LEARNING & EDUCATION STUDIES: WORKPLACE TRAINING & DEVELOPMENT, BS

for the degree of Bachelor of Science Major in Learning & Education Studies, Workplace Training & Development concentration

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program website: Learning and Education Studies (https://education.illinois.edu/programs/undergrad/learning-and-education-studies/)
faculty: College of Education Faculty (https://education.illinois.edu/faculty-finder/)
overview of college admissions & requirements: U (https://admissions.illinois.edu/myillini-apply/Undergraduate Admissions (https://education.illinois.edu/programs/undergrad/)
college website: https://education.illinois.edu/

Workplace Training and Development is a non-licensure undergraduate concentration. The concentration will provide international and domestic students with the broad sets of knowledge and skills necessary to develop, deliver, and evaluate training and development programs across workplace settings, such as businesses and industries, two-year post-secondary schools, or community and government agencies. In addition, it will serve a growing demand for graduates who have an interest in helping adults learn about and seek to improve organizational performance. The demand comes from a range of business sectors, specifically health care, manufacturing, and logistics.

Students in this concentration will receive an overview of the human resource development field and specifically focus on the training and development aspects of the field. Students will acquire the knowledge and practical skills, in such areas as job and task analysis, training program design, and training program coordination. Students will also be introduced to learning management systems, which most organizations now use to track the learning progress of their employees.

An internship is recommended during the program, but it is not required. For internship credit, students can register in HRD 491 Professional Skill Development before the internship starts. At the end of the internship, a letter from the internship supervisor is submitted to the Workplace Training and Development departmental contact.

The concentration appeals to the following potential students:

- Individuals who wish to combine the study of organizations and learning in their academic studies;
- Individuals who currently work in a technical role, such as a lab tech or nurse in health care, and who want to become more involved in training others about their occupation;
- Individuals with an associates degree who work as information technology specialists and who are asked to develop and deliver training for others;
- Individuals who wish to work in the business and industry outreach departments of community colleges;
- Individuals who serve or wish to serve as instructors in post-secondary technical education schools;
- Individuals who wish to serve as a staff member in the human resource development department of an organization; and
- Individuals who wish to prepare for future graduate study in human resource development.

Students are encouraged to pursue a minor or a coherent set of electives from several departments as approved by their adviser. Suggested minors are: Business, Leadership, Communication, Technology and Management or Global Labor Studies.

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A minimum of 120 semester hours is necessary for graduation in the Learning and Education Studies program. Students will spend much of the first two years with general education courses, achieving a solid preparation in the humanities, social and natural sciences, technology and mathematics. In the final two years of the major, students will take a set of core courses, as well as coursework in one of the concentrations.

Degree Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 101</td>
<td>Education Orientation Seminar</td>
<td>1</td>
</tr>
</tbody>
</table>

The following degree requirements also meet general education course requirements and must be selected from the campus general education (https://courses.illinois.edu/) course list. Selections of core requirements courses should be made in consultation with the adviser.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Composition</td>
<td></td>
<td>4-6</td>
</tr>
<tr>
<td>Composition I</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advanced Composition</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>Quantitative Reasoning</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>An approved basic course in statistical methods such as STAT 100, SOC 280, or PSYC 235</td>
<td></td>
<td></td>
</tr>
<tr>
<td>From approved campus list</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Natural Sciences and Technology</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>From approved campus list</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>Humanities and the Arts</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>From approved campus list</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>Social and Behavioral Sciences</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>From approved campus list (must include PSYC 100)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cultural Studies</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>From Western Culture(s) approved campus list</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>From U.S. Minority Culture(s) approved campus list</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>From Non-Western Culture(s) approved campus list</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Language other than English</td>
<td></td>
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</tbody>
</table>
Three years of one language other than English in high school or completion of the third semester of college-level language 0-12

Core Requirements 2
Choose 2 from the following Education Foundations: 6-7
EPS 201, Foundations of Education; EPS 202, Foundations of Education Advanced Composition; or EDUC 201, Identity and Difference in Edu
EPSY 220 Career Theory and Practice
EPSY 236 Child Development in Education
SPED 117 The Culture of Disability
Choose 6 from the following, with at least 2 in each area: 18-20
Learning and Instruction:
CI 210 Introduction to Digital Learning Environments
CI 415 Language Varieties, Cultures and Learning
EPOL 350 Social Learning and Knowledge
EPSY 201 Educational Psychology
EPSY 400 Psychology of Learning in Education
EPSY 401 Child Language and Education
Leadership in a Diverse Global Economy:
EDUC 202 Social Justice, School and Society 3
EPS 310 Race and Cultural Diversity
EPS 402 Asian American Education 3
EPS 405 Historical and Social Barriers
HRD 414 Facilitation Skills
HRD 415 Diversity in the Workplace

Concentration 2
Students must complete 24 credit hours within one of the following areas of concentration: 1) Applied Learning Science, 2) Educational Equality and Cultural Understanding, 3) Workplace Training and Development, or 4) Digital Environments for Learning, Teaching and Agency.

Electives
Electives (including minor, if taken) 12-31
Total Hours 120

Total minimum hours include general education, language other than English, concentration and core credits.

1 General Education Requirement. Courses must be selected from the Campus General Education Approved Course List (https://courses.illinois.edu/).

2 Concentration and Core Requirement courses found on the General Education Approved Course List (https://courses.illinois.edu/) may also be credited toward the General Education requirements.

3 Courses except EDUC 202 and EPS 402 may be counted toward both the Core and Concentration requirements.

Workplace Training and Development Concentration
The following courses are required for this concentration. Changes/additions to this list can be obtained from the College office. Approvals for substitution must be submitted by petition to the College office for approval by the Assistant Dean for Academic Affairs.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRD 400</td>
<td>Principles of Human Resource Education</td>
<td>6</td>
</tr>
<tr>
<td>HRD 402</td>
<td>Business Principles for Human Resource Development</td>
<td></td>
</tr>
</tbody>
</table>

Choose 6 from the Human Resource Development Applications area: 18
HRD 400 Principles of Human Resource Education
HRD 411 Instructional and Training System Design
HRD 412 |
HRD 414 Facilitation Skills
HRD 415 Diversity in the Workplace
HRD 440 Work Analysis
HRD 470 Designing and Evaluating eLearning Systems
HRD 472 Learning Technologies
HRD 475 Project Management Principles and Applications
HRD 480 Introduction to eLearning
HRD 490 Issues and Developments in Human Resource Development

Total Hours 24

Information listed in this catalog is current as of 08/2021