



CONNECTING

• GEAR UP IDAHO •

Educators

Career Development

To Meet The Demand

A STARTER KIT FOR IDAHO: SEASONED PROFESSIONALS & BEGINNERS

Career Development

To Meet The Demand



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WELCOME

- 4 | Introduction
- 5 | Objectives



Introduction

This toolkit was created by school counselors for educational professionals who are interested in learning about the wide variety of career focused postsecondary options available in Idaho.

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| Objectives

1

Implementation

Review appropriate career development targets at the secondary level. Gain ideas on how to implement targets within a school system.

2

Programs

Learn about the multitude of high school and postsecondary career development and training program opportunities in the state of Idaho.

3

Funding

Develop an understanding of different funding sources to help students pursue career focused training in the state of Idaho.

4

Resource

Provide an easy reference guide to connect students and families with career focused high school learning opportunities and postsecondary options.

IMPLEMENTATION

- 7 | Mindsets & Behaviors
- 8 | Postsecondary Planning
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| Mindsets & Behaviors

The targets below come from the American School Counselor Association's (ASCA) Mindsets and Behaviors. The purpose of the classroom and group Mindsets and Behaviors action plan is to provide an overview of the delivery of direct services in large group (LG), classroom (Class) and small group (SG) settings. (ASCA 2019)

M 2

Self-confidence in ability to succeed

B-LS 7

Identify long and short-term academic, career and social/emotional goals

M 4

Understanding that postsecondary education and life-long learning are necessary for long-term success

B-LS 9

Gather evidence and consider multiple perspectives to make informed decisions.

M 6

Positive attitude toward work and learning

B-SMS 5

Demonstrate perseverance to achieve long and short-term goals

American School Counselor Association. (2019). Section II: Manage. In ASCA National Model: A Framework for School Counseling Programs (4th ed.) (pp. 48–50). essay.

Postsecondary Planning

Beyond the College Process

There are a number of planning tools available to provide students and families with postsecondary planning options. Check out the Next Steps Idaho website to access checklists and planning documents.

RESOURCE GOAL: To highlight different career development resources and programs in the state of Idaho.

Helping students identify career interests and training opportunities to support those interests can sometimes be challenging. How do we support students who say, "I don't know what I want to do, but I don't want to go to college."?

The following slides will walk you through some of the theories that relate to career exploration and advising.



Theories 1 of 3

There are many theories of career development. These theories have evolved over time and contribute to our understanding of how to support students as they consider life after high school.

Donald Super's Theory and Stages of Developmental Self-concept

The belief that self-concept changes over time and develops as a result of experience.

STAGE	AGE	CHARACTERISTICS
1 Growth	0 - 14	Development of self-concept, attitudes, needs and general world of work
2 Exploration	15 - 24	"Trying out" through classes, work experiences, hobbies, tentative choice and skill development
3 Establishment	25 - 44	Entry-level skill building and stabilization through world experience
4 Maintenance	45 - 64	Continual adjustment process to improve position
5 Decline	65+	Reduced output, prepare for retirement

Donald Super Developmental Self-concept. Careers.Govt.NZ. (n.d.). Retrieved July 20,2021, from <https://www.careers.govt.nz/assets/pages/docs/career-theory-model-super-20170501.pdf>.

Theories 2 of 3

John Holland's Personality Codes

"Holland's theory assumes that the choice of a vocation or a college major is an expression of personality and that most people can be classified as one of six primary personality types."

