



Tuition Reimbursement

Starbucks Approved Degree and Certificate Programs

This list has been compiled solely to provide partners with an idea of what degrees and certifications are acceptable under Starbucks Tuition Reimbursement program. Many institutions and organizations refer to programs and certifications that may not conform to our list. Because of the sheer volume of degrees and certifications available, this list is in no way meant to be totally comprehensive or exhaustive regarding what may or may not qualify.

If the degree or certification program you are interested in does not appear on this list, please call the Tuition Reimbursement Center toll free at (888) 860-2235. A representative is available to assist you Monday through Friday from 9:30 a.m. to 6 p.m., Central Time. For specific information about what certification would be useful in your current position, check with your manager for recommendations and industry application.

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**** Degree Programs ****

Associate Degree

AAS Applied Sciences
AA Applied Arts
Associated in Arts
Paralegal Associates

Agricultural Production

Agricultural Business
Agricultural Business & Management
Crop Production
Agricultural Business & Management-General
Agricultural Economics
Agricultural Production
Agricultural Products & Process
Agricultural Products & Processing-General
Agricultural Services
Food Products
International Agriculture-General

Agricultural Sciences

Agricultural Sciences
Agronomy
Conservation
Conservation Regulation
Conservation & Regulation-General
Food Distribution
Food Engineering
Food Packaging
Food Sciences
Food Sciences – General
Food Technology
Plant Breeding And Genetics
Plant Protection-Pest Management
Plant Sciences
Plant Sciences, General
Resource Protection & Regulation

Architecture/Environmental Design

Architecture
Architect & Environmental Design

Architecture & Environmental Design - General

Environmental Design
Interior Design
Urban Design

Aviation

Aviation
Aviation, Flight Operations

Business Management

Accounting
Banking & Finance
Business Administration & Management
Business Administration & Management-General
Business Economics
Business Statistics
Business & Management-General
Commercial Property
Conflict Management
Construction Management
Contract Management & Procurement
Creative Writing
Human Resources Development
Institutional Management
Insurance & Risk Management
International Business Management
Investments & Securities
Labor/Industrial Relations
Management Information Systems (MIS)
Management Science
Manager and Supervisory Development
Marketing Management
Marketing Management & Research
Marketing Research
Negotiation and Mediation
Operations Research (Quantity)
Organizational Behavior
Personnel Management
Product Management
Property Management
Real Estate
Real Estate Appraisal
Real Estate Finance
Real Estate-General
Recreational Enterprises Management
Restaurant Management
Small Business Management
Small Business Ownership

Small Business Management & Ownership
Speech, Debate & Forensics
Systems Efficiency Analysis
Taxation
Technical & Business Writing
Trade & Industrial Spvs & Management
Transportation Management

Business & Office

Accounting, Bookkeeping
Accounting, Bookkeeping-General
Accounting & Computing
Banking & Related Financial Programs
Banking & Related Financial Programs-General
Bookkeeping
Business Computer & Console Operations
Business Data Entry Equipment Operations
Business Data Process & Related Programs
Business Data Processing & Related –General
Business Data Programming
Business Systems Analysis
Clerk-Typist
Correspondence Clerk
Data Peripheral Equipment Operations
Executive Secretarial
Finance
General Office Clerk
Legal Secretarial
Machine Billing, Bookkeeping
Office Supervision & Management
Payroll
Personnel Assisting
Personnel & Training Programs
Personnel & Training Programs-General
Project Management
Receptionist & Communication Systems
Secretarial
Secretarial & Related-General
Secretarial & Related Programs
Shipping, Receiving, & Stock
Typing
Typing, General Office & Related
Typing, Office & Related-General
Word Processing

Communications

Advertising

Broadcasting
Communications-General
Communications Research
Graphic/Printing Communications, Other
Human Communications
Journalism (Mass Communication)
Public Relations
Radio/Television-General
Radio Television News Broadcast

Communications Technologies

Communication Technology
Digital Technology/Culture
Educational Media Technology
Photographic Technology
Radio/TV Production & Broadcast Technology
Recording Industry

Computer & Information Science

Computer & Info Sciences-General
Computer Networking
Computer Programming
Computer Science
Data Processing
Information Sciences & Systems
Information Systems (MIS)
Management of Information Systems (MIS)
Systems Analysis
Systems Science
Web Design

Construction Trades

Building Maintenance
Construction
Electrician
Electricity/Electronics
Energy, Power and Transportation
Light Construction Management
Miscellaneous Construction Trades, Other
Painting

