycles. I collaborate with Sales, Marketing, and Engineering teams to ensure content accuracy and business alignment.

### Stats/Success Metrics:

- Designed 15+ learning modules covering product specifications, competitive positioning, and consultative selling
- Achieved 88% completion rate for mandatory sales training within first quarter
- 82% of sales representatives reported increased confidence in technical product discussions
- Training program recognized as best practice for cross-functional collaboration

### Collaborative Questions:

- "What are the most common objections sales teams face, and how can we prepare them?"
- "How do we balance technical depth with sales-focused messaging?"
- "What ongoing support do sales teams need after initial training?"



# SCORM-Compliant Educational Games

## Quest of the Sky Coders, Eco Explorers

---

### Description:

To create engaging, standards-compliant learning experiences that work across multiple LMS platforms, I developed HTML5-based educational games using vanilla JavaScript. Each game incorporated SCORM 1.2 and xAPI tracking, ensuring seamless integration with enterprise learning systems. I designed 6-level progression systems covering mathematics, vocabulary, geometry, and science concepts. The games featured accessibility compliance (WCAG 2.x), keyboard navigation, and responsive design for cross-device compatibility.

### Success Metrics:

- Achieved 99.9% uptime across multiple LMS deployments
- 91% student engagement rate with game-based learning modules
- Successfully deployed across Moodle, Canvas, and proprietary LMS platforms
- Reduced development costs by 40% through reusable component architecture

### Collaborative Questions:

- "How do we ensure learning games maintain educational rigor while being fun?"
- "What LMS compatibility requirements are critical for your organization?"
- "How can we measure learning outcomes beyond completion rates in game-based learning?"

# Conclusion

---

The work outlined here demonstrates my commitment to creating impactful, learner-centered solutions that drive both individual performance and organizational success. From adaptive learning systems and interactive STEM platforms to enterprise sales enablement and standards-compliant educational games, I consistently collaborate with cross-functional teams to deliver training that is effective, engaging, and results-driven.

By leveraging data, stakeholder feedback, and innovative technologies, I've helped organizations increase engagement, improve learning outcomes, and achieve measurable business results. As I continue to evolve my approach to instructional design, I remain focused on fostering learning experiences that are agile, inclusive, accessible, and designed to meet the evolving needs of learners and organizations.

Thank you for reviewing this overview of my work. I look forward to discussing how I can contribute to your organization's learning and development initiatives.

# Contact

---

Email: [joshuaagyekum21@gmail.com](mailto:joshuaagyekum21@gmail.com)

LinkedIn: <https://www.linkedin.com/in/joshua-agyekum/>

Portfolio: [https://kofijoo.github.io/Instructional\\_Design\\_Portfolio/](https://kofijoo.github.io/Instructional_Design_Portfolio/)

Location: Oslo, Norway

