



1. • **INITIAL REVIEW** completed to review labor market data (demand, wage, growth), district interest, and area competition.
2. • **WORKFORCE SOLUTIONS COUNCIL** provides feedback on initial reviews with high demand, wage and growth.
3. • **CORE TEAM** (Deans, AVP, Workforce and Program Development) prioritizes programs to consider and identifies a faculty champion. Core team begins reaching out to industry in the district to confirm need and to begin identifying a future advisory council.
4. • **JOINT INSTRUCTIONAL COUNCIL (JIC)** Core Team and faculty champion present potential programs to JIC for additional feedback.
5. • **PROPOSAL** sent to Executive Leadership Team (ELT) for approval.
6. • **DECISION**
7. • **IMPLEMENTATION PROCESS** begins after new program proposal is approved. Curriculum is developed in collaboration with a faculty champion or an industry subject matter expert.