South Carolina
Commission on Higher Education
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# From Credits to Careers: Transfer Pathways as Workforce Pipelines

2026 South Carolina Transfer Excellence Convening

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**When a student transfers, what is the ONE thing they should leave with that makes them workforce-ready?**

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# Guiding Question

How do we make transfer outcomes workforce-ready – by design?

# A Shift in Mindset

- Move from “transfer improves completion” to “transfer improves workforce readiness”



# Session Outcomes

By the end, participants will:

- Connect transfer to workforce needs
- Align transfer pathways with regional demand
- Engage employers and workforce partners in institutional transfer strategies

# Activity #1 – Pipeline Map Challenge




## Directions:

- Choose one sector: healthcare, education, advanced manufacturing, or IT.
- Map the learner pathway: entry point → workforce need → curriculum bridge → success metric.
- Consider: dual enrollment, associate/2+2, articulation, major maps, stackable credentials, advising, work-based learning, employer-validated outcomes.

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# Which part of the pipeline is strongest today?

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# Three Alignment Practices

## Build pathways with the workforce in mind

- Co-designed pathways — bring employers, workforce agencies, K–12, two-year and four-year institutions together early.
- Employer-validated outcomes — connect curriculum and advising to the skills, credentials, experiences, and performance employers value.
- Stackable + experiential pathways — integrate credentials, internships/WBL, and milestones that build toward degrees and employment.

# Activity #2 – Workforce Pipeline Upgrade

## Turn the conversation into a 90-day action

Directions:

- Choose one Curriculum Bridge upgrade: employer-validated outcomes, stackable credentials, or improved articulation/major mapping.
- Choose one Advising & Navigation upgrade: transfer milestones, career-to-major alignment, or navigation supports.
- Choose one Experiential Workforce upgrade: WBL/internships, employer co-designed projects, or industry credential integration.
- Pair up: What is your upgrade? Who are the partners? What measurable outcome could you show in 90 days?

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# Where does the pipeline most often break?

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# Make One Commitment

- ONE practice I will bring back
- ONE partnership I will build or strengthen
- ONE resource I will explore
- My first step and target date

# Closing Question

What will it take for transfer to function as a workforce pipeline—by design?

# THANK YOU!

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