



Undergraduate Programs

Business Education

(Placed underneath video) *The Business Education program prepares individuals to teach K-12 business technology classes.*

Educate to Elevate. Educate to Empower. Educate to Inspire.

The **Business Education Endorsement** will prepare you for a career teaching professional development and business education courses for middle and high school students. Our dedicated professors will instruct you in teaching methods and facilitating professional development. You will graduate ready to help your students develop practical and professional skills. Join us, and find your future here!

- **Real-World and Experiential-**
 - Teach tomorrow's business professionals to lead with integrity. As a business educator, you guide future business leaders to empower entrepreneurial and ethical change
 - The project-based coursework
 - Business education students participate in [Business Professionals of America](#) at the local, state, and national levels.

- **Business educators are qualified to teach all education courses including:**
 - Accounting
 - Banking and Credit
 - Business Administration
 - Business Computer Applications
 - Business Management
 - Business Math
 - Business Law and Ethics

- Computer Programming and Technology
- Digital Imaging Technology
- Entrepreneurship
- Finance
- Graphic Communications
- Interactive Media- Graphics/Photography/Video
- Information Technology
- Insurance
- Web Design

The program meets the standards for the Business Technology Education standard certification for the State Department of Education in secondary education (grades 6-12) and standard occupational certification for the Idaho Division of Career and Technical Education.

Family Consumer Sciences

(Placed underneath video) *Family and consumer sciences teaches 21st century skills as they relate families, students, and individuals through career clusters.*

Educate to Elevate. Educate to Empower. Educate to Inspire.

The **Family and Consumer Sciences Program** will prepare you for a career teaching and implementing consumer economics and family development skills. Our dedicated professors will help you grow as a person and a professional as you work toward your degree. You will graduate ready to help children, students, and families find health and happiness. Join us, and find your future here!

- **Family and Consumer Sciences skills include:**
 - Apparel and Merchandising
 - Humanities
 - Home Economics
 - Housing and Interior Design
 - Nutrition and Wellness
 - Textiles and Screenprinting
 - Laser Etching and 3D Printing

Workplace Training and Leadership

Educate to Elevate. Educate to Empower. Educate to Inspire.

The **Bachelor of Science in Workplace Training and Leadership** will prepare you for a career as a manager or organizational leader. Our dedicated professors will help you grow as a leader and a problem-solver. You will graduate ready to help people grow and succeed in their careers. Join us, and find your future here!

- **Finish Your Bachelor's Degree!**
 - We prioritize what matters to you most which is earning your degree!
 - We accept students from all backgrounds with previous credit from outside institutions.
- **Anywhere and at Anytime -**
 - The **fully online, asynchronous (no set time)** program is tailored towards the working professional or busy adult.
 - Classes are offered with no set time and students can be enrolled part-time or full-time and can start in the fall, spring, or summer semesters.
- **Gain the Skills Needed to Land Your Dream Job!**
 - This highly versatile degree is desirable in all industries including healthcare, K-12 education, career/technical education, government, financial institutions and beyond.
- **Workplace training and leadership classes include:**
 - High impact leadership
 - Strategic planning
 - Improving individual and group performance
 - Talent development
 - Building effective and engaged teams
 - Supervising and managing people
 - Decision making and problem solving

***Competency-Based Equivalency Portfolio Option:** Students who have at least 10,000 hours of work experience can qualify for a CBE-Portfolio, which will award 24 elective credits. These credits can only be applied to a bachelor's degree in Workplace Training and Leadership. There are no extra fees applied for completing this portfolio. Contact an advisor for more information.

***Certificate in Career and Technical Education:** The 33-credit Certificate in Career and Technical Education (CTE) supports educators teaching industry trades and professions such as automotive technology, business education, welding, robotics/engineering technology, and more. This certificate allows CTE professionals and teachers to advance in their careers.

Job Placement and Salaries

Everyone needs workplace training, development and leadership skills in today's job market. With the knowledge you gain in our program, you can expect:

- Near 100% Job Placement Rate
- Average salary
- Alumni jobs include: Idaho National Lab, ICCU, State of Idaho, Boise State, College of Western Idaho, Business Owner/Entrepreneur, Simplot, ITAFOS, Bayer, Minidoka Hospital, Burley Fire Department, US Air Force, St. Luke's Hospital, Idaho Peace Officer Standards and Training, etc.

