WORKFORCE EDUCATION AND DEVELOPMENT

Graduate Program Head	Heather Zimmerman
Program Code	WFED
Campus(es)	University Park (Ph.D., M.S., M.Ed.)
Degrees Conferred	Doctor of Philosophy (Ph.D.) Master of Science (M.S.) Master of Education (M.Ed.) Dual-Title Ph.D., M.S., and M.Ed. in Workforce Education and Development and Comparative and International Education Dual-Title Ph.D. and M.S. in Workforce Education and Development and Operations Research
The Graduate Faculty	View (https://secure.gradsch.psu.edu/gpms/?searchType=fac&prog=WFED)

The general focus of the program is preparation for entry into professional positions within the broadly conceived field of workforce education and development, including human resource development in industry, secondary and postsecondary technical education, and employability programs for special populations. Emphases within the program include: training and development/human resources, leadership/administration, school-to-work, and postsecondary technical and community college leadership.

Admission Requirements

Applicants apply for admission to the program via the J. Jeffrey and Ann Marie Fox Graduate School application for admission (https://gradschool.psu.edu/admissions/how-to-apply). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (https://gradschool.psu.edu/graduate-education-policies/).

Admission to graduate degree programs in Workforce Education and Development (WFED) is based on the faculty's evaluation of an applicant's prior undergraduate and graduate work, relevant prior work experience including military service, and career goals. A minimum undergraduate GPA of 2.50 is required for admission to the master's degree program.

A GPA of 3.00 in prior graduate course work is required for admission to the doctoral program. Two or more years of prior full-time work experience that is relevant to WFED is an important consideration in evaluating applications for the doctoral program.

Degree Requirements

Master of Education (M.Ed.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Policies (https://gradschool.psu.edu/graduate-education-policies/).

An M.Ed. degree is offered in Workforce Education and Development, which requires a minimum of 30 credits beyond the baccalaureate degree. Students in the M.Ed. degree program must complete a written comprehensive examination.

Master of Science (M.S.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-600 Research Degree Policies. (https://gradschool.psu.edu/graduate-education-policies/)

An M.S. degree is offered in Workforce Education and Development, which requires a minimum of 30 credits beyond the baccalaureate degree. M.S. students must complete a master's thesis or paper.

Doctor of Philosophy (Ph.D.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-600 Research Degree Policies. (https://gradschool.psu.edu/graduate-education-policies/)

The Ph.D. degree is offered in Workforce Education and Development. Students are not formally granted candidate status for a doctoral degree until successfully completing the comprehensive examination.

Dual-Titles

Dual-Title M.Ed., M.S., and Ph.D. in Workforce Education and Development and Comparative and International Education

Requirements listed here are in addition to requirements listed in GCAC-208 Dual-Title Graduate Degree Programs (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-208-dual-titles/).

Admission Requirements

Students must apply and be admitted to the graduate program in Workforce Education and Development and The Graduate School before they can apply for admission to the dual-title degree program. After admission to their primary program, students must apply for admission to and meet the admissions requirements of the Comparative and International Education dual-title program. Refer to the Admission Requirements section of the Comparative and International Education Bulletin page (http://bulletins.psu.edu/graduate/programs/majors/comparative-international-education/). Doctoral students must be admitted into the dual-title degree program in Comparative and International Education prior to taking the qualifying examination in their primary graduate program.

Degree Requirements

To qualify for the dual-title degree, students must satisfy the degree requirements for the degree they are enrolled in Workforce Education and Development. In addition, students must complete the degree requirements for the dual-title in Comparative and International Education, listed on the Comparative and International Education Bulletin page (http://bulletins.psu.edu/graduate/programs/majors/comparative-international-education/).

The qualifying examination committee for the dual-title Ph.D. degree will be composed of Graduate Faculty from Workforce Education and Development and must include at least one Graduate Faculty member from the Comparative and International Education program. Faculty members who hold appointments in both programs' Graduate Faculty may serve in a combined role. There will be a single qualifying examination, containing elements of both Workforce Education and Development and Comparative and International Education. Dual-title graduate degree students may require an additional semester to fulfill

requirements for both areas of study and, therefore, the qualifying examination may be delayed one semester beyond the normal period allowable.

In addition to the general Graduate Council requirements for Ph.D. committees (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-600/phd-dissertation-committee-formation/), the Ph.D. committee of a Workforce Education and Development and Comparative and International Education dual-title Ph.D. student must include at least one member of the Comparative and International Education Graduate Faculty. Faculty members who hold appointments in both programs' Graduate Faculty may serve in a combined role. If the chair of the Ph.D. committee is not also a member of the Graduate Faculty in Comparative and International Education, the member of the committee representing Comparative and International Education must be appointed as co-chair. The Comparative and International Education representative on the student's Ph.D. committee will develop questions for and participate in the evaluation of the comprehensive examination.

Students in the dual-title program are required to write and orally defend a dissertation on a topic that is approved in advance by their Ph.D. committee and reflects their original research and education in Workforce Education and Development and Comparative and International Education. Upon completion of the doctoral dissertation, the candidate must pass a final oral examination (the dissertation defense) to earn the Ph.D. degree. The dissertation must be accepted by the Ph.D. committee, the head of the graduate program, and the Graduate School.