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional

Take a free Holland assessment by visiting:

<https://openpsychometrics.org/tests/RIASEC/>



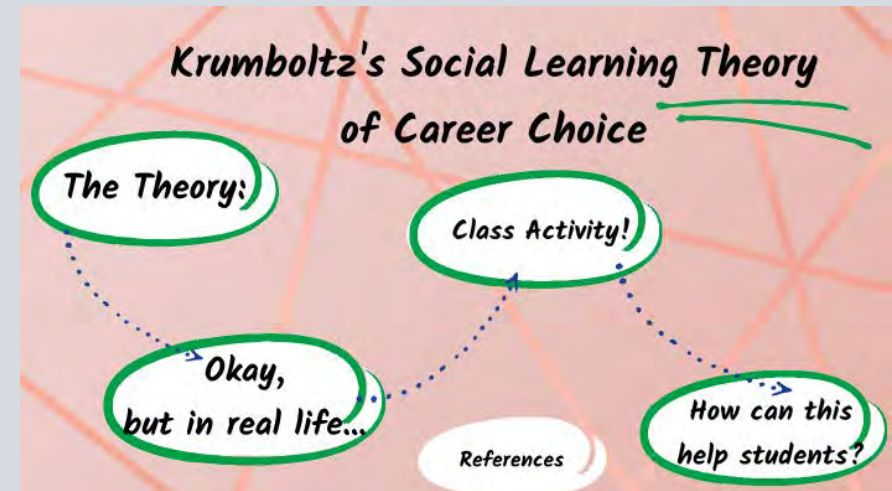
Smart, J. C., Feldman, K. A., Ethington, C. A., & Smart, J. C. (2008). Using Holland's Theory to Study Patterns of College Student Success: The Impacts of Major Fields on Students. In *Higher education: Handbook of theory and research* (pp. 330). essay, Springer.

Theories 3 of 3

John Krumboltz's Happenstance Learning Theory

Four propositions:

1. The goal of career counseling is to **help clients learn to take actions** to achieve more satisfying career and personal lives—not to make a single career decision.
2. Assessments are used to **stimulate learning**, not to match personal characteristics with occupational characteristics.
3. Clients learn to **engage in exploratory actions** as a way of generating beneficial unplanned events.
4. The success of counseling is **assessed by what the client accomplishes in the real world** outside the counseling session.



Krumboltz, J. D. (2008). *The happenstance learning theory*. *Journal of Career Assessment*, 17(2), 135–154.

| Educator Support

How educators can support career development

Help students understand the different Holland career types and identify their personal type(s)

- **Realistic**
- **Investigative**
- **Artistic**
- **Social**
- **Enterprising**
- **Conventional**

Help students develop adaptability

Help students explore and learn new interests

- Help students engage in exploratory activities
- Advocate for experimentation
- Replace questions like, “**What do you want to major in?**” with “**What are your interests?**”

Support overcoming barriers through action steps

- Ask, “**What are you going to do next?**”
- Have students write a to-do list with next steps

Mitchell, K.E., Leven, A.S., & Krumboltz, J.D. (1999). *Planned happenstance: Constructing unexpected career opportunities*. *Journal of Counseling and Development*, (77), 115-124.

| Educator Support

Keep in mind:

- Secondary (adolescence) is a time for **identity** and **career** exploration.
- There is value in determining preferences (what students **like** and what they **don't like**).
- Career development can be like a ladder:
 - Help students find the ladder and the first rung.
 - Students can go up or down or get off the ladder and find a different ladder completely.
- Our role is to **develop capacity**:
 - Can students do the research on their own so they can make informed decisions after high school?
- It's normal to have multiple jobs.
- New careers are emerging all the time.

Bureau of Labor Statistics , News Release: NUMBER OF JOBS, LABOR MARKET EXPERIENCE, MARITAL STATUS, AND HEALTH: RESULTS FROM ANATIONAL LONGITUDINAL SURVEY (2021). Retrieved September 14, 2021, from <https://www.bls.gov/news.release/pdf/nlsoy.pdf>.

Idaho Competencies & Standards

Check out these resources for ideas and guidance on supporting student career exploration.

