

Bachelor of Arts in Training and Development

National College of Ireland, IFSC Campus

Programme Overview

In a global economy that has become both knowledge and technology-intensive there is a National focus on training and development efforts. This places an emphasis on training and development specialists and their ability to apply robust theory and principles to the unique circumstances of each business. Training and development specialists must have the ability to deliver high quality interventions cognisant of the range of learning technologies now available. However, they must also be able to think strategically and locate development interventions within the context of business needs and processes. It is critical the training and development practitioners are professionally specialist and business credible.

Who is the programme for?

This unique degree programme is aimed at training and development practitioners working in small, medium and large enterprises as employees, consultants or sub-contractors.

Programme Objectives

The programme firstly aims to develop skills and knowledge in the key specialist training and development areas such as needs analysis, design and delivery of training and management development.

Secondly, the programme aims to equip learners with knowledge of the business context of training and development.

Finally, the programme aims to help learners acquire the diagnostic, planning and communication skills they often require in their roles as internal or external consultants and business partners

Programme Benefits

The courses will benefit you by:

- ✓ Assuring you, prospective employers and clients that your professional knowledge and skills are at the highest International standards.
- ✓ Helping you to add value to the business and act as a business partner and consultant by equipping you with an important business perspective
- ✓ Using an action learning approach to ensure learning transfer, you will use your work experience to test and apply principles discussed in class.
- ✓ Providing you with a formal qualification in Training and Development and further access to the National Qualifications Framework.

Programme Learning & Assessment

Learners on this programme will be training and development practitioners. As such their work life will provide an ideal 'laboratory' in which to test and develop the concepts and skills presented on the programme. Learners will have the opportunity to adopt an action learning approach combining their work with programme related learning. A number of the modules in the training, development theme combine practical sessions with lectures and are assessed using portfolios of work, work based projects and case based assignments.

Modules in the business theme are mostly assessed using a combination of interim projects and final examination.

Programme Structure

The programme consists of two integrated themes reflecting the need for modern training and development practitioners to be specialists with business awareness.

		Theme 1 Training and Development Skills & Knowledge		Theme 2 Business Context Skills & Knowledge	
Year 1		The Learning Process	Intervention Delivery 1	Human Resource Management 1	Accounting 1
		Learning Needs Analysis	Intervention Evaluation	Business Management	Quantitative & Qualitative Research Methods 1
		Intervention Design	Communications & Influencing	Organisation Behaviour 1	Organisation Behaviour 2
Year 2		Organisation Development 1	Intervention Delivery 2	Change Management	Sales and Marketing
		Career Development	Project Management	Accounting 2	Technology in Business
		Internal & External Consulting 1	Internal & External Consulting 2	Economics 1	Economics 2
Year 3		Strategic Human Resource Development	Intervention Delivery 3	Ethics & Social Responsibility	Strategic Management
		Management Development	Organisation Development 2	Human Resource Management 2	Quantitative & Qualitative Research Methods 2
		Managing the HRD Function	Work Based Project	Employment Law	

Programme Duration

This programme will be delivered over 3 years and 7 semesters. To facilitate access for learners outside of the Dublin area and support the applied learning methodology, delivery will take place over approximately 9 weekends (Fri & Sat) per semester. Students are expected to engage in self directed learning on the other weeks in the semester to work on assignments, portfolios and skill development assessments. The self directed learning will be supported with online access to learning materials.

Award

The award will be the Bachelor of Arts in Training, and Development (Level 7 National Qualification Framework), ACCS credits. This programme will allow progression to level 8 qualifications on the NQF.

Entry Requirements

This is a part-time programme designed to appeal to mature learners over the age of 23 years. Given the action learning approach adopted on the programme applicants should also have two years relevant work experience and must be in a position to undertake course assignments and projects relating to practical aspects of training and development. Entry to the programme will be considered on the applicant's individual merits and experience. All applicants are expected to be computer literate. There are no prerequisites in terms of prior qualifications.

Exemptions

Standard module exemptions are available for graduates of the IITD Certificate and Diploma programmes and the CIPD Certificate in Training Practice. Applicants with other prior accredited or experiential learning may receive module exemptions. Exemptions will only be considered as part of the application process.

Fees

€3630

Start Date

September 2009

Venue

National College of Ireland (IFSC Campus), Mayor Street, Dublin 1