

Kristina Lynne Young

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[Adult Education & Instructional Design Portfolio Website](#) | [ADDIE in Action Project Example](#)

Summary

Instructional Design and Workforce Development Leader with 17 years in aerospace and 15 years driving learning strategy, leadership development, and enterprise-level training initiatives. Expert in technical and leadership curriculum design, competency-based training, evaluation, and large-scale program management. Known for modernizing training systems, strengthening quality and culture, and improving workforce readiness through data-driven decision-making and high-impact facilitation. Adept at influencing executives, leading cross-functional initiatives, and delivering learning solutions that raise capability, reinforce Boeing values, and accelerate business results.

Technical and Business Skill Highlights

Qualifications	<ul style="list-style-type: none">• Learning Design & Training, M.Ed.• E-Learning Instructional Design, Certificate• Kirkpatrick Bronze Level Certified, Evaluating Training Effectiveness
Instructional Design & Learning Science	<ul style="list-style-type: none">• Adult learning theory, instructional methods, and evidence-based learning design• ADDIE & SAM frameworks as well as Canvas & Moodle Learning Management Systems (LMS)• Competency-Based Training & Assessment (CBTA)• Technical accuracy review for maintenance and production training• Training requirements analysis, performance diagnostics, and learning needs assessments• Technical data interpretation (aviation maintenance context)• Curriculum design and lifecycle management of Core Plus Aerospace (CPA) high school curriculum (WA) and Manufacturing Futures curriculum (across greater US)• E-learning development: Articulate Storyline, Rise 360, Adobe Captivate• Video editing & course media development: Camtasia, YouTube• AI-enabled learning development: Boeing AI, ChatGPT, Canva/Firefly, Adobe Express, Jasper, Murf.AI, Synthesia, Courseau & Gamma
Leadership, Culture & Organizational Development	<ul style="list-style-type: none">• Aerospace domain expertise across manufacturing, fabrication, engineering, and learning systems• Experience leading high-performance teams, mentoring, and developing workforce strategies• Executive and leadership facilitation for technical and non-technical audiences• Culture transformation and organizational change management• Certified in BPSM and root cause analysis as well as corrective action planning• Quality systems and continuous improvement methodologies (Lean manufacturing / 5S)• Organizational development strategy and workforce pipeline development
Business Operations & Enterprise Impact	<ul style="list-style-type: none">• Operating rhythm management across multi-site teams• Executive-level reporting, insights, and performance-to-plan tracking• Enterprise integration and stakeholder alignment (HR, Ops, L&D, Quality, external partners)• Risk and opportunity analysis supporting leadership decision-making• Data visualization and dashboards (Tableau, Excel)• Expert-level Microsoft Office Suite (SharePoint, OneNote, Access, Excel, Word)• Web design: Wix, Pressbooks
Teaching, Technical Instruction & Facilitation	<ul style="list-style-type: none">• Apprenticeship instructor across mechanical, electrical, sealant, and manufacturing pathways• Educator for new hires in foundational manufacturing skills• Instructor for mechanical, electrical, sealant, and safety-related content• Experienced onboarding facilitator for new employee cohorts

	<ul style="list-style-type: none"> • Hybrid, virtual, and in-person facilitation expertise • Technical content delivery for production, maintenance, sealing, and manufacturing systems
Project and Program Management	<ul style="list-style-type: none"> • Leadership of large-scale curriculum modernization efforts • Program management for CPA & Boeing Pre-Employment Training (BPET) workforce training and accelerated hiring programs • Administration of grant-funded education programs (\$900K annually) • Designed and managed SkillsUSA Aerospace Assembler competition (80+ students yearly) • Managed apprenticeship pathways and internship programs (137 high school & 58 college interns in 2024) • Managed 500+ educational pipelines aligned to Boeing critical skills • Cross-functional coordination with HR, Operations, Engineering, L&D, and external partners • Legislative, community, and partner engagement
Public Speaking & Event Facilitation	<ul style="list-style-type: none"> • 20 years of public speaking experience • 12 years leading training sessions, conferences, and skills competitions • Large-group facilitation for educators, students, leaders, and industry partners • Event leadership (SkillsUSA, educator trainings, conferences, classroom speaking events, Women in Aviation's Girls in Aviation Day, Museum of Flight workshops)

Professional Recognition & Awards

- ❖ **Academic Program Alignment Tool Creator** (2023) – Built an industry-first tool to track school curriculum alignment with Boeing's hiring requirements, enhancing workforce development efficiency.
- ❖ **Apprenticeship Data & Learning Platform Innovator** (2022) – Led the implementation of **Canvas LMS & Tableau**, streamlining workforce training and improving apprenticeship program tracking.
- ❖ **Boeing HR Leadership Recognition** (2019) – Honored by **Boeing's Senior VP of HR** for creating and leading **Girls in Aviation Day (GIAD)**, delivering hands-on learning experiences at the **Women in Aviation International (WAI) Conference**.
- ❖ **HR Excellence Award Winner** (2016) Recognized by the **Boeing Executive Council** for developing **Core Plus Aerospace curriculum**, leading to **2000+ hires**
- ❖ **Chairman's Safety Award** (2014) – Lead Safety Focal overseeing safety improvement initiatives for **Test & Evaluation**, resulting in the organization achieved a **45% decrease in safety incidents** through the development of a new safety process and training system.