Idaho College & Career Readiness Competencies

- Knowledge of core subjects
- Critical thinking and creative problem solving
- Oral and written communication
- Teamwork and collaboration
- Digital Literacy
- Leadership
- Professionalism/Work Ethic
- Career Exploration and Development
- Citizenship/Civic Responsibility
- Financial Literacy

<https://www.sde.idaho.gov/mastery-ed/files/competencies/Idaho-College-and-Career-Readiness-Competencies-Overview.pdf>

Idaho CTE Workplace Skills for Career Readiness Standards (2015)

Content Standard

Demonstrate Employability Skills for Career Readiness

Performance Standards

- Demonstrate Personal Qualities and People Skills
- Demonstrate Professional Knowledge and Skills
- Demonstrate Technology Knowledge and Skills

This document includes **Performance Indicators** for each Standard

<https://cte.idaho.gov/wp-content/uploads/2020/09/Idaho-Workplace-Skills-Career-Readiness-Standards.pdf>

Career Conversation Toolkits

Shift the conversation from “BEING” to “DOING”

ASCA Tools to Use & Questions to Ask

Career Conversation Starters (Spanish)

<https://www.schoolcounselor.org/getmedia/de90a081-49d4-492f-ad75-c3f172114d5d/Career-Conversation-Starters.pdf>

High School Career Conversations (Spanish)

<https://www.schoolcounselor.org/getmedia/abecfed-566d-4bea-874c-5a57681518ee/Career-Conversations-High-School.pdf>

Middle School Career Conversations (Spanish)

<https://www.schoolcounselor.org/getmedia/a7fbb087-9d84-4697-a176-6672dcff3584/Career-Conversations-Middle-School.pdf>

Elementary School Career Conversations (Spanish)

<https://www.schoolcounselor.org/getmedia/63b74c57-b671-41b9-a6d3-bab22e81f973/Career-Conversations-Elementary-School.pdf>

Postsecondary Academic Career Conversations

<https://www.schoolcounselor.org/getmedia/0b-791faf-b061-4e54-bd7b-134a6fa19fa6/Career-Conversations-Postsecondary.pdf>

Business and Industry-Partner Career Conversations

<https://www.schoolcounselor.org/getmedia/e0782ac5-55b9-4a5a-b3f7-5db747417ec6/Career-Conversations-Employer.pdf>

Promising Practices for High School Apprenticeships

<https://www.schoolcounselor.org/getmedia/1412e541-c21d-4a04-9749-23c871bbb6f9/Promising-Practices-Apprenticeships.pdf>



PROGRAMS

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Advanced Opportunities

Idaho State Department of Education

Program Details

- Provide **\$4,125** for 7-12th grade students attending Idaho public school
- Funds can be used to pay for:
 - Workforce Training Courses (ID Public Tech. Colleges) \$500 per course / \$1000 per year
 - Dual Credit (Academic and C.T.E.)
 - Exams (C.T.E., College Readiness, A.P., CLEP, or I.B.)
- Provide Early Graduation Scholarship opportunities for Academic or Workforce Training courses (\$1800 per skipped year)

Program Benefits

- Students get a head start on pursuing college and/or workforce training & certifications

Learn more on the program website

- Program information and brochures to share with families
- Resources for developing an Individual Learning Plan
- Early Graduation Scholarship information
- Approved expenditures



CONTACT

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 Region 4, 5, 6
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WEBSITE

<https://www.sde.idaho.gov/student-engagement/advanced-ops/index.html>

Federal Job Corps

Program Details

- Eligibility: Between 16-24, low income requirements, certain criminal convictions not allowed
- Benefits: Tuition free, room and board, basic health care, high school diploma and GED offered, tutoring support, apprenticeship/job placement, mentorship
- Students motivated to participate in the program, can follow instructions and structure, can pass a drug test

Trade certification industries

- Automotive & Transportation
- Business & Computer
- Construction & Facilities
- Medical & Health
- Hospitality & Security
- Forestry & Environmental



CONTACT

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WEBSITE

<https://www.jobcorps.gov/>

Forging Futures Idaho

Program Details

- Educational Nonprofit
- Created by Idaho Manufacturing Alliance
- Facilitate statewide networking opportunities between manufacturing companies, educators, and students
- Create awareness of and connections to the field of manufacturing
- Serve as a turnkey resource by alleviating employment obstacles for all parties

Program Benefits

- Students learn and apply technical skills right out of high school, or with postsecondary credentials, and earn great salaries and benefits.

