**APPENDIX 3**

**PROGRAM COMPETENCY DEVELOPMENT TEMPLATE**

**Instructions [Delete after use]**

Use this template to develop program competencies if your current program does NOT have program level competencies.

**Step 1** – In column A vertically, list industry competencies and 21st century skills identified in the pathways mapping exercise (Content created in appendix 01 columns B & D]

**Step 2** – There would be far too many and/or overlapping industry competencies and 21st century skills identified in the pathway mapping process. Typically, a program should include anywhere between 6-12 clusters of program competencies. In column B-H horizontally, identify buckets (groups) of program competencies to cluster industry competencies and 21st century skills that you listed in step 1. The individual industry competencies and 21st century skills you identified earlier will become handy when developing program learning outcomes later in section 4.

**Step 3** – Assign each industry competency and 21st skill to a program competency bucket by marking an “X” in the corresponding row/column. These program competency buckets (B-H) could now be used to develop or evaluate program outcomes in section 4 of the guide.

| COLUMN A [delete row after use] | COL B | COL C | COL D | COL E | COL F | COL G | COL H | COL.. | COL.. | COL.. | COL.. | COL.. |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **PROGRAM COMPETENCIES** |
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| **INDUSTRY COMPETENCIES** |  |  |  |  |  |  |  |  |  |  |  |  |
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| **21ST CENTURY SKILLS** |  |  |  |  |  |  |  |  |  |  |  |  |
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