

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

Code	Title	Hours
Orientation Seminar		
EDUC 101	Education Orientation Seminar	1

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.

Code	Title	Hours
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Composition		
	Composition I	4-6

	Advanced Composition	3-4
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Quantitative Reasoning		
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	An approved basic course in statistical methods such as STAT 100, SOC 280, or PSYC 235	3-4
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	From approved campus list	3
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Natural Sciences and Technology		
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	From approved campus list	6
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Humanities and the Arts		
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	From approved campus list	6
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Social and Behavioral Sciences		
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	From approved campus list (must include PSYC 100)	6
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Cultural Studies		
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	From Western Culture(s) approved campus list	3
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	From U.S. Minority Culture(s) approved campus list	3
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	From Non-Western Culture(s) approved campus list	3
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Language other than English		
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	Three years of one language other than English in high school or completion of the third semester of college-level language	0-12
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Core Requirements		
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	Choose 2 from the following Education Foundations:	6-7
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EDUC 201	Identity and Difference in Education
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or EPOL 201	Foundations of Education
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or EPOL 202	Foundations of Education-ACP
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EPSY 220	Career Theory and Practice
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EPSY 236	Child Development in Education
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SPED 117	The Culture of Disability
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	Choose 6 from the following, with at least 2 in each area:	18-20
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Learning and Instruction:	
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CI 210	Introduction to Digital Learning Environments
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CI 415	Language Varieties, Cultures and Learning
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EPOL 350		
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.		24
Electives		
Electives (including minor, if taken)		12-31
Total Hours		120

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.

Code	Title	Hours
Human Resource Development Foundations area:		
EPOL 470	Principles of Human Resource Education	6
EPOL 471	Business Principles for Human Resource Development	
Choose 6 from the Human Resource Development Applications area:		18
EPOL 472	Instructional and Training System Design	
EPOL 473	Facilitation Skills	
EPOL 474	Diversity in the Workplace	
EPOL 475	Work Analysis	
EPOL 476	Project Management Principles and Applications	
EPOL 482	Design and Development of eLearning Systems	
EPOL 483	Learning Technologies	
EPOL 485	Introduction to eLearning	
EPOL 477	Issues and Developments in Human Resource Development	
Total Hours		24

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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

First Semester	Hours	Second Semester	Hours
EDUC 101		1 Composition I or General Education course	4
Language Other Than English (3rd level) or Elective course		4 PSYC 100	4
Composition I or General Education course		4 STAT 100, SOC 280, or PSYC 235	4
General Education course (CI 210 recommended)		3 General Education course	3
General Education course		3	
		15	15

Second Year

First Semester	Hours	Second Semester	Hours
Education Foundations course		3 Learning & Instruction course	3
Education Foundations course		3 Leadership in a Diverse Global Economy course	3
General Education course		3 General Education course	3
General Education course		3 General Education course	3
General Education course		3 Elective course	3
		15	15

Third Year

First Semester	Hours	Second Semester	Hours
EPOL 470		3 EPOL 471	3
Learning & Instruction course		3 Learning & Instruction or Leadership in a Diverse Global Economy course	3

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
15		15

Fourth Year

First Semester	Hours	Second Semester	Hours
Human Resource Development Applications course	3	Human Resource Development Applications course	3
Human Resource Development Applications course	3	Human Resource Development Applications course	3
Human Resource Development Applications course	3	Elective course	3
Elective course	3	Elective course	3
Elective course	3	Elective course	3
15		15	

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 (saao@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/>)