



## LEARNING THROUGH WORK

CATEGORY	INTERNSHIPS	PRE-APPRENTICESHIP	CO-OP
<b>Definition</b>	A short-term position providing experience and exposure. May be paid or unpaid and for-credit or noncredit.	A program that teaches basic technical and job readiness skills to prepare for an apprenticeship.	Structured method of classroom learning integrated with workplace experience where credit is received for both.
<b>Business Objectives</b>	<ul style="list-style-type: none"> <li>Promote your organization to students in your area.</li> <li>Test drive an intern's potential and evaluate their skills to determine if they have a future within your organization or industry.</li> <li>Increase productivity within your organization by meeting short-term needs without hiring commitment.</li> <li>Provide hands on training and help influence the next generation of professionals entering the workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Increase employee retention.</li> <li>Assist with recruiting new talent to your industry.</li> <li>Ensure your employees are trained and certified to produce at the high skill levels.</li> <li>Create a stable and reliable pipeline of qualified workers.</li> <li>Become a product of talent through customized training.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce recruiting costs by vetting students for future employment opportunities.</li> <li>Access the best talent from students who bring new ideas, fresh perspectives and enthusiasm to your team.</li> <li>Become a produce of talent through customized training.</li> <li>Assist with recruiting new talent to your industry.</li> <li>Create a stable and reliable pipeline of qualified workers.</li> </ul>



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# IDAHO LEADER INITIATIVE



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<p><b>How to Get Started</b></p>	<ul style="list-style-type: none"> <li>Identify someone within your organization who will be responsible for coordinating internships.</li> <li>Set goals and expectations for the intern and create an informal job description.</li> <li>Assign a mentor who can help the intern meet goals, expectations, and better understand the company as a whole.</li> <li>Contact local school to connect with high school or college students who are interested in internships. Don't be afraid to reach out to specific teachers who have programs that align with your needs.</li> </ul> <p>Need help connecting to high schools in your area? Contact:</p> <p>Matthew Thomsen matthew.thomsen@wdc.idaho.gov 208.488.7562</p> <p>Contact an Idaho college Internship Coordinator:</p> <p><a href="https://wdc.idaho.gov/idaho-leader-initiative-5/">https://wdc.idaho.gov/idaho-leader-initiative-5/</a></p>	<p>Identify your workforce challenges.</p> <ul style="list-style-type: none"> <li>Difficulty finding workers with the right skills?</li> <li>Positions with high turnover?</li> <li>Occupations where a highly skilled workforce is retiring soon?</li> <li>Challenges helping workers keep pace with continuing industry advances?</li> <li>Positions requiring skills that can be learned on the job?</li> <li>Difficulty in attracting new and more diverse talent pools?</li> </ul> <p>Successful apprenticeships are born from collaboration among:</p> <ul style="list-style-type: none"> <li>Business partners</li> <li>Workforce intermediaries</li> <li>Educational institutions</li> <li>Public workforce system</li> <li>Apprenticeship system</li> <li>Idaho Department of Labor</li> </ul>	<p>Learn more and find out how to partner with an educational institution on a co-op.</p> <p><a href="https://wdc.idaho.gov/idaho-leader-initiative-5/">https://wdc.idaho.gov/idaho-leader-initiative-5/</a></p>



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How to Get Started		<p>Next, design and build your apprenticeship program. Apprenticeship programs consist of five core components:</p> <ul style="list-style-type: none"> <li>• Direct business involvement - Employers are the foundation of every Registered Apprenticeship program.</li> <li>• On-the-job training - Apprentices receive OJT training from an experienced mentor typically for no less than one year.</li> <li>• Related instruction - Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided online or at the job site.</li> <li>• Rewards for skill gains - Apprentices receive increases in wages as they gain higher-level skills.</li> <li>• National occupation credential - Registered Apprenticeship programs result in a nationally recognized credential – a 100 percent guarantee to employers that apprentices are fully qualified for the job.</li> </ul>	



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How to Get Started		<p>With the program registered, you are now ready to move forward to launch your apprenticeship program.</p> <p>Contact your nearest apprenticeship coordinator to learn more about Apprenticeship Idaho and all the services available to businesses or job seekers in your area.</p> <p><a href="https://www.labor.idaho.gov/dnn/Local-Office-Directory">https://www.labor.idaho.gov/dnn/Local-Office-Directory</a></p>	



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<b>Activities</b>	<ul style="list-style-type: none"> <li>Connect with college and career advisors at high schools to reach high-school interns.</li> <li>Connect with postsecondary institutions to reach college interns:  <a href="https://wdc.idaho.gov/idaho-leader-initiative-5/">https://wdc.idaho.gov/idaho-leader-initiative-5/</a> </li> </ul>	<ul style="list-style-type: none"> <li>Host a competitive job skill-building event requiring potential apprentices to collaborate on project-based activities.</li> </ul>	<ul style="list-style-type: none"> <li>Connect with a local community college or other postsecondary institution to identify cooperative education opportunities in areas of in-demand skills.</li> </ul>
<b>Examples</b>	<a href="https://www.boisestate.edu/career/employers/">https://www.boisestate.edu/career/employers/</a>	<a href="https://idahoatwork.com/2018/10/29/pre-apprenticeship-program-offers-opportunity-for-refugees-fills-workforce-gap-for-saint-alphonsus/">https://idahoatwork.com/2018/10/29/pre-apprenticeship-program-offers-opportunity-for-refugees-fills-workforce-gap-for-saint-alphonsus/</a>	<a href="https://www.uidaho.edu/current-students/career-services/jobs-internships-co-ops/co-op">https://www.uidaho.edu/current-students/career-services/jobs-internships-co-ops/co-op</a>



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