

# Bachelor of Science Occupational and Technical Studies with a Major in Training Specialist (BS)

Unlock your potential in the \$350 billion global training and development industry with the Training Specialist major! Gain the expertise necessary to become a training and organizational development specialist by creating value-added training solutions that drive talent development and enhance organizational performance. Develop skills in training and development program design, delivery, and evaluation; creative problem-solving, leadership, communications technology, and management. Explore and enhance your career opportunities in business, industry, healthcare, government, the military, and higher education. A minor in Training and Development and a certificate in Industrial Training are also available. Join us and launch your career today!

## Career Highlights

- 12% projected job growth far exceeds the 5% national average; \$65,000 starting; \$125,000 with five years of experience (Bureau of Labor Statistics Occupational Handbook, 2024)
- Careers include corporate trainer, training and development specialists, instructional designer, talent development and recruiter, and human resources specialists, consultant, training and development manager, and chief learning officer.

## Major Highlights

- An accelerated plan of study is available. Complete the Bachelor of Science degree in 1.3 years as a 60+ hour transfer student.
- Complete the major at your own pace, full-time or part-time.
- Self-paced and instructor-led courses
- Built-in OSHA certification
- A.S. and A.A.S. community college credits accepted
- Transfer friendly (prior course work likely meets elective requirements)
- Military friendly (JST, CLEP, and DSST credits accepted)
- Air University Associate to Baccalaureate Cooperative (AU-ABC) partner
- U.S. Armed Forces Military Pathways
- Courses based on cutting-edge research conducted by ATD, SHRM, AHRD
- Developing employ-based educational programs

## Graduation Qualifications

To graduate, students need to earn at least a 2.0 GPA overall and in their major. In addition to meeting other requirements of the University, students must earn a minimum of 25 percent of the total number of credits required for the degree (for example, 30 credits in a 120-credit degree program) through on- or off-campus instruction.

### Accelerated Plan-of-Study Based on a Transfer of 60+ Hours

Please see the Degree Program Guide area for additional information.

- 60 hours remaining (120 hours total required for degree completion)
- 34 hours STEM/SEPS courses
- 6 hours Upper Division General Education
- 20 hours of a combination of remaining required courses and electives
- 4 semesters to completion (3 academic semesters plus 1 summer term)

## Requirements

### Lower-Division General Education

Written Communication ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#written">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#written</a> )	6
Oral Communication ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#oral">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#oral</a> )	3
Mathematics ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#math">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#math</a> )	3
Language and Culture ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#language">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#language</a> )	0-6
Information Literacy and Research ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#information">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#information</a> )	3
Human Behavior ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#behavior">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#behavior</a> )	3
Human Creativity ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#creativity">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#creativity</a> )	3
Interpreting the Past ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#interpret">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#interpret</a> )	3
Literature ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#literature">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#literature</a> )	3
Philosophy and Ethics ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#philosophy">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#philosophy</a> )	3
The Nature of Science ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#nature">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#nature</a> )	8
Impact of Technology ( <a href="https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#impact">https://catalog.odu.edu/undergraduate/requirements-undergraduate-degrees/#impact</a> )	3

Written Communication: Grade of C or better required in both courses

Oral Communication: met in the major by HMSV 339

Information Literacy and Research: STEM 251G required

Human Creativity cannot be met by SEPS 223A

Human Behavior: ECON 200S required; cannot be met by SEPS 203S

Impact of Technology: satisfied by STEM 370T in the major

### Upper-Division General Education

- Option A. Approved Disciplinary Minor (a minimum of 12 hours determined by the department) or second degree or second major
- Option B. Interdisciplinary Minor (specifically 12 hours, 3 of which may be in the major)
- Option C. An approved Certification Program such as teaching licensure
- Option D. Two Upper-Division Courses from outside the College of Education and Professional Studies and not required by the major (6 hours)

### Requirements for Graduation

Requirements for graduation include the following:

- Minimum of 120 credit hours.
- Minimum of 30 credit hours overall and 12 credit hours of upper-level courses in the major program from Old Dominion University.
- Minimum overall cumulative grade point average of C (2.00) in all courses taken.
- Minimum overall cumulative grade point average of C (2.00) in all courses taken toward the major.
- Minimum overall cumulative grade point average of C (2.00) in all courses taken toward a minor.
- Completion of ENGL 110C, ENGL 211C or ENGL 231C, and the writing intensive (W) course in the major with a grade of C or better. The W course must be taken at Old Dominion University.
- Completion of Senior Assessment.

## Training Specialist Major

This major is designed to prepare students as training specialists who design, develop, and present training in business and industry. The major is also available through ODU Global. On approval of the program leader, select business-related technical content areas from the community college can satisfy 30 hours of technical content for this major. Requirements are as follows:

### General Education

Complete lower-division requirements	35-41
Complete upper-division requirements (minimum of 6 credit hours)	6

### Technical Content Courses

ACCT 201	Principles of Financial Accounting	3
HMSV 339	Interpersonal Relations	3
MGMT 325	Contemporary Organizations and Management	3
MGMT 330 or MGMT 340	Organizational Behavior Human Resource Management	3
MKTG 311	Marketing Principles and Problems	3
PSYC 201S	Introduction to Psychology	3
PSYC 303	Industrial/Organizational Psychology	3
SEPS 302	Workforce Supervision Management	3
SEPS 389	Education and Training of Adults	3
SEPS 400	Instructional Systems Development	3
SEPS 402	Instructional Methods in Occupational Studies	3
SEPS 405	Directed Work Experience	4
SEPS 450	Assessment, Evaluation and Improvement	3
SEPS 481	Career and Professional Development	3
STEM 350 or STEM 351	Communication Technology Processes Communication Technology	3
STEM 365	Safety and OSHA Certification	3
STEM 370T	Technology and Society (Writing Intensive)	3

### Electives

Training Electives **	21
Elective Credit	6
<b>Total Credit Hours</b>	<b>120-126</b>

\* Grade of C or better required

\*\* Consult the departmental advisor for a list of approved courses used to meet this requirement.