Culinary

Associated Culinary Arts

Culinary Arts
Culinary Studies

Cultural Studies

African Studies
Afro-American (Black) Studies
American Indian Studies
American Studies
Area Studies
Asian Studies, General
Cross-Cultural Studies
Cultural Studies
East Asian Studies
Eastern European Studies
Ethnic Studies
European Studies-General
Hispanic-American Studies
International Studies
Islamic Studies
Jewish Studies
Latin American Studies
Middle Eastern Studies
Pacific Area Studies
Russian & Slavic Studies
Scandinavian Studies
South Asian Studies
Southeast Asian Studies
Urban Studies
Western European Studies

Education

Adult & Continuing Education
Adult & Continuing Education Research
Bilingual/Bicultural Education
Business Education
Educational Assistance and Training
Educational Media
Educational Statistics & Research
Evaluation & Research
Evaluation & Research-General
Music Education

Engineering

Agricultural Engineering

Architectural Engineering
Ceramic Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electric, Electronic, Communication Engineering
Engineering-General
Engineering Mechanics
Engineering Physics
Engineering Science
Environmental Health Engineer
Geological Engineering
Geophysical Engineering
Industrial Engineering
Materials Engineering
Mechanical Engineering
Structural Engineering
Systems Engineering

Engineering & Related Technologies

Air Conditioning, Heating, Refrigeration Technology
Air Pollution Control Technology
Architectural Design/Construction Technology
Architectural Technologies
Architecture Interior Design Technology
Chemical Manufacturing Technology
Civil Technologies
Civil Technology
Computer Servicing Technology
Computer Technology
Drafting & Design Technology
Electric & Electronic Technology
Electrical Technology
Electronic Technology
Electromechanical Instrument Technology
Energy Conservation & Use Technology
Environmental Control Technology
Food Processing Technology
Industrial Production Technology
Industrial Technology
Instrumentation Technology
Manufacturing Technology
Mechanical Design Technology
Mechanical & Related Technology
Occupational Safety & Health Technology
Plastic Technology
Quality Control/Safety Technology
Quality Control Technology
Safety Technology
Sanitation Technology
Solar Heating & Cooling Technology

Urban Planning Technology
Water & Wastewater Technology
Welding Technology

Foreign Languages

African (Non-Semitic) Language
American Sign Language
Arabic Language
Asiatic Languages
Baltic Languages
Chinese Language
French Language
Foreign Language Multi Emphasis
German Language
Germanic Languages
Greek-Classical
Greek Modern
Hebrew Language
Hindi Language
Indic Languages
Iranian Languages
Italian Language
Italic Languages
Japanese Language
Korean Language
Latin Language
Linguistics
Native American Languages
Portuguese Language
Russian Language
Sanskrit Language
Semitic Languages
Scandinavian Languages
Slavic Languages
Slavic Languages (Other Than Russian)
Spanish Languages
Yiddish Language

Home Economics

Baking/Pastries Management
Chef/Cook
Consumer Science
Dietetics/Human Nutrition Services
Food Science & Human Nutrition
Food Sciences & Human Nutrition
Home Economics
Nutritional Science

Industrial Arts

Architectural Drafting
Civil/Structural Drafting
Commercial Art
Drafting & Design
Drafting, General
Drafting, Other
Electrical/Electronics Drafting
Electricity/Electronics
Energy, Power, & Transportation
Graphic Arts
Graphic Arts Technology
Graphic Design
Illustration Design
Industrial Arts/General
Industrial Arts, Other
Industrial Design

Interpersonal Skills

Building Human Relationships
Human Relations
Interpersonal Skills, General
Interpersonal Skills, Other

Law

Criminal Justice Admin
Criminal Justice Studies
Criminal Justice, Other
Criminology
Law
Law, Other
Legal Assisting
Paralegal
Pre-Law
Real Estate Law

Liberal Arts/General Studies

Liberal Arts
Liberal Arts - Economics
Liberal Arts - Labor Economics

Liberal Arts-Modern Languages
Liberal/General Studies
Liberal/General Studies, Other Liberal Arts

Literature

Comparative Literature
English Literature
English

Marketing & Distribution

Apparel & Accessories Marketing – General
Business & Personal Marketing-General
Business & Personal Services Marketing-General
Convenience Store Marketing
Display
Entrepreneurship-General
Food Marketing
Food Marketing-General
Freight Transportation Marketing
General Marketing
Hospitality/Recreation Marketing
Hospitality & Recreation Marketing-General
International Marketing
Marketing Of Business & Processing
Purchasing
Retailing
Sales
Specialty Foods Marketing
Supermarket Marketing
Waiter/Waitress & Related Services
Warehouse Services Marketing
Wholesale Food Marketing
Wholesaling