Dual-Title M.S. and Ph.D. in Workforce Education and Development and Operations Research

Requirements listed here are in addition to requirements listed in GCAC-208 Dual-Title Graduate Degree Programs (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-208-dual-titles/).

Admission Requirements

Students must apply and be admitted to the graduate program in Workforce Education and Development and The Graduate School before they can apply for admission to the dual-title degree program. After admission to their primary program, students must apply for admission to and meet the admissions requirements of the Operations Research dual-title program. Refer to the Admission Requirements section of the Operations Research Bulletin page (http://bulletins.psu.edu/graduate/programs/majors/operations-research/). Doctoral students must be admitted into the dual-title degree program in Operations Research prior to taking the qualifying examination in their primary graduate program.

Degree Requirements

To qualify for the dual-title degree, students must satisfy the degree requirements for the degree they are enrolled in Workforce Education and Development. In addition, students must complete the degree requirements for the dual-title in Operations Research, listed on the Operations Research Bulletin page (http://bulletins.psu.edu/graduate/programs/majors/operations-research/).

The qualifying examination committee for the dual-title Ph.D. degree will be composed of Graduate Faculty from Workforce Education and Development and must include at least one Graduate Faculty member from the Operations Research program. Faculty members who hold appointments in both programs' Graduate Faculty may serve in a combined role. There will be a single qualifying examination, containing elements of both Workforce Education and Development and Operations Research. Dual-title graduate degree students may require an additional semester to fulfill requirements for both areas of study and, therefore, the qualifying examination may be delayed one semester beyond the normal period allowable.

In addition to the general Graduate Council requirements for Ph.D. committees (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-600/phd-dissertation-committee-formation/), the Ph.D. committee of a Workforce Education and Development and Operations Research dual-title Ph.D. student must include at least one member of the Operations Research Graduate Faculty. Faculty members who hold appointments in both programs' Graduate Faculty may serve in a combined role. If the chair of the Ph.D. committee is not also a member of the Graduate Faculty in Operations Research, the member of the committee representing Operations Research must be appointed as co-chair. The Operations Research representative on the student's Ph.D. committee will develop questions for and participate in the evaluation of the comprehensive examination.

Students in the dual-title program are required to write and orally defend a dissertation on a topic that is approved in advance by their Ph.D. committee and reflects their original research and education in Workforce Education and Development and Operations Research. Upon completion of the doctoral dissertation, the candidate must pass a final oral examination (the dissertation defense) to earn the Ph.D. degree. The dissertation must be accepted by the Ph.D. committee, the head of the graduate program, and the Graduate School.

Minor

A graduate minor is available in any approved graduate major or dual-title program. The default requirements for a graduate minor are stated in Graduate Council policy GCAC-218 Minors (https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-218-minors).

Student Aid

Graduate assistantships available to students in this program and other forms of student aid are described in the Tuition & Funding (https://gradschool.psu.edu/funding/) section of the J. Jeffrey and Ann Marie Fox Graduate School's website. Students on graduate assistantships must adhere to the course load limits (https://gradschool.psu.edu/graduate-education-policies/gsad/gsad-900/gsad-901-graduate-assistants/) set by the Fox Graduate School.

Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Workforce Education and Development (WFED) Course List (https://bulletins.psu.edu/university-course-descriptions/graduate/wfed/)

Learning Outcomes

Master of Education (M.Ed.) and Master of Science (M.S.)

1. KNOW. Graduates will be able to demonstrate deep conceptual understanding and proficiency in Workforce Education and Development theory and applied education at the level required to

contribute to the discipline (such as Career and Technical Education or Training and Development/Organization Development).

2. CRITICAL THINKING. Graduates will be able to critically conceptualize and define the educational aspects of a problem as part of research in Workforce Education and Development.
3. RESEARCH. Graduates will demonstrate proficiency in designing and executing a research strategy to answer significant questions having real-world applications in the field of Workforce Education and Development (which includes Career and Technical Education and Training and Development/Organization Development).
4. COMMUNICATE. Graduates will be able to effectively communicate an instructional argument or findings in formal presentations and in written works to scholars in the field and to policy audiences.
5. PROFESSIONAL PRACTICE. Graduates will demonstrate a commitment to active citizenship in the discipline, including engagement in professional service to the profession and society at large.

Doctor of Philosophy (Ph.D.)

1. Know/Think: Graduates will demonstrate in-depth knowledge of the core theories and research methods in the field of Workforce Education and Development (WFED). The core demonstration will include the interpretation of theories of workforce education and development to conceptualize problems of educational practice.
2. Apply/Create/Think: Graduates will be able to formulate and execute an independent research project that significantly furthers knowledge and theories in WFED.
3. Apply/Create: Graduates will demonstrate the ability to apply theories to inform/develop unique designs and solutions to educational problems.
4. Communicate/Think: Graduates will be able to convey ideas or arguments in clear, concise, well-organized papers and proposals as well as in formal, oral presentations.
5. Professional practice: Graduates will demonstrate knowledge of the professional standards and ethics in the field through written and oral products, and interactions with colleagues.

Professional Licensure/Certification

Many U.S. states and territories require professional licensure/certification to be employed. If you plan to pursue employment in a licensed profession after completing this program, please visit the Professional Licensure/Certification Disclosures by State (https://opair.psu.edu/plc/dashboard/) interactive map.

Contact

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