

JENNIFER MOHR

LEARNING & DEVELOPMENT PROFESSIONAL

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SUMMARY

Learning & Development professional with 15+ years of experience designing, managing, and improving learning programs. Experienced in leading L&D operations, partnering with business leaders to identify training needs, developing employees, and using data and technology to improve learning. Background includes onboarding, sales and recruiting training, compliance, eLearning, virtual learning, and LMS administration.

PROFESSIONAL EXPERIENCE

Learning & Development Project Manager

Nov. 2019–Present

Elwood Staffing

- Took primary responsibility for L&D after the VP of L&D left in 2021 and managed the department independently for several years.
- Managed and developed three Learning & Development Specialists over multiple years, providing direction, coaching, and project oversight.
- Partnered with leaders across the organization to identify training needs and develop learning programs.
- Redesigned role-specific onboarding around new software and managed the development, rollout, and ongoing updates.
- Analyzed new-hire data to identify connections between onboarding, failed courses, leadership, and turnover. Presented findings to executives and used them to improve learning programs.
- Transitioned to AI-enabled authoring software, reducing the time needed to develop online training.
- Created an early-alert system to identify new hires who might need additional training.
- Partnered with Legal on annual employment law training, achieving 100% completion across the company.
- Built and launched a five-week sales training program focused on sales skills and confidence.
- Created a mentorship program for Branch Managers focused on skill development and sharing best practices.

Senior eLearning Developer

Feb. 2016–Nov. 2019

Elwood Staffing

- Managed eLearning projects independently from discovery through development and launch.
- Met with leaders and subject matter experts to understand training needs and determine the right learning solution.
- Created and launched three continuous learning programs, expanding learning beyond onboarding.
- Managed the company's LMS, overseeing course administration, reporting, system functionality, data management, and ongoing support.
- Created and scheduled more than 1,200 customized reports, automating work that would otherwise have required an additional full-time employee.
- Supported company acquisitions by identifying training needs and preparing incoming employees for their new roles, including an acquisition that doubled the company's size overnight.

eLearning Developer

Nov. 2010–Feb. 2016

Elwood Staffing

- Transformed new-hire orientation from a one-week, in-person program into an online, role-specific program, eliminating travel costs.
- Expanded the company's learning library from 5 to more than 400 courses.
- Helped implement the company's first Learning Management System.
- Evaluated and implemented new content-development tools that improved the quality and effectiveness of multimedia learning materials.
- Developed more than 30 customized onboarding videos for large national accounts.

CORE SKILLS

L&D Leadership | Learning Program Management | Project Management | Instructional Design | Onboarding | Employee Development | Learning Analytics | Business Partnership | LMS Administration

TECHNOLOGY

LMS: CourseMill

Learning & Content Development: Lectora | Synthesia | Camtasia

Business & Creative Tools: Excel | PowerPoint | Microsoft Copilot | Canva | InDesign | Photoshop | Snagit | Vyond | Audacity

EARLIER EXPERIENCE

Girls Inc. | Communications Specialist Intern | Aug. 2009–Feb. 2010

- Developed marketing and communications materials for the organization's 70th anniversary, including a logo, cookbook, postcards, and flyers.
- Mentored at-risk youth and facilitated workshops focused on self-esteem, confidence, and technology.

Cummins Inc. | Safety Training Intern | May 2008–Aug. 2009

- Supported training and safety initiatives at the Cummins Technical Center.
- Served as a liaison with Corporate Graphics to develop training materials, presentations, signage, brochures, and employee communications.
- Partnered with business leaders, including the Chief Technical Officer, on training and communication projects.
- Returned for multiple internship assignments based on performance and business needs.

Caterpillar Inc. | Training Intern | May 2007–Aug. 2007

- Developed and facilitated onboarding and safety training.
- Conducted training and assembly-line audits.
- Partnered with Plant Engineers on facility graphics, employee communications, and floor-labeling systems.

EDUCATION & CERTIFICATIONS

Franklin College

Bachelor of Arts, Visual Communications | 2010

Association for Talent Development (ATD)

Associate Professional in Talent Development (APTD) | 2017–Present

American Staffing Association (ASA)

Certified Staffing Professional (CSP) | 2011–Present

Radiant Leadership Academy

Certified Radiant Leader | ICF-Accredited Leadership Program | 2023