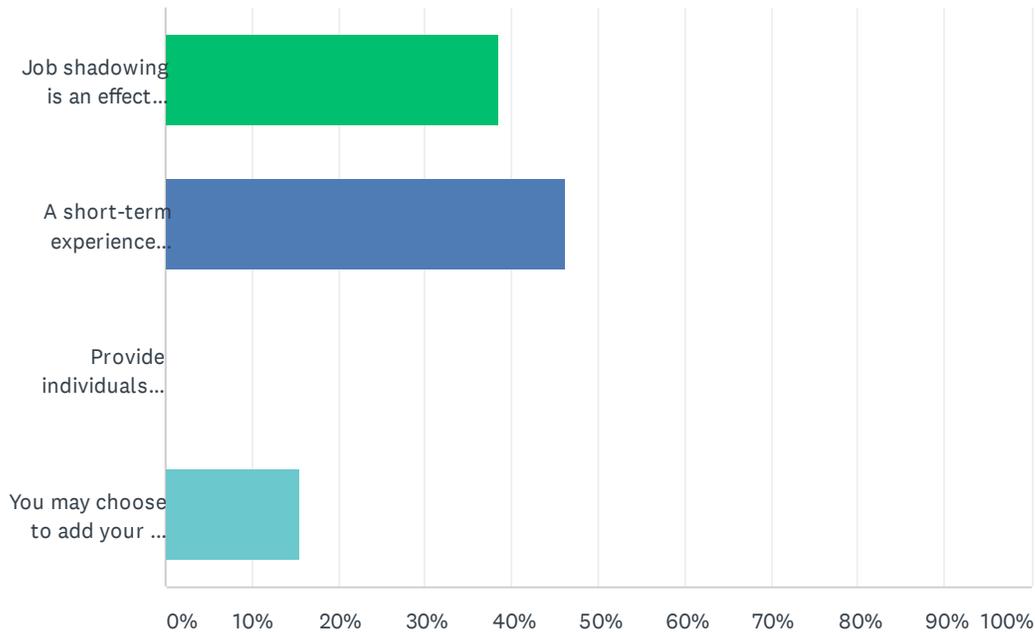


Q1 Please select the WBL definition(s) for job shadowing that most aligns with your vision for Idaho.

Answered: 13 Skipped: 0

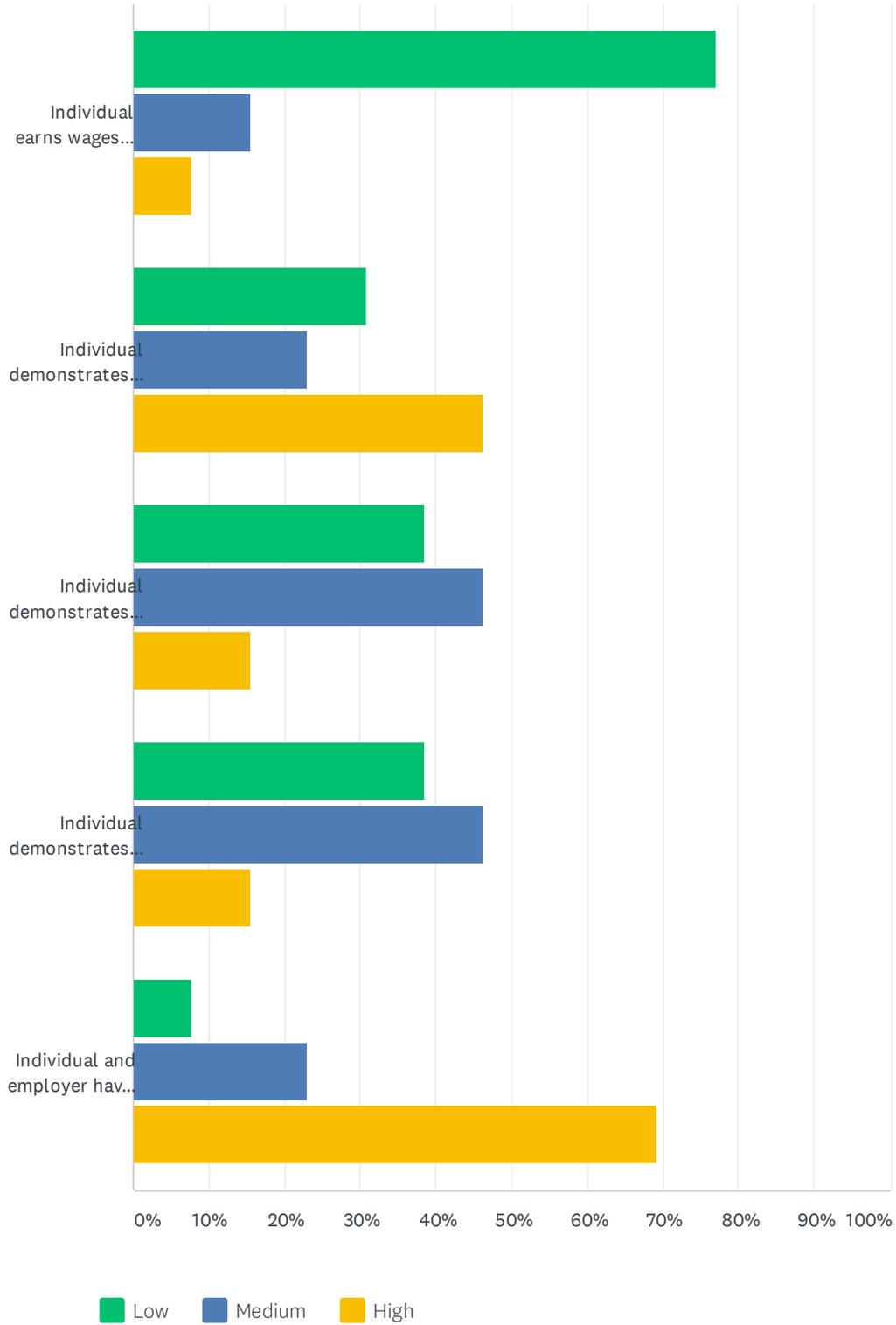


ANSWER CHOICES	RESPONSES
Job shadowing is an effective tool for increasing awareness and exposure to careers. Individuals can use the information gained from a job shadowing experience to determine if a general career field is of interest to them.	38.46% 5
A short-term experience where an individual learns through watching and conversation what it is like to perform a certain type of work by accompanying an experienced worker as they perform the targeted job.	46.15% 6
Provide individuals with the ability to engage directly with employers, for the purpose of gaining knowledge of one or more industry sectors or occupations.	0.00% 0
You may choose to add your own definition or mashup of the above definitions.	15.38% 2
TOTAL	13

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	A short-term experience where an individual learns through watching and learning what it is like to perform a certain type of work by accompanying an experienced worker as they perform the targeted job.	6/17/2021 4:03 PM
2	I like the 2nd choice, along with the 2nd sentence of the first choice: "A short term....targeted job. Individuals can use the information...interest to them."	6/17/2021 2:47 PM

Q2 Please rank the importance of each outcome for job shadowing.

Answered: 13 Skipped: 0

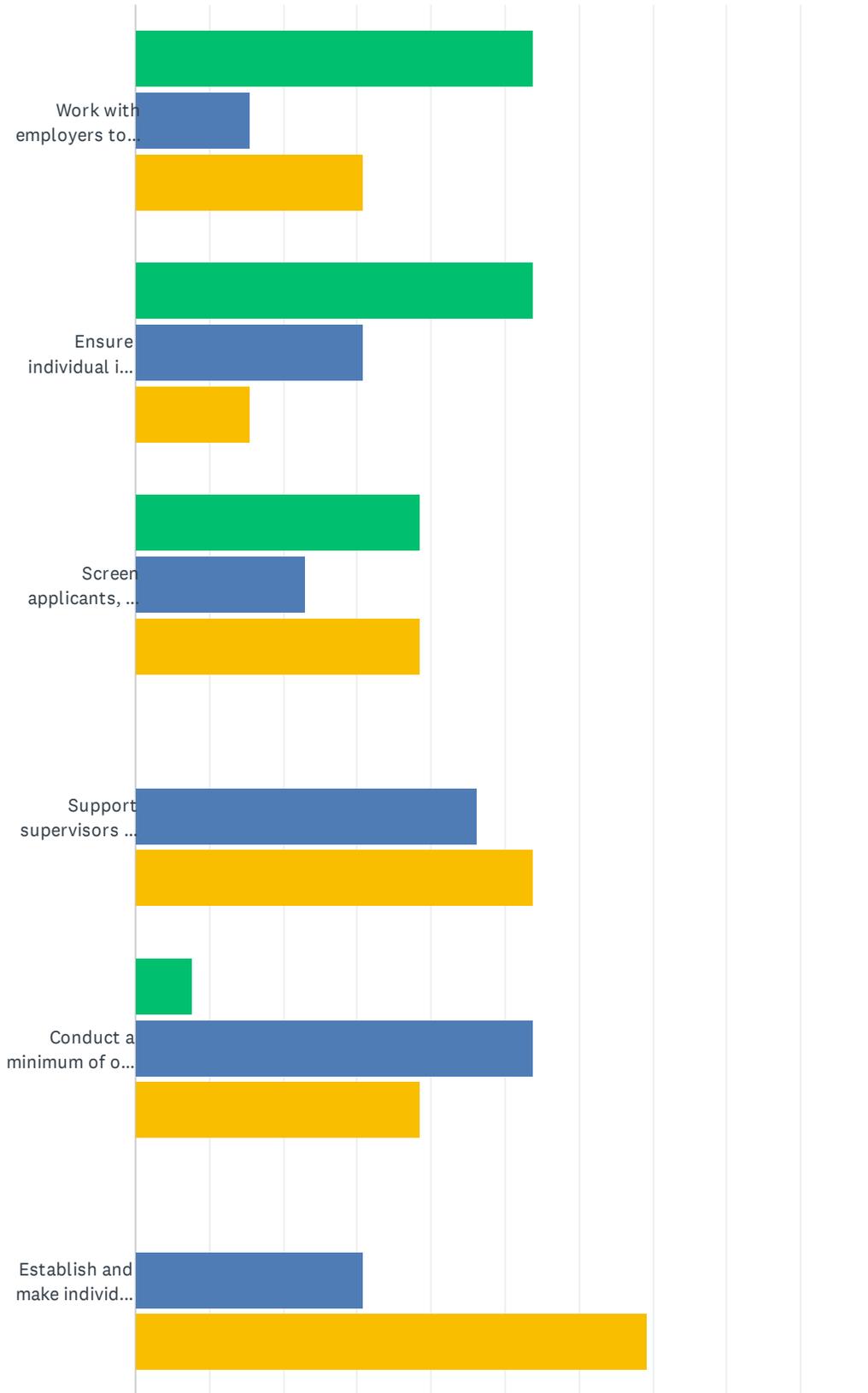


Idaho WBL Definitions and Outcomes Survey

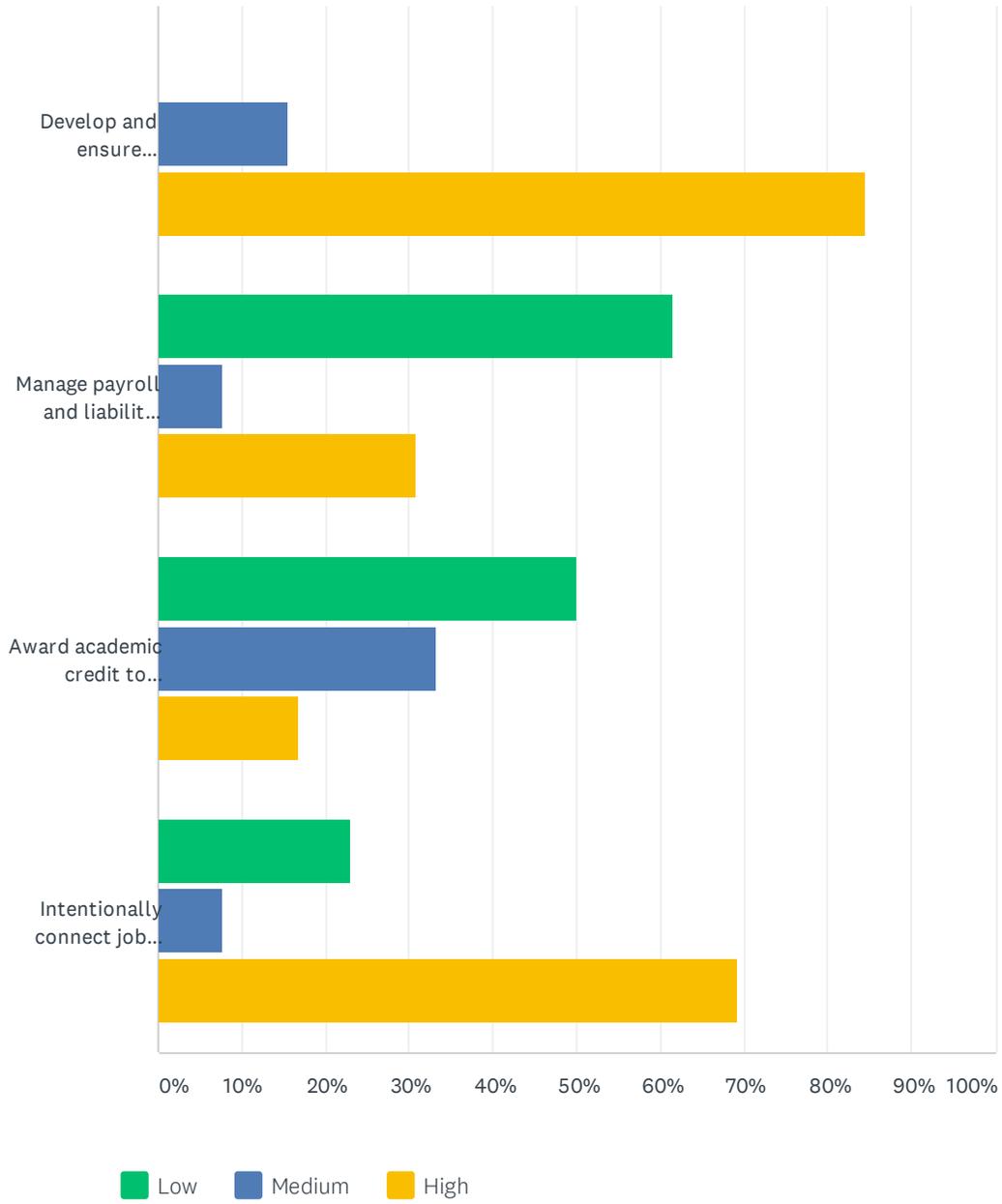
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	76.92% 10	15.38% 2	7.69% 1	13
Individual demonstrates knowledge of occupation and industry. 	30.77% 4	23.08% 3	46.15% 6	13
Individual demonstrates knowledge and capacity for networking, professional culture.	38.46% 5	46.15% 6	15.38% 2	13
Individual demonstrates growth in industry knowledge,  nical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	38.46% 5	46.15% 6	15.38% 2	13
Individual and employer have positive experience according to feedback and evaluations. 	7.69% 1	23.08% 3	69.23% 9	13

Q3 How important is it that organization serving individuals provide the following services for those engaged in job shadowing?

