Example Job Postings

- Instructional Game Designer at Insight Global
  - Works collaboratively with academic designers, other instructional designers, UX designers, and programmers to produce digital learning activities that are cohesive, pedagogically sound, and engaging to the end user.
- Requirements
  - Instructional Design experience
  - Experience in a creative space
  - Ability to think outside the box
  - Experience creating educational or learning projects
  - Background in the education industry
  - Experience working with programmers and designers

(Insight Global, 2014)
Example Job Postings

- Instructional Systems Designer at Aptima
  - Entry-level position involving design of game-based courseware using Instructional Systems Design principles and adult learning theory
  - Requirements
    - BA/BS degree in Instructional Systems Design, I/O psychology, Education, or a related field
    - 2 years designing and developing web-based interactive courseware for adult learners
    - Experience designing and developing interactive media instruction and instructor-led training
    - Excellent communication skills (verbal and written)
    - Strong organizational skills and attention to detail
    - Demonstrated ability to work effectively with cross-functional teams developing new technologies (e.g., software engineers)
    - Demonstrated ability to work as part of a team

(Aptima, 2014)
Necessary Skills & Knowledge

Knowledge

- Knowledge of instructional approaches, tools, systems, and processes required for designing and developing effective gamification learning tools.
- Knowledge of best practices related to the development of educational gaming systems.
- Knowledge of successful gamified learning implementations.
- Knowledge of current trends, research initiatives and experiments in the field of gamified learning.
- Knowledge of the strategies for adopting gamification in learning.
- Knowledge of the future direction (forecasts) of gamified learning (Singh, 2014).
Necessary Skills & Knowledge

**Skills**

- Ability to recommend appropriate gamified learning solutions based on analysis of a business situation and target learning environment.
- Ability to design and develop effective gamified learning programs to meet desired objectives.

**Attitude**

- Passion for learning and improvement in the areas of instructional design and gamified learning, and all related fields, and an appreciation of its power and effectiveness.

(Singh, 2014)
Professional Organizations

- The American Society for Training and Development (ASTD) is the world’s largest organization dedicated to training and development, and is in more than 100 countries. (American Society for Training and Development, 2014).

- The Professional and Organizational Development (POD) Network in Higher Education is devoted to improving teaching and learning in higher education. (Professional and Organizational Development, 2014).
Professional Resources

- Karl Kapp is Professor of Instructional Technology at Bloomberg University.
- Gaming enthusiast and advocate of gamification for learning.
- Author of a number of books, articles, and videos.
- “The Gamification of Learning and Instruction: Game-Based Methods and Strategies for Training and Education”
  (Malamed, 2012)
Professional Resources

- Gamification Revolution
  - Online gamification resource
    - Free weekly webinars featuring special guests in the field.
    - Latest news, insight, research and commentary on gamification.
  - http://www.gamification.co/

(Gamification Corp, 2014).
Professional Resources

“Preparing Instructional Designers for Game Based Learning”

- Three part series discussing how best to prepare instructional designers to design game-based learning systems.
- Authored by four experts in instructional design
  - Atsui Hirumi, Bob Appleman, Lloyd Rieber, Richard Van Eck
  (Hiurmi, et al, 2010)
“Preparing for the Future with Games for Learning: Using Video Games and Simulations to Engage Students in Science, Technology, Engineering, and Math”

- Presents real-world work in integrating gaming into university and K-12 STEM classrooms.
- Presents directions for further development to extend the successful proof of concept.

(Ormsby, Daniel, & Ormsby, 2011)
Related Technology Tools

- **Articulate Storyline** is an e-learning authoring software package that allows users to build highly interactive courses.
- **TechSmith Camtasia** allows simple creation of online video courses by both students and teachers, and can allow students to learn at their own pace. (Ganci, 2011)
Related Technology Tools

- **Adobe Captivate** allows creation of powerful e-Learning applications for any device using actors, voices, interactions, and quizzes.

- **Articulate Engage** allows the simple creation of engaging, media-rich interactive applications using a variety of media and interaction types.

  (Ganci, 2011)
References

References