



# How Level It Up Created an Inclusive, Digital Learning Experience with NeonTrain's Guided Course Build



## Key Stats

### Customized

training course transitioned fully from in-person to online

### 3 cohorts

successfully led through the new online course

### One of the first

clients to use Creator+ and the custom HTML Template

### Strategic

use of multiple Brightspace tools, including Creator+ and Bongo

## Interviewee Bio

Anne Kresta is the Executive Director and President of the Board of Directors of Level It Up, an employment initiative connecting neurodiverse job seekers with science, technology, engineering, art, and math (STEAM) careers. With deep expertise in education and accessibility, Anne played a central role in shaping Level It Up's in-person program, then reimagining it for online delivery, supported by NeonTrain.



### Anne Kresta,

Executive Director and President of the Board of Directors of Level It Up



# Executive Summary

## Championing neurodiverse talent in STEAM

Level It Up is a Manitoba-based social enterprise dedicated to supporting autistic and neurodiverse individuals in finding meaningful careers in science, technology, engineering, the arts, and math. Its work focuses on both preparing job seekers with essential employment-readiness skills and equipping employers to create more inclusive workplaces.

## A guided approach to digital learning design

To expand its reach and translate its in-person training into an effective online format, Level It Up partnered with NeonTrain for a Guided Build of its flagship employment training course. The collaborative process prioritized accessibility, learner-centred design, and meaningful assessments, guided by Universal Design for Learning (UDL) principles and supported by Brightspace tools.

## An inclusive, scalable learning experience

The result is a fully online, highly interactive course that reflects Level It Up's values and helps learners build real-world skills. The process also strengthened the team's confidence and capabilities, setting them up to continue growing their online learning offerings, with NeonTrain as a trusted partner at every step.

# Introduction

## Building equitable pathways into the workforce

[Level It Up](#) is a Manitoba-based social enterprise focused on bridging the employment gap for autistic and neurodiverse individuals in STEAM careers.

“We work with autistic job seekers who have post-secondary education and training but are experiencing barriers to securing employment,” says Anne.

The organization supports both job seekers and employers by building awareness, developing skills, and promoting inclusive hiring practices. Its core program helps learners develop essential soft skills, such as communication, self-advocacy, and personal presentation, which are key to navigating interviews and workplace dynamics.

The team initially delivered the primary employment training course in person, relying on rich discussions and facilitator-led exercises. As demand grew and learners sought more flexible options, the team recognized the need to translate this experience into a scalable, accessible online format.



## Challenge

### Translating an in-person experience into a learner-first digital journey

Anne and the team needed to reimagine a complex, facilitator-led course for self-paced or online delivery, without compromising on interactivity, accessibility, or outcomes. They wanted the course to reflect UDL principles, ensuring that neurodiverse learners had multiple ways to engage with the material and demonstrate learning.

“When we started out, we had a pretty intensive training and assessment process,” says Anne. “It was valuable to both the job seeker and the employer, but it was quite a commitment and didn’t work for every learner.”

A key concern was maintaining the human-centred, values-driven approach that made the original program successful, while introducing learners to new digital tools and ways of learning.

Simply uploading content into a platform wouldn’t be enough for Level It Up to reach its goals. The team wanted a thoughtful design process that would preserve the quality and intention of the original program.

They also needed a grading and feedback model that felt supportive, not punitive, that focused on growth and self-reflection over pass/fail results. With limited internal experience in online course creation, Anne and the team needed expert guidance to bring their vision to life and build skills along the way.



**“Affordability and a value fit were really important to us, and we knew through word of mouth that NeonTrain was a good company to work with.”**

**Anne Kresta,**

Executive Director and  
President of the Board of  
Directors, Level It Up



## Selection & Implementation

### A collaborative build that empowered learners and the team

[NeonTrain](#) provided a supportive and customized partnership that met the organization's needs and budget. Anne was pleased to find a Canadian company whose values aligned with Level It Up, and one that was the right size for the partnership the team was seeking.

