# Micro-Credentials for Talent Development

**Thursday, June 24, 2021 | 11:00 AM – 12:00 PM**

**Working to create economic growth, good jobs and strong communities across New York State.**

The
Business
Council

SUNY

# Micro-Credentials for Talent Development

June 24, 2021: Business Council of NYS

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# ABOUT SUNY AND TALENT DEVELOPMENT

The State University of New York (SUNY) is the largest public comprehensive system of higher education in the United States.

Comprised of 64 campuses (community colleges, comprehensive colleges, technology colleges, doctoral degree granting institutions), more than 95 percent of all New Yorkers live within 30 miles of a SUNY campus.

As an economic driver for New York State, SUNY continuously strives to build and maintain strong partnerships with business and industry, K-12, and the communities we serve—working to support organizational goals, help current workers keep pace with change and advance in their careers, create new jobs, and train the talented workforce of tomorrow.

# ABOUT SUNY AND TALENT DEVELOPMENT

- ✓ 30 outstanding community colleges: workforce-focused certificate and degree programs, continuing education, targeted job training, apprenticeships

- ✓ Market-aligned, innovative certificate and degree programs across all campus types

- ✓ 10 Educational Opportunity Centers & 2 Attain Labs

- ✓ SUNY Online Training Center

- ✓ Small Business Development Centers

- ✓ Academic/Industry research partnerships

- ✓ HIGH QUALITY MICRO-CREDENTIALS!

**SUNY adopted a System-wide Micro-Credential Policy in 2018.**

**Today we offer over 250 micro-credentials in 30+ disciplinary areas.**

# MICRO-CREDENTIALS AND HIGHER EDUCATION



**2021 EDUCAUSE Horizon Report®**
Teaching and Learning Edition

EDUCAUSE
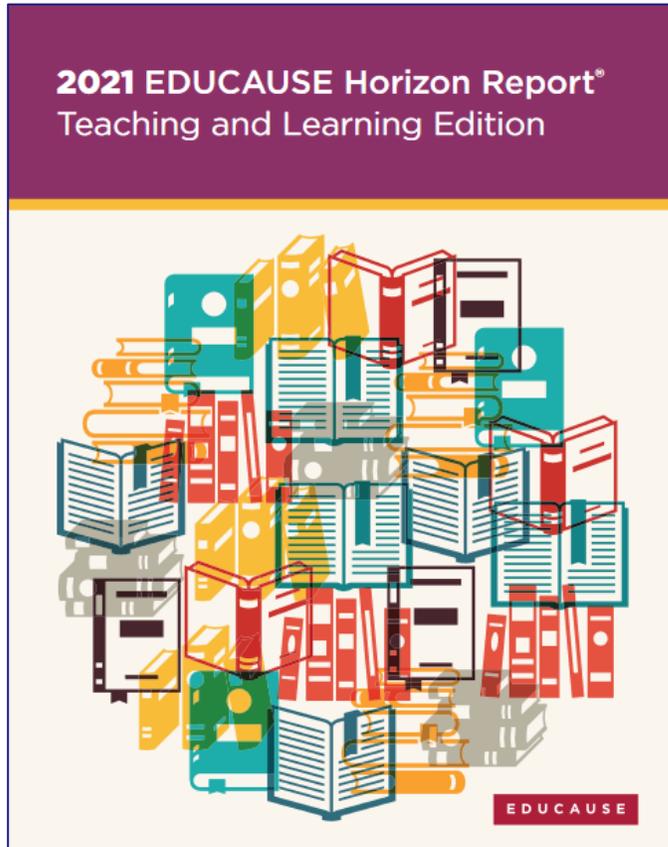
"Micro-credentials are quickly becoming a mainstay of the higher education landscape. **Defined by the State University of New York (SUNY)** as credentials that "verify, validate, and attest that specific skills and/or competencies have been achieved," micro-credentials "differ from traditional degrees and certificates in that they are generally offered in shorter or more flexible timespans and tend to be more narrowly focused."