Formal Education & Certifications

- **Master of Education, Adult Education & Training** — Colorado State University (2025)
Relevant Coursework: Instructional Design, Assessment & Evaluation, Adult Learning, Multicultural Education, Experiential Education, Research
- **Bachelor of Science, Biological Sciences** — Washington State University (2007)
- **E-Learning Instructional Design Certificate** — University of Washington (2025)
Stackable Certificates: Designing E-Learning Environments; Developing & Managing E-Learning; E-Learning Assessments & Evaluations; Practicum
- **Social / Humanistic / Behavioral Research** — Collaborative Institutional Training Initiative (Citi) Program (2023)
- **Social and Behavioral Research Best Practices for Clinical Research** — Citi Program (2023)
- **Kirkpatrick Bronze Level Certified** – Evaluating Training Effectiveness (2015)

Work Experience

The Boeing Company:

- **Technical Expert & Instructional Design Leader, Workforce Development** – Renton, WA **Jul. 2022 – Current**

- Lead end-to-end modernization of Core Plus Aerospace and Manufacturing Futures curricula, impacting 500+ students across 54 schools and securing \$900K in annual funding.
- Design competency-based training aligned to technical and maintenance workforce requirements, ensuring accuracy through collaboration with engineering, SMEs, and production partners.
- Deliver enterprise leadership training and executive-level facilitation supporting culture, quality, and organizational development initiatives.
- Apply performance analysis and learning data to evaluate training effectiveness, improve program outcomes, and guide continuous improvement efforts.
- Manage educator readiness and facilitate 150+ training sessions annually across virtual, hybrid, and in-person formats, increasing workforce readiness by 73%.
- Develop dashboards, reporting mechanisms, and analytics to support operational decisions, pipeline forecasting, and talent alignment.
- Lead SkillsUSA Aerospace Assembler competitions, student internships, and educator training events to strengthen the aviation talent pipeline.
- **Apprenticeship Program Manager & Instructional Designer, Joint Programs – Tukwila, WA** **Sep. 2021 – Jul. 2022**
 - Led cultural and operational improvements across apprenticeship pathways, using root cause tools and continuous improvement methods to raise retention by 20%.
 - Delivered leadership workshops, coaching, and professional growth sessions for apprentices and early-career employees.
 - Expanded partnerships with 90+ K–12 schools and colleges, increasing apprentice placements by 40%.
 - Directed recruitment, onboarding, and customized learning plans for 250+ apprentices, improving job readiness by 15%.
 - Managed apprenticeship data, compliance reporting, and partnerships with Labor & Industries and internal stakeholders.
 - Designed and implemented Canvas LMS structures to support instruction, tracking, and digital curriculum access.
- **Employee Development Specialist & Instructional Designer, Foundation Training – Renton, WA** **Aug. 2019 – Sep. 2021**
 - Designed & facilitated technical training aligned to Boeing Production System standards, improved employee productivity by 25%.
 - Conducted needs assessments & performance analyses to shape learning interventions, increased learning retention by 30%.
 - Ensured technical accuracy through SME engagement and review of engineering and maintenance data for sealant, electrical, mechanical, and production tasks.
- **Program Manager & Instructional Designer, New Employee Onboarding (Temp) – Seattle, WA** **Jun. 2019 – Aug. 2019**
 - Managed end-to-end operations for new hire onboarding, including scheduling, coordination, security access, and communication with facilitators and leadership.
 - Delivered onboarding curriculum via hybrid instructional methods and supported LMS setup, tracking, and reporting for new hire completions.
- **Academic Pipelines Specialist & Instructional Designer, Workforce Development – Renton, WA** **Oct. 2014 – Aug. 2019**
 - Led alignment of external education programs to Boeing's manufacturing and maintenance skill needs, strengthening statewide workforce pathways.
 - Conducted curriculum design for early career development programs across K–12, colleges, and community partners.
 - Facilitated instruction for educators, students, and internal teams across technical and foundational aerospace skills.
 - Managed statewide internships and educator upskilling initiatives.
- **Methods Process Analyst & Instructional Designer, Industrial Engineering – Seattle, WA** **Sep. 2010 – Oct. 2014**
 - Applied root cause analysis, corrective action planning, and process improvement methodologies to optimize workflows across Test & Evaluation.
 - Ensured accuracy and compliance with technical procedures and standards for mechanics and engineers.
 - Project-managed implementation of an enterprise-wide asset management system and served as system administrator, instructional designer, and training.
 - Designed & delivered both e-learning and in-person instruction supporting continuous improvement, standardization, quality, and safety.
- **Assembler Installer General B, Commercial Airplanes – Renton & Everett, WA** **Aug. 2008 – Sep. 2010**
 - Performed mechanical, electrical, hydraulic, plumbing, and sealant assembly installations on 737 and 787 aircraft.
 - Led process improvement teams and delivered on-the-job training to new mechanics.
 - Served as Lean, Safety, FOD, and Industrial Athlete focal.