LEARNING & EDUCATION STUDIES: WORKPLACE TRAINING & DEVELOPMENT, BS

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

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 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 course list (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></td>
<td>Composition</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Composition I</td>
<td>4-6</td>
</tr>
<tr>
<td></td>
<td>Advanced Composition</td>
<td>3-4</td>
</tr>
<tr>
<td></td>
<td>Quantitative Reasoning</td>
<td></td>
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<tr>
<td></td>
<td>An approved basic course in statistical methods such as STAT 100, SOC 280, or PSYC 235</td>
<td>3-4</td>
</tr>
<tr>
<td></td>
<td>From approved campus list</td>
<td>3</td>
</tr>
</tbody>
</table>

Natural Sciences and Technology
From approved campus list 6

**Humanities and the Arts**  
From approved campus list 6

**Social and Behavioral Sciences**  
From approved campus list (must include PSYC 100) 6

**Cultural Studies**  
From Western Culture(s) approved campus list 3  
From U.S. Minority Culture(s) approved campus list 3  
From Non-Western Culture(s) approved campus list 3

**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 0-12

**Core Requirements**

Choose 2 from the following Education Foundations: 6-7

- **EDUC 201**   
  *Identity and Difference in Education*
- **EPOL 201**  
  *Foundations of Education*
- **EPOL 202**  
  *Foundations of Education-ACP*
- **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 (May not be counted toward both the Core and Concentration requirements)*
- **EPOL 310**  
  *Race and Cultural Diversity*
- **EPOL 402**  
  *Asian American Education (May not be counted toward both the Core and Concentration requirements)*
- **EPOL 403**  
  *Historical and Social Barriers*
- **EPOL 473**  
  *Facilitation Skills*
- **EPOL 474**  
  *Diversity in the Workplace*

**Concentration**

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

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**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><strong>Human Resource Development Foundations area:</strong></td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>EPOL 470</td>
<td>Principles of Human Resource Education</td>
<td></td>
</tr>
<tr>
<td>EPOL 471</td>
<td>Business Principles for Human Resource Development</td>
<td></td>
</tr>
<tr>
<td>Choose 6 from the Human Resource Development Applications area:</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>EPOL 472</td>
<td>Instructional and Training System Design</td>
<td></td>
</tr>
</tbody>
</table>

*Information listed in this catalog is current as of 11/2022*
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>EPOL 473</td>
<td>Facilitation Skills</td>
</tr>
<tr>
<td>EPOL 474</td>
<td>Diversity in the Workplace</td>
</tr>
<tr>
<td>EPOL 475</td>
<td>Work Analysis</td>
</tr>
<tr>
<td>EPOL 476</td>
<td>Project Management Principles and Applications</td>
</tr>
<tr>
<td>EPOL 482</td>
<td>Designing and Evaluating eLearning Systems</td>
</tr>
<tr>
<td>EPOL 483</td>
<td>Learning Technologies</td>
</tr>
<tr>
<td>EPOL 485</td>
<td>Introduction to eLearning</td>
</tr>
<tr>
<td>EPOL 477</td>
<td>Issues and Developments in Human Resource Development</td>
</tr>
</tbody>
</table>

**Total Hours: 24**

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assistant dean for academic affairs: April Carter  
department office:  110 Education Building  
1310 South Sixth  
Champaign, IL 61820  
phone: (217) 333-2800  
email: saao@education.illinois.edu  
program website: Learning and Education Studies ([https://education.illinois.edu/programs/undergrad/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/](https://education.illinois.edu/faculty-finder/))  
overview of college admissions & requirements: U ([https://admissions.illinois.edu/myillini-apply/](https://admissions.illinois.edu/myillini-apply/))ndergraduate Admissions ([https://education.illinois.edu/programs/undergrad/](https://education.illinois.edu/programs/undergrad/))  
college website: [https://education.illinois.edu/](https://education.illinois.edu/)

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