Mathematics

Mathematics, General

Mechanics & Repairs

Audio Operation, Maintenance and Repair
Business Machine Repair
Communication Electronics
Computer Electronics

Cooling & Refrigeration
Electric & Electronic Equipment Repair
Electric & Electronic Equipment Repair General
Heat, Air Conditioning, Refrigerator
Heating & Air Conditioning
Heating, Air Conditioning, Refrigeration
Heavy Equipment Maintenance & Repair
Industrial Electronics
Industrial Equipment Maintenance & Repair General
Industrial Machine Maintenance & Repair
Major Appliance Repair
Mechanics, General
Mechanics, Other
Miscellaneous Mechanics & Repairs, Other
Small Appliance Repair
Vending & Recreational Machine Repair

Multi/Interdisciplinary Studies

Engineering & Other Discipline
History and Government
Humanities & Social Sciences
Multi/Interdisciplinary Studies, Other

Physical Sciences

Analytical Chemistry
Biochemistry
Biology
Biology, General
Biology/Lab Science
Chemistry, General
Chemistry, Other
Environmental Science
Forest Science
Inorganic Chemistry
Organic Chemistry
Physical Chemistry
Science, General

Precision Production

Composition, Make-Up, Typesetting
Foundry Work
Machine Tool Operation/Machine Shop
Manufacturing/Materials Process
Metal Fabrication

Precision Metal Work, General
Precision Metal Work, Other
Precision Work, Assorted Materials, Other
Sheet Metal
Welding, Brazing & Soldering

Photography

Commercial Photography
Lithography, Photography, Platem
Photographic Lab and Darkroom
Photography

Psychology

Industrial & Organizational Psychology
Psychology
Psychology, Other

Public Affairs

Community Services
International Public Services
Public Affairs, General
Public Policy Studies
Public Transportation

Social Sciences

Adult Development
Community Services
International Relations
Political Science & Government
Social Psychology
Sociology

Transport & Material Moving

Construction Equipment Operation
Material Handling
Truck & Bus Driving

Vehicle & Equipment Operation, General
Vehicle & Equipment Operation, Other

Visual & Performing Arts

Art History (and Appreciation)
Design, General
Design, Other
Fine Arts
Fine Arts, General
Interactive Media Design
Music, Other
Music Performance
Music Theory and Composition
Video

**** Certificate Programs ****

American Management Association

Any courses

American Payroll Association

CPP Certified Payroll Professional
FPC Fundamental Payroll Certification

APICS

Activity-based costing
Bar Coding/RF technology
Capacity Requirements Planning
CIRM - Certified in Integrated Resource Management
CPIM - Certified in Production and Inventory Management
Cycle Count programs
Inventory Management
Master Planning
Materials Requirements Planning
Measurements tracking
Physical inventories
Random Seminars (1-2 day duration)
Supply Chain Basics
Time and Motion Study certification

Audit

CIA - Certified Internal Auditor
CISA - Certified Information Systems Auditor

Contracts Management

(through Nat'l Contracts Management Association)

CCCM = Certified Commercial Contracts Manager
CPCM - Certified Professional Contracts Manager

Electronics/Computers

CAN Certified Networking Engineer
CET Certified Electronics Technician
EET Electrical/Electronics Technician

MCP Microsoft Certified Technician

Engineering

AFE
AIB
CPMM - Certified Plant Maintenance Manager
Engineering CPE - Certified Plant Engineer
Engineering PE – Professional Engineer certification
Freon Charge and Reclaim Certification
Master Electrician Certification
Professional Engineer Certification

Finance

APICS/CPIM certification
APP - Accredited Purchasing Practitioner
ASIS – American Society for Industrial Security
CFA – Chartered Financial Analyst
CFM - Certified in Financial Management
CMA - Certified Management Accountant
CPM - Certified Purchasing Manager
CPA – Certified Public Accountant
CPP – Certified Protection Professional
HACCP Workshop – Educational requirement for USDA/FDA approval
MCDBA - Microsoft Certified Database Administrators
PCI – Professional Certified Investigator
PSP – Physical Security Professional

Human Resources (also Benefits, Savings, Compensation, and Stock)

American Society of Pension Actuaries Courses:

- QKA – Qualified 401(k) Administrator

American Society of Training and Development (ASTD) Courses:

- ASTD training certification
- CPT – Certified Performance Technologist. Can be offered in conjunction with a College or University program
- E-learning instructional design certification
- HPI – Human Performance Improvement certification

- Managing the Learning Function
- ROI – (return on investment) workshop

Human Resources Planning Society (HRPS)

