

## 2019 Teacher and College and Career Advisor Externship Pilot Fact Sheet

The Idaho Workforce Development Council and STEM Action Center, both under the office of Governor Brad Little, are launching a program to better connect education to careers under the Idaho LEADER (Learn.Do.Earn) initiative.

Why is it important to provide you with the opportunity to work in a business this summer?

- Experience and use the latest real-world technology and business practices in a local company.
- Provide students with relevant, Idaho career information including career possibilities and workplace expectations.
- Create lasting partnerships between businesses and local schools to build a talent pipeline.

What are the expectations?

- Be a certified Idaho K12 public school teacher or a college and career advisor who is currently working in a public Idaho school and will be returning to a public Idaho school for the 19-20 academic year.
- Apply and submit a resume through the Idaho STEM Action Center Community Grant Portal including contact information for your principal.
- Meet with prospective employer(s) to conduct interviews in April/May 2019.
- Be able to work 200 hours during June – August 2019 as agreed upon by you and the employer (approximately 5 – 6 weeks).
- Sign an agreement with the Idaho STEM Action Center for a total payment of \$5,000 upon completion of interim and final reports regarding your experience. This will include weekly reflections that will be used to create an Externship Portfolio related to your experience.
- Meet the performance expectations required by the employer.
- Use this opportunity to integrate real-world examples and content into your classroom or learning environment.
- Share your experience with other educators in your district and/or with college and career advisors regionally.
- Report any issues with your externship experience to the Idaho STEM Action Center immediately.

What you can expect from the STEM Action Center:

- Provide an application, interim, and final report templates for you to share your feedback and information related to your experience.
- Organize a competitive selection process for educators including talking with your principal.
- Provide educators with the opportunity to earn professional development credit.
- Submit educator resumes to prospective employers through the Workforce Development Council's platform.
- Provide each educator with a contract and two payments totaling \$5,000. These payments are contingent on completion of the interim report (halfway through the externship) and the final report (upon conclusion of the externship in August 2019).

- Support educators to ensure the knowledge gained from the externship goes farther than just this single experience (i.e. sharing your involvement with other educators and/or school counselors).

#### What is expected of the business?

- Provide a challenging opportunity totaling 200 hours between June – August 2019, for the educator to work in the business. Educators should be engaged in actual work, not simply shadowing employees.
- Ensure that the educator sees the broader career opportunities within the organization and understands the challenges of hiring and retaining employees. This could look like a meeting with the company leadership team or a few hours spent with the human resources division.
- If possible, contribute to the stipend that will be paid to the educator. For this pilot year, every effort will be made to make the opportunity available to every company and educator that wants to participate. The stipend, covering 200 hours, will be \$5,000. STEM AC qualifies for the Idaho Education Tax Credit or can offer a tax-deductible 501c3 account for your investment. The stipend will be paid by the STEM Action Center – the educator will not be on the business payroll.
- As with any new hire, it is expected that there will be sufficient training and mentoring needed for the educator to be successful.
- Find time during the experience to discuss workforce needs and challenges with the educator to help him/her understand what opportunities exist across the company, what is expected when hiring new employees, and what challenges exist in recruiting and retaining employees.
- Report any issues to the Workforce Development Council immediately.

#### More Clarifying FAQ's

##### Who will pay the educator?

- A stipend will be paid to the educator by the STEM Action Center. As mentioned above, if the business is positioned to contribute to the stipend, it will allow for more teachers and employers to participate.

##### Who decides what schedule or dates the educator will work?

- The educator and business will determine a mutually acceptable schedule. The business will discuss and guide the timeframe, work schedule, time off requests, etc. The business will provide a minimum of 200 hours of work time between June – August 2019 (approximately 5 – 6 weeks).