MASTER OF SCIENCE IN TALENT DEVELOPMENT

INSPIRE. DEVELOP. LEAD.

HIGH DEMAND SKILLS

The Master of Science in Talent Development prepares professionals to develop talent, improve performance, and support organizational growth. Students build skills in instructional design, employee development, leadership, training management, workforce planning, and organizational learning.

HANDS ON COURSEWORK

Students gain practical experience through projects, case studies, and applied learning activities. Coursework focuses on training design, performance improvement, workforce development, leadership, and organizational effectiveness to address real-world workplace challenges.

CAREER POSSIBILITIES

- Talent Development Specialist
- Learning and Development Manager
- Corporate Trainer
- Instructional Designer
- Training Manager
- Organizational Development Specialist
- Workforce Development Coordinator
- Human Resources Development Specialist
- Performance Consultant
- Employee Development Manager

MASTERS IN TALENT DEVELOPMENT PROGRAM COORDINATOR

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SCHOOL OF TECHNOLOGY
EASTERN ILLINOIS UNIVERSITY™

EXPLORE THE POSSIBILITIES. APPLY TODAY AT MY.EIU.EDU

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MASTER OF SCIENCE IN TALENT DEVELOPMENT

TOTAL MAJOR COURSEWORK HOURS- 33 Hours

REQUIRED CORE COURSEWORK

ATD 5203 - Analysis of Talent Development
ATD 5213 - Work Performance Improvement
ATD 5253 - Consulting for Performance Improvement
ATD 5283 - Instructional Systems Design
ATD 5293 - Strategic Employee Development
ATD 5443 - Assessment and Evaluation of Talent
ATD 5230 - Talent Development Administration
ATD 5255 - Facilitating Talent Development
ATD 5900 - Capstone in Talent Development
ODL Elective - 4820, 4840, 4845, 4855, or other approved elective
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ACCELERATED GRADUATE PROGRAM

Students that major in an undergraduate major in the School of Technology also have the opportunity to earn a master's degree in Technology in as little as a year. See the program website for more information.

STACK YOUR SKILLS WITH A CERTIFICATE

Students pursuing a masters in Technology are strongly encouraged to select one of the following complementary certificates to strengthen their skillsets and support their academic and career pursuits.

Please refer to the EIU Graduate Catalog to see the requirements for each minor.

- Computer Technology
- Data Science and Security
- Quality Systems
- Training and Development
- Work Performance Improvement

WHAT YOU WILL LEARN

- Talent development strategies and best practices
- Training needs analysis and workforce assessment
- Instructional design and learning systems development
- Employee learning and professional development
- Performance improvement methodologies
- Strategic employee development and succession planning
- Assessment and evaluation of training programs
- Facilitation and management of learning initiatives
- Talent development administration and leadership
- Consulting techniques for organizational improvement
- Learning technologies and workforce performance tools

PROGRAM ADVANTAGES

- Flexible graduate-level coursework
- Applied projects and real-world case studies
- Leadership and performance improvement focus
- Career-ready talent development skills
- Opportunities to earn complementary certificates
- Accelerated pathway available for eligible EIU students