



**Seamless Transition from Education to Career:
Middle Skills, Pathway Programs, and
Transfer from Community Colleges**

OpInform 2024



Options After High School

- Employment – full time or part-time work
- Community College – associate degree, certificate program, and microcredential skills
- College/University - bachelor's degree
- Gap Year
- Military
- Nothing



Middle-Skills Jobs

- Require more than a high school education and less than a bachelor's degree.
- Occupations span a wide range, from firefighters to software developers to radiologic technicians.
- Represent a significant share of the labor market in New York State.

Source: Center on Education and the Workforce (CEW)



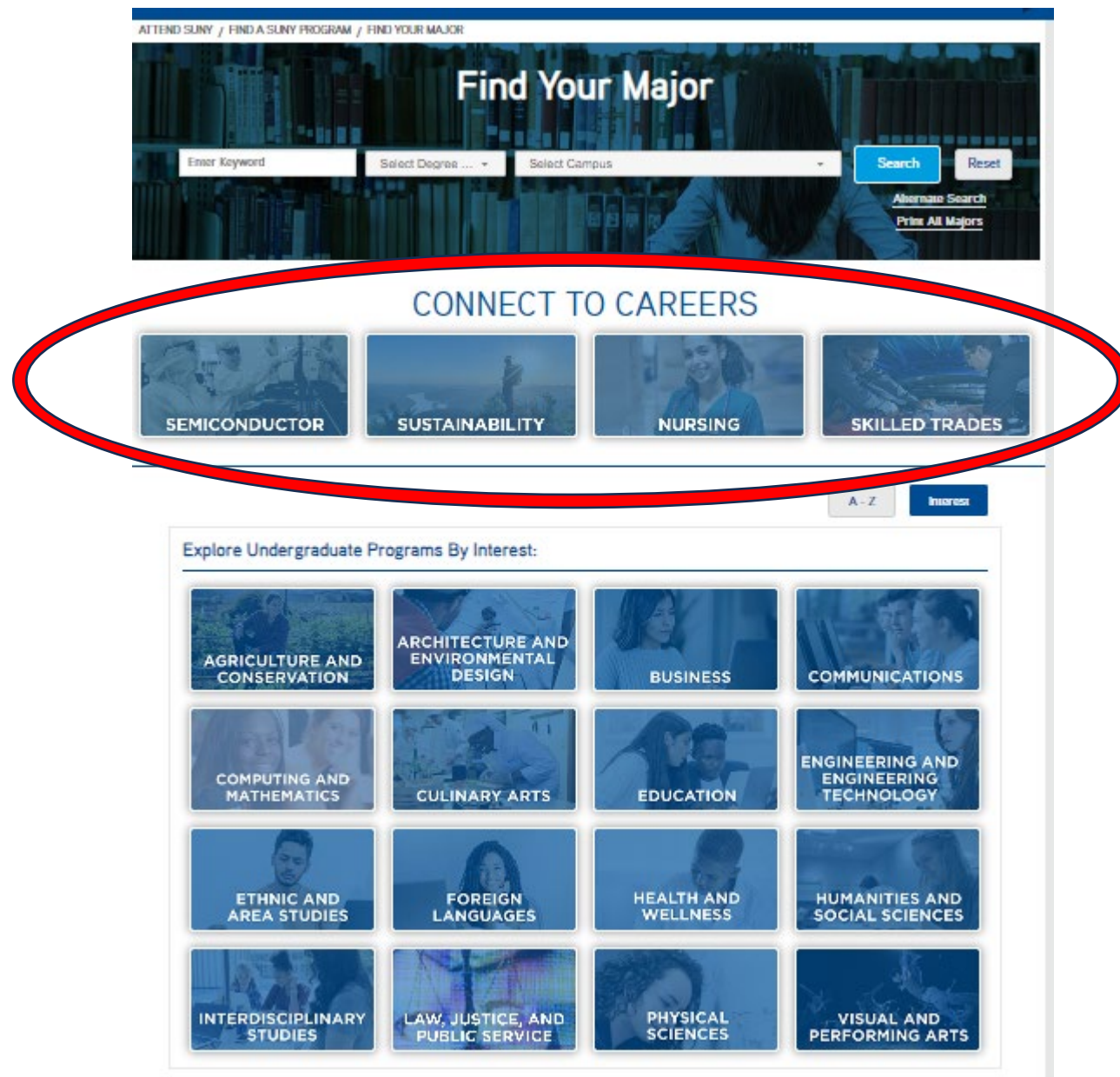
"Workers with middle-skills credentials provide essential **medical** and **public services**, build and maintain critical **infrastructure**, and help run key **business operations**, among other vital societal functions."

