**DRAFT**

**Doing to Learn – Earning to Live:**

**Eastern Idaho Agriculture and Industry**

**Workforce Development Partnership**

**Industry Partners:**

1. Identification of active Business and Industry Partners.
2. Business and Industry Partners identify career pathways within their company.
3. Business and Industry Partners develop Career Earnings Potential Ladders within each pathway for student reference. (This would include educational scholarship and/or tuition reimbursement)
4. Business and Industry Partners identify specific needs beyond the “Soft Skills / Transferable Skills” that potential interns or apprentices need prior to beginning with the company.

**Educational Partners:**

1. Identification Experiential and Post-Secondary Partners.
2. Identify educational/training “Gaps” between what can be provided by the AFHS Agriculture Program and what the Business and Industry Partners need.
3. Develop content specific curriculum and courses to meet and maximize student training and availability into full-time employment by the Business and Industry Partners.

**AFHS and Agriculture Program:**

1. Continue the “Soft Skills / Transferable Skills” Freshman workshop.
2. Continue and place emphasis on Work Habits report cards in all classes.
3. Further develop Freshman and Sophomore curriculum within the Agriculture Program to promote problem-solving, communication, leadership, team dynamics, data analysis, applicable math and measurements, time management, work ethic.
4. Develop an exploratory field trip rotation for all Freshmen and Sophomores that familiarizes each student with the various career paths available through each Business and Industry Partner. (Students would participate in two to three exploratory events each year)
5. Establish Foundational Supervised Agricultural Experiences for all Freshmen and Sophomores enrolled in the Ag Program to document their career exploration choices, learning outcomes and skills that will be evidenced in the student’s resume.
6. Establish a Sophomore application process into the Exploratory Experiential Learning Program.

**Exploratory Experiential Learning Partnership (EELP):**

1. During registration for a student’s Junior year, a student with a real interest in a Partnership Career path will complete an application and interview for the opportunity to become a part of the Partnership during the Spring of the Sophomore year. The selection process will include a written letter of application, a resume identifying their Foundational learning and skills along with a personal interview by the Partnership Board (three industry partner representatives and two Ag Advisors).
2. The EELP will accept a maximum of 24 students into the next Fall’s trimester.
3. Each student within the EELP will identify SIX career paths they wish to explore.
4. Students will then be placed into six TWO-week rotations where they will become familiar with a potential career path. (*One Advisor will need a supervisory period each trimester to facilitate and supervise not only this Exploratory program but the internships as well.*)
5. Toward the end to of the Fall trimester, students will select an Industry Partner and path that they wish to intern in during the Winter trimester.
6. Should that internship be a good fit for both the student and Partner, the student will have the option during the Spring trimester to take two periods of EELP, if their academic schedule allows for that.
7. During registration for a student’s Senior year, students completing at least two trimesters of the EEPL will qualify to register for the Extended Partnership; three trimesters and up to two periods of Intern/Apprenticeship with the associated Partner per school day.
8. Students during their senior year will apply for acceptance into the Post-Secondary program that is tailored to their career path.
9. Should the fit between the student and Partner be deemed a good long-term investment, tuition reimbursement or scholarship offers will be made by the Partner in association with an agreed upon contract between the parties.
10. Student fulfills contract, training and or education then goes to work full-time with the Partner.

**Sample Career Earning Potential Ladder:**

11th Grade 12-week Pathway Shadow Hourly Rate / Unpaid

11th & 12th Grade 12-18-month Internship Hourly Rate / Unpaid

12th – 14th Grade 6-24-month Apprenticeship & Education Hourly Rate / Scholarship

Beginning Fulltime Employment Hourly Rate / Annual Income

Benefits Provided / Personal Costs / Family

Year Five Hourly Rate / Annual Income

Opportunity for Horizontal Movement Hourly Rate / Annual Income

Year 10 Hourly Rate / Annual Income

Year 20 Hourly Rate / Annual Income

Year 30 Hourly Rate / Annual Income

Pension / 401K / Retirement Plan

**Potential Business and Industry Partners:**

Agri-Service

Alpine Animal Hospital

Amalgamated Sugar

AMS

Anderson’s Auto Body

CHS Cooperative

Construction Services Inc

Diesel Depot

Double M

Driscoll Brothers

Driscoll Trucking

Farm Fab

Gehring Ag

Hunt Electric

Idaho Ag Credit

Idaho National Laboratory

Idaho Power

Koompin Farms

Lamb Weston

Lance Funk Farms

Lusk Plumbing

Mountain States Oilseed

Petersen’s

Pioneer Equipment

Pumpco

Rock Creek Veterinary

S & J Electric

Seagull Bay Dairy

Sierra Heating

Simplot Don Plant

Simplot Soils

Snake River Cattle

Stotz Equipment

Thresher

Valley Irrigation

Valley Wide Cooperative

Western Mechanical & Industrial

**Potential Educational Liaisons:**

Amy Lientz, Director Supply Chain, Energy Industry, Idaho National Laboratory

Brandi Turnipseed, CSI Executive Director, Workforce Development

Dr. Charles Buck, University of Idaho, Idaho Falls Campus

Gary Salazar, Director of Continuing Education and Workforce Training (CEWT)

Jennifer Jackson, K-12 Education Program Manager, Idaho National Laboratory

Larry Gerphardt, Pocatello

Randy Jensen, Superintendent, American Falls School District #381

Rick Aman, President of the College of Eastern Idaho

Rod Gramer, President and CEO Idaho Business for Education

Senator Dave Lent, Idaho Falls

Wendi Secrist, Executive Director of the Idaho Workforce Development Council