

## Training and Development Specialists – Sociology BA

**This material is for information purposes only as it does not constitute a guarantee of employment**

### Median Salary:

In May 2022, the median annual wage for training and development specialists in the top industries in which they worked were as follows:

Professional, scientific, and technical services	\$79,040
Finance and insurance	\$70,580
Educational services; state, local, and private	\$67,860
Healthcare and social assistance	\$60,920
Administrative and support services	\$50,770

**Job Outlook: 6 percent growth** from 2022 to 2032, faster than the average for all occupations.

**Job Description:** Training and development specialists guide employees through exercises. In addition, training and development specialists plan and administer programs that train employees and improve their skills and knowledge.

**Training and development specialists work in nearly every industry. They spend much of their time working with people, giving presentations, and leading training activities.**

Training and development specialists typically do the following:

- Assess training needs through surveys, interviews with employees, or consultations with managers or instructors
- Design and create training manuals, online learning modules, and course materials
- Review training materials from multiple sources and choose appropriate materials
- Deliver training to employees using a variety of instructional techniques
- Assist in evaluating training programs
- Perform administrative tasks such as monitoring costs, scheduling classes, setting up systems and equipment, and coordinating enrollment

Training and development specialists help create, plan, and run training programs for businesses and organizations. To do this, they must first assess the needs of an organization. They then develop custom training programs that may take place online, in classrooms, or in training facilities.

Training and development specialists organize or run training sessions using lectures, team exercises and other formats. Training also may be in the form of a video, a self-guided instructional manual, or an online application. Training may be collaborative, allowing employees to connect informally with colleagues, experts, and mentors.

Training and development specialists spend much of their time working with people, giving presentations, and leading training activities. They also may need to travel to training sites.

**Sources:**

<https://www.bls.gov/emp/tables/occupational-projections-and-characteristics.htm>

<https://www.bls.gov/ooh/business-and-financial/training-and-development-specialists.htm#tab-2>

**Suggested Degree Plan: This suggested plan is not a guarantee of employment**

FIRST YEAR - FALL	14	FIRST YEAR - SPRING	15
English Composition (EC): ENG 125	3	English Composition (EC): ENG 126	3
Math/ Quantitative Reasoning (MQR)	3	Life & Physical Science (LPS)	3
Individual & Society (IS): SOC 101	3	Creative Expression (CE)	3
World Culture and Global Issues(WCGI)	3	Scientific World (SW):	3
Student Development: 110	2	College Option: HE 111	3

SECOND YEAR - FALL	15	SECOND YEAR - SPRING	15
College Option: Foreign Language†	3	College Option: Foreign Language†	3
Writing Intensive: Lower-level WI	3	US Experience in its Diversity (USED): SOC 235 or 289	3
SOC 220	3	Additional Flexible Core Course	3
SOC Elective (200-level):*	3	Writing Intensive (WI): SOC 201 WI	3
SOC Elective (200-level):*	3	SOC 321	3

THIRD YEAR - FALL	15	THIRD YEAR - SPRING	15
Writing Intensive (WI): SOC 312 WI	3	Minor Course or Free Elective	3
SOC Elective (300/400-level):*	3	Minor Course or Free Elective	3
SOC Elective (300/400-level):*	3	Minor Course or Free Elective	3
SOC Elective (300/400-level):*	3	Minor Course or Free Elective	3
College Option: Writing Requirement: WRIT 300-level	3	Minor Course or Free Elective	3

FOURTH YEAR - FALL	16	FOURTH YEAR - SPRING	15
Minor Course or Free Elective	3	Minor Course or Free Elective	3
Minor Course or Free Elective	3	Minor Course or Free Elective	3
Minor Course or Free Elective	3	Minor Course or Free Elective	3
Minor Course or Free Elective	3	Minor Course or Free Elective	3
Minor Course or Free Elective	4	Minor Course or Free Elective	3

**The Sociology Program is only a 30 credit major, often leaving students with the opportunity to select minors or free electives**

Sociology Electives (examples)\*:

SOC 226	Survey Research I	*These are some, not all, of the
SOC 235	Race and Ethnicity	Sociology electives offered that
SOC 239	Sociology of Work	Students can select in accordance
SOC 252	Social Problems	With the major requirements
SOC 254	Criminology	
SOC 289	Urban Sociology	
SOC 313	Sociology of the Media	
SOC 333	Social Stratification	
SOC 334	Complex Organizations	
SOC 338	Gender and Sexuality	
SOC 351	Qualitative Research Methods	
SOC 354	Criminal Justice Administration	
SOC 364	Social Change	
SOC 365	Collective Behavior	
SOC 381	Population Problems	