# MICRO-CREDENTIALS DEFINED

Narrow in focus

Smaller than a certificate or degree program

Groupings of select courses / programs

Advance both career + education goals

Sometimes stackable to another credential

Can be online, in the classroom, on the job site, or a hybrid model

Can be for credit, non-credit, professional development

# FINDING HIGHER EDUCATION'S NICHE

**FutureLearn launches first suite of microcredentials with leading universities in UK, US and Australia Feb. 2020.**

# HIGH QUALITY
# MICRO-CREDENTIALS DEFINED

*SUNY's policy features a "SUNY-specific" micro-credential definition. Each SUNY micro-credential:*

1. Verifies specific skills & competencies have been achieved

   o Credit and non-credit micro-credentials have set learning outcomes and assessments

2. Is endorsed by the issuing campus

3. Is developed through faculty governance procedures

4. Is meaningful and of high quality

   o Strategic, portable, stackable

   o Documented on transcript

   o Leverage digital badges to represent completion

# Supply Chain Micro-Credential:
Intro

Earners will learn supply chain management for products and services and address the impact of the global economy on the management process. Topics covered include formulating strategies for superior customer service, quality, logistics, inventory management, performance measurement, information management, and integrated supply chain management in a highly competitive global market.

**SUPPLY CHAIN**

SUNY Cobleskill

**Who is eligible?**
All Learners

**Instruction Method**
Online

**Credit or Non-Credit**
Credit

**Skills**
Customer Service
Global Market
Information Management
Inventory Management
Logistics
Quality
Performance Measurement

**Time to Complete**
Months

**Requirements**

BADM 249 Management 3 credits Receive a "C" or better in this course.

BADM 259 Supply Chain Management- 3 credits Receive a "C" or better in this course.

**Stackable to Degrees**
A.A.S Business Administration
A.S Business Administration
B.B.A Business Administration

# Workplace Communication and Information Technology

**Issued by SUNY Old Westbury**

Earners of the Micro-Credential will have demonstrated basic theoretical and practical knowledge of information technology and business communications: how to acquire, analyze, and utilize information, and how to communicate effectively with management, peers, and customers. Students entering the workforce or workers upgrading their skills who complete the Micro-Credential will be equipped to contribute useful insights and operational capabilities to the enterprises that employ them.

**Skills**

| Analytical Skills / Critical Thinking | Ethical Workplace Practices |

| Foundational Concepts In Information Technology | Information Gathering And Analysis |

| Professional Communication Skills | Social Responsibility |

**Workplace Communication and Information Technology**

Additional Details

Eight-credit micro-credential can be applied toward Old Westbury's Bachelor's Degree in Professional Studies

MICRO-CREDENTIALS AT BINGHAMTON
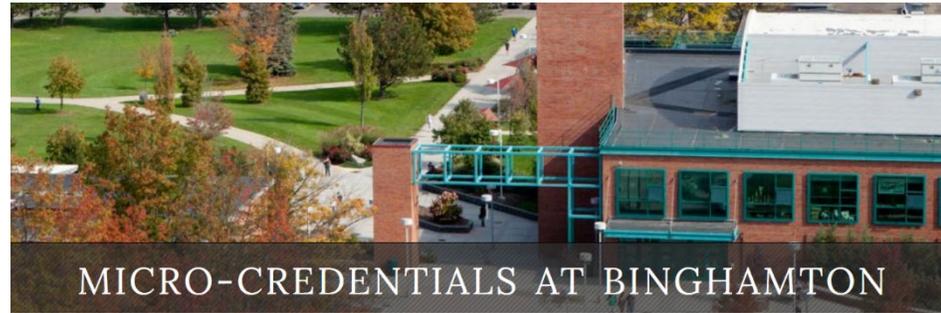
Introduction to Java

Linux Command Line Fundamentals

Advanced Algorithms

Advanced Machine Learning

Introduction to Algorithms

Introduction to Computer Networks

Introduction to Machine Learning

Introduction to Python

Probability for Data Science

Advanced Probability & Statistics

Introduction to Probability & Statistics

Project Management Essentials

Project Management Fundamentals

Quality Management Fundamentals

Lean Six Sigma Black Belt

Lean Six Sigma Green Belt

Lean Six Sigma Green Belt Healthcare

Lean Six Sigma White Belt

Lean Six Sigma Yellow Belt

Lean Six Sigma Yellow Belt Healthcare

# Introduction to Baking

**Issued by** [Mohawk Valley Community College](#)

This Micro-Credential will provide a early milestone for our pastry arts students as well as a credential for workforce development based on meetings with area employers looking for a specific skill set for their operations This the first of two micro credentials in baking.