Career Opportunities

Graduates with a Bachelor's degree in Workplace Training and Leadership work in all career fields and could be qualified for the following types of positions:

- Training and Development Director
- Supervisor or Manager
- Career and Technical Educator
- Organizational Development Professional
- Professional Consultant
- Community Relations Coordinator or Manager
- Organizational Effectiveness Professional
- Retail Associate or Manager

Career Opportunities

Graduates with a **Bachelor's Degree in Workplace Training and Leadership** work in all career fields and could be qualified for the following types of positions:

- Training and Development Director
 - Supervisor or Manager
 - Career and Technical Educator
 - Higher Education or K-12 Professional
 - Organizational Leader or Executive
 - Trainer and Learning Specialist
 - Professional Consultant
 - Organizational Development Professional
 - Community Relations Coordinator or Manager
 - Organizational Effectiveness Professional
 - Retail Management
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Graduate Programs

Human Resource Development

(Placed underneath video) *Human resource development is a unique field because every organization needs employees with experience in supporting and developing people, whether that is in an organizational development consultant role or leadership role.*

Educate to Elevate. Educate to Empower. Educate to Inspire.

The **Master of Science in Human Resource Development** will help you grow your team management and leadership skills. Our dedicated professors will instruct you in methods of managing and improving individual and organizational performance. You will graduate ready to help people grow and succeed in their careers. Join us, and find your future here!

- **Flexible and Affordable-**
 - Idaho State University is seen as one of the **most affordable, accredited universities** in the country.
 - All human resource development students can learn more about qualifying for scholarships and in-state tuition.
- **Anywhere and at Anytime -**
 - The **fully online, asynchronous** program enrolls any student with a bachelor degree nationwide and is tailored to the working professional.
 - Classes are offered with no set time and students can be enrolled part-time or full-time and can start in the fall, spring, or summer semesters.
- **Real-World and Experiential-**
 - The program places a heavy focus on enhancing students' people development skills including coaching, training and development, strategic planning, leadership abilities, and performance improvement that will equip them for careers in a wide variety of industries.
 - The project-based coursework and research component address workplace problems with innovative, evidence-based HRD solutions.
- **Skills gained as graduate student include:**
 - High impact leadership
 - Strategic planning
 - Improving individual and group performance
 - Talent development
 - Building effective and engaged teams
 - Supervising and managing people
 - Decision making and problem solving

Job Placement and Salaries

Because human resource development skills are highly desirable in today's job market, the job outlook includes:

- Near 100% Job Placement Rate
- Average salary according to the government's Occupational Outlook Handbook for a Training and Development Specialist is \$61,570, and a Training and Development Manager is \$120,130.
- Alumni jobs include: Idaho National Lab, ICCU, State of Idaho, Boise State, College of Western Idaho, Business Owner/Entrepreneur, Simplot, ITAFOS, Bayer, Minidoka Hospital, Burley Fire Department, US Air Force, St. Luke's Hospital, Idaho Peace Officer Standards and Training, etc.

Career Opportunities

Graduates with a **Master's Degree in Human Resource Development** work in all career fields and could be qualified for the following types of positions:

- Training and Development Director
- Supervisor or Manager
- Career and Technical Educator
- Higher Education or K-12 Professional
- Organizational Leader or Executive
- Trainer and Learning Specialist
- Professional Consultant
- Organizational Development Professional
- Community Relations Coordinator or Manager
- Organizational Effectiveness Professional
- Retail Management

Instructional Design and Technology

(Placed underneath video) *As an instructional designer you will help individuals learn better and achieve success by creating and supporting accessible, dynamic learning environments that are personalized to how individual's retain information.*

Educate to Elevate. Educate to Empower. Educate to Inspire.

The **Master of Education in Instructional Design and Technology** will help you develop the skills to design and teach learning solutions for institutions and organizations. Our dedicated professors will instruct you in learning theories and instructional design. You will graduate ready to create and share learning solutions for any audience. Join us, and find your future here!

- **Affordable and Practical** - Idaho State University seen as one of the most affordable, accredited universities in the country. All Instructional Design and Technology students qualify for the in-state tuition rate!
- **Anywhere and at Anytime** - The fully online, asynchronous Instructional Design and Technology Program enrolls students nationwide and is tailored to the working professional.
- **Flexible and Accessible** - Students can be enrolled part-time or full-time and can start in the fall, spring, or summer semesters.
- **Innovative and Experiential** - Students will learn from national leaders in instructional design and technology with the chance to network and be involved with professional organizations in the field such as AECT or ISTE.
- **Presentation and Publication** - Students will have the opportunity to publish and present their own research or participate with program faculty research on the regional, national, or international levels.

Job Placement and Salaries

As a field of study and career, Instructional Design has a bright outlook. The current outlook includes:

- 28% increase in annual job growth over the next decade
- 38th best job in America according to CNN Money
- One of the best jobs in higher education according to Inside Higher ED

Career Opportunities

Graduates with a **Master's Degree in Instructional Design and Technology** could be qualified for the following types of positions:

- Instruction Development Specialist/Director
- Instruction Coordinator
- Facility Manager
- Software Developer
- Curriculum Designer
- Consultant
- Instruction Technology Specialist