LEARNING & EDUCATION STUDIES: WORKPLACE TRAINING & DEVELOPMENT, BS

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

The Learning & Education Studies, BS with a concentration in Workplace Training & Development 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 EPOL 491 Supervised Internship 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 I</td>
<td></td>
<td>4-6</td>
</tr>
<tr>
<td>Advanced Composition</td>
<td></td>
<td>3-4</td>
</tr>
</tbody>
</table>

Quantitative Reasoning

An approved basic course in statistical methods such as STAT 100, SOC 280, or PSYC 235

From approved campus list

Natural Sciences and Technology

From approved campus list

Humans and the Arts

From approved campus list

Social and Behavioral Sciences

From approved campus list (must include PSYC 100)

Cultural Studies

From Western Culture(s) approved campus list

From U.S. Minority Culture(s) approved campus list

From Non-Western Culture(s) approved campus list

Language other than English

Three years of one language other than English in high school or completion of the third semester of college-level language

Core Requirements

Choose 2 from the following Education Foundations:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 201</td>
<td>Identity and Difference in Education</td>
<td></td>
</tr>
<tr>
<td>or EPOL 201</td>
<td>Foundations of Education</td>
<td></td>
</tr>
<tr>
<td>or EPOL 202</td>
<td>Foundations of Education-ACP</td>
<td></td>
</tr>
<tr>
<td>EPSY 220</td>
<td>Career Theory and Practice</td>
<td></td>
</tr>
<tr>
<td>EPSY 236</td>
<td>Child Development in Education</td>
<td></td>
</tr>
<tr>
<td>SPED 117</td>
<td>The Culture of Disability</td>
<td></td>
</tr>
</tbody>
</table>

Choose 6 from the following, with at least 2 in each area:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>CI 210</td>
<td>Introduction to Digital Learning Environments</td>
<td></td>
</tr>
<tr>
<td>CI 415</td>
<td>Language Varieties, Cultures and Learning</td>
<td></td>
</tr>
</tbody>
</table>
Sample Sequence

This sample sequence is intended to be used only as a guide for degree completion. All students should work individually with their academic advisors to decide the actual course selection and sequence that works best for them based on their academic preparation and goals. Enrichment programming such as study abroad, minors, internships, and so on may impact the structure of this four-year plan. Course availability is not guaranteed during the semester indicated in the sample sequence.

Students must fulfill their Language Other Than English requirement by successfully completing a third level of a language other than English. For more information, see the corresponding section on the Degree and General Education Requirements page (http://catalog.illinois.edu/general-information/degree-general-education-requirements/).

First Year

<table>
<thead>
<tr>
<th>First Semester</th>
<th>Hours</th>
<th>Second Semester</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 101</td>
<td>1</td>
<td>I or General Education course</td>
<td>4</td>
</tr>
<tr>
<td>Language Other Than English (3rd level) or Elective course</td>
<td>4</td>
<td>PSYC 100</td>
<td>4</td>
</tr>
<tr>
<td>Composition I or General Education course</td>
<td>4</td>
<td>STAT 100, SOC 280, or PSYC 235</td>
<td>4</td>
</tr>
<tr>
<td>General Education course (CI 210 recommended)</td>
<td>3</td>
<td>General Education course</td>
<td>3</td>
</tr>
<tr>
<td>General Education course</td>
<td>3</td>
<td>Elective course</td>
<td>3</td>
</tr>
<tr>
<td>Total Hours</td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

Second Year

<table>
<thead>
<tr>
<th>First Semester</th>
<th>Hours</th>
<th>Second Semester</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPOL 470</td>
<td>3</td>
<td>Learning &amp; Instruction course</td>
<td>3</td>
</tr>
<tr>
<td>Education Foundations course</td>
<td>3</td>
<td>Leadership in a Diverse Global Economy course</td>
<td>3</td>
</tr>
<tr>
<td>Education Foundations course</td>
<td>3</td>
<td>General Education course</td>
<td>3</td>
</tr>
<tr>
<td>General Education course</td>
<td>3</td>
<td>General Education course</td>
<td>3</td>
</tr>
<tr>
<td>General Education course</td>
<td>3</td>
<td>Elective course</td>
<td>3</td>
</tr>
<tr>
<td>Total Hours</td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
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</table>

Third Year

<table>
<thead>
<tr>
<th>First Semester</th>
<th>Hours</th>
<th>Second Semester</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPOL 470</td>
<td>3</td>
<td>Learning &amp; Instruction course</td>
<td>3</td>
</tr>
<tr>
<td>Learning &amp; Instruction course</td>
<td>3</td>
<td>EPOL 471</td>
<td>3</td>
</tr>
</tbody>
</table>

for the degree of Bachelor of Science Major in Learning & Education Studies, Workplace Training & Development concentration
Leadership in a Diverse Global Economy course | 3 Human Resource Development Applications course | 3
---|---|---
Learning & Instruction or Leadership in a Diverse Global Economy course | 3 Elective course | 3
---|---|---
Elective course | 3 Elective course | 3
---|---|---
**Fourth Year**
<table>
<thead>
<tr>
<th>First Semester</th>
<th>Hours</th>
<th>Second Semester</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resource Development Applications course</td>
<td>3</td>
<td>Human Resource Development Applications course</td>
<td>3</td>
</tr>
<tr>
<td>Human Resource Development Applications course</td>
<td>3</td>
<td>Human Resource Development Applications course</td>
<td>3</td>
</tr>
<tr>
<td>Human Resource Development Applications course</td>
<td>3</td>
<td>Elective course</td>
<td>3</td>
</tr>
<tr>
<td>Elective course</td>
<td>3</td>
<td>Elective course</td>
<td>3</td>
</tr>
<tr>
<td>Elective course</td>
<td>3</td>
<td>Elective course</td>
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</tr>
</tbody>
</table>
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**Total Hours** 120

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**College of Education**  
Education Building  
1310 S. Sixth Street  
Champaign, IL 61820  
College of Education website (https://education.illinois.edu/)  
College of Education faculty (https://education.illinois.edu/faculty-finder/)

**Office of Undergraduate Programs**  
110 Education Building  
Student Academic Affairs email (saa@education.illinois.edu)  
217-333-2800  
Admissions & Academics website (https://education.illinois.edu/programs/undergrad/)  
Student Academic Affairs website (https://education.illinois.edu/student-resources/undergraduate/undergraduate-advising-support/)

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*Information listed in this catalog is current as of 12/2023*