Source: Center on Education and the Workforce (CEW), September 2024



Connect to Middle Skills Programs

suny.edu/majors



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Medical / Health Services Programs

Select Examples

- Addiction Services
- Dental Hygiene
- Emergency Medicine
- Health Records Management
- Nursing
- Public Health
- Respiratory Care
- Surgical Technology

Source: SUNY Program Finder



Public Services Programs

Select Examples

- Child/Family Services
- Criminal Justice
- Environment and Sustainability
- Human Services
- Paralegal Studies
- Public Administration

Source: SUNY Program Finder



Infrastructure / Skilled Trades Programs

Select Examples

- Automotive Technology
- Culinary/Hospitality
- Construction
- Electrical Technology
- Fire Science/ Technology
- HVAC
- Machine Tool Technology
- Mechatronics

Source: SUNY Program Finder



Business Operations Programs

Select Examples

- Business Technology
- Computer Information Systems
- Cybersecurity
- Data Analytics
- Networking Technologies
- Support Specialist
- Information Systems/Technology
- Supply Chain Management

Source: SUNY Program Finder



In-Demand NYS Middle Skills Occupations

Accountants and Auditors
Automotive Service Technicians/Mechanics
Carpenters
Childcare Workers
Customer Services Representatives
Dental Assistants
Electricians
Fitness Trainers
Management Analysts
Operations Managers
Recreation Workers
Registered Nurses
Software Developers

Source: NYS Department of Labor



Connect to Trades

suny.edu/trades



Learn A Trade At SUNY

A career in the trades can set you up for lifelong success. Explore skilled trades and career training programs at a State University of New York school near you – all at low SUNY tuition.

[Find a Trade Program](#)

[Ready to Apply? Apply Now](#)

Trusted, Low-Cost Programs Near You

In every region of New York State, SUNY offers employer-trusted skilled trade and career training programs at a fraction of the cost of other options. Earn a valuable degree or certificate in high-demand jobs such as:

- Construction and manufacturing
- HVAC
- Culinary arts, food service, and hospitality
- Animal care, farming, and processing
- Automotive and transportation
- Computer and IT support
- Welding and machining
- Healthcare and medical

Open up a world of opportunity with career and technical skills through:



APPRENTICESHIPS



BOCES TRANSFER PATHS



EOC AND ATTAIN LABS
PROGRAMS



COMMUNITY COLLEGE AND
TECHNOLOGY COLLEGES

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EOC AND ATTAIN LABS PROGRAMS



COMMUNITY COLLEGE AND TECHNOLOGY COLLEGES

Trade skills are in-demand in New York



Learn While You Earn? You Can With A Registered Apprenticeship



HVCC building workforce training center to address employee shortage in the trades



Onondaga Community College to offer Micron-specific programs



Enrollment is exploding in BOCES high school career and technical programs

Explore Career and Technical Programs at SUNY

OR

Showing 10 of 594 Programs



Middle Skills & Beyond

Challenges Facing Middle-Skills Workers

- Changing landscape from task-based and repetitive jobs to those requiring continuous learning and taking on tasks that can't be easily automated
- Learning how to maintain market relevance and employability
- Understanding of what skills and certifications make workers marketable



Is College Worth It?

The Value of SUNY Educational Credentials

- Employer-trusted skilled trade and career training programs
- Offered at a fraction of the cost
- Students earn degrees, certificates, and microcredentials for high-demand jobs



Middle-Skills Preparation at Community Colleges

Community Colleges

- Refine/define student career paths
- Enable students to complete general education coursework
- Increase student readiness for four-year college environment
- Provide students with affordable exploration



Supports for Transfer Student Success

- ✓ Transfer-Friendly Policies and Tools
- ✓ Microcredentials
- ✓ Degree Works
- ✓ Reverse Transfer
- ✓ Arrangements and Agreements



SUNY Transfer Policies

If you transfer within SUNY, you will benefit from our transfer-friendly policies.

You're In

Guaranteed admission to a SUNY four-year campus for New York students transferring directly from a SUNY campus with an AA or AS degree.

Credits Count

Guaranteed junior standing for SUNY students who graduate with an AA or AS degree and transfer to a parallel program at a SUNY four-year campus.

Common Foundation

Satisfactorily completed general education requirements at one SUNY campus will meet the same requirement at another SUNY campus.

You're on the Right Path

SUNY Transfer Paths outline core coursework for specified majors that is common to all SUNY campuses offering those majors to maximize credit acceptance.

We Agree

Program to program articulation agreements outline transfer requirements from one campus to another.



