

Catherine Cash, Ed.D, PMP

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Senior Instructional Designer | Training Program Manager | PMP

Summary

PMP-certified Learning and Development professional with 15+ years of experience leading enterprise learning programs, managing multimillion-dollar training initiatives, and delivering strategic workforce development solutions across aerospace, technology, and higher education environments. Expertise in instructional design, project management, accessibility, compliance training, and learning technologies. Proven success managing cross-functional stakeholders, overseeing large-scale learning programs, implementing process improvements, and delivering measurable business results. Recognized for translating complex technical concepts into engaging learning experiences while driving operational efficiency and organizational performance.

Career Highlights

- Oversaw a multimillion-dollar training services SOW, ensuring successful contract execution and program delivery.
- Led training compliance initiatives supporting 15,000+ employees.
- Reduced compliance training completion time by 25% and development cost.

Core Competencies & Tools

Learning & Development

Instructional Design • Technical Training • Compliance Training • Curriculum Development • Adult Learning • Performance Improvement • Workforce Development

Program & Project Management

Project Management Professional (PMP) • Training Program Management • Stakeholder Management • Risk Management • Communication Planning • Resource Planning • Agile & Waterfall Methodologies

Learning Technologies & LMS

Cornerstone LMS • LMS Administration • LMS Governance • Learning Technologies • Storyline 360 • Rise 360 • Camtasia • Adobe Creative Cloud • Matterport • JIRA

Accessibility & Analytics

WCAG 2.1 • Section 508 • Learning Analytics • Tableau • Qualtrics • SurveyMonkey • SPSS

Operational Leadership

Vendor Management • Team Leadership • Governance • Quality Assurance • Change Management • Process Improvement • AI-Enabled Learning Solutions

Education

Doctor of Education in Higher Education Leadership

University of Central Florida, Orlando FL

Dec. 2018

Master of Art in Counselor Education

University of Central Florida, Orlando FL

May 2009

Bachelor of Science in Psychology

University of Central Florida, Orlando FL

May 2005

Project Management Professional (PMP), PMI

June 2026

Professional Experience

Instructional Designer III Instructional Designer II Blue Origin, Cape Canaveral FL	Mar. 2023 – Present Mar. 2022 – Mar. 2023
• Managed enterprise learning initiatives from intake through deployment, overseeing scope, schedules, stakeholder engagement, resource planning, risk mitigation, and LMS implementation supporting technical, compliance, and operational training programs. • Served as the internal owner of a multimillion-dollar training services SOW, overseeing consultant resources, contract deliverables, vendor performance, stakeholder communications, and project outcomes. • Directed annual compliance training and accessibility initiatives supporting 15,000+ employees, improving training quality and regulatory compliance. • Established and maintained development standards, governance processes, and quality assurance procedures that improved consistency, accessibility, and scalability across learning programs. • Led LMS deployment governance activities, including release validation, stakeholder coordination, reporting verification, and compliance with organizational standards, reducing deployment risk and improving data accuracy. • Functioned as development team lead for a team of four instructional designers, providing mentoring, project guidance, prioritization support, onboarding, and process improvement recommendations. • Integrated AI-enabled development tools and standardized workflows, reducing development costs and saving approximately \$740 per course. • Redesigned mandatory training programs supporting 15,000+ employees, reducing completion time by 25% and improving compliance outcomes. • Developed bilingual (Spanish/English) learning solutions to improve accessibility, inclusion, and workforce engagement. • Designed scenario-based learning experiences using branching interactions and AI-enhanced voice technology to increase learner engagement and knowledge transfer.	
Student Resource Specialist IV UCF College of Health Professions and Sciences, Orlando FL	Jul. 2019 – Mar. 2022
• Developed high-visibility training materials and tutorials that increased learner engagement and program awareness. • Conducted needs assessments and analyzed KPI data to evaluate program effectiveness and identify improvement opportunities. • Designed instructional content and assessments that addressed performance gaps and improved learner satisfaction and outcomes. • Developed data-driven engagement strategies that increased utilization of college resources and supported student retention. • Produced targeted learning resources and support materials to address learner needs and enhance program delivery.	
Coordinator, Academic Advisor III UCF College of Health Professions and Sciences, Orlando FL	Apr. 2017 – Jul. 2019
• Increased student retention by 20% through data-driven program development and targeted engagement strategies. • Monitored program performance using KPIs, surveys, and stakeholder feedback to drive continuous improvement and strategic decision-making. • Mentored and onboarded 20+ consultants annually, ensuring successful integration and consistent service delivery. • Managed project budgets and collaborated across departments to align initiatives with organizational goals and maximize program impact. • Coordinated with stakeholders to develop yearly course schedule.	

Coordinator, Advising Services

UCF College of Health Professions and Sciences, Orlando FL

Apr. 2012 – Apr. 2017

- Revamped training programs and support materials, increasing client satisfaction by 15%.
- Contributed to annual budget planning and resource allocation to support program goals and operational efficiency.
- Analyzed program metrics and generated reports to drive continuous improvement and enhance outcomes.
- Developed and delivered onboarding programs while leading cross-functional initiatives that improved student engagement and retention.

Professional Achievements

Blue Origin Lift Off Award from Manager	July 2023
Blue Origin Lift Off Award from Manager	May 2022
Awarded Employee of the Year by the UCF College of Health Professions and Sciences	Apr. 2019
Selected as a Community Sponsored Presentation at the NACADA Conference	Oct. 2019

Professional Affiliations

Project Management Institute	April 2026 – Current
E-Learning Guild	March 2022 - Current

Publications

Cash, M. C. Cox, D. T. & Hahs-Vaughn, L. D. (2021). Distance Educators Attitudes and Actions towards Inclusive Teaching Practices that Incorporate Universal Design for Learning (UDL) Principles. *Journal of the Scholarship of Teaching and Learning*.

Selected National Presentations

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- Learning Guild Accessibility and Inclusion Presenter (2025)
 - NACADA Annual Conference Presenter (2017, 2018, 2019, 2021)
 - NASPA Drive-In Conference Presenter (2013)

Additional Certifications

• Articulate AI Assistant Certification	May 2026
• The AI & Learning Design Bootcamp Certification	Feb. 2026