Level It Up chose NeonTrain's Guided Build engagement option, which offers hands-on collaboration with a NeonTrain Learning Experience Designer (LED) to co-create the course from start to finish. The process began with discovery sessions to clarify goals, review the existing in-person curriculum, and map out key decision points for online adaptation.

"It wasn't a high-pressure sales situation, but more a discussion of what we could do together," says Anne.

NeonTrain introduced tools and techniques that aligned with UDL principles, helping the Level It Up team prioritize clarity, accessibility, and assessment integrity. A custom Facilitating in Brightspace training followed the build, giving the team confidence in grading, managing learners, and running the new course effectively.





## Solution

### An accessible, branded course tailored for neurodiverse learners

The final product was a fully branded, interactive Brightspace course designed specifically for neurodiverse learners preparing for employment.

NeonTrain helped implement tools like Creator+, which enabled engaging content design, and Bongo, used for practicing interview skills and giving structured video feedback.

“It was very structured because we did the guided build,” says Anne. “This was helpful because this was a completely new process to us.”

A custom HTML template was created to ensure consistent branding across the course and help learners feel at home in the digital environment. The gradebook was redesigned with colour-coded zones that reflected skill progression, avoiding rigid pass/fail structures in favour of more supportive feedback models.

The course design incorporated self-paced modules, video assessments, reflection activities, and practical assignments, all of which were aligned with real-world employment needs.

“We built the course so it’s one module a week for eight weeks. Learners have until Sunday to submit, and I go in on Mondays to mark everything,” says Anne.

Throughout the build, the NeonTrain team helped Anne evaluate each learning goal and match it to the most appropriate Brightspace tool, supporting both pedagogical integrity and learner accessibility.





## Results

### A confident launch and a better learning experience

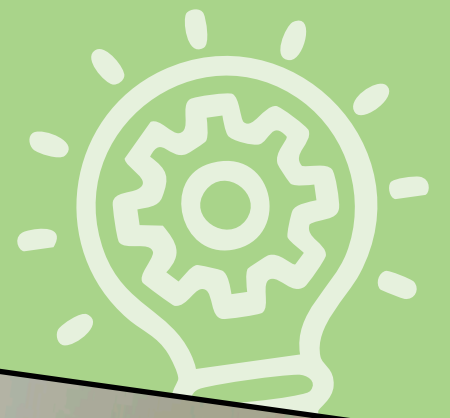
The new course is now live, delivering meaningful outcomes for Level It Up's job-seeking learners, who are building essential workplace skills through structured online activities.

Learners benefit from a multimodal experience that includes videos, practice-based assignments, self-reflection, and opportunities to apply their learning in real-world scenarios, like recording elevator pitches or responding to mock interviews. The online format allows learners to progress at their own pace and revisit key material as needed, supporting varying comfort levels with digital learning.

"We've been able to blend in with what learners have going on, whether it's part-time work or professional development," says Anne.

The response from learners has been enthusiastic, with Anne noting that the course not only meets learner needs but also reflects the organization's values in a digital format.

"They've got the language now to talk about what they need, and we provide pointers based on their results," says Anne. "Plus, we can share success factors for individuals that will be helpful for potential employers."



## Future

### Ready to expand and share their model of inclusive learning

Level It Up is now ready to grow its online programming, using the new course as a model for future builds and updates. The team plans to continue working in Brightspace, building on the tools and design framework they co-developed with NeonTrain to explore new course topics and reach a broader audience of learners.

“We’re excited to partner with specialists here in Canada because it will extend the reach,” says Anne. “We’re looking at evolving the platform with different ways of conveying knowledge and measuring impact.”

As the organization continues to learn from learners’ experiences in the course, Level It Up is committed to refining content, deepening accessibility, and staying aligned with UDL principles. Its partnership with NeonTrain has established a repeatable and sustainable path forward for creating inclusive and effective online learning.



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