University of Technology, Jamaica

Faculty of Education and Liberal Studies

School of Technical and Vocational Education (SoTaVE)

MSc

Workforce Training and Education

PROGRAMME OVERVIEW

The *Masters Degree in Workforce Training and Education* is premised on the notion that a critical determinant of organizational productivity and competitive advantage is the quality of its human resource.

Consequently, efforts to increase worker productivity and efficiency must be a key element in the business strategy of organizations to ensure the

organization's continued growth and success. This is so because a strong programme for employee training and development yields many bene-fits. Additionally, a culture of employee training and development builds employee loyalty and as such enables the organization to retain experienced employees.

- A Bachelor's degree with a minimum grade point average (G.P.A.) of 2.7 or Lower Second Class Honours.

- Persons falling below this requirement may be admitted as "unclassified" students but must obtain at least a "B" average over the first 12 semester hours of graduate work

- Transcripts from the tertiary institutions attended

- Statement of Purpose

- Two academic references

Programme Content

The Masters degree in Workforce Training and Education is comprised of 10 modules plus two electives.

Core (C) – 15 credits
General (G) – 11 credits
Elective – (E)- 4 credits
Practicum (P) – 6 credits

MODULE DESCRIPTIONS

Foundations of Workplace Learning– 3 Credits

This module examines the historical, philosophical, ethical, social, political and psycho-logical aspects of work and work education. Specifically, participants will examine the foundations and development of work in the Carib-bean.

Theories of Workplace Learning and Practice - 3 credits

This module is premised on the notion that workplace learning is a multidisciplinary phenomenon, that constitutes multiple shifting and sometimes competing characteristics. This module will allow students to explore the varying theoretical perspectives that undergird the practice of workplace learning.

Workforce Diversity - 2 credits

This module exposes participants to the diverse composition of the local, regional and international workforce. Boundaries of the clientele served by trainers and educators are identified and discussed.

MODULE DESCRIPTIONS

Programme Evaluation— 3 credits

This course is designed to prepare participants with the skills and the principles of good practices needed to evaluate training and educational programs.

Human Resource management– 3 credits

This module provides an overview of the foundations of human resource management and explores the benefits to an organization. Using a problem-based and experiential approach, participants will be facilitated in the development of the skills necessary for the acquisition, deployment, development, and retention of the human resource in organizations.

Corporate Training and Development -3 credits

The module examines the functional roles of training and development in the organization. Working models will be analyzed through case studies to illustrate the critical importance of planning within an instructional systems approach

Research Methods - 3 credits

This course is designed to prepare you for undertaking meaningful individual re-search at the postgraduate level. It introduces students to basic knowledge and skills and will assist them in identifying and defining suitable research topics, and in

in planning and conducting research to improve the practice of workforce training and education.

Assessment and Evaluation of Business and Industry Training - 3 credits

This module is designed to provide participants with the knowledge and skills needed for constructing appropriate instruments for assessing trainees' performance.

Media Technology Integration in teaching and Learning 3 credits

The module is designed to facilitate the development of learners' competencies in under-standing and applying the perspectives, theoretical foundations, concepts, principles, tools and methodologies for integrating ICT and related media technologies into teaching and learning.

Practicum in Workforce Training and Education 6 credits

This module is designed to provide the students with practical experience in a professional setting such as a business/industry, or a government agency/ministry which offers training. The

student is expected to select an area of interest informed by the theories and /or principles addressed in the course of study, draft a 10-page proposal outlining the practicum plan and seek permission from an organization of choice in which it will be implemented. The aim is to have students engage in work that enhances managerial/leadership, entrepreneurial and technical skills, where possible, that is mutually beneficial.

Electives—2 credit (1) per year

- Career Guidance and Staff Development
- Law for the Trainer
- Systems Theory
- Professionalism in the Workplace

Scheduling

The programme is designed to run for 24 months, from September to August of each year. Classes may be held from Mondays - Fridays between the hours of 5:00 pm - 9:00 pm.

THE APPLICATION PROCESS

Applications are generally open October to January. An application form can be obtained from the University's Admissions Office on the presentation of the receipt for the application fee. The application form should be returned to the Admissions Office by January 31. Late applicants are processed depending on the availability of spaces. Qualified applicants will be accepted on a first come basis. Persons intending to register for the programme are advised to apply without delay for transcripts supporting their applications.

Transcripts are to be forwarded by the institutions to:
The MSc. WTE. Leader
Postgraduate Office
Faculty of Education and Liberal Studies,
University of Technology, Jamaica
237 Old Hope Road
Website: http://utech.edu.jm

Programme Leader: Mrs. Anita Thomas-James
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