- Certificate in HR Strategy and Practice
- Degree work from accredited institutions, in HR related programs – offered at State and private Universities and Colleges
- HR Management Certificate Program – offered at University of Washington and at Community Colleges
- Senior HR Practitioner Certificate
- University Certificate Programs (i.e: Training, HR) - State Universities and Colleges

International Society of Certified Employee Benefits Specialists Courses:

CEBS – Certified Employee Benefits Specialist
 CMS – Compensation Management Specialist
 GBA – Group Benefits Associate
 RPA – Retirement Plans Associate

International Society of Performance Improvement (ISPI)

- HPI – Human Performance Improvement certification

Society for Human Resources Management Courses:

- GPHR - Global Professional in Human Resources
- PHR - Professional in Human Resources
- SHRM - any Academy courses
- SHRM - learning system™
- SPHR - Senior Professional in Human Resources
- CISM - Critical Incidence Stress Management

WorldatWork Society of Certified Professionals Courses:

- CBP - Certified Benefits Professional
- CCP – Certified Compensation Professional
- CSR - Center for Corporate Citizenship Boston College
- CSR - Advanced Certificate in Corporate Community Involvement Boston College
- CSR - Advanced Certificate with honors in Leadership and Strategy Boston College
- GRP – Global Remuneration Professional
- PRO - AIRS Training (Recruiting) AIRS Academy
- PRO - Certified Performance Technologist (CPT) -

International Society for Performance Improvement (ISPI)/American Society for Performance Improvement (ASTD). Can be offered in conjunction with a College or University program

- PRO - Professional in Human Resources (PHR) initial & re-recertification SHRM/HRCI
- PRO - Recruitment and Retention Certification - EMA (SHRM)
- PRO - Senior Professional in Human Resources (SPHR) initial & re-certification HRM/HRCI

Information Technology

Computers/Networks/Servers

- AS Network Technology
- CSA (Certified System Administration)
- CSE (Certified System Engineer)

Computers/Networks/Servers – Microsoft

- C++ Programming
- Comptia A+
- MCSE (Microsoft Certified Systems Engineers)
- MCDBA (Microsoft Certified DataBase Administrator)
- MOUSE

Computers/Networks/Servers – Oracle

- Oracle gi DBA OCA (Oracle Certified Associate)
- Oracle gi DBA OCM (Oracle Certified Master)
- Oracle gi DBA OCP (Oracle Certified Professional)

Computers/Networks/Servers – Solaris

- CNA (Certified Network Administrator for the Solaris Operating System)
- CSA (Certified Security Administrator for the Solaris Operating System)
- CSA (Certified System Administrator for the Solaris Operating System)

Electronics/Computers

- CAN - Certified Networking Engineer
- CET - Certified Electronics Technician
- EET - Electrical/Electronics Technician
- MCP - Microsoft Certified Technician

SAP Certifications – ABAP, MM, SD, HR, Payroll, FI,

Visual Basic Certifications

Legal (LCA) Certifications

- Administration and Management Certificate Program – offered at many colleges & universities
- CLA – Certified Legal Assistant through the National Association of Legal Assistants
- CLM – Certified Legal Manager through the Association of Legal Administrators
- CP – Certified Paralegal through the National Association of Legal Assistants
- CRM – Certified Records Manager through the Institute of Certified Records Manager
- Database Management Certificate Program – offered at many colleges & universities
- Information Management Certificate Program – offered at many colleges & universities
- Paralegal Studies Certificate Program through the American Bar Association (ABA) strongly preferred & offered at many colleges & universities.
- PP – Professional Paralegal through the National Association of Legal Assistants

National Association of Securities Dealers (NASD):

- Series 6 – Investment Co. / Variable Contracts Products
- Series 7 – General Securities Registered Representative
- Series 63 – Uniform Securities Agent State Law

Maintenance

CEC - Certified Equipment Consultant
CMRP - Certified Maintenance & Reliability Professional
CMT - Certified Maintenance Technician
SMRP - Maintenance & Reliability Professional

National Restaurant Association

Food Service Management Professional

Project Management (from Project Management Institute)

CAPM--Certified Associate in Project Management
PMP--Project Management Professional

Public Relations

- Associated Business Communicator (ABC) Certification – International Association of Business Communicators (IABC)
- Certifications & Courses offered through the Public Relations Society of America

Trucking

CDL – Commercial Drivers License – State of WA
Certifications for inspection of powered lift platforms
Certification for Method 9 – reading of visible emissions from air pollution control equipment
Certifications for powered lifts
D.O.T. Certification/License

US Customs and Border Protection

US Customs Brokers License

Visual and Performing Arts

Graphic Design

Welding

Boilers Class IV Boiler Operator - State of WA
I-CAR Certified Welder
I-CAR - Certified (MIG) Welder