Answered: 13 Skipped: 0



Idaho WBL Definitions and Outcomes Survey

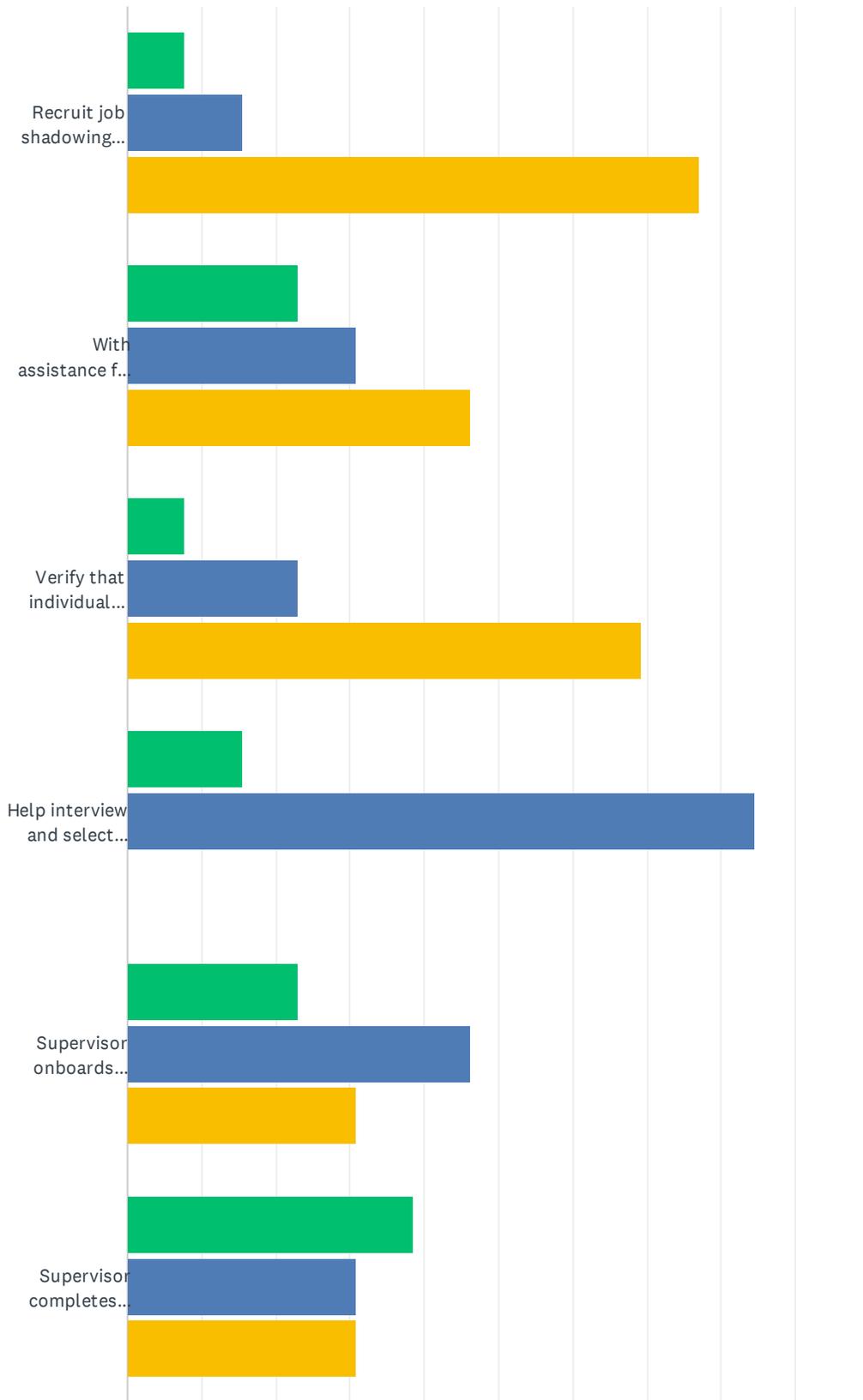


Idaho WBL Definitions and Outcomes Survey

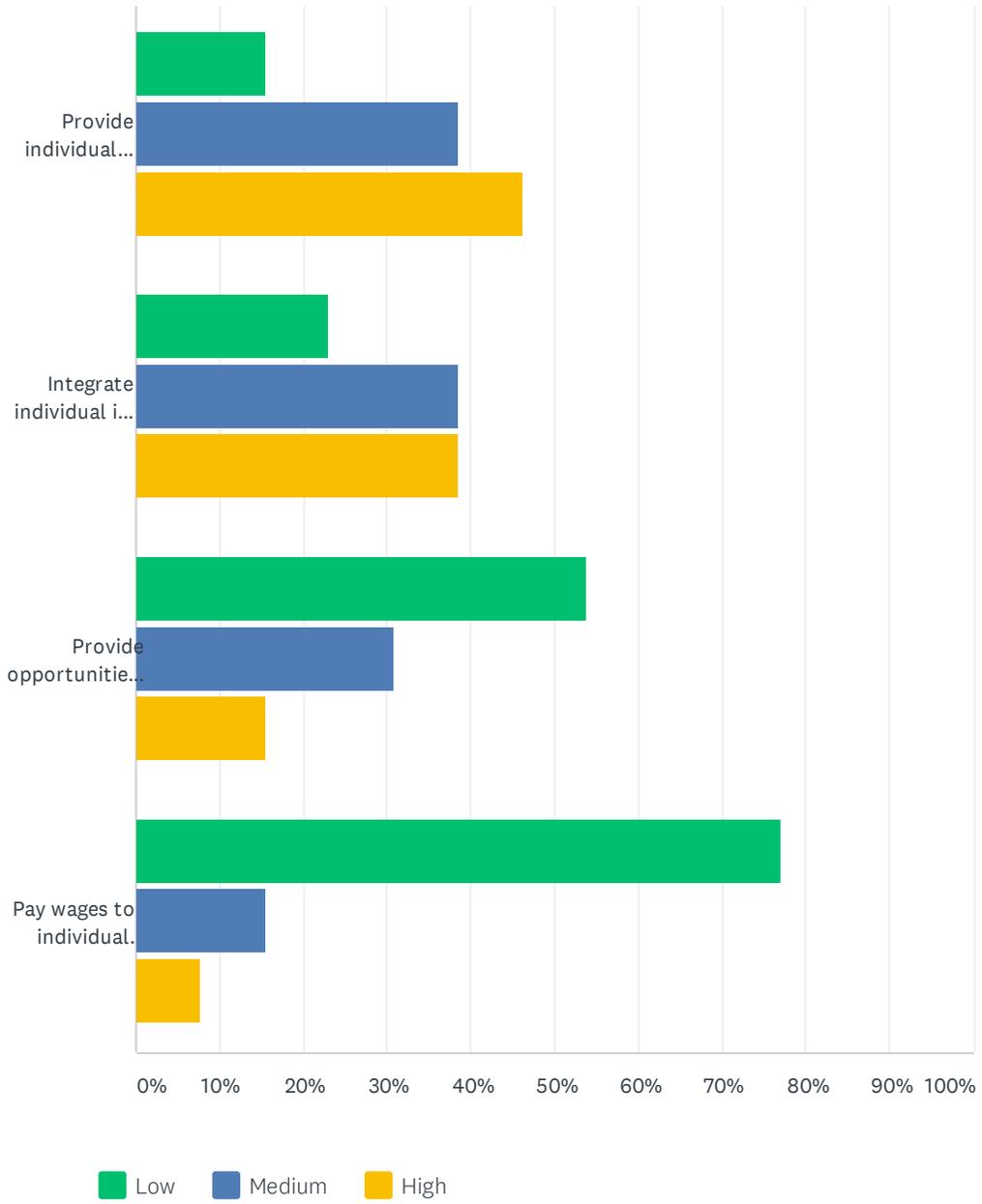
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	53.85% 7	15.38% 2	30.77% 4	13	1.77
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-job shadowing curriculum and/or job shadowing orientation to prepare individual.	53.85% 7	30.77% 4	15.38% 2	13	1.62
Screen applicants, and facilitate interviews and placements.	38.46% 5	23.08% 3	38.46% 5	13	2.00
Support supervisors and individual during job shadowing as primary point of contact.	0.00% 0	46.15% 6	53.85% 7	13	2.54
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	7.69% 1	53.85% 7	38.46% 5	13	2.31
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	30.77% 4	69.23% 9	13	2.69
Develop and ensure completion of supervisor and job shadowing evaluations.	0.00% 0	15.38% 2	84.62% 11	13	2.85
Manage payroll and liability logistics (if applicable).	61.54% 8	7.69% 1	30.77% 4	13	1.69
Award academic credit to individual.	50.00% 6	33.33% 4	16.67% 2	12	1.67
Intentionally connect job shadowing to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	23.08% 3	7.69% 1	69.23% 9	13	2.46

Q4 How important is it that employers engaged in job shadowing provide the following:

Answered: 13 Skipped: 0



Idaho WBL Definitions and Outcomes Survey

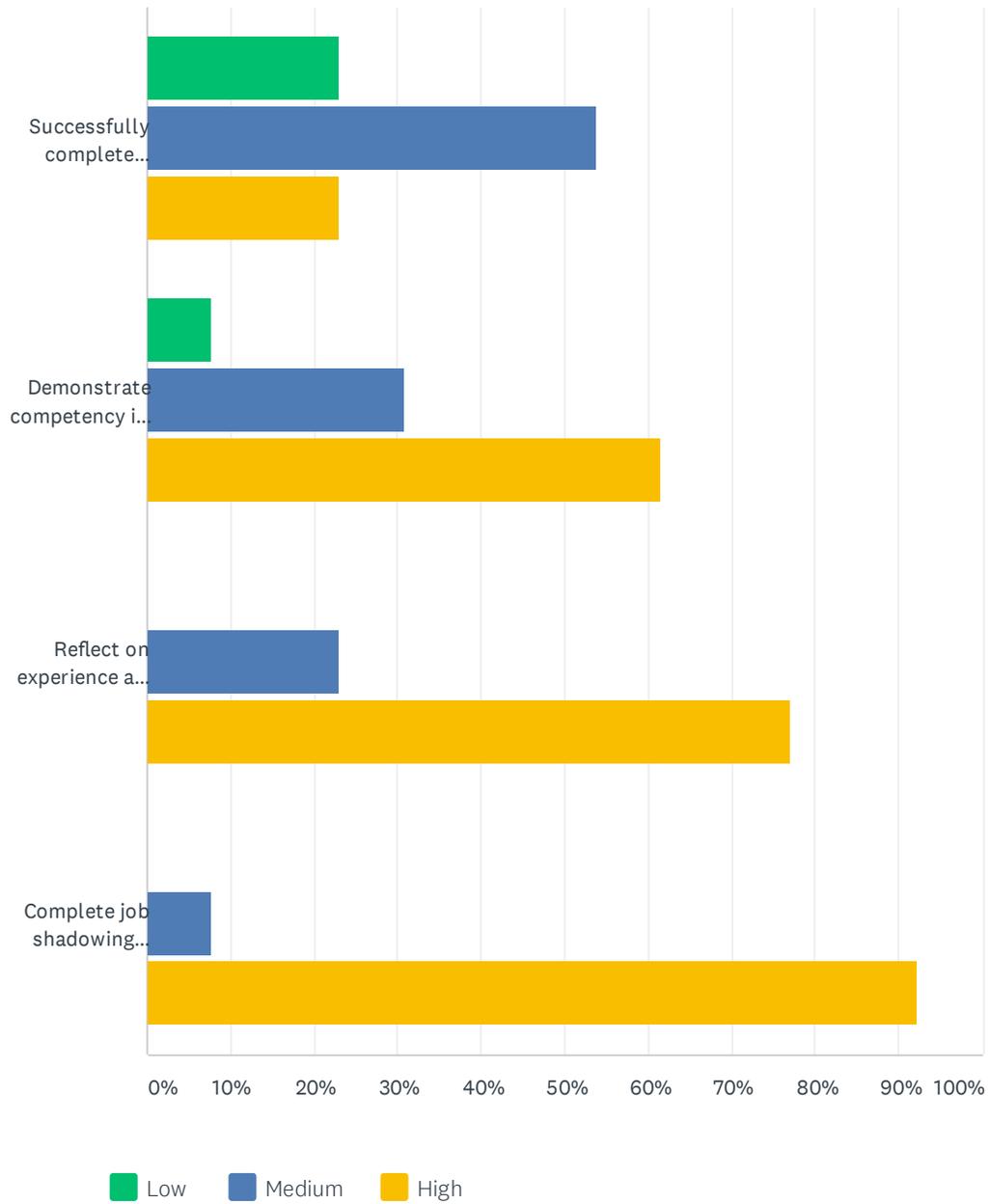


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit job shadowing supervisors and mentors.	7.69% 1	15.38% 2	76.92% 10	13	2.69
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	23.08% 3	30.77% 4	46.15% 6	13	2.23
Verify that individual meets all safety regulations and labor laws.	7.69% 1	23.08% 3	69.23% 9	13	2.62
Help interview and select individual.	15.38% 2	84.62% 11	0.00% 0	13	1.85
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	23.08% 3	46.15% 6	30.77% 4	13	2.08
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	38.46% 5	30.77% 4	30.77% 4	13	1.92
Provide individual access to a professional mentor to guide him/her in career goals.	15.38% 2	38.46% 5	46.15% 6	13	2.31
Integrate individual into company teams and facilitate regular engagement with employees.	23.08% 3	38.46% 5	38.46% 5	13	2.15
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	53.85% 7	30.77% 4	15.38% 2	13	1.62
Pay wages to individual.	76.92% 10	15.38% 2	7.69% 1	13	1.31

Q5 How important is it that Individuals engaged in a job shadowing receive the following:

Answered: 13 Skipped: 0

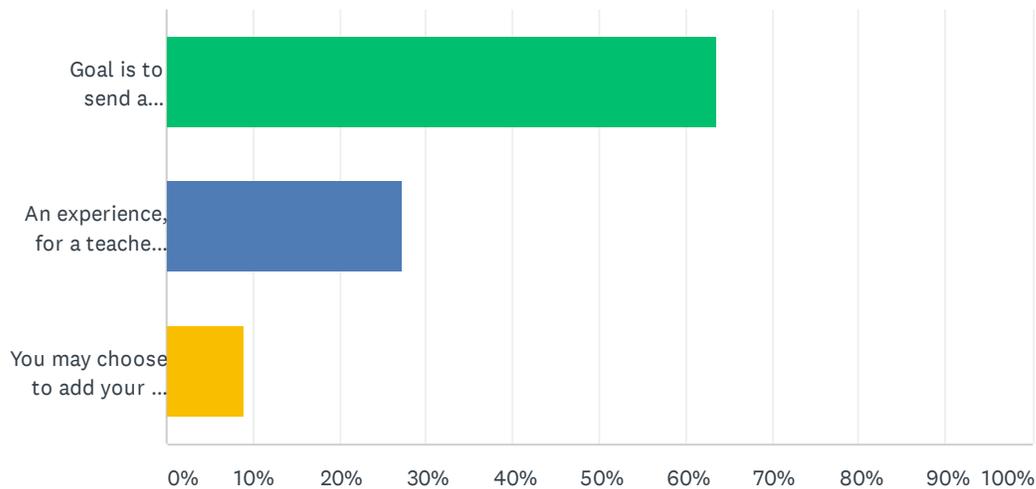


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to job shadowing.	23.08% 3	53.85% 7	23.08% 3	13	2.00
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	7.69% 1	30.77% 4	61.54% 8	13	2.54
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	23.08% 3	76.92% 10	13	2.77
Complete job shadowing evaluation.	0.00% 0	7.69% 1	92.31% 12	13	2.92

Q6 Please select the WBL definition(s) for externships that most aligns with your vision for Idaho.

