

# WTD - Workforce and Talent Development

## **WTD 601 Principles and Foundations of Workforce Development (3 Credit Hours)**

This course provides a comprehensive overview of the theoretical underpinnings and historical evolution of workforce development. Students will explore key concepts such as human capital theory, labor market dynamics, and the role of education and training in economic growth. The course examines various models of workforce development and analyzes the policies that govern these efforts. Emphasis is placed on understanding the stakeholders involved and the ethical considerations inherent in designing and implementing effective workforce solutions.

## **WTD 602 Performance & Needs Assessment (3 Credit Hours)**

This course focuses on the initial phase of the ADDIE instructional design model: conducting a needs assessment and task analysis. You will explore foundational theories and practical techniques used by training and development professionals, as well as human resource development specialists, to assess and enhance performance across various organizational settings. Emphasizing both conceptual understanding and real-world application, the course equips you with essential tools to effectively identify performance gaps and analyze learning needs, laying the groundwork for the design of impactful training and development solutions.

## **WTD 611 Systems for Workforce and Economic Development (3 Credit Hours)**

This course takes a systems-thinking approach to how talent development, education, industry, and public policy interact to drive regional economic vitality. Students will examine the structures, incentives, and data flows that connect K–12/CTE, community colleges and universities, workforce boards, employers, and economic development agencies. Core topics include sector strategies and career pathways, governance and interagency coordination, braided funding and policy alignment (e.g., WIOA, Perkins V, apprenticeship), labor-market intelligence and skills forecasting, performance measurement and ROI, and equity-centered design that reduces barriers for underserved populations.

## **WTD 612 Program Design and Development (3 Credit Hours)**

This course provides a comprehensive, hands-on approach to designing and developing effective training programs that meet the needs of today's fast-paced and rapidly changing workplace. Drawing on proven strategies and best practices, participants will learn how to assess training needs, analyze learner characteristics, and create relevant, cost-effective programs that drive results for both individuals and organizations. Key topics include writing measurable learning objectives, selecting appropriate content, designing engaging activities, developing instructional materials, and implementing evaluation methods to measure success. The course also addresses the unique challenges of creating impactful virtual and remote training programs, equipping both new and experienced trainers with the tools to deliver meaningful learning experiences.

## **WTD 621 Leading Change in Workforce Development (3 Credit Hours)**

This course examines strategies for leading and managing change within workforce development systems and organizations. Students will explore key change management theories, models, and practices relevant to public and private sector workforce initiatives. Topics include organizational readiness, stakeholder engagement, resistance to change, communication planning, and evaluation of change efforts. Through applied projects and case studies, students will develop the skills to design, implement, and sustain change initiatives that align with workforce development goals and promote continuous improvement.

## **WTD 622 Leading Training and Instruction in Workforce Development (3 Credit Hours)**

This course provides foundational principles of effectively leading adult learning and instructional design initiatives. The course focuses on the skills and knowledge needed to lead impactful training and development programs aligned with organizational goals. Emphasis is placed on a learner-centered approach, focusing on creating engaging and relevant learning experiences for a diverse workforce.

## **WTD 631 Emerging Trends in the Workforce (3 Credit Hours)**

This course provides a comprehensive exploration of the transformative forces shaping the modern workforce and the future of work. Students will critically analyze the impact of technological advancements, demographic shifts, globalization, and evolving societal expectations on employment models, organizational structures, and required skills for navigating a rapidly changing labor market.

## **WTD 632 Project Management in Training & Workforce Systems (3 Credit Hours)**

This course introduces students to the principles and practices of project management as applied to training and workforce development systems. You will examine project management frameworks, tools, and strategies used to plan, implement, and evaluate workforce initiatives across diverse organizational settings. Emphasizing both technical skills and strategic thinking, the course prepares you to lead training-related projects from initiation to closeout, with attention to timelines, stakeholder needs, resource allocation, and measurable outcomes.

## **WTD 641 Research Methods & Data-Driven Decision Making (3 Credit Hours)**

The primary goal of this course is to provide students with the knowledge and skills to write a research proposal and conduct research. It is intended for those students who are completing a master's degree in the fields of career and technical education, community college leadership, and/or training to meet their program requirements, those planning on pursuing a doctoral degree, or those who anticipate conducting research for any other reasons. The course examines topic selection, criteria for effective collection and organization of data, review of literature, analysis of data, and proposal writing.

## **WTD 642 Evaluating and Improving Workforce Systems (3 Credit Hours)**

This course focuses on evaluating workforce systems and programs while integrating core principles of improvement science. Students learn to frame evaluation questions, build theories of change and logic models, operationalize performance indicators aligned to statutory frameworks such as WIOA and Perkins V, and design rigorous and feasible studies spanning implementation, outcomes, and impact.