## Skills

| | | |
|---|---|---|
| Bakery | Baking - Basic Piping And Writing | Baking - Creams / Fillings |
| Baking - Fruit And Chocolate Garnishes | Baking Skills | Baking - Splitting/Filling/Masking Cakes |
| Cake Decoration | Pastry | |

## Earning Criteria

- FS121 Baking 1 This course introduces the bakery shop preparation of cakes, cookies, muffins, sweet rolls, and breads, including the mixing of ingredients and shaping of dough. It covers the ingredients used in the preparation of baked goods, and the tools and equipment used in the bakery shop.

- FS213 Cake Decorating This course presents the use of decorating tools, icing, and spray guns. Emphasis is placed on the preparation of cakes for decorating, types of icings, and the art of flower making.

- FS205  Baking 2 This course emphasizes commercial baking skills as they are developed and practiced. Danish pastry, puff pastry, sponge dough, yeast breads, tarts, choux pastry, and holiday specialties are prepared. Proper uniform is required. Prerequisite: FS121 Baking 1.

**Level:** Foundational

[Additional Details](#)

**INTRODUCTION TO BAKING**

**MVCC** MOHAWK VALLEY COMMUNITY COLLEGE

Turning Stone
RESORT | CASINO

**11 Credits Stack to MVCC Culinary Arts AOS degree**

Developed for a prominent local resort: hospitality focus

Reimagined for health care, now working with a local hospital

Nine Credit MC stacks to Ulster's AAS in Business & Entrepreneurial Studies or the AS in Individual Studies: Business

## Leadership
### 9-Credit Microcredential

9 credit Credential

1-800-724-0833 ext. 5018 or 5022

admissions@sunyulster.edu

### Program Description

The microcredential in Leadership, developed with local community partnership, applicable to management and other jobs in business, will enable students to demonstrate competency in the characteristics and behaviors of leaders; understanding of organizational cultural goals, strategies and best practices for good leadership; as well as ways that leaders assess success and pivot to improve.

This microcredential, earned after student demonstration of proficiency in leadership skills, recognizes the achievement of competencies that have validity with employers. This microcredential is not registered with the State Education Department, but serves as institutionally recognized portable evidence of student mastery of these competencies and skills.

### Student Learning Outcomes

At the end of the microcredential in Leadership, students will be able to:

- Articulate characteristics and behaviors of leaders
- Identify key organization cultural goals, strategies, and implementation ideas for good leadership
- Analyze business scenarios and situations to determine how a good leader would respond
- Articulate and analyze ways that good leaders can assess success and pivot to improve

### Developmental Assistance Available

For students who do not meet basic reading and math requirements or who have other learning issues, extra assistance is readily available through SUNY Ulster's Center for Academic Planning & Support in VAN 247: caps@sunyulster.edu or (845) 687-5039.

For more information contact Admissions.

Leadership Curriculum

# WHY MICRO-CREDENTIALS?

## The Demand for Life-Long Learning

"The concept of a 'career' is being shaken to its core, driving companies toward 'always-on' learning experiences that allow employees to build skills quickly, easily, and on their own terms."

Source: Rewriting the Rules for the Digital Age, 2017 Deloitte Global Human Capital Trends

## Closing the Skills Gap

"60% of executives and hiring managers think most college grads ready for entry-level positions; only 33% of execs and 25% of hiring managers feel grads have the skills or knowledge to advance."

Source: AACU/ Newman's Own Foundation, May 2018

## Give New Yorkers the Credentials to Succeed

"There will be 55M job openings through 2020: 24M from newly created jobs and 31M due to baby boom retirements: 35% will require at least a bachelor's degree, 30% will require some college or an associate's degree."

**42%**
OF NEW YORKERS HAVE A HIGH SCHOOL DIPLOMA OR LESS

Source: Georgetown University Center on Education and the Workforce, 2013

## Addressing Pandemic Challenges

o Support businesses, schools, and communities respond to their new normal
o Support those who lost jobs and/or whose jobs are changing because of the pandemic
o Support high school students who have delayed enrolling in college

# ATTRIBUTES OF A STRONG MICRO-CREDENTIAL PROGRAM

- Specific learning outcomes identified

  o How do these learning outcomes align with your current needs?

- Skills and competencies to be mastered are clearly defined

  o Are skills and competencies limited to one brand or one product vs. general know-how that can be broadly applied?

- Opportunities to use a particular micro-credential for multiple audiences

  - New hires, those moving into a management position, those shifting positions and/or who may need to backfill for a given position

- Completion of the micro-credential is represented with a digital badge

  - If not, will earners receive some documentation stating skills and competencies mastered?