Answered: 11 Skipped: 2

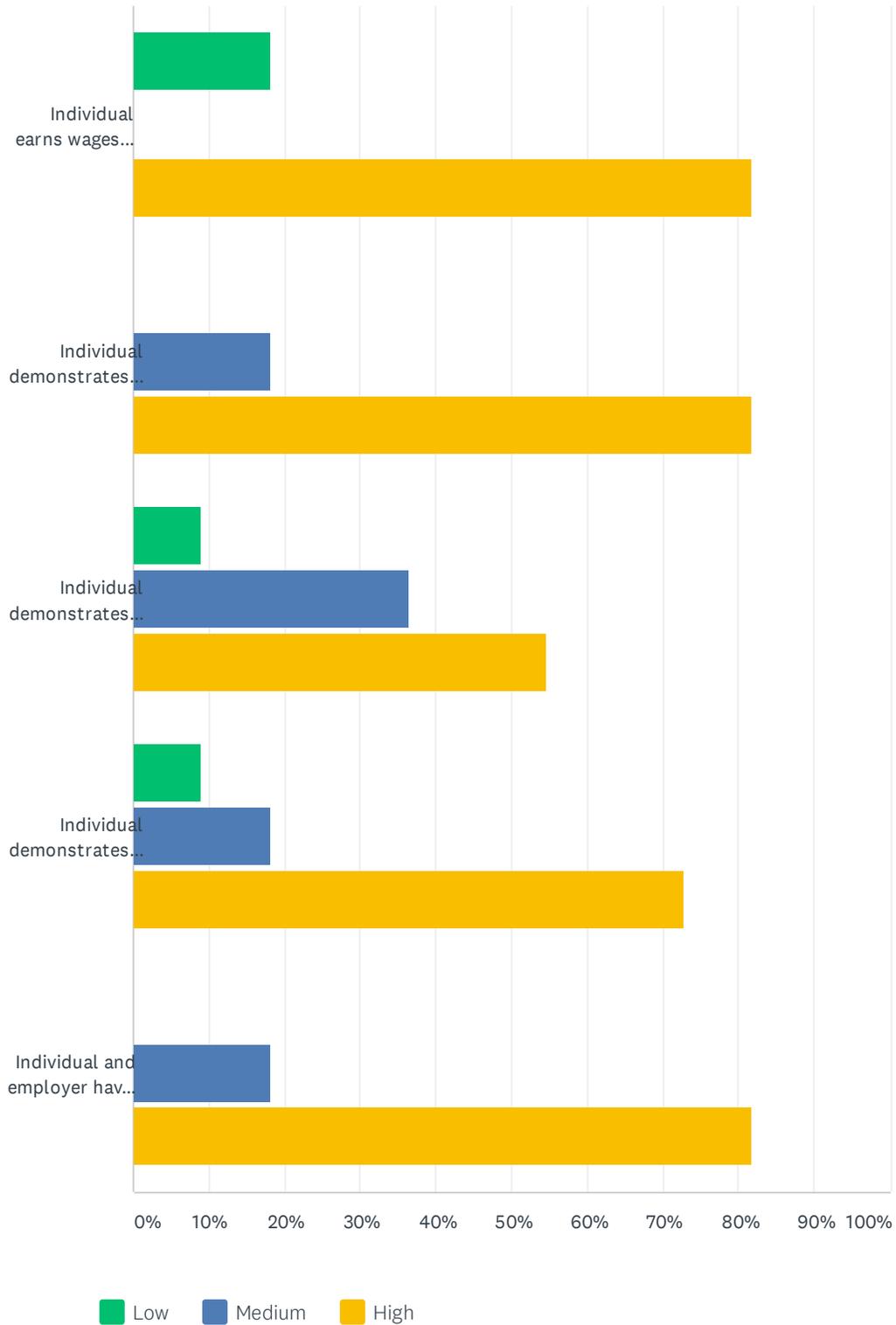


ANSWER CHOICES	RESPONSES	
Goal is to send a proficient employee outside the existing job (and even potentially outside the industry) to broaden awareness and gain content knowledge	63.64%	7
An experience, for a teacher, where he/she is immersed in the workplace for a period of time with the expectation that the experience will inform their teaching.	27.27%	3
You may choose to add your own definition or mashup of the above definitions.	9.09%	1
TOTAL		11

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	Partnerships between educational institutions and employers to give students practical experiences in their field of study. Ex: teaching, medical, lawyers	6/18/2021 7:18 AM

Q7 Please rank the importance of each outcome for externships.

Answered: 11 Skipped: 2

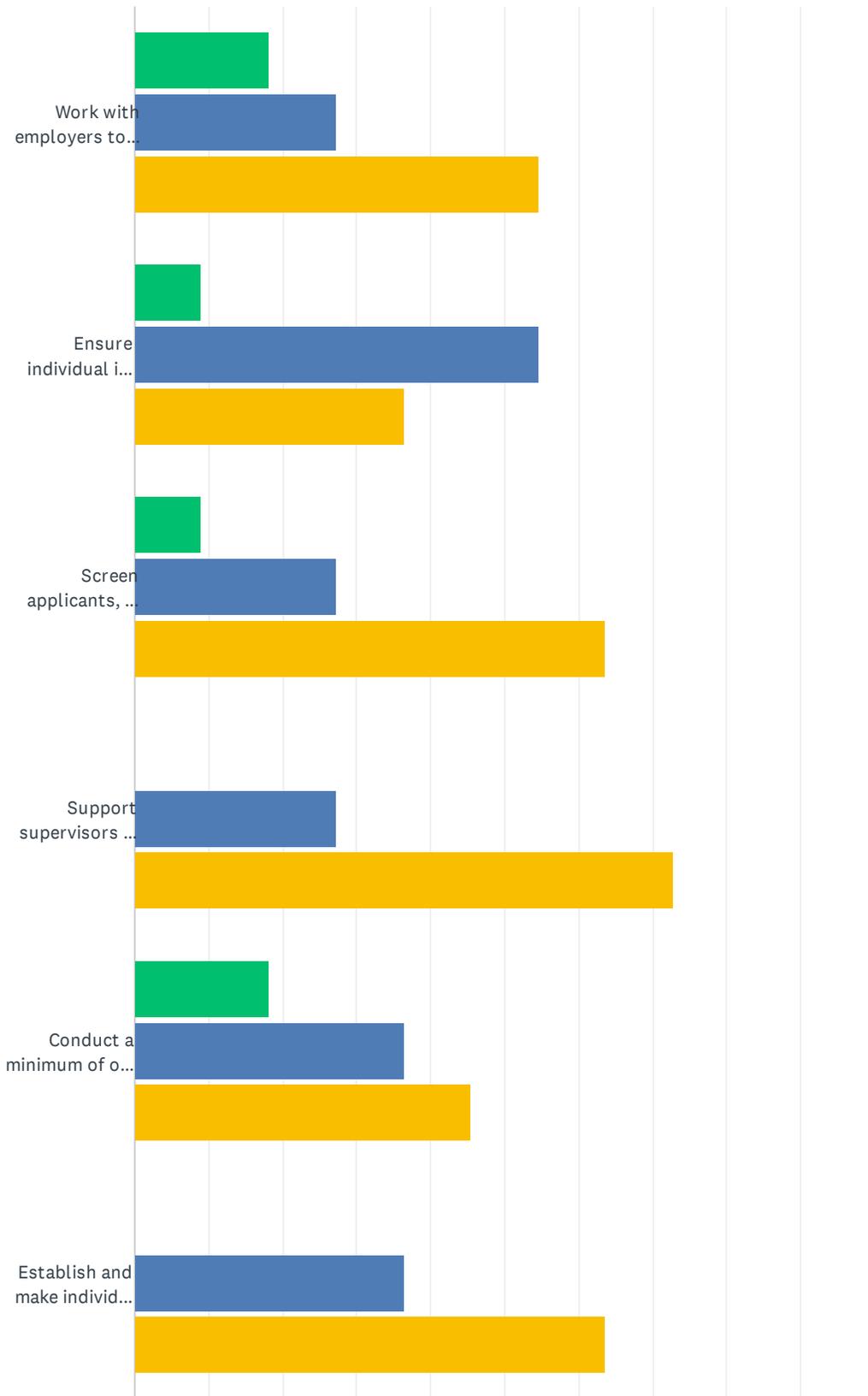


Idaho WBL Definitions and Outcomes Survey

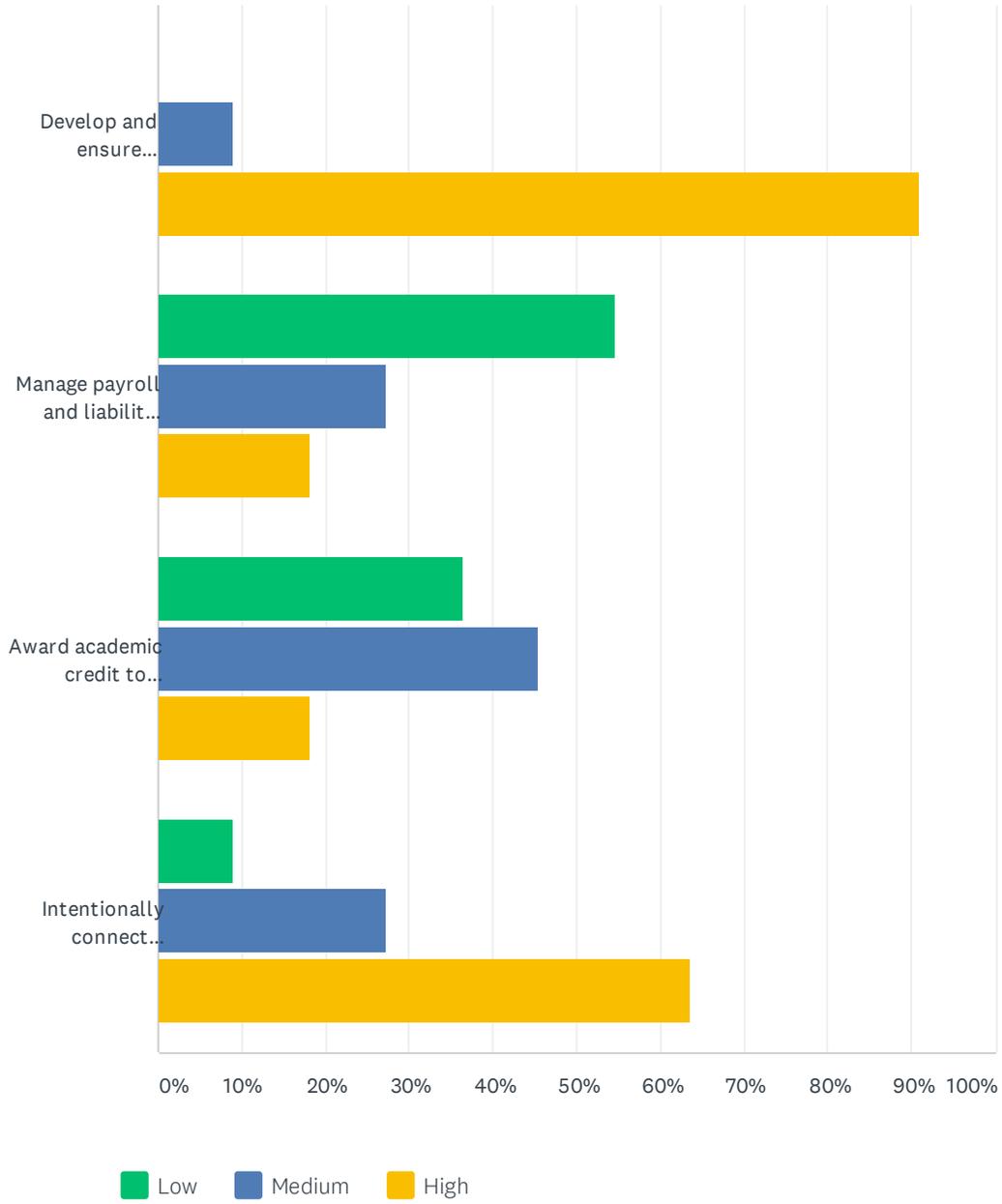
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	18.18% 2	0.00% 0	81.82% 9	11
Individual demonstrates knowledge of occupation and industry.	0.00% 0	18.18% 2	81.82% 9	11
Individual demonstrates knowledge and capacity for networking, professional culture.	9.09% 1	36.36% 4	54.55% 6	11
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	9.09% 1	18.18% 2	72.73% 8	11
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	18.18% 2	81.82% 9	11

Q8 How important is it that organization serving individuals provide the following services for those engaged in externships?

