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## **Ronald L. Jacobs, Ph.D.**

Professor and Director

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### **Education**

Ph.D. Instructional Systems Technology, Indiana University (1980)

M.A. Instructional Technology, University of Toledo (1975)

B.F.A. English and Film, Ohio University (1972)

### **Academic Experience**

Director, Center on Education and Training for Employment, The Ohio State University (2005 – present)

Professor, Workforce Development and Education, The Ohio State University (1985 – present)

Assistant Professor, Instructional Technology, Southern Illinois University at Carbondale (1980-1985).

### **Project Experience**

Conducted a project to validate the OSU Training Management System to the ISO 10015 Quality of Training standard

Designed and implemented structured on-the-job training systems in numerous national and international companies

Conducted workshops and presentations on ISO 10015, structured on-the-job training, employee competence, and research in human resource development

## **Selected Publications**

Jacobs, R., & Osman-Gani, A. (2005). *Case studies in workplace training and learning: A cross-cultural perspective*. Singapore: Pearson Prentice Hall.

Jacobs, R. (2003). *Structured on-the-job training: Unleashing employee expertise in the workplace*. 2<sup>nd</sup> edition. San Francisco: Berrett-Koehler.

Jacobs, R., & Hawley, J. (In press, 2007). Emergence of workforce development: Definition, conceptual boundaries, and future perspectives. In R. MacLean and D. Wilson (eds.), *International Handbook of Technical and Vocational Education and Training*. Bonn, Germany: UNESCO-UNEVOC.

Osman-Gani, A., & Jacobs, R. (2005). Technological changes and human resource development practices in Asia: A study of Singapore-based companies. 9:4, *International Journal of Training and Development*, 271-280.

Jacobs, R. (1997). Partnerships for integrating HRD research and practice. In R. Swanson & E. Holton (eds.), *Human Resource Development Research Handbook: linking research and practice*. San Francisco: Berrett-Koehler, 47-61.

Jacobs, R., & Washington, C. (2003). Employee development and organizational performance: a review of literature and directions for future research. *Human Resource Development International*, 6(2).

Jacobs, R., Jones, M., Neil, S. (1992). A case study in forecasting the financial benefits of unstructured and structured on-the-job training. *Human Resource Development Quarterly*, 3(2), 133-139.

## **Selected Projects/Activities**

Developing an agenda of work for CETE's designation as the U.S. member of the UNESCO – UNEVOC Network

Implementing the ISO 10015 Quality of Training standard in two local organizations

Developing a memorandum of cooperation between CETE and Jilin Center for Vocational Education Research and Jilin Teachers' Institute of Engineering and Technology, China

## **Professional Affiliations**

Academy of Human Resource Development  
Academy of Management  
American Society for Training and Development  
International Society for Performance Improvement  
International Vocational Education and Training Association