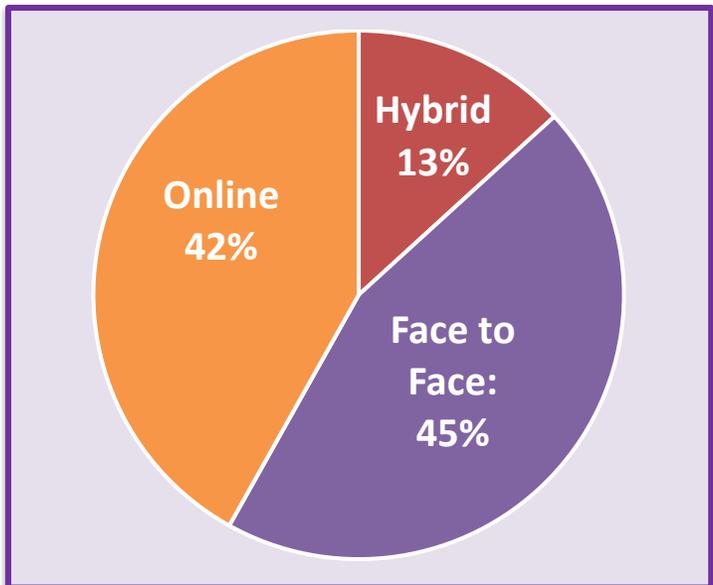- Completion of a micro-credential is recorded on a students' transcript?

# ATTRIBUTES OF A STRONG MICRO-CREDENTIAL PROGRAM

- Flexibility

  o Can the micro-credential be taken online? Can it be taught at the jobsite? Are there options for an expedited delivery?

- Rigor of Development Process

  o How was the micro-credential created and approved? Who was involved in the approval process?

- Stated alignment of micro-credentials to business/industry needs

- Integrity of Instruction

  o Who is providing the instruction? Who is verifying that the specified skills and competencies have been met? Are they college faculty? Do they have teaching experience?

- Pathways

  o Is the micro-credential for-credit, non-credit or for professional development? Is there a pathway from non-credit to credit? Is there a pathway to stack the credits of a micro-credential toward a certificate, initial or advanced degree?

# SUNY MICRO-CREDENTIALS: BY THE NUMBERS

**265** Micro-Credentials

**20** Campuses

Community Colleges: 10

Technology Colleges: 3

Comprehensive Colleges: 4

Doctoral: 3

Hybrid 13%

Online 42%

Face to Face: 45%

60% (159) of SUNY MCs Stack to a Credit-Bearing Certificate or Degree!

| | |
|---|---|
| MC to Associate Degree | 81 |
| MC to Certificate (Assoc level) | 4 |
| MC to Minor | 2 |
| MC to Bachelors | 38 |
| MC to Undergraduate Certificate | 6 |
| MC to Masters | 18 |
| MC to Advanced Certificate | 3 |
| MC to Doctorate | 2 |

For Credit: 180 | Non-Credit: 85

Undergrad | Graduate | Prof Dev

# SUNY MICRO-CREDENTIALS:
# 30+ AREAS OF FOCUS

Agricultural - Technology
Animal Science
Automotive
Business
Career (Academic and Professional)
Child Care
Civic Engagement
Communication
Computer Science
Construction - Carpentry
Construction - Masonry
Construction Technology
Criminal Justice
Culinary
Data Science
Data Science - Sports Law

Diversity, Equity & Inclusion
Drone/UAS
Education
Emergency / Disaster Readiness
Engineering
eSports
Gender Studies
Global
Health and Healthcare
Information Technology
Interior Design
Languages
Literature
Manufacturing
Marketing
Math and Logic

Physical Education - Coaching
Plant Science
Psychology
Renewable Energy - Wind
Research
Social Work
Special Education
STEM
SUNY Gen Ed
Welding

# HOW TO GET STARTED?

- Are there current micro-credentials you are interested in?

- Do you want to have a conversation about existing needs?

- Do you want to learn more about micro-credentials generally?

- Contact me for an easy-to-schedule session: cynthia.proctor@suny.edu

- New and improved website to launch <u>next week</u> with MC Directory: www.suny.edu/microcredentials

- See New Partner Flyer

## THANK YOU!

cynthia.proctor@suny.edu

www.suny.edu/microcredentials

# Thank you!

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www.suny.edu/microcredentials

# Contact

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