Learn more on the program website

- Great videos to share with students
- Activities and resources
- Scholarship information related to the manufacturing industry
- Help arranging field trips, speakers, funding, and other experiential opportunities



CONTACT

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WEBSITE

<https://forgingfuturesidaho.org/>

GEAR UP Idaho

Idaho State Department of Education

Program Details

- Idaho State Department of Education
- Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)
- Support 24 school districts in Idaho with at least 50% free and reduced populations
- GEAR UP provides an opportunity for students to demonstrate the ability to succeed in college and the option to gain college credits while in high school

Program Benefits

- Offers a yearly Professional Learning Community with career focus
- Cosponsors the College and Career Readiness Summit in early fall each year
- Working on a parent advocacy program for stakeholders; complete with a facilitator and parent resource manual.
- Launching Campus tour app for students and parents
- Develops college and career readiness resources called Navigators for educators, families, and students and can be accessed via their website

Learn more on the program website:

- A great resource for parents, students and educators



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WEBSITE

<https://www.sde.idaho.gov/student-engagement/cc-readiness/>

Idaho Business for Education

(IBE)

Program Details

- Create a partnership for students to connect with careers through youth apprenticeships
- S.T.R.A.P.

School to Registered Apprenticeship Program are partnerships between schools and employers that include providing paid, on-the-job training combined with classroom instruction at a nearby high school or community/technical college.

The youth apprenticeship project is wholly funded by a grant from the US Department of Labor in the amount of \$2,490,630

Program Benefits

Partner	Partner	Help	Partner	Collaborate
Partners with employers across Idaho to create apprenticeships in over 1,200 occupations across all industries and occupations.	Partners with public high school educators and counselors to identify students who can successfully balance work and school.	Helps students prepare for interviews, on-board as employees, identify if the student needs access to support services and make referrals for support and advocate for the student.	Partners with educators and counselors to create work schedules that accommodate the school schedule and student activities.	Collaborates with employers and educators to combine both "classroom" and on-the-job education and training to create student success.



**IDAHO BUSINESS
for EDUCATION**
Youth Apprenticeship Program

CONTACT

Youth Apprenticeship Program Team

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WEBSITE

<https://idahobe.org/youth-apprenticeship/>

Idaho Department of Labor



Program Details

- Resume writing and job search techniques assistance
- Job interview training
- Job seeker account to access THOUSANDS of jobs, internships and apprenticeships
- Free resume profile in your job seeker account for employers to see your resume
- Career guidance, assessments, and training

Program Benefits

- The Workforce Innovation and Opportunity Act (WIOA): federally funded program designed to assist eligible youth in achieving academic and employment success.
- WIOA services are designed to meet the needs of out-of-school youth.
- Youth may qualify for funding to help overcome barriers to employment.

CONTACT

Check out the IDOL website to find a representative in your region.

WEBSITE

<https://www.labor.idaho.gov/dnn/Local-Office-Directory>

Idaho Division of Career and Technical Education

(CTE)

Program Details

- A Division of the State Board of Education
- CTE prepares Idaho's youth and adults for high-skill, in demand careers
- CTE connects students to real careers
- CTE provides a talent pipeline for Idaho's businesses
- CTE makes education meaningful through applied learning
- CTE provides pathways in six program areas that start in high school and continue to college and workforce training to prepare students for a wide variety of careers

Program Areas

- Agriculture, Food, and Natural Resources
- Business and Marketing Education
- Engineering and Technology Education
- Family and Consumer Sciences and Human Services
- Health Professions and Public Safety
- Trades and Industry

Postsecondary Programs

- North Idaho College (NIC)
- Lewis-Clark State College (LCSC)
- College of Western Idaho (CWI)
- College of Southern Idaho (CSI)
- Idaho State University (ISU)
- College of Eastern Idaho (CEI)



CONTACT

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Work-Based Learning Coordinator
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WEBSITE

<https://portal.cte.idaho.gov/>

Idaho Division of Career and Technical Education

(CTE)

Program Benefits

The Critical Workforce Ratio 1:2:7 shows the ratio of jobs available per education level.

