

MED IN TRAINING AND DEVELOPMENT
(MTD)
ONE YEAR PROGRAM

Preamble

Kathmandu University School of Education offers interdisciplinary programs with a special focus on diverse sectors to develop human resources required for nation-building with special reference to professional skills in enhancing ‘learning for performance’. To achieve this, the School aims at developing skilled and visionary training professionals. In the given context, this document discusses the rationale for the Master of Education in Training & Development (One Year) program, objectives of the program, eligibility for the prospective students, program structure, course descriptions, and student assessment modalities. The program follows the adult learning principles which consists wider range of activities such as reflective practice and action learning to develop and empower trainers. In doing so, the need of industries/ organizations is connected with possible strategies such as field exposure, and internship.

Rationale

The development of professional human resources has been an ever-growing priority across sectors and levels of governance – private, public, and civil society organizations. There are many areas to update the human resource in government (local/province/federal), private, and public sectors in Nepal, though it is an international concern to develop competent human resources through training and development. The one-year program aims at fulfilling the national development needs in the crosscutting thematic areas such as education, development, participation, gender, health, and so on.

Despite the efforts made in government, private and public sector, there has always been questions on the quality of trainers, types of training, and training institutions for the growth of institutions. The existing training programs were less aligned with the performance of the employees which could not have the expected results. Likewise, training programs rarely emphasized the need for building capacity and its evaluation at a time. Since training is a fundamental skill required in professional human resource development, the demand for qualified trainers is growing faster than ever before.

The training pedagogy has changed responding to the contemporary needs, political, socio-economic, and technological advancements. This one-year master program, MTD, is designed to equip the prospective trainer, facilitator, and training manager, to enable them to be informed about the updated theory and practice of training cycle management, including designing and developing teaching-learning materials, and to deliver cutting-edge performance in training and facilitation events.

This program aims at providing students opportunities for acquiring 21st-century skills. In this regard, this program is a unique endeavor where students will be engaged in, and learn from, different context-driven phenomena and situations to sharpen their professional skills.

Program Objectives

MTD (One Year) program envisages developing human resources in training and facilitation based on the holistic, context-based, and multi-methods approach. Upon completion of the MTD program, the graduates are expected to:

- . perform relevant training need assessment prior to design, develop, and implement any kind of training and facilitation events.
- . design and develop training across sectors for achieving outcome-based performance.
- . develop professional skills mentoring and advisement support.
- . evaluate the training facilitation process and its outcomes.
- . Apply adult learning principles
- . Enrich the training experiences with the use of ICT and digital tools.
- . demonstrate competence for effective, social, and communication skills in training development.
- . develop and deliver trainings and support programs via various modes such as face-to-face, blended, and online.

Graduate Attributes

Upon the completion of the course, the program expects the graduates to demonstrate the following attributes:

- Intellectually rigorous in understanding the essentials of training related concepts including, facilitation, coaching, and mentoring;
- Lifelong learner to understand the issues of performance-focused training and capacity building – individual as well as institutional;
- Respectful to learning and capacity building needs of individuals and institutions;

- Compassionate and ethical to the learner-centered training cycle management;
- Critical and creative training professional.
- Skilled in employee and trainee mentoring and advisement

Career Prospects

MTD graduates enjoy a wide spectrum of career opportunity, such as:

- . Training Coordinator
- . Training and Development Manager
- . Capacity Development Specialist
- . Training Specialist
- . Instructional Designer
- . Training Manual Developer
- . Professional mentor and advisor

Duration of the Program	The program is structured to complete in one year but offers flexibility. Students are, however, required to complete all the requirements of the program within two years.
Eligibility Requirements	The candidates having a master’s degree in any discipline from a recognized university or an institution recognized by Kathmandu University are eligible to apply for the program.
Modes of Delivery	The courses under this program could be delivered on face-to-face mode, blended mode, and also on online mode.
Class size	Given the nature of the course that requires more opportunity to the engagement of students in practical work, including the internship program, the number of students in each cohort will be limited to 25.

Structure of the program

This is a two-semester program comprising nine courses of 3-credits each i.e., 27 credits in total. The program consists of:

- a) Two Core Courses (6-credits)
- b) Four Professional Courses (12-credits)
- c) Two Practical Courses (6-credits).

Total Courses (27 Cr.)	
Core Courses (6 Cr.)	<ol style="list-style-type: none">1. EDUC 508: Theory and Practice in Education (3 Cr.)2. EDUC 509: Research Methodology (3 Cr.)
Professional Courses (12 Cr.)	
<i>Specialization courses (12 Cr.)</i>	<ol style="list-style-type: none">1. EDTD 511 Training Curriculum Development (3 Cr.)2. EDTD 512 Instructional Design and Delivery (3 Cr.)3. EDTD 513 Training Program Monitoring and Evaluation (3 Cr.)4. EDTD 514 Mentorship and Advisement (3 Cr.)
<i>Elective Courses (3 Cr) (Anyone)</i>	<ol style="list-style-type: none">1. EDTD 521 Project Development and Implementation (3 Cr.)2. EDTD 522 Entrepreneurship in Training (3 Cr.)3. EDTD 523 Specialization on Thematic Training (3 Cr.)4. EDTD 524 Training for Human Resource Development (3 Cr.)
Practical Courses (6 Cr.)	EDTD 531 Research Project (3 Cr.)
	EDTD 532 Internship (3 Cr.)