Answered: 11 Skipped: 2



Idaho WBL Definitions and Outcomes Survey

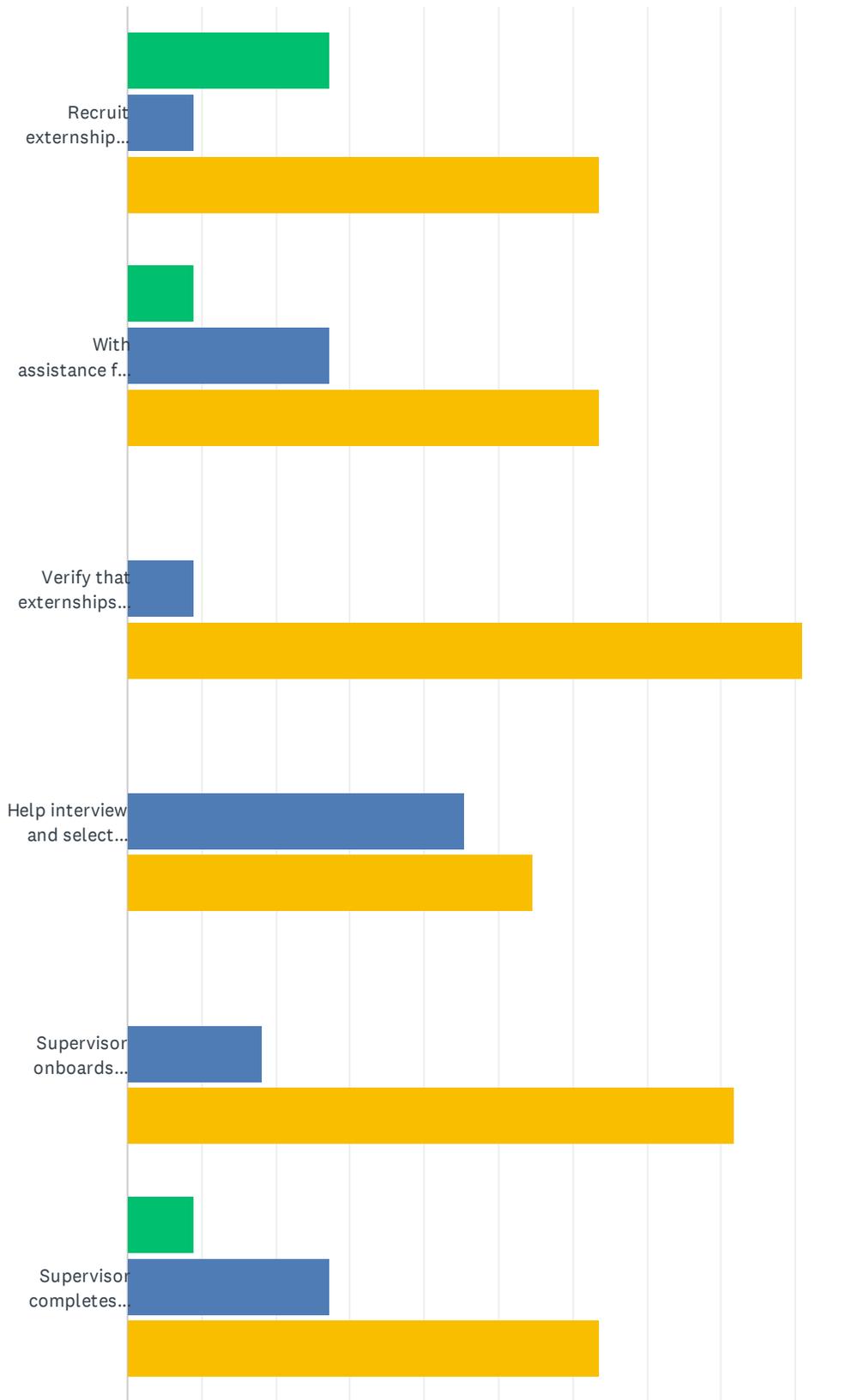


Idaho WBL Definitions and Outcomes Survey

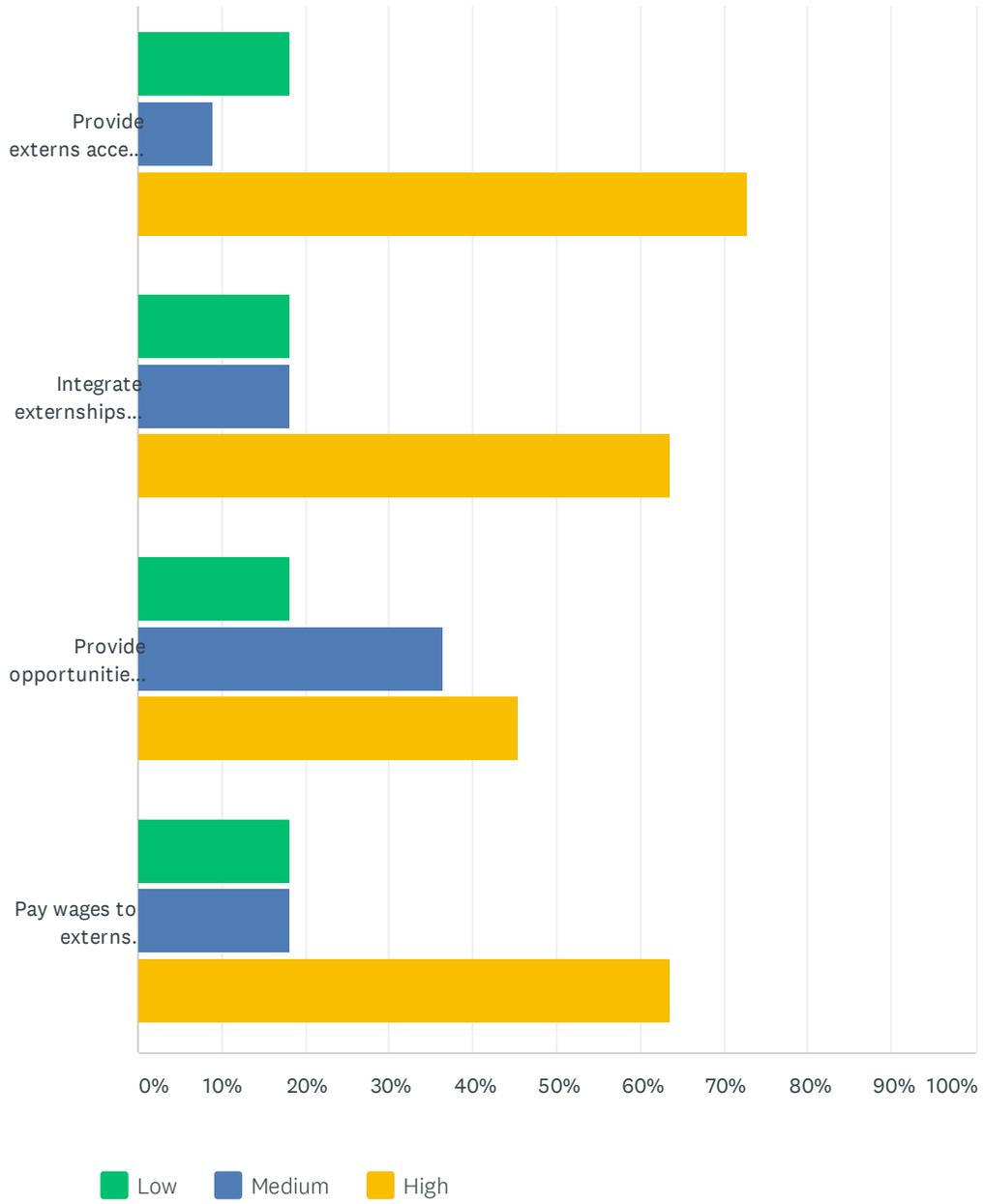
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	18.18% 2	27.27% 3	54.55% 6	11	2.36
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-externship curriculum and/or externship orientation to prepare individual.	9.09% 1	54.55% 6	36.36% 4	11	2.27
Screen applicants, and facilitate interviews and placements.	9.09% 1	27.27% 3	63.64% 7	11	2.55
Support supervisors and individual during externship as primary point of contact	0.00% 0	27.27% 3	72.73% 8	11	2.73
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	18.18% 2	36.36% 4	45.45% 5	11	2.27
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	36.36% 4	63.64% 7	11	2.64
Develop and ensure completion of supervisor and externship evaluations.	0.00% 0	9.09% 1	90.91% 10	11	2.91
Manage payroll and liability logistics (if applicable).	54.55% 6	27.27% 3	18.18% 2	11	1.64
Award academic credit to individual.	36.36% 4	45.45% 5	18.18% 2	11	1.82
Intentionally connect externships to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	9.09% 1	27.27% 3	63.64% 7	11	2.55

Q9 How important is it that employers engaged in externships provide the following:

Answered: 11 Skipped: 2



Idaho WBL Definitions and Outcomes Survey

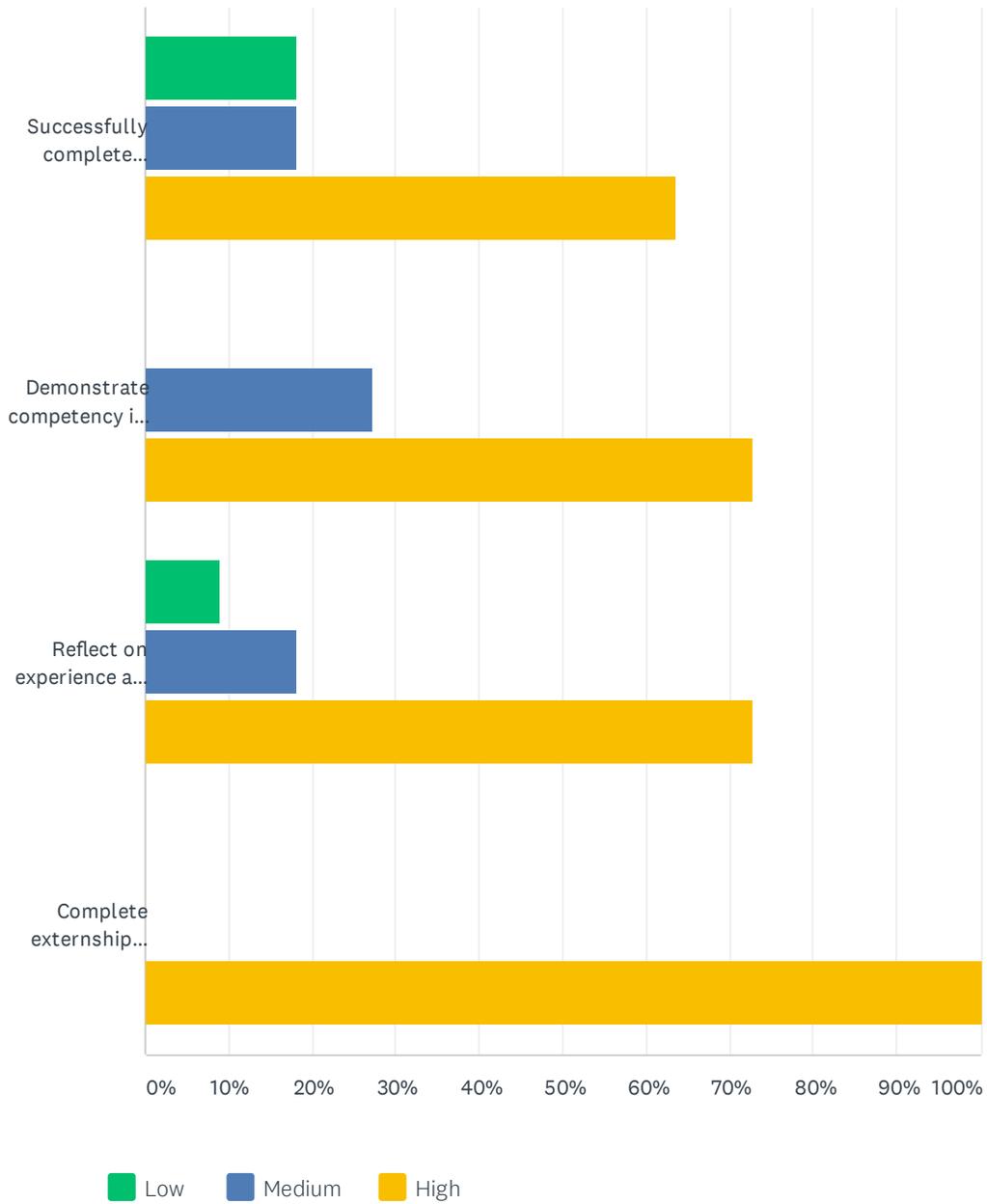


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit externship supervisors and mentors.	27.27% 3	9.09% 1	63.64% 7	11	2.36
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow student to practice a variety of professional, academic, and technical skills.	9.09% 1	27.27% 3	63.64% 7	11	2.55
Verify that externships meets all safety regulations and labor laws.	0.00% 0	9.09% 1	90.91% 10	11	2.91
Help interview and select externs.	0.00% 0	45.45% 5	54.55% 6	11	2.55
Supervisor onboards externs and meets regularly with externs to provide feedback and assess progress.	0.00% 0	18.18% 2	81.82% 9	11	2.82
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate extern performance and progress.	9.09% 1	27.27% 3	63.64% 7	11	2.55
Provide externs access to a professional mentor to guide him/her in career goals.	18.18% 2	9.09% 1	72.73% 8	11	2.55
Integrate externships into company teams and facilitate regular engagement with employees.	18.18% 2	18.18% 2	63.64% 7	11	2.45
Provide opportunities for extern to have ownership of distinct projects in addition to day to day work.	18.18% 2	36.36% 4	45.45% 5	11	2.27
Pay wages to externs.	18.18% 2	18.18% 2	63.64% 7	11	2.45

Q10 How important is it that Individuals engaged in a externship receive the following:

Answered: 11 Skipped: 2

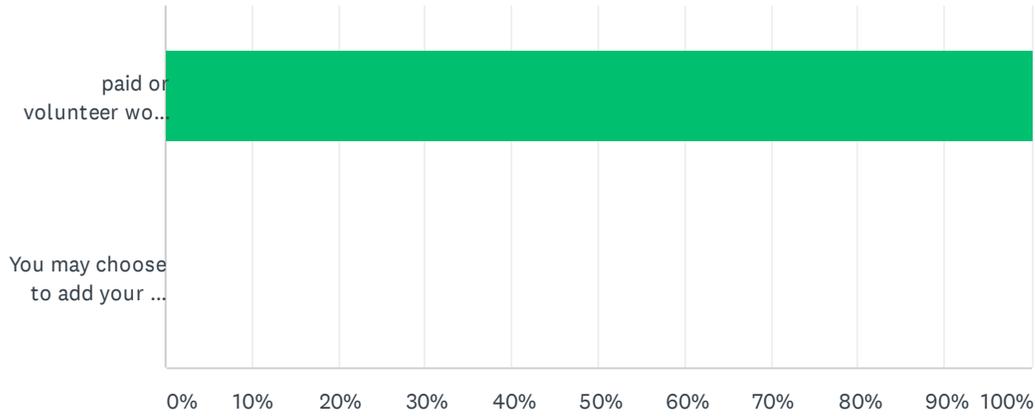


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to externship.	18.18% 2	18.18% 2	63.64% 7	11	2.45
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	27.27% 3	72.73% 8	11	2.73
Reflect on experience and learning in ILP (individualized learning plan).	9.09% 1	18.18% 2	72.73% 8	11	2.64
Complete externship evaluation.	0.00% 0	0.00% 0	100.00% 11	11	3.00

Q11 Please select the WBL definition(s) for "work experience" that most aligns with your vision for Idaho.

Answered: 11 Skipped: 2

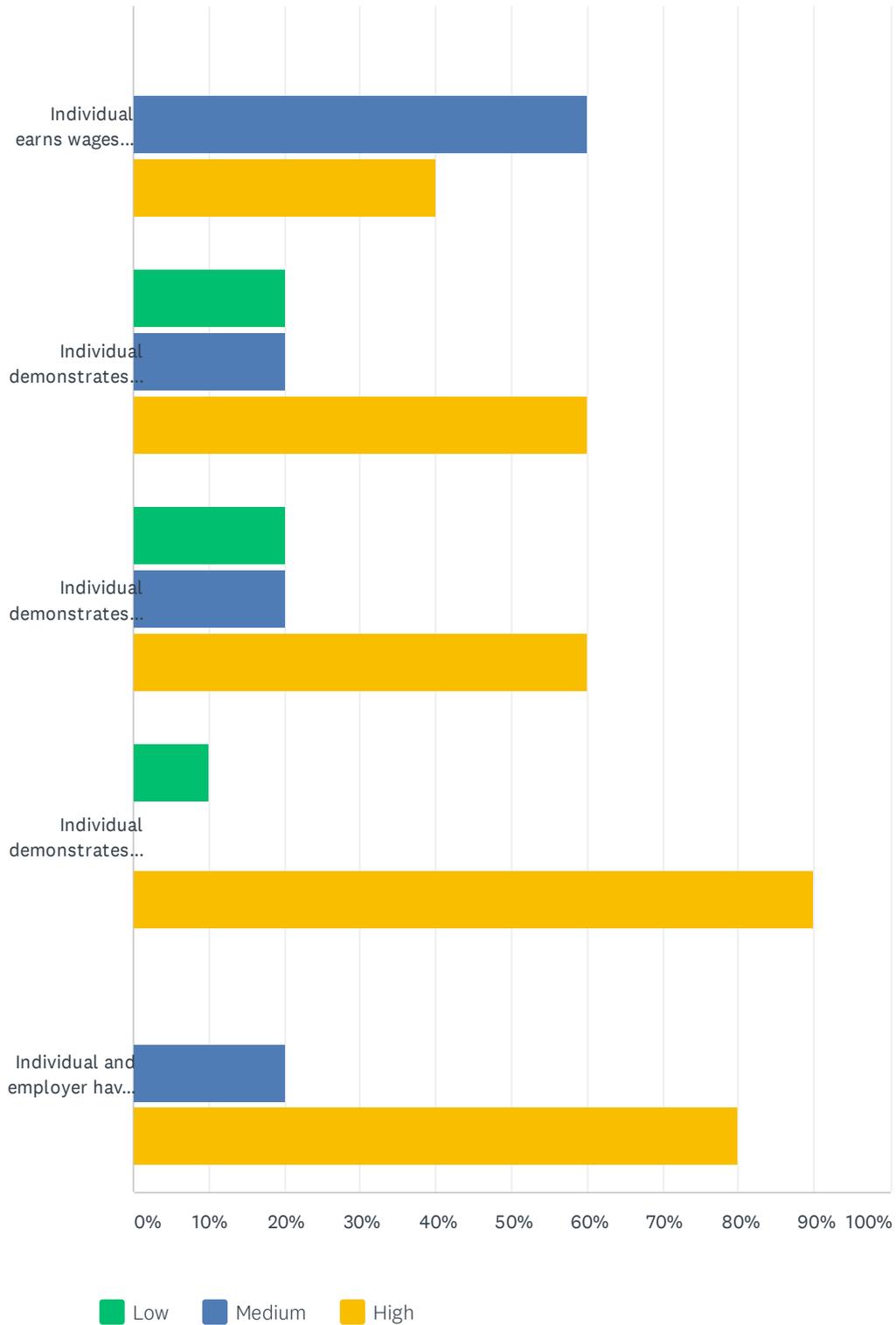


ANSWER CHOICES	RESPONSES	
paid or volunteer work to gain exposure to professional working environments and develop workplace readiness	100.00%	11
You may choose to add your own definition or a mashup of the above definitions.	0.00%	0
TOTAL		11

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR A MASHUP OF THE ABOVE DEFINITIONS.	DATE
	There are no responses.	

Q12 Please rank the importance of each outcome for work experience.