Microcredentials

suny.edu/microcredentials

Gain New Skills, Knowledge, and Experience with Microcredentials at SUNY

Add verified skills and competencies to your resume with short, flexible microcredentials from the State University of New York. Whether you're rounding out your degree program or adding a new skill for career advancement or change, SUNY microcredentials can help you achieve your goals without slowing down.

[Find Your SUNY Microcredential](#)

The Power of Microcredentials. The Trust of SUNY.

SUNY's microcredentials are setting the standard nationally and internationally for high-quality, stackable credentials designed for today's learner. All of SUNY's microcredentials are designed to be:



HIGH QUALITY

Academic quality is paramount in the development and approval of SUNY microcredentials.



STACKABLE

Each microcredential has immediate value and, where possible, stacks together with other microcredentials or learning experiences to meet the requirements of a certificate, initial or advanced degree.



IN-DEMAND

Microcredentials are designed to meet current and emerging market needs and align with relevant industry standards.



PORTABLE

Completion of our microcredentials is recorded on your transcript and/or highlighted in a digital badge so your accomplishments travel with you.

Learn more about:

[Microcredentials for Business, P-12 and Community Partners](#)

[Creating a High-Quality Microcredential Program](#)

[Microcredentials for NYS Direct Support Professionals](#)

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SUNY-Wide Degree Planning Tool: Degree Works

- A web-based degree audit tool that provides a clear and convenient method for students and advisors to:
 - ✓ Track degree progress
 - ✓ Prepare for registration
 - ✓ Plan for graduation
- Assists and facilitates academic advising
 - ✓ Not intended to replace face-to-face advising sessions
- Not a public tool; only accessible inside college portal



Course Equivalency Charts

- Course equivalencies are tables of courses that are transferable among institutions. To receive credit at a SUNY transfer campus, for a course completed at another institution, the course must first be determined to be "equivalent" to a course offered at the SUNY transfer campus.
- Most SUNY four-year institutions have course equivalency charts for students to review prior to taking courses at a community college.

Format:

Student View

View

Save as PDF

Process New

☒ Include in-progress classes

☒ Include preregistered classes

[Class History](#)

Student View as of 08/01/2019 at 17:10

Student		Degree	Associate in Science	Overall GPA	3.29
ID		Major	Business Administration - Trf	Academic Standing	Good Standing
Advisor		Concentration		Status	
		Minor			

Degree Progress



Legend

☒ Complete	☒ Complete except for classes in-progress	T Transfer Class
☐ Not Complete	☒ Nearly complete - see advisor	@ Any course number
IP In Progress Course	* Prerequisite required	# Developmental course

Major in Business Administration (Transfer)

Catalog Year: Spring 2019 Credits Required: 64
GPA: 3.28 Credits Applied: 41

Unmet conditions for this set of requirements: 64 credits are required. You currently have 41, you still need 23 more credits.

☒ Composition I	ENG 101	COMPOSITION I	B+	3	Fall 2016
☒ Composition II	ENG 102	COMPOSITION II	C+	3	Spring 2017
☒ American History	GOV 121	AMERICAN NATIONAL EXPERIENCE	A	3	Fall 2016
☒ Social Problems in Today's World	BHS 103	SCL PRBLMS TODAY'S WRLD (OER)	B+	3	Fall 2017
☒ Financial Accounting	ACC 104	FINANCIAL ACCOUNTING	A-	4	Spring 2019
☐ Managerial Accounting	Still Needed: 1 Class in ACC 204*				
☒ Business Organization & Management	BUS 104	BUS ORGANIZATN & MANAGMNT	A-	3	Spring 2019



Reverse Transfer

How it Works

- Student transfers from a SUNY 2-year institution, without receiving an associate degree, to a SUNY 4-year institution
- Credits earned at the 4-year institution are transferred back to the 2-year institution
- Community college reviews courses from 4-year to determine if combination of credits meet requirements for an associate degree



Arrangements and Agreements

Campus Examples



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Arrangements and Agreements



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SUNY Transfer Guarantee

“New York State residents who are graduates of a State University of New York two-year college or a City University two-year college, including University community colleges operating under the program of the University, and who possess an A.A. or A.S. degree, shall be guaranteed an opportunity to continue their education on a full-time basis at a baccalaureate campus of the University.”



SUNY Transfer Guarantee

- Students must go directly from an associate degree program to a bachelor's degree program (no college in between).
- Students must have earned an A.A. or A.S. degree (not applicable to A.A.S. or A.O.S.).
- Students are *not* guaranteed the campus or program of their choice, although every effort is made to work with students who have restrictions (e.g. family situations).
- Must meet deadlines (apply by 10/1 for Spring and 3/1 for Fall).
- Need to have been denied admission at all four-year SUNY choices.

