

**Kerry Avery, Instructional Designer, Odin Training Solutions, Inc., Edmonton, Canada**

Kerry Avery is a training consultant and the owner of Odin Training Solutions Inc. She advises on training, and designs and develops online, classroom and blended learning programs.

Kerry began designing training programs for the local utility company in 2003. In 2007, she accepted a position as the training team lead for a major bank, where she oversaw the technical training and developed national online and classroom training programs. In 2009, Kerry began working with law enforcement on the Investigative Skills Education Program (ISEP), a blended learning 3-tier investigation program offered to all police officers in the province of Alberta. She worked with subject matter experts from Edmonton and Calgary police services, and the Royal Canadian Mounted Police (RCMP) to design and develop courses combining online and classroom components.

After working on ISEP for 3 years, Kerry started her own business working with law enforcement as a training consultant. In her role as a consultant, Kerry has designed various law enforcement courses, and assessed recruit training documents from a number of agencies across Canada to enter the learning outcomes in to a tool developed for the national Police Sector Council which identifies whether the training addresses all of the police officer constable competencies.

Kerry presented at the IADLEST conference in 2013, the International Law Enforcement Trainers and Educators Association (ILEETA) conference in 2014 and 2015, and will be serving on a panel for an IMPACT session at the International Association of Chiefs of Police (IACP) conference in 2015. Kerry also has a number of adult education articles published in the ILEETA journal.

Kerry is currently a student in the Masters of Education in Distance Education program at Athabasca University. She completed a Certificate in Adult and Continuing Education from the University of Alberta in 2008, and a Certificate in Adult Education from Brock University in 2015. Kerry continues to study and research adult education theories, applications and best practices for classroom, online and blended delivery formats.