Answered: 10 Skipped: 3

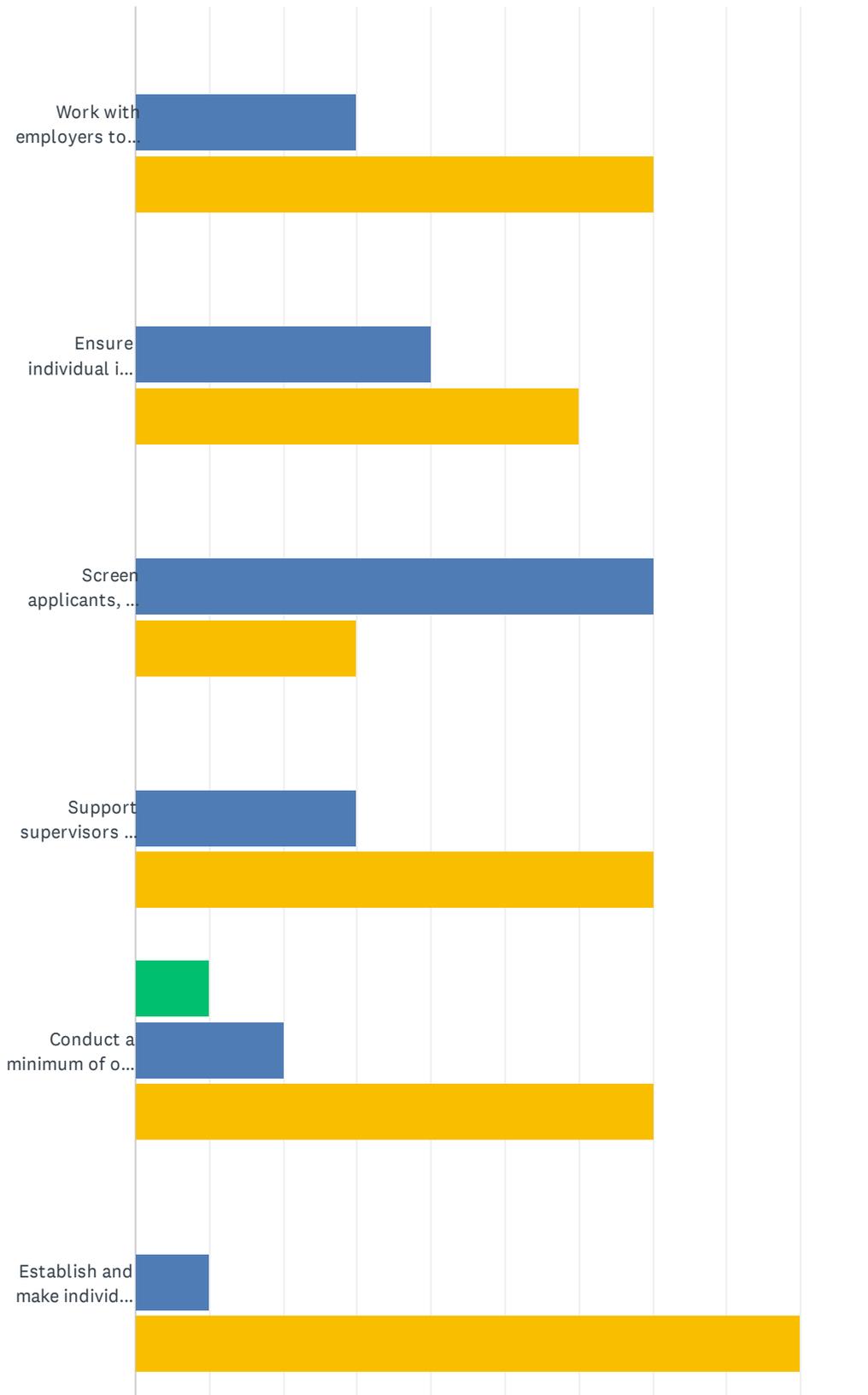


Idaho WBL Definitions and Outcomes Survey

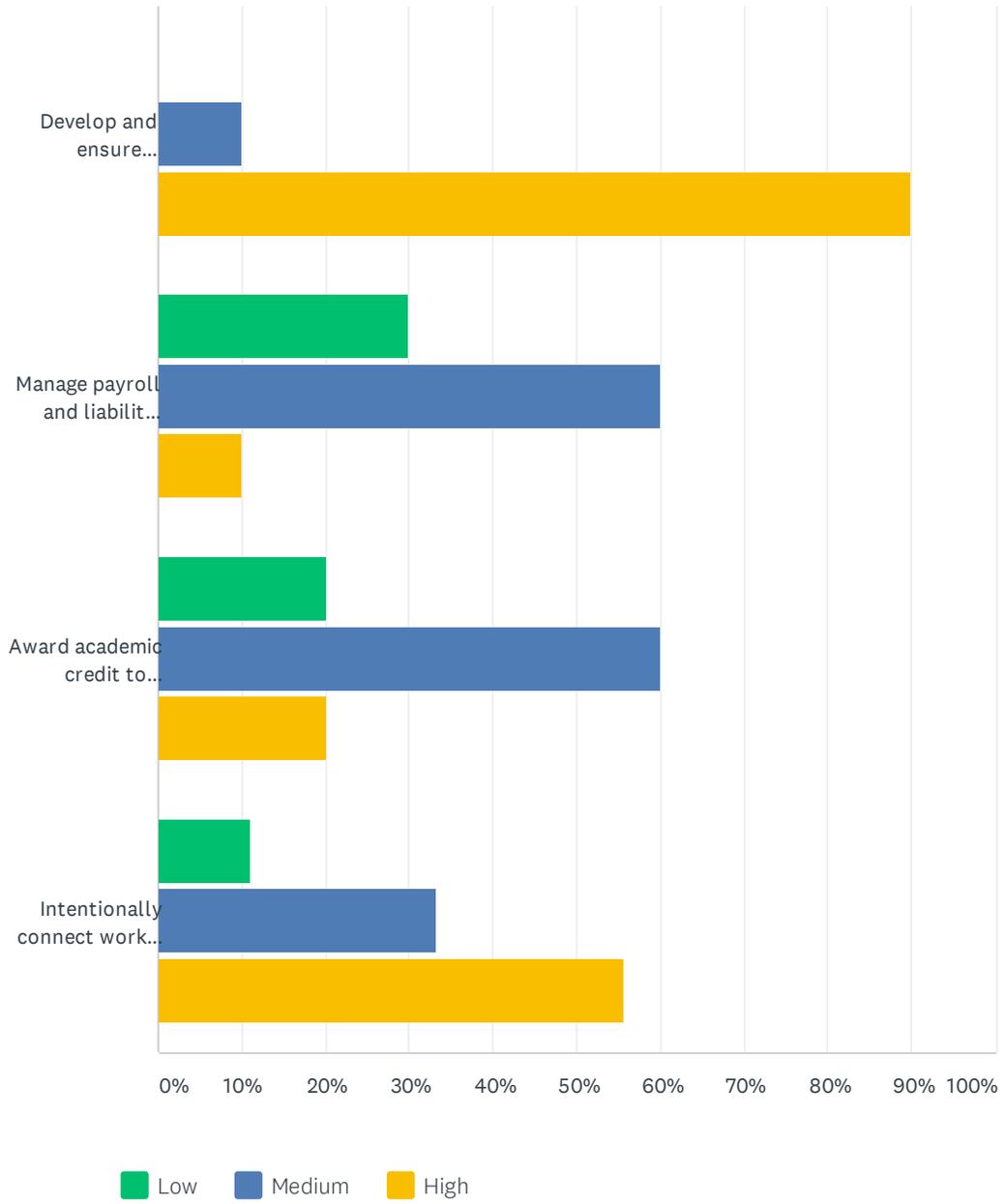
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	60.00% 6	40.00% 4	10
Individual demonstrates knowledge of occupation and industry.	20.00% 2	20.00% 2	60.00% 6	10
Individual demonstrates knowledge and capacity for networking, professional culture.	20.00% 2	20.00% 2	60.00% 6	10
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	10.00% 1	0.00% 0	90.00% 9	10
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	20.00% 2	80.00% 8	10

Q13 How important is it that organization serving individuals provide the following services for those engaged in work experiences?

Answered: 10 Skipped: 3



Idaho WBL Definitions and Outcomes Survey

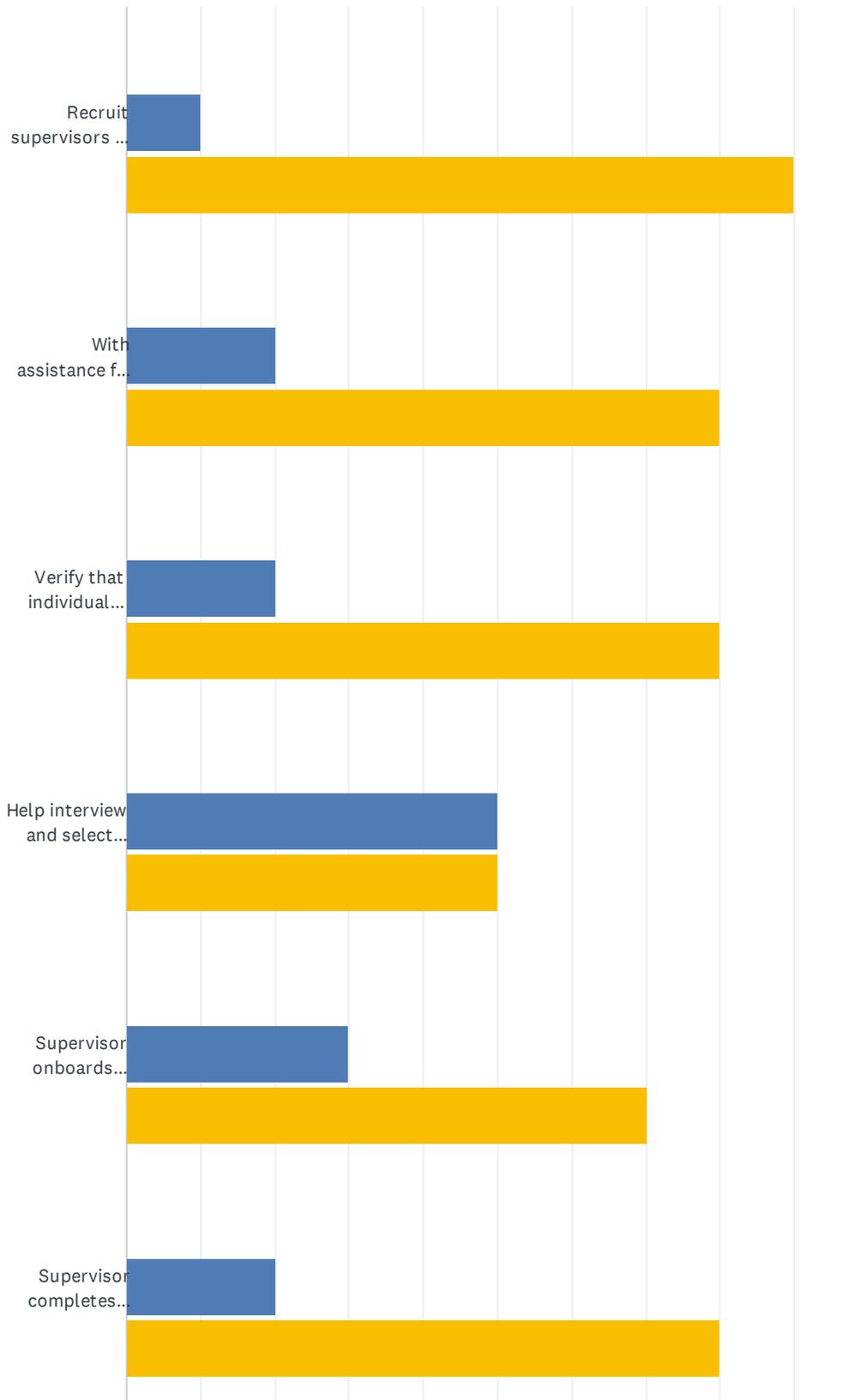


Idaho WBL Definitions and Outcomes Survey

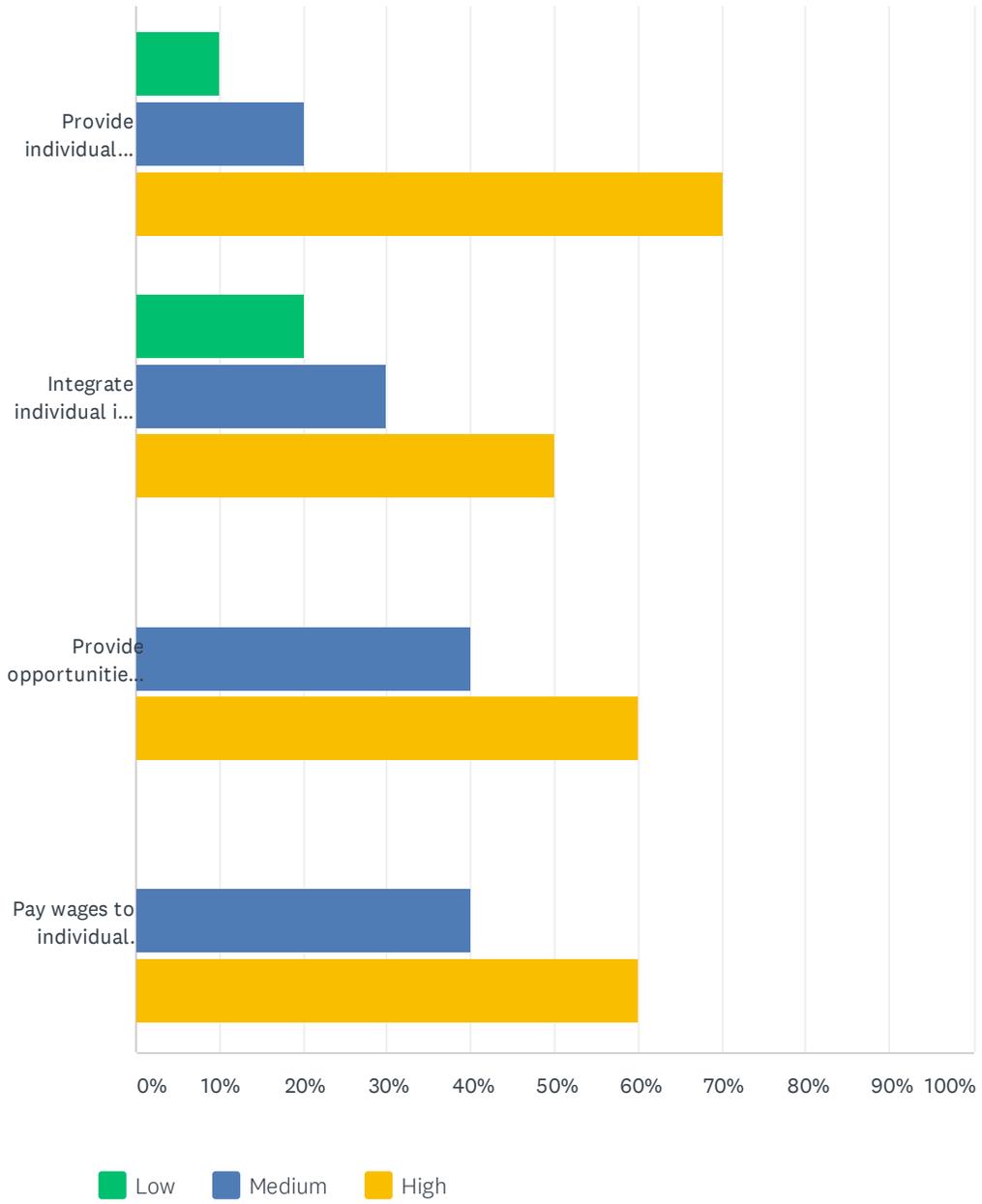
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	30.00% 3	70.00% 7	10	2.70
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-work experience curriculum and/or job shadowing orientation to prepare individual.	0.00% 0	40.00% 4	60.00% 6	10	2.60
Screen applicants, and facilitate interviews and placements.	0.00% 0	70.00% 7	30.00% 3	10	2.30
Support supervisors and individual during work experience as primary point of contact	0.00% 0	30.00% 3	70.00% 7	10	2.70
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	10.00% 1	20.00% 2	70.00% 7	10	2.60
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	10.00% 1	90.00% 9	10	2.90
Develop and ensure completion of supervisor and work experience evaluations.	0.00% 0	10.00% 1	90.00% 9	10	2.90
Manage payroll and liability logistics (if applicable).	30.00% 3	60.00% 6	10.00% 1	10	1.80
Award academic credit to individual.	20.00% 2	60.00% 6	20.00% 2	10	2.00
Intentionally connect work experiences to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	11.11% 1	33.33% 3	55.56% 5	9	2.44

Q14 How important is it that employers engaged in work experience provide the following:

