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: 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 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.