B.S. in Workplace Training and Leadership (WTL)

Credit Requirements

Credit toward the BS in Workplace Training and Leadership must be earned in two (2) specific areas:

1. *General Education* - University requirements for a BS degree: 36 credits minimum (see the General Education Requirements (https://coursecat.isu.edu/undergraduate/academicinformation/generaleducation/) described in the Academic Information section of this catalog).
2. *Program Core and Electives Coursework* - See requirements listed below.

Workplace Training and Leadership (WTL)

The BS in Workplace Training and Leadership is a degree for traditional students and working professionals taught entirely online with face-to-face and virtual advisements. It is sought by individuals interested in organizational learning careers, and by aspirational managers. The BS in Workplace Training and Leadership program is a flexible degree that prepares practitioners to identify and diagnose individual and organizational needs; to design, implement, and evaluate learning, development; and change strategies to improve performance. The degree is comprised of WTL Program Core courses, WTL Approved Elective courses, General Education courses, and Free Electives. The WTL Elective courses will be tailored to the individual's degree plan to complement the student's career choice and must be approved by the WTL advisor and may include competency-based experience (CBE) courses, upper and some lower division courses (OLP and non-OLP coursework), and minors in disciplines complementary to the student's career path. Other courses than those listed for WTL Electives will be considered in consultation with a WTL faculty member.

General Education

The listing below includes program requirements that also fulfill General Education requirements.

Code	Title	Credits
Objective 1		6
Objective 2		3
Objective 3		3
Objective 4		6
Objective 5		7
Objective 6		6
Students must fulfill Objective 7 or Objective 8		**3**
Objective 7		
Objective 8		
Objective 9		3
Total Credits		**37**

A grade of C- or higher is required for WTL Program Core and WTL Approved Electives.

Code	Title	Credits
WTL Program Required Core Courses:		**36**
OLP 3331	Theories and Models of Leadership	3
OLP 4401	Foundations of Human Resource Development	3
OLP 4402	Designing Training	3
OLP 4403	Methods of Training	3
OLP 4404	Evaluating Training	3
OLP 4407	Instructional Technology in Human Resource Development	3
OLP 4409	Professional Readings and Writing in Human Resource Development	3
OLP 4410	Principles of Change	3
OLP 4431	Workplace Leadership	3
OLP 4450	Principles of Adult Education	3
Two Upper Division OLP Electives		6

Code	Title	Credits
WTL Recommended Electives:		**24**
Students are to consult with their faculty advisors to choose 24 credits of courses that will complement their intended career.		
Other courses than those listed below will be considered in consultation with a WTL faculty member.		
CBE Eligible Students may choose:		
OLP 2210	Competency-Based Equivalency I	
OLP 3310	Competency-Based Equivalency II	
All students may choose:		
CMP 3308	Groups and Communication	
CMP 3320	Foundations of Leadership	
EMGT 3301	Incident Command System Advanced	
MGT 3312	Individual and Organizational Behavior	
MGT 4441	Leading in Organizations	
OLP 4405	Learning Fundamentals	
OLP 4406	Grantwriting	
OLP 4411	Consulting Skills in Human Resource Development	
OLP 4432	Special Topics in HRD	
OLP 4433	Coaching Skills for Leaders	
OLP 4444	Ethics and Diversity in the Workplace	
OLP 4452	Reframing Organizations	
OLP 4453	Employee Engagement and Motivation	
OLP 4457	Facilitating Adult Learning	
OLP 4464	Facilities Management	
POLS 2213	Introduction to Political Philosophy	
POLS 2231	Introduction to Comparative Politics	
POLS 4409	Community Planning	
PSYC 3341	Social Psychology	
PSYC 3344	Adult Development and Aging	
PSYC 4445	Learning and Behavior	
SOC 3301	Classical Social Theory	

Code	Title	Credits
Free Elective Courses		**23**
The remaining 23 credits will be the student's choice.		

Degree Totals

Code	Title	Credits
General Education		37
WTL Program Core		36
WTL Recommended Electives		24
Free Electives		23
Total Credits		**120**

Major Academic Plan (MAP) (https://www.isu.edu/advising/maps/)