Answered: 10 Skipped: 3



Idaho WBL Definitions and Outcomes Survey

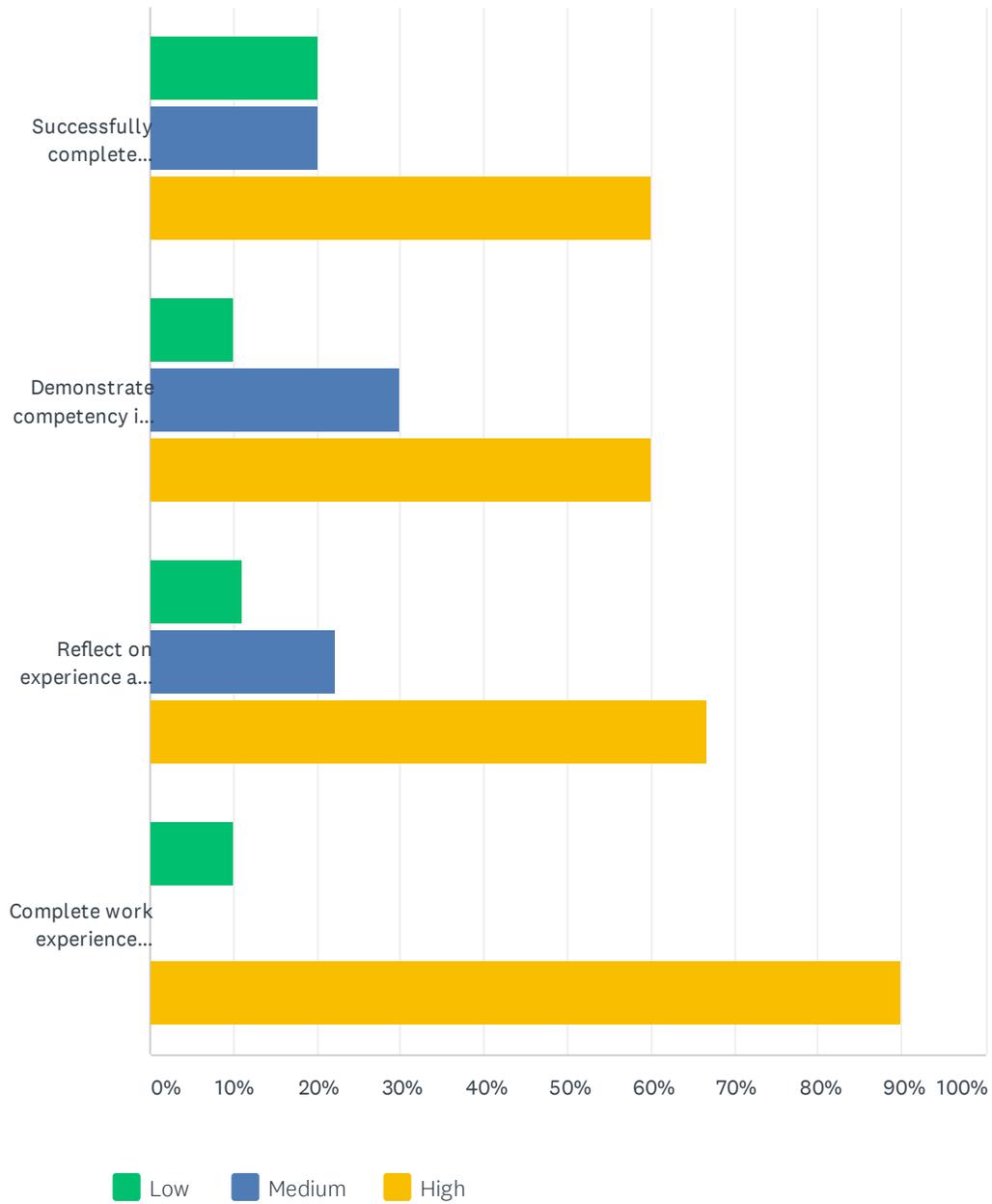


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit supervisors and mentors.	0.00% 0	10.00% 1	90.00% 9	10	2.90
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	20.00% 2	80.00% 8	10	2.80
Verify that individual meets all safety regulations and labor laws.	0.00% 0	20.00% 2	80.00% 8	10	2.80
Help interview and select individual.	0.00% 0	50.00% 5	50.00% 5	10	2.50
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	30.00% 3	70.00% 7	10	2.70
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	20.00% 2	80.00% 8	10	2.80
Provide individual access to a professional mentor to guide him/her in career goals.	10.00% 1	20.00% 2	70.00% 7	10	2.60
Integrate individual into company teams and facilitate regular engagement with employees.	20.00% 2	30.00% 3	50.00% 5	10	2.30
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	40.00% 4	60.00% 6	10	2.60
Pay wages to individual.	0.00% 0	40.00% 4	60.00% 6	10	2.60

Q15 How important is it that Individuals engaged in a work experience receive the following:

Answered: 10 Skipped: 3

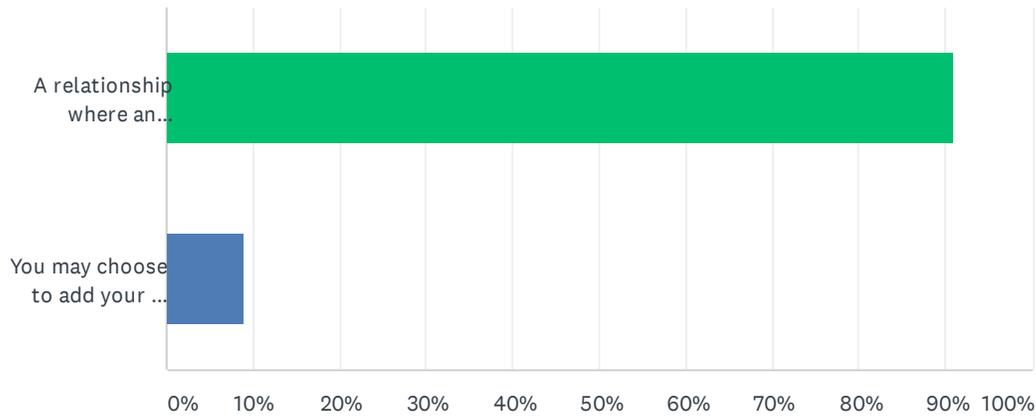


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to work experience.	20.00% 2	20.00% 2	60.00% 6	10	2.40
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	10.00% 1	30.00% 3	60.00% 6	10	2.50
Reflect on experience and learning in ILP (individualized learning plan).	11.11% 1	22.22% 2	66.67% 6	9	2.56
Complete work experience evaluation.	10.00% 1	0.00% 0	90.00% 9	10	2.80

Q16 Please select the WBL definition(s) for "mentorship" that most aligns with your vision for Idaho.

Answered: 11 Skipped: 2

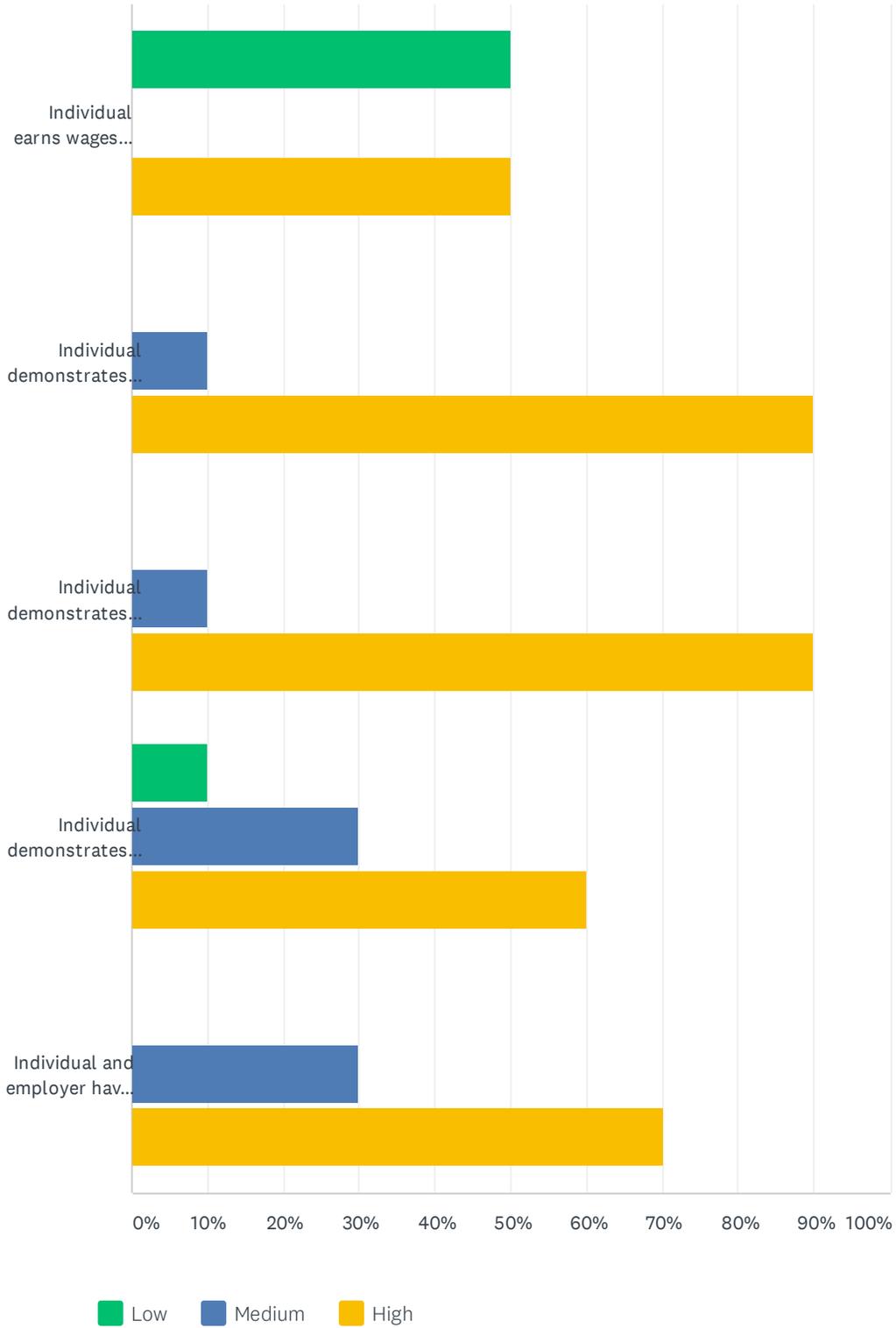


ANSWER CHOICES	RESPONSES	
A relationship where an experienced person in a company or educational institution provides guidance for an individual regarding postsecondary and/or career exploration.	90.91%	10
You may choose to add your own definition or a mashup of the above definitions.	9.09%	1
TOTAL		11

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR A MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	Add to above, or work experience	6/17/2021 2:54 PM

Q17 Please rank the importance of each outcome for mentorships.

