**Academic Program Review**
 **Year 3 & Year 4**
 **SWOT Analysis of Labor Market or Transfer Alignment**

**Career LMA Alignment -**Download [template](https://bristolccedu-my.sharepoint.com/%3Ax%3A/g/personal/dlicitra11_bristolcc_edu/Eaqf7KUHsyFMrk_16OJBgm4BI61F_Hvhh9tY-ZzXRlquxA?e=uloU4q) to use for your analysis. Refer to the SWOT Labor Market Alignment [document](https://bristolccedu-my.sharepoint.com/%3Aw%3A/g/personal/dlicitra11_bristolcc_edu/EfrLcCpofRVGtaZ07L_5uCcB-ltOYU4wTtjDVb-JI_BQEg) guide for thought planning. A [SMARTIE goal](https://bristolccedu-my.sharepoint.com/personal/dlicitra11_bristolcc_edu/Documents/AA%20PROGRAM%20REVIEW/Year%20Three%20Program%20Review/Instruction%20Guide/Labor%20Market%20Data/Resources/SMARTIE-goals-handout.pdf) will follow. You may upload this with your annual report, add this document to your year 3 or Year 4 folder, or cut and paste responses into the annual report. The annual report will have a SWOT section that will be separated out by the SWOT components.

**Transfer Alignment-** Download [template](https://bristolccedu-my.sharepoint.com/%3Ax%3A/g/personal/dlicitra11_bristolcc_edu/EdZWWfDe9qBMreHW1ddllB4BX1x25Q09BNh2TGs-Ji-wVg?e=9nZZWq) to use for your analysis. Refer to the SWOT Transfer Alignment document and the [Transfer Alignment Instruction Guide](https://bristolccedu-my.sharepoint.com/%3Aw%3A/g/personal/dlicitra11_bristolcc_edu/EbDMubjOiHtEl1zTJBbR-aQB2MsRzpnP25id2toMIS5ksg?e=kYvM7e) for assistance. A [SMARTIE goal](https://bristolccedu-my.sharepoint.com/personal/dlicitra11_bristolcc_edu/Documents/AA%20PROGRAM%20REVIEW/Year%20Three%20Program%20Review/Instruction%20Guide/Labor%20Market%20Data/Resources/SMARTIE-goals-handout.pdf) will follow. You may upload this with your annual report, add this document to your year 3 or Year 4 folder, or cut and paste responses into the annual report. The annual report will have a SWOT section that will be separated out by the SWOT components.

**Career LMA and Transfer Alignment** - Download [template](https://bristolccedu-my.sharepoint.com/%3Ax%3A/g/personal/dlicitra11_bristolcc_edu/ET-Ioz1w_h5CqzTiAVk-fjMB_xSME65NNzAKV3MoLHbPAA?e=ULTGGV) to use for your analysis. Refer to the SWOT Labor Market Alignment [document](https://bristolccedu-my.sharepoint.com/%3Aw%3A/g/personal/dlicitra11_bristolcc_edu/EfrLcCpofRVGtaZ07L_5uCcB-ltOYU4wTtjDVb-JI_BQEg) and the SWOT Transfer Alignment guide for thought planning. .A [SMARTIE goal](https://bristolccedu-my.sharepoint.com/personal/dlicitra11_bristolcc_edu/Documents/AA%20PROGRAM%20REVIEW/Year%20Three%20Program%20Review/Instruction%20Guide/Labor%20Market%20Data/Resources/SMARTIE-goals-handout.pdf) will follow. You may upload this with your annual report, add this document to your year 3 or Year 4 folder, or cut and paste responses into the annual report. The annual report will have a SWOT section that will be separated out by the SWOT components.

**Strengths**

Strengths in SWOT refer to internal initiatives that are performing well. Examining these areas helps you understand what’s already working. You can then use the techniques that you know work—your strengths—in other areas that might need additional support, like improving your team’s efficiency.

*Findings:*

**Weakness**

Weaknesses in SWOT refer to internal initiatives that are underperforming. It’s a good idea to analyze your strengths before your weaknesses to create a baseline for success and failure. Identifying internal weaknesses provides a starting point for improving those projects.

*Findings:*

**Opportunities**

Opportunities in SWOT result from your existing strengths and weaknesses, along with any external initiatives that will put you in a stronger competitive position. These could be anything from weaknesses that you’d like to improve or areas that weren’t identified in the first two phases of your analysis.

*Findings:*

**Threats**

Threats in SWOT are areas with the potential to cause problems. Different from weaknesses, threats are external and ‌out of your control. This can include anything from a global pandemic to a change in the competitive landscape.

*Findings:*

**SMARTIE Goal/s**

A SMARTIE goal is like a SMART goal. However, it includes the “I” which is Inclusive and the “E” which is Equity. Please use the following [document](https://bristolccedu-my.sharepoint.com/personal/dlicitra11_bristolcc_edu/Documents/AA%20PROGRAM%20REVIEW/Year%20Three%20Program%20Review/Instruction%20Guide/Labor%20Market%20Data/Resources/SMARTIE-goals-handout.pdf) to help guide your SMART goal

Inclusive: How will you include disproportionately affected people into processes, activities, and decision making in a way that shares power?

Equity: How will you include an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression?

*Findings:*