Elective credit may be needed to meet the minimum of 120 credits required for the degree.

## Degree Program Guide

The Degree Program Guide is a suggested curriculum to complete this degree program in four years. It is just one of several plans that will work and is presented only as broad guidance to students. Each student is strongly encouraged to develop a customized plan in consultation with their academic advisor. Additional information can also be found in Degree Works.

## Training Specialist Major

Course	Title	Credit Hours
<b>Freshman</b>		
<b>Fall</b>		
ENGL 110C	English Composition (C or better required)	3
Mathematics		3
Elective or Foreign Language (if required)		3

STEM 251G	Computer Literacy: Communication and Information	3
PSYC 201S	Introduction to Psychology	3
<b>Credit Hours</b>		<b>15</b>

### Spring

Literature		3
Elective or Foreign Language (if required)		3
Human Creativity (cannot be met by SEPS 223A)		3
Philosophy and Ethics		3
ECON 200S	Basic Economics	3
<b>Credit Hours</b>		<b>15</b>

### Sophomore

#### Fall

Nature of Science I		4
ENGL 211C or ENGL 231C	Writing, Rhetoric, and Research or Writing, Rhetoric, and Research: Special Topics	3
Interpreting the Past		3
ACCT 201	Principles of Financial Accounting	3
Training Elective		3
<b>Credit Hours</b>		<b>16</b>

#### Spring

Nature of Science II		4
Training Elective		3
Training Elective		3
Training Elective		3
<b>Credit Hours</b>		<b>13</b>

### Junior

#### Fall

MKTG 311	Marketing Principles and Problems	3
MGMT 330 or MGMT 340	Organizational Behavior or Human Resource Management	3
SEPS 302	Workforce Supervision Management	3
MGMT 325	Contemporary Organizations and Management	3
HMSV 339	Interpersonal Relations	3
<b>Credit Hours</b>		<b>15</b>

#### Spring

SEPS 389	Education and Training of Adults	3
SEPS 400	Instructional Systems Development	3
SEPS 450	Assessment, Evaluation and Improvement	3
STEM 351 or STEM 350	Communication Technology or Communication Technology Processes	3
PSYC 303	Industrial/Organizational Psychology	3
<b>Credit Hours</b>		<b>15</b>

<b>Summer</b>		
SEPS 405	Directed Work Experience	4
<b>Credit Hours</b>		<b>4</b>
<b>Senior</b>		
<b>Fall</b>		
SEPS 402	Instructional Methods in Occupational Studies	3
STEM 365	Safety and OSHA Certification	3
STEM 370T	Technology and Society (writing intensive; C or better required)	3
Training Elective		3
Upper-Division General Education		3
<b>Credit Hours</b>		<b>15</b>
<b>Spring</b>		
SEPS 481	Career and Professional Development	3
Upper-Division General Education		3
Training Elective		3
Training Elective		3
<b>Credit Hours</b>		<b>12</b>
<b>Total Credit Hours</b>		<b>120</b>

### Training Specialist Major Accelerated Guide\*

Course	Title	Credit Hours
<b>First Year</b>		
<b>Fall</b>		
1st 8 Weeks		9
STEM 251G	Computer Literacy: Communication and Information	
SEPS 302	Workforce Supervision Management	
SEPS 400	Instructional Systems Development	
2nd 8 Weeks		9
STEM 370T	Technology and Society	
SEPS 402	Instructional Methods in Occupational Studies	
Other required course or elective		
<b>Credit Hours</b>		<b>18</b>
<b>Spring</b>		
1st 8 Weeks		9
STEM 351	Communication Technology	
SEPS 481	Career and Professional Development	
Other required course or elective		
2nd 8 Weeks		9
SEPS 389	Education and Training of Adults	
Upper Division General Education I		
Other required course or elective		
<b>Credit Hours</b>		<b>18</b>

<b>Summer</b>		
STEM 365	Safety and OSHA Certification	3
SEPS 405	Directed Work Experience **	4
Other required course or elective		3
Other required course or elective		3
<b>Credit Hours</b>		<b>13</b>
<b>Second Year</b>		
<b>Fall</b>		
1st 8 Weeks		9
SEPS 450	Assessment, Evaluation and Improvement	
Upper Division General Education II		
Other required course or elective		
2nd 8 Weeks		2-3
Other required course or elective (if needed)		
<b>Credit Hours</b>		<b>11-12</b>
<b>Total Credit Hours</b>		<b>60-61</b>

\* Permission required to take over 18 hours per semester. This plan assumes at least 60 credits have been transferred in to Old Dominion University.

\*\* SEPS 405 is a 4-hour course that is offered in a 12-week Session 1 format. Courses taken in Winter Term and Maymester do not count toward Summer hours.