Answered: 10 Skipped: 3

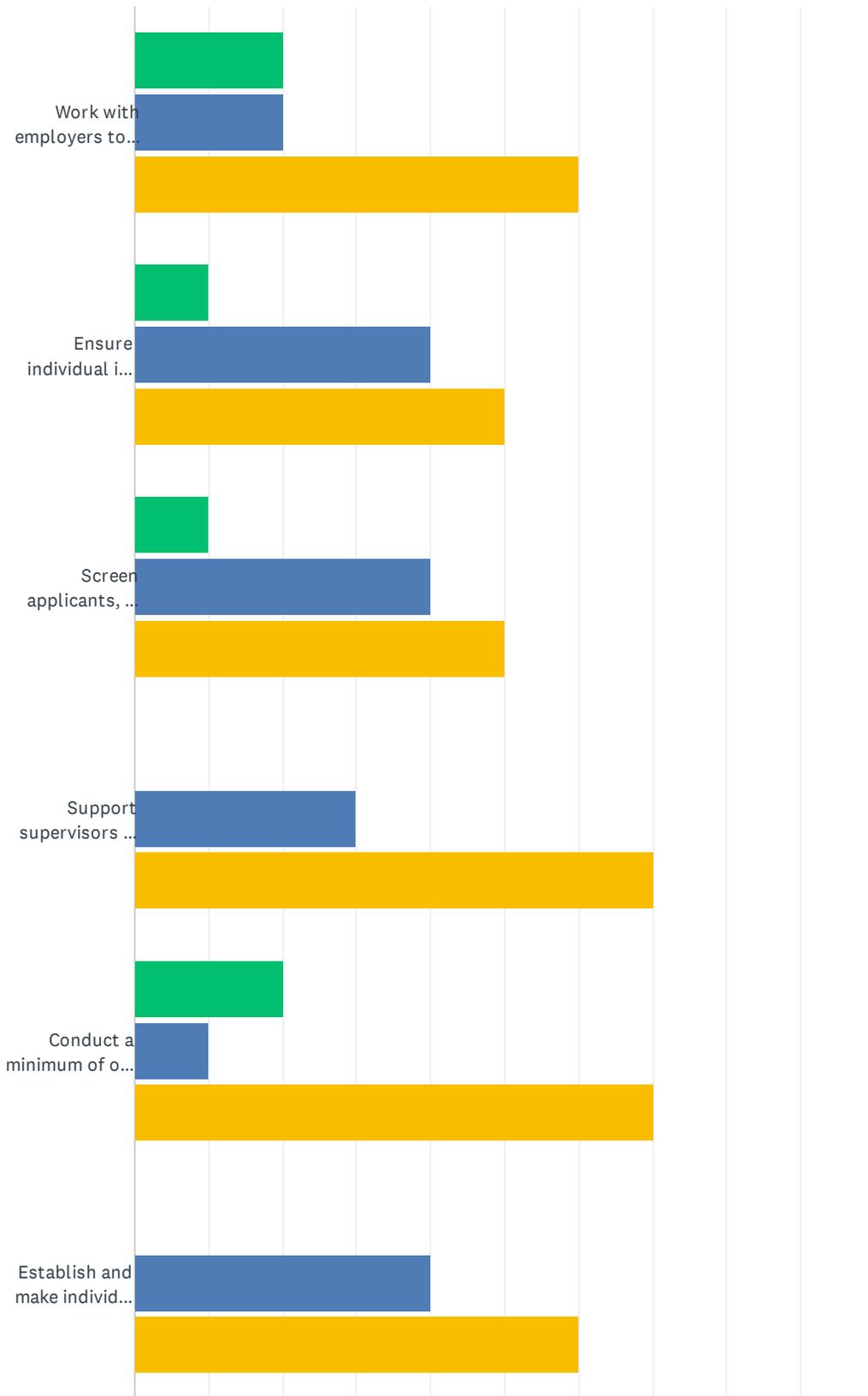


Idaho WBL Definitions and Outcomes Survey

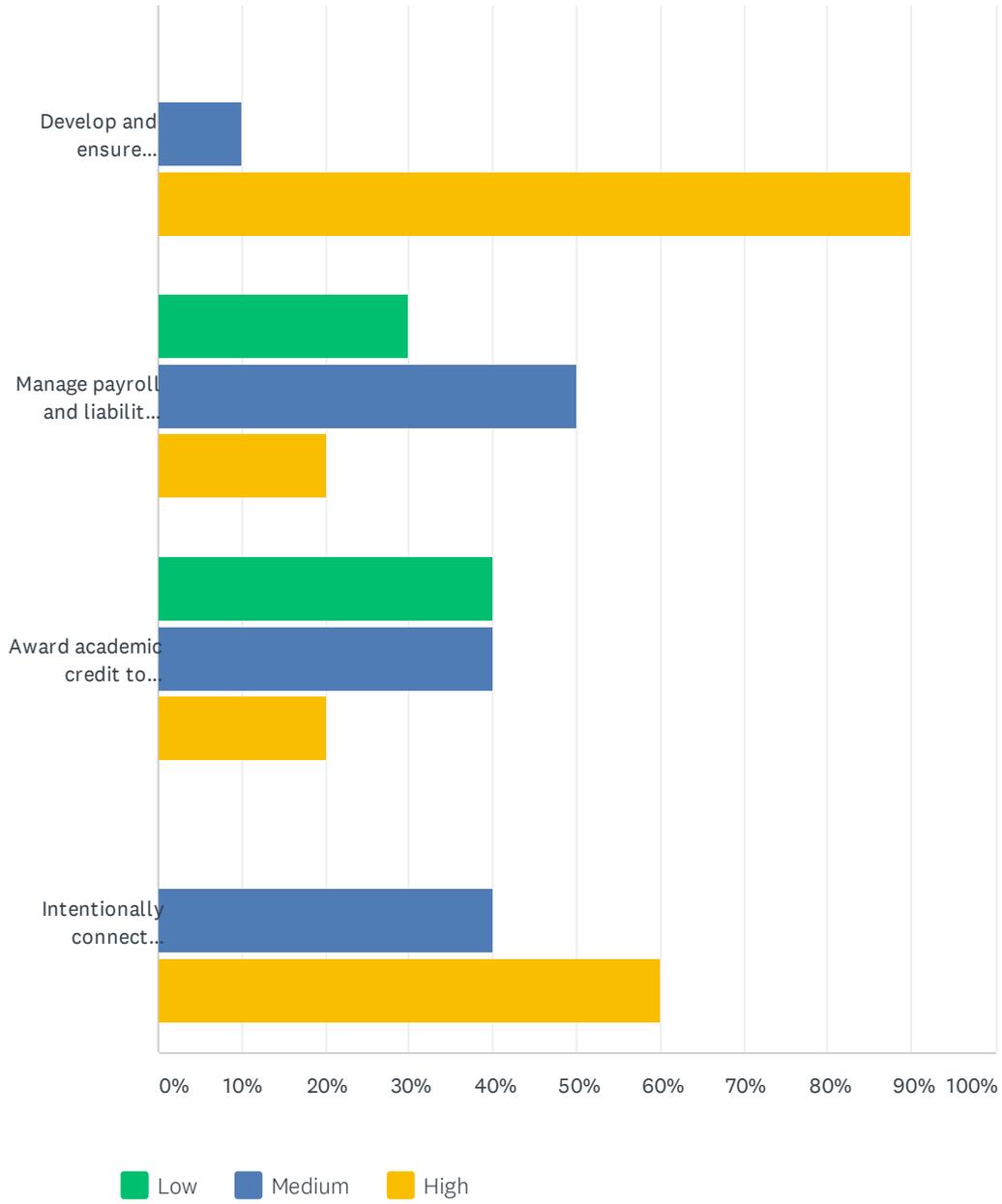
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	50.00% 5	0.00% 0	50.00% 5	10
Individual demonstrates knowledge of occupation and industry.	0.00% 0	10.00% 1	90.00% 9	10
Individual demonstrates knowledge and capacity for networking, professional culture.	0.00% 0	10.00% 1	90.00% 9	10
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	10.00% 1	30.00% 3	60.00% 6	10
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	30.00% 3	70.00% 7	10

Q18 How important is it that organization serving individuals provide the following services for those engaged in mentorships?

Answered: 10 Skipped: 3



Idaho WBL Definitions and Outcomes Survey

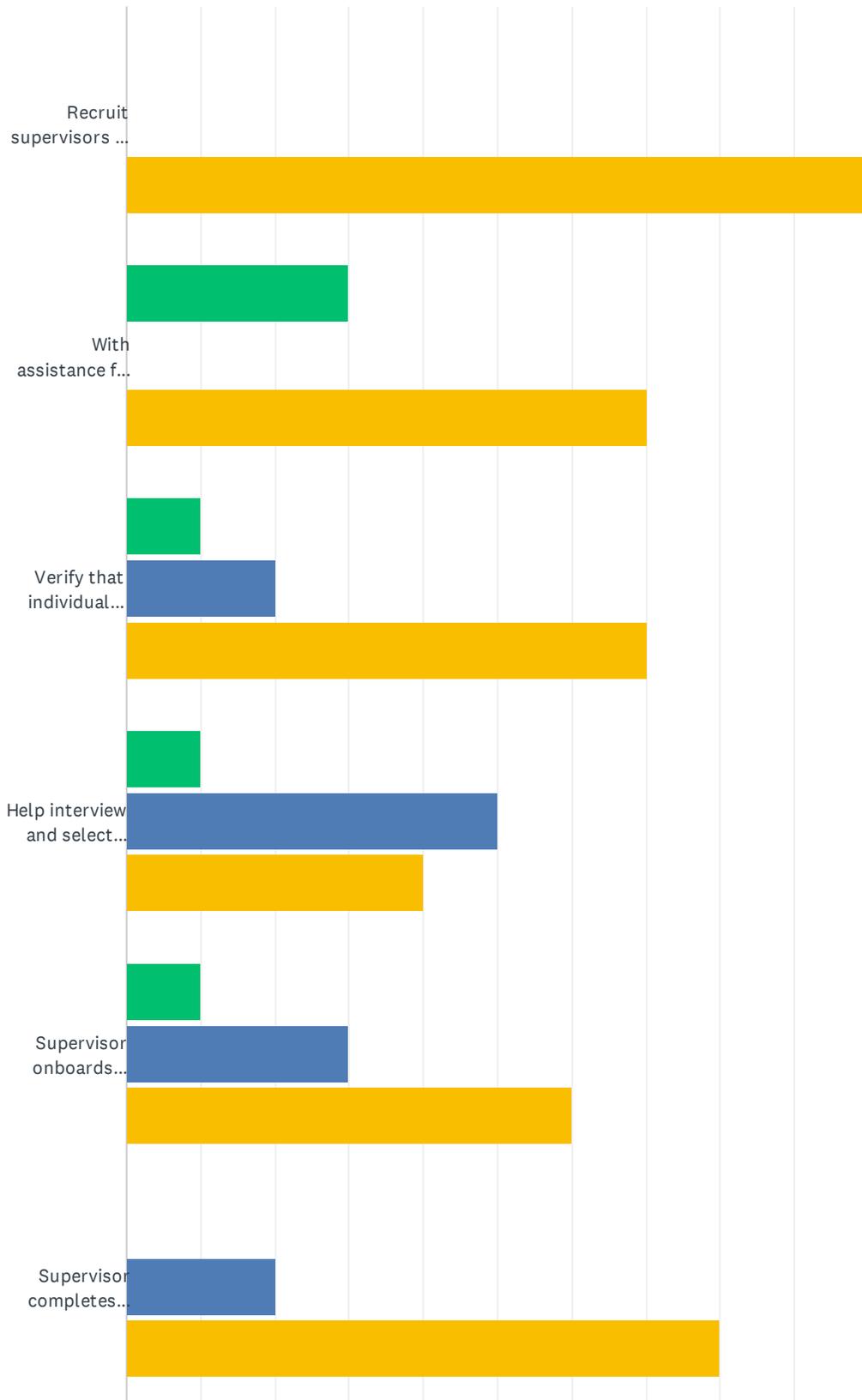


Idaho WBL Definitions and Outcomes Survey

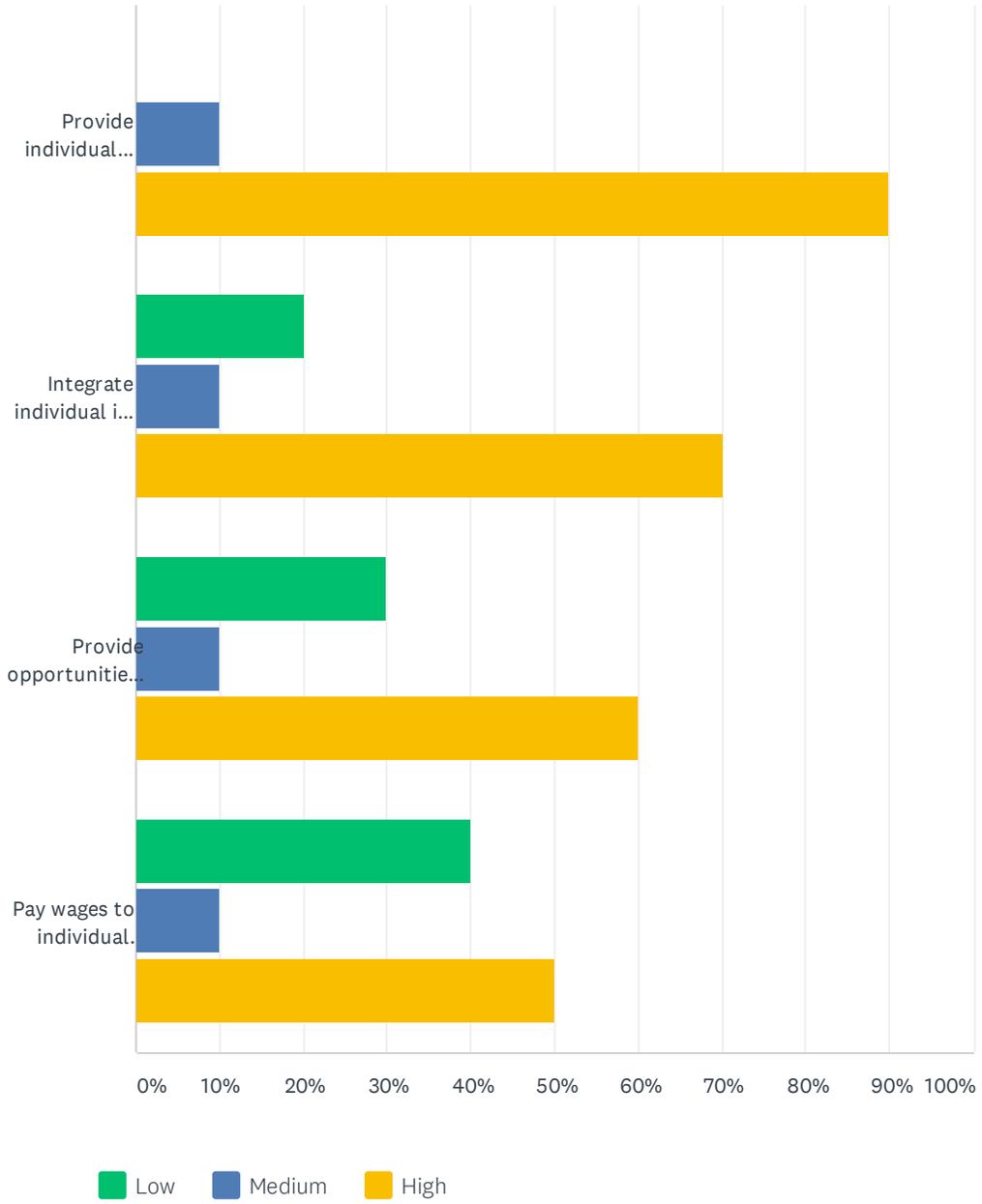
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	20.00% 2	20.00% 2	60.00% 6	10	2.40
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-mentorship curriculum and/or mentorship orientation to prepare individual.	10.00% 1	40.00% 4	50.00% 5	10	2.40
Screen applicants, and facilitate interviews and placements.	10.00% 1	40.00% 4	50.00% 5	10	2.40
Support supervisors and individual during mentorships as primary point of contact.	0.00% 0	30.00% 3	70.00% 7	10	2.70
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	20.00% 2	10.00% 1	70.00% 7	10	2.50
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	40.00% 4	60.00% 6	10	2.60
Develop and ensure completion of supervisor and mentorship evaluations.	0.00% 0	10.00% 1	90.00% 9	10	2.90
Manage payroll and liability logistics (if applicable).	30.00% 3	50.00% 5	20.00% 2	10	1.90
Award academic credit to individuals.	40.00% 4	40.00% 4	20.00% 2	10	1.80
Intentionally connect mentorships to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	40.00% 4	60.00% 6	10	2.60

Q19 How important is it that employers engaged in mentorships provide the following:

Answered: 10 Skipped: 3



Idaho WBL Definitions and Outcomes Survey

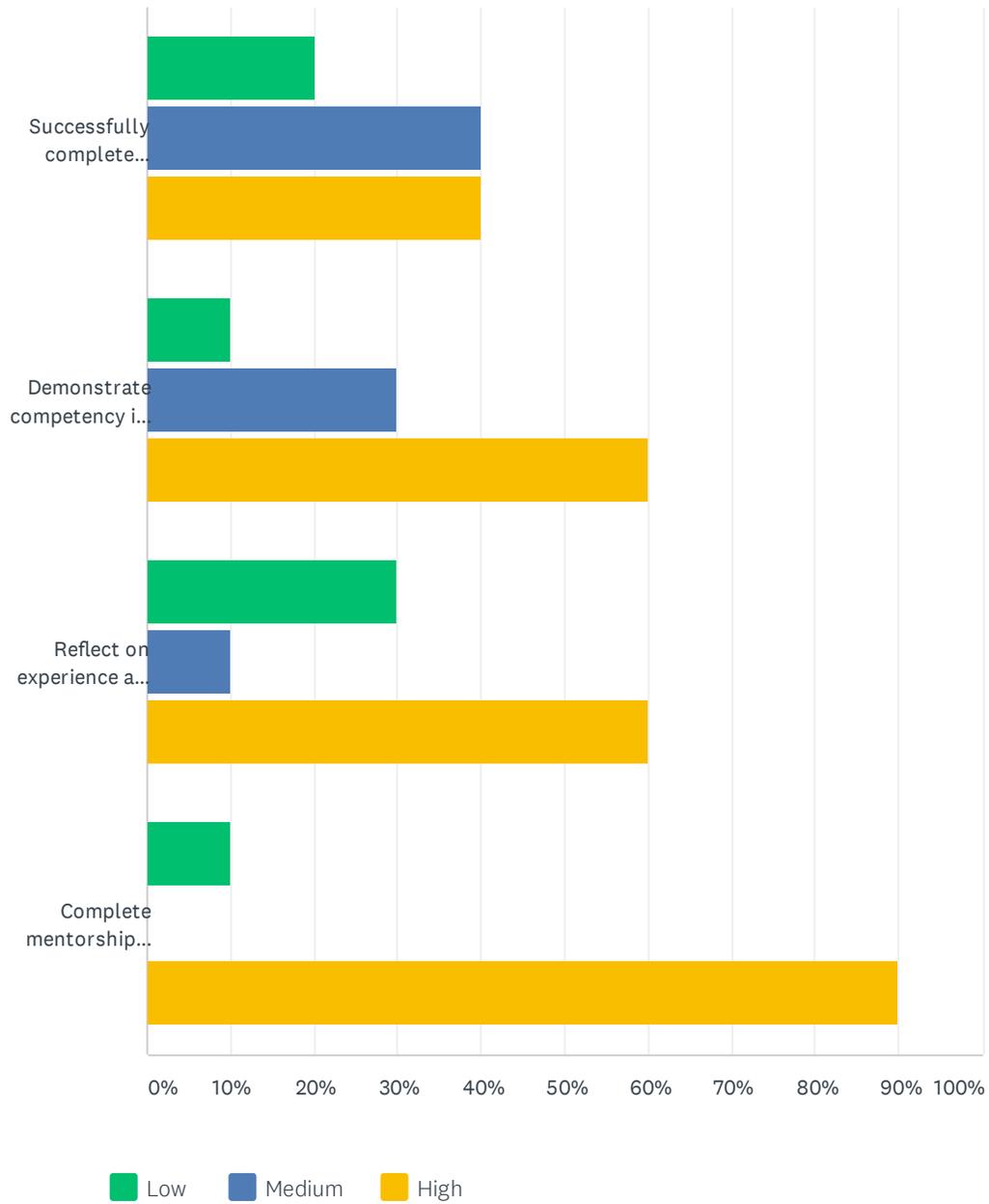


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit supervisors and mentors.	0.00% 0	0.00% 0	100.00% 9	9	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	30.00% 3	0.00% 0	70.00% 7	10	2.40
Verify that individual meets all safety regulations and labor laws.	10.00% 1	20.00% 2	70.00% 7	10	2.60
Help interview and select individual.	10.00% 1	50.00% 5	40.00% 4	10	2.30
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	10.00% 1	30.00% 3	60.00% 6	10	2.50
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	20.00% 2	80.00% 8	10	2.80
Provide individual access to a professional mentor to guide him/her in career goals.	0.00% 0	10.00% 1	90.00% 9	10	2.90
Integrate individual into company teams and facilitate regular engagement with employees.	20.00% 2	10.00% 1	70.00% 7	10	2.50
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	30.00% 3	10.00% 1	60.00% 6	10	2.30
Pay wages to individual.	40.00% 4	10.00% 1	50.00% 5	10	2.10