Required Education

Available Jobs

Graduate Degree	1	
Bachelor's Degree	2	
1-Year Cert OR 2-Year Degrees	7	

Gray, K. & Herr, E. (2006). *Other Ways to Win: Creating Alternatives for High School Graduates*. Third Edition. Thousand Oaks: Corwin Press.

Learn more on program websites

Program Areas

<https://cte.idaho.gov/programs-2/career-areas/>

Institutions/Transition Coordinators

<https://cte.idaho.gov/students/institutions-transition-coordinators/>

Idaho Workplace Skills for Career Readiness

<https://cte.idaho.gov/programs-2/secondary-education/workplace-readiness/>

Student Organizations

<https://cte.idaho.gov/students/student-organizations-s/>

Professional Development

<https://cte.idaho.gov/educators-5/professional-development/>



CONTACT

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Specialist Certificate
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WEBSITE

<https://portal.cte.idaho.gov/>

Idaho Job Corps

Program Details

- An independent, individualized training and education program just for Idaho students (not the same as Federal Job Corps)
- Prepare students for their futures, focusing on education/training, life preparation, mental and physical wellness and career readiness
- No cost vocational education for eligible* 16-24 year olds
- Case managers for all students; providing individualized support
- Access to meals, mental health services and career exploration at all centers, with limited residential services in Nampa

*Eligibility includes qualifying as low-income in addition to other criteria

Program Locations

Idaho Job Corps operates in four locations around Idaho

- College of Eastern Idaho
- College of Southern Idaho
- College of Western Idaho
- North Idaho College

Learn more on the program website

- Eligibility requirements
- Application process
- More about what the program offers



CONTACT

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Student Placement Supervisor
(208) 442-4781

WEBSITE

<https://jobcorps.idaho.gov/>

Idaho STEM Action Center

(STEM AC)

Program Details

- Executive Office of the Governor
- Innovative STEM opportunities for educators, students, communities, and industry to build a competitive Idaho workforce and economy through STEM and computer science education

Legislated Goals

- Advance equitable access to high quality STEM+CS opportunities for educators, students, and communities
- Align STEM education and workforce needs throughout Idaho
- Increase awareness of the importance of STEM throughout Idaho

Program Benefits

- Provides Professional Development to Educators including iSTEM, Externships, and Edcurious STEM Leadership Training
- Supports student competitions including IDSEF, Cardboard Challenge, coding, robotics, and drones
- Engages industry partners to help fund school level projects and/or programs
- Supports schools looking to earn STEM Designation
- Offer Diploma seals to schools who offer STEM diplomas (including scholarships)
- Connects schools and educators with industry partners

Learn more on the program website

- Opportunities for students
- Opportunities for educators
- Information about Early STEM
- A lot of really FUN ways to infuse STEM in schools
- Subscribe to the newsletter where announcements for Grant opportunities are posted
<https://stem.idaho.gov/newsletter/>



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WEBSITE

<https://stem.idaho.gov/>

Idaho Vocational Rehabilitation

Program Details

- Provides assistance with postsecondary education
- Provides opportunities for employment for individuals with disabilities
- Provides pre-employment services for students with disabilities

Pre-employment Transition Services include

- Job exploration counseling
- Work based learning opportunities
- Counseling on postsecondary educational opportunities
- Instruction in self-advocacy
- Work readiness training

Qualifications for VR services

Student with a disability is an individual in a secondary, postsecondary, or other recognized education program who:

- Is a student aged 14-21
- Is eligible for, and receiving, special education or related services under part B of the Individuals with Disabilities Education Act, and/or
- Is an individual with a disability, for purposes of section 504



WEBSITE

<https://vr.idaho.gov/contacts/>

Idaho Workforce Development Council

Program Details

- Assists job seekers in obtaining desired careers and puts them on a path to prosperity
- Connects Idaho's employers to the highly educated and skilled talent needed to thrive today and in the future
- Provides cohesion, expertise, and funding to set things in motion for Idaho's workforce development partners throughout the state

Idaho LAUNCH: A program of the Idaho Workforce Development Council

- LAUNCH is a pathway for those seeking to work in Idaho to receive tuition support through the Workforce Development Training Fund (WDTF) for short-term, non-credit training that will allow them to attain in-demand, employer requested, skill sets
- Persons interested can connect to the program by filling out the website form

Idaho Workforce Development Training Fund Grants

The council awards grants to reimburse approved training costs to eligible applicants that are bringing jobs to Idaho, adding jobs through expansion, and/or retraining existing workers.

