

Training and Human Resource Development

Education is not the sole province of schools. Programs of instruction are conducted by many businesses, industries, in the military, and by other groups and organizations. Planning and providing this instruction is the province of professionals usually identified as "trainers." In our technological society, training programs have become increasingly complex and demands on trainers have increased. Greater expertise on their part is required. This all-university specialization addresses needs for

preservice and in-service education for trainers.

This program is intended for students who have expertise in areas such as engineering, technology, education, business, government, military and labor, and who desire to become involved in development and implementation of training programs. Contact the Office of the Dean, College of Technology, Engineering and Management for further information.

Requirements for the Specialization

Note: Courses numbered 700 and greater are open to graduate students only.

Intended Outcome	Learning Activity	Evaluation
1. Introduction to concepts of training and human resource development.	TRHRD-360/560 Training Systems in Business and Industry 3 <i>Select one of the following:</i> INMGD-400/600 Organizational Leadership or PSYC-382/582 Human Resource Management 3	Successful completion of courses at left (6 credits).
2. Design and develop training activities.	MEDIA-360/560 Introduction to Media in Education and Training 2 <i>Complete a course from the appropriate school in curriculum development or course construction (2-3 credits) such as:</i> EDUC-312/512 Introduction to Curriculum, Methods and Assessment 2 MEBE-401 Marketing Education Curriculum 2-3 VTAE-438/638 Course Construction for Vocational Educators 2	Successful completion of courses at left (minimum 4 credits).
3. Implement and facilitate training activities.	<i>Select one of the following:</i> EDUC-312/512 Introduction to Curriculum, Methods and Assessment 2 MEBE-301 Marketing Education Methods 3-4 TRHRD-370/570 Training Methods in Business and Industry 2 VTAE-405/605 Methods of Teaching Vocational Education 2	Successful completion of a course at left (minimum 2 credits).
4. Evaluate the effectiveness of training activities.	VTAE-440/640 Instructional Evaluation in Vocational Education 2	Successful completion of the course at left (2 credits).
5. Apply concepts of training in the professional area.	TRHRD-XXX Co-op/Internship in Training 1-8	Successful completion of the contractual agreement of the internship as evaluated by the business, industry, government or military supervisor, and the UW-Stout supervisor. Completion of a field report is required.