Q20 How important is it that Individuals engaged in a mentorship receive the following:

Answered: 10 Skipped: 3

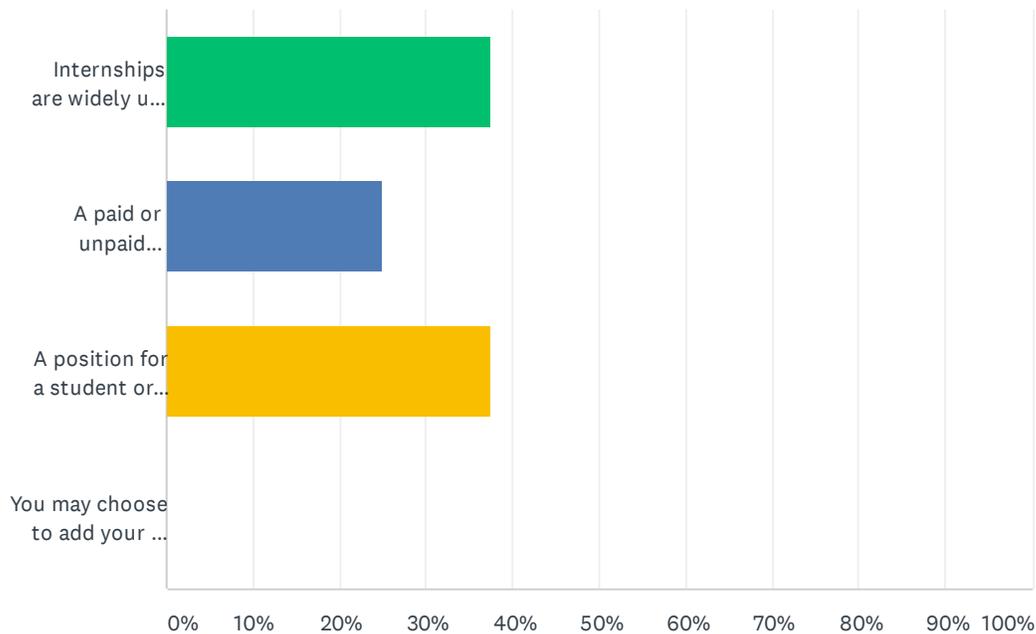


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to mentorship.	20.00% 2	40.00% 4	40.00% 4	10	2.20
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	10.00% 1	30.00% 3	60.00% 6	10	2.50
Reflect on experience and learning in ILP (individualized learning plan).	30.00% 3	10.00% 1	60.00% 6	10	2.30
Complete mentorship evaluation.	10.00% 1	0.00% 0	90.00% 9	10	2.80

Q21 Please select the WBL definition(s) for internships that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

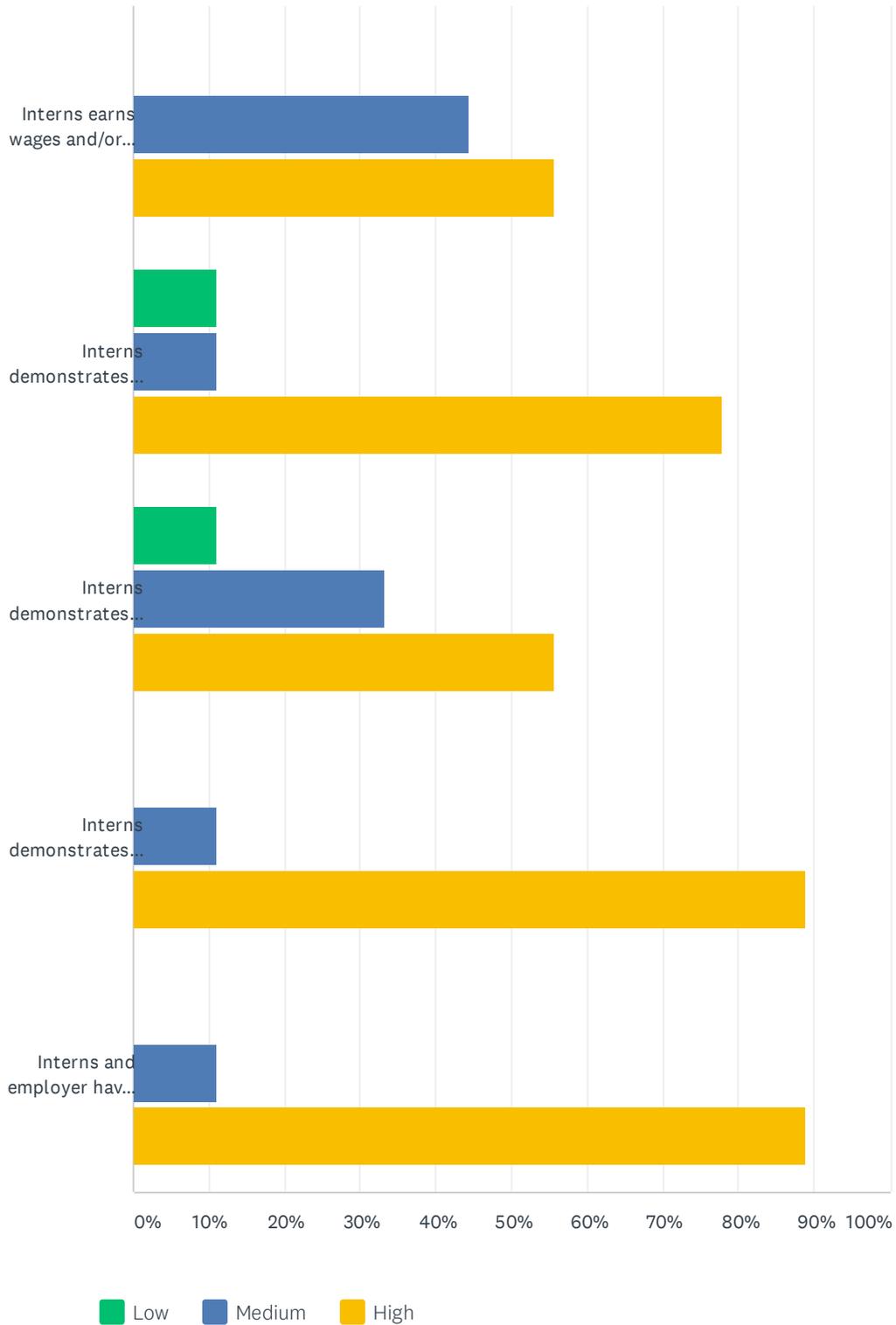


ANSWER CHOICES	RESPONSES	
Internships are widely used across industry sectors as a way to let participants get a taste of what it's like to work in a given industry or specific occupation. The depth of involvement of interns can vary greatly from one placement to another. Some interns are closely mentored while working with a person in a very specific occupation, while others are provided a broader opportunity to explore various roles within an organization. Internships arranged through academic institutions may be associated with academic credit while other internships are directly established by employers as a recruitment tool for new talent.	37.50%	3
A paid or unpaid experience for a student or trainee where they work in an organization in order to gain professional experience or satisfy requirements for a qualification. They may or may not also receive secondary or postsecondary credit.	25.00%	2
A position for a student or trainee to work in an organization, sometimes without pay, to gain work experience, satisfy requirements for a credential, and/or gain course credit.	37.50%	3
You may choose to add your own definition or mashup of the above definitions.	0.00%	0
TOTAL		8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
	There are no responses.	

Q22 Please rank the importance of each outcome for internships.

Answered: 9 Skipped: 4

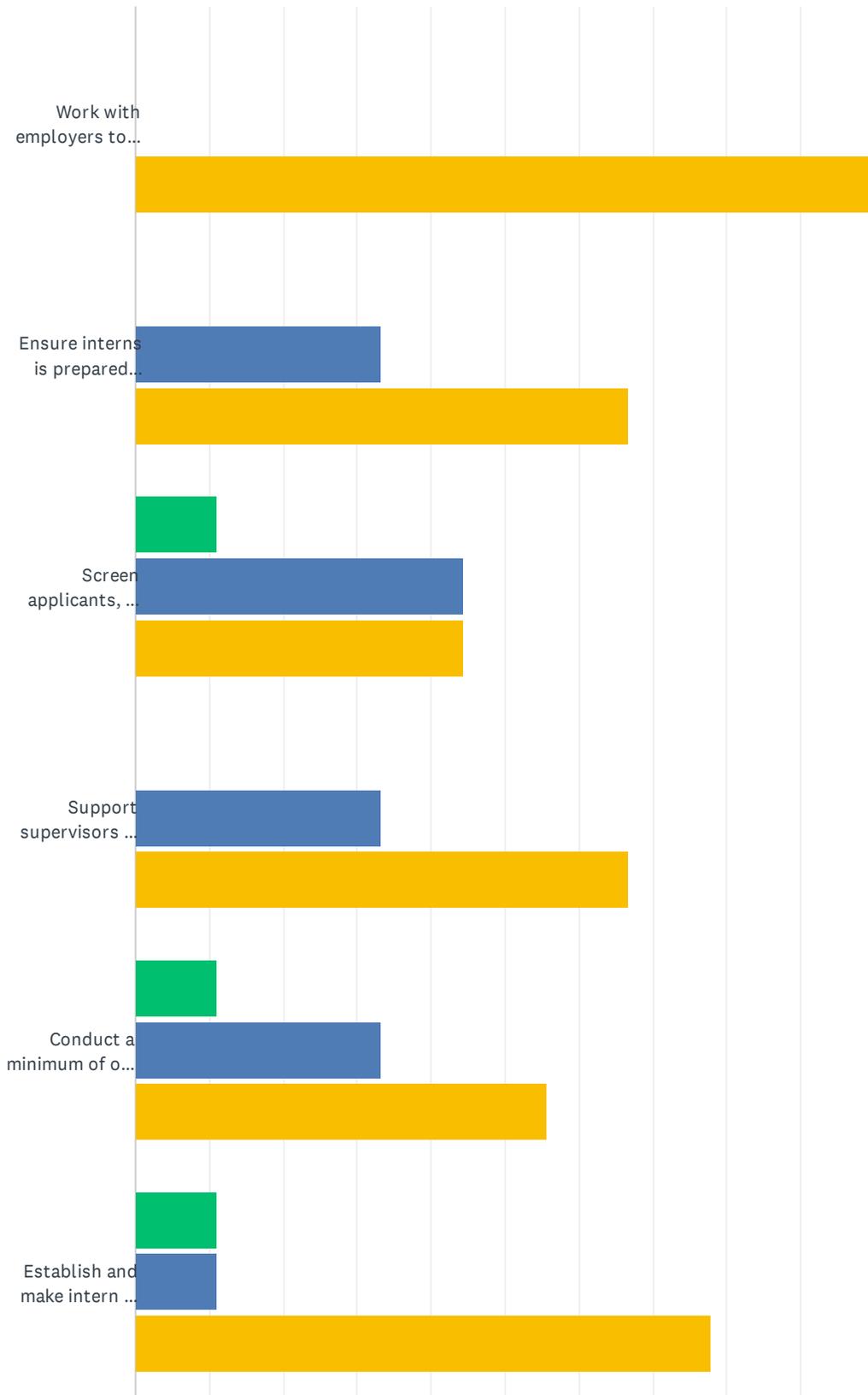


Idaho WBL Definitions and Outcomes Survey

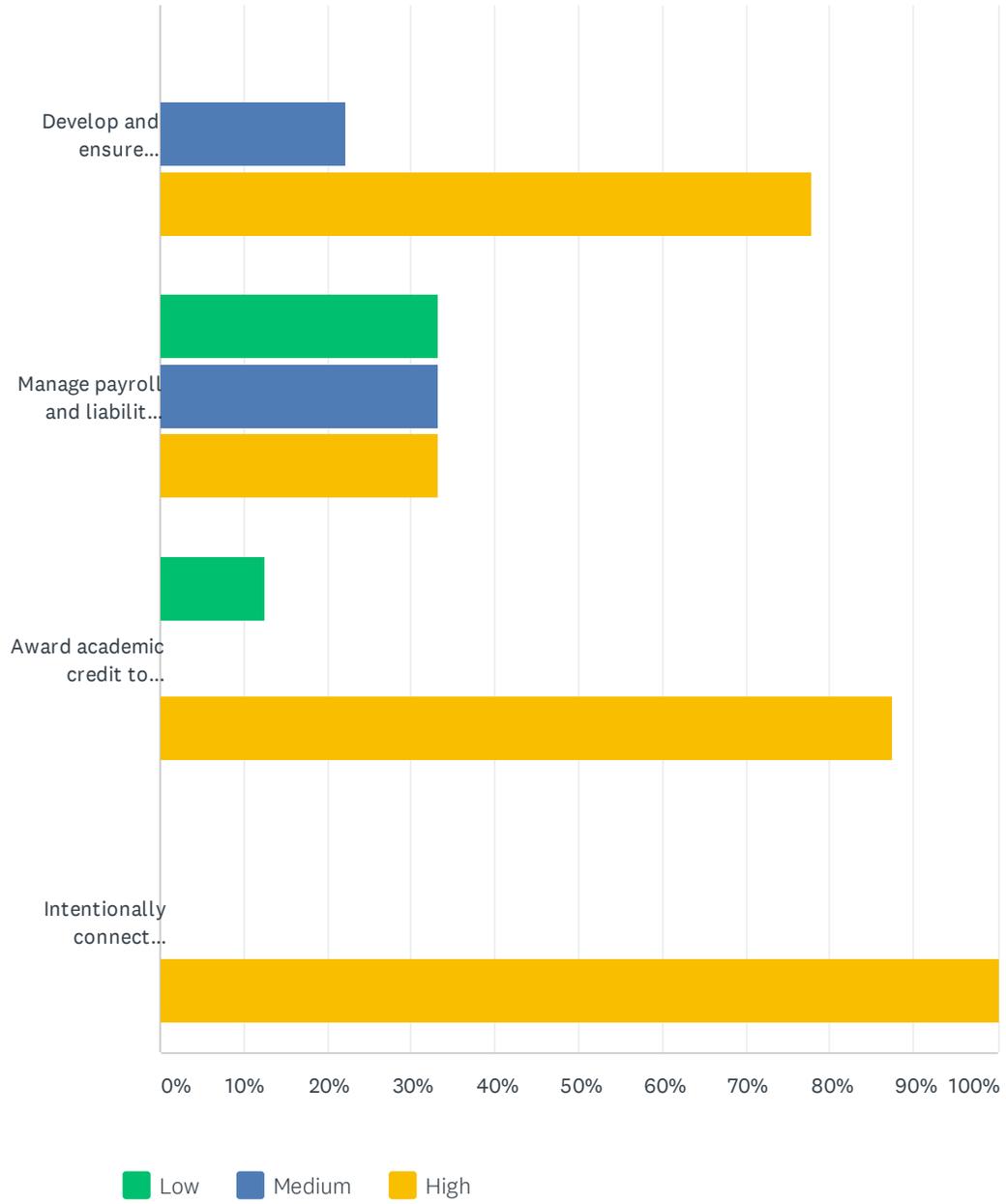
	LOW	MEDIUM	HIGH	TOTAL
Interns earns wages and/or academic credit and/or industry credential.	0.00% 0	44.44% 4	55.56% 5	9
Interns demonstrates knowledge of occupation and industry.	11.11% 1	11.11% 1	77.78% 7	9
Interns demonstrates knowledge and capacity for networking, professional culture.	11.11% 1	33.33% 3	55.56% 5	9
Interns demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	11.11% 1	88.89% 8	9
Interns and employer have positive experience according to feedback and evaluations.	0.00% 0	11.11% 1	88.89% 8	9

Q23 How important is it that organization serving individuals provide the following services for those engaged in internships?

Answered: 9 Skipped: 4



Idaho WBL Definitions and Outcomes Survey