- **Employer Grant:** Awarded to a company to reimburse workforce development training costs.
- **Industry Sector Grants:** Granted to a consortium who has identified a training solution to alleviate an industry specific skill gaps.
- **Innovation Grants:** Designed to fund projects serving youth or adults and benefiting localized and/or rural efforts.

Additionally, the council strategically sponsors **Outreach Projects** that provide public information and outreach on career education and workforce training opportunities, including existing education and training programs and services not funded by the training fund.



CONTACT

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 & Operations Officer
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WEBSITE

<https://idaholaunch.com/>

Idaho Workers Opportunity Network

(IWON)

Program Details

- Help with high wage, hands on careers in the skilled trades through apprenticeship programs
- Expand the working knowledge of Registered Apprenticeships in the state of Idaho
- Provide community outreach and apprenticeship awareness through college and career fairs and individual meetings regarding apprenticeship placement
- Partner with Idaho Department of Labor, Idaho Business for Education, Colleges of Technical Education, Workforce Development and several others



CONTACT

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WEBSITE

<https://idahoapprenticeships.org/>

Military

Program Details

- Armed Services Vocational Aptitude Battery (ASVAB)
- The ASVAB Career Exploration Program includes a validated aptitude test and interest assessment. The results are used to guide career exploration using ASVAB career planning tools.

Program Branches

- Army, Navy, Airforce, Coast Guard & Marines, National Guard & Air National Guard



WEBSITE

<https://www.asvabprogram.com/>

Next Steps Idaho

Idaho State Board of Education

Program Details

- Launched in 2015 with a focus on going on to college, Next Steps Idaho has increasingly broadened its scope; most recently partnering with the Idaho Workforce Development Council. This collaboration recognizes that the career aspirations of Idahoans are linked to building a better educated and skilled workforce and a stronger economy.
- One-stop shop for the discovery and pursuit of higher education, training, certification, self-actualization, and professional advancement—all curated by the Office of the State Board of Education.

Learn more on the program website

Insightful quizzes

<https://nextsteps.idaho.gov/self-assessments-planning-tools>

National and local scholarship searches

<https://nextsteps.idaho.gov/resources/how-to-find-scholarships>

Information about Direct Admissions and access to Apply Idaho

<https://nextsteps.idaho.gov/resources/direct-admissions-initiative>

<https://nextsteps.idaho.gov/resources/apply-idaho>

A directory of Idaho colleges and universities, workforce training centers and Career Technical Education programs

<https://nextsteps.idaho.gov/colleges?&sort=desc&page=1>

<https://nextsteps.idaho.gov/training-directory>

<https://nextsteps.idaho.gov/cte-program-directory-page>

An interactive library of career cards

<https://nextsteps.idaho.gov/browse-careers>

A calendar of upcoming continuing education opportunities around the state

<https://nextsteps.idaho.gov/calendar>



CONTACT

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WEBSITE

<https://nextsteps.idaho.gov/>

Additional Programs

Americorps

National volunteer organization.
Graduating high school students can apply.

<https://americorps.gov/>

Community Connections

An opportunity for teachers to tour regional industries with the goal of helping teachers have informed conversations about career options with students.

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Construction Combine

On day one, trainees will be placed on a team and will participate in training sessions, covering many construction topics. On day two, trainees will demonstrate their new skills by building sheds with area contractors. The sheds will be donated to local disabled veterans. Once the sheds are built, the contractors and trainees will have time to ask questions of the contractors who are looking for good employees they can hire.

<https://cetrain.isu.edu/enrollment/course/construction-combine/>

Idaho Forest Commission

Many free resources, educational programs, and project learning tree. Sustainable forestry tour for counselors and teachers. Get VIP treatment while exploring Idaho Forests and industries.

<https://www.idahoforests.org/>

North Idaho College (NIC) Roadshow

The NIC Roadshow is an experiential meet and greet with CTE instructors who bring gadgets and machines for students to “try out” to get a better understanding of what each CTE course offers. They also include military and nearby programs such as Toni and Guy hairdressing and the North Idaho Massage Institute. Those interested in the set up format for the NIC Roadshow may contact them for additional information.

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Proprietary Schools in Idaho

Schools registered with the State Board of Education in Idaho

<https://boardofed.idaho.gov/higher-education-private/proprietary-schools-non-degree-granting/>

FUNDING

34 | Funding Projects



Funding Projects

Looking for funding to support projects in your community?
Check out these sources:

College and Career State monies: lean into your district and ask

Education Credit Unions

Chamber of Commerce

Service groups: Rotary, Kiwanis, Elks, Lions etc...

Workforce Development Grant: find Outreach Projects for small grants that are great for field trips, career fairs etc.
<https://wdc.idaho.gov/workforce-development-training-fund/>

STEM Action Center: log into a portal to check out the grant opportunities
<https://idahostem.force.com/gms/>

Idaho Forest Commission: awards grants up to \$250.00 to support forest-related education
<https://www.idahoforests.org/content-item/forest-education-grants/>

Idaho Community Foundation: Forever Idaho Grant program
<https://www.idahocf.org/nonprofits-students/grant-opportunities-and-workshops>

RESOURCES

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Common Terms 1 of 3



Learning About Work

CATEGORY	DEFINITION	ACTIVITIES
Career Education	Teachers bring career education into the classroom.	<ul style="list-style-type: none"> • Career counseling • Pathway Planning • Presentations examining career growth • Industry Speakers • Interviews with current employees
Employer Engagement	Students learn by directly engaging with potential future employers.	<ul style="list-style-type: none"> • Host a tour for middle school/high school students or participate in school organized career fairs • Provide opportunity for students to job shadow • Become a mentor through the STEM Action Center's mentorship program
Externships	Short practical work experiences to "ground-truth" theory.	<ul style="list-style-type: none"> • Host a teacher during the summer to bring real-world experiences into the classroom

Common Terms 2 of 3



Learning Through Work

CATEGORY	DEFINITION	ACTIVITIES
Internships	A short term position providing experience and exposure. May be paid or unpaid and for credit or non-credit.	<ul style="list-style-type: none"> • Connect with college and career advisors at high schools to reach high-school interns • Connect with postsecondary institutions to reach college interns.
Pre-Apprenticeship	A program that teaches basic technical and job readiness skills to prepare for an apprenticeship.	<ul style="list-style-type: none"> • Partner with an industry association to develop a program to teach workplace skills • Host a competitive job skill-building event requiring potential apprentices to collaborate on project based activities
Co-op	Structure method of classroom learning integrated with workplace experience where credit is received for both.	<ul style="list-style-type: none"> • Connect with a local community college or other postsecondary institution to identify cooperative education opportunities in areas of in-demand skills

Common Terms 3 of 3



Learning At Work

CATEGORY	DEFINITION	ACTIVITIES
On-the-job Training	Individuals are taught by other employees how to complete a task while doing the job.	<ul style="list-style-type: none"> Partner with the Idaho Department of Labor Division of Vocational Rehabilitation and/or Department of Health and Welfare to hire veterans, individual with disabilities, and other individuals seeking work
Apprenticeship	An "earn while you learn" model where on-the-job training is coupled with related instruction. Wage gains are incorporated and the experience culminates in industry-recognized credentials.	<ul style="list-style-type: none"> Develop registered apprenticeship programs for hard-to-fill positions Expand registered apprenticeship programs in schools to engage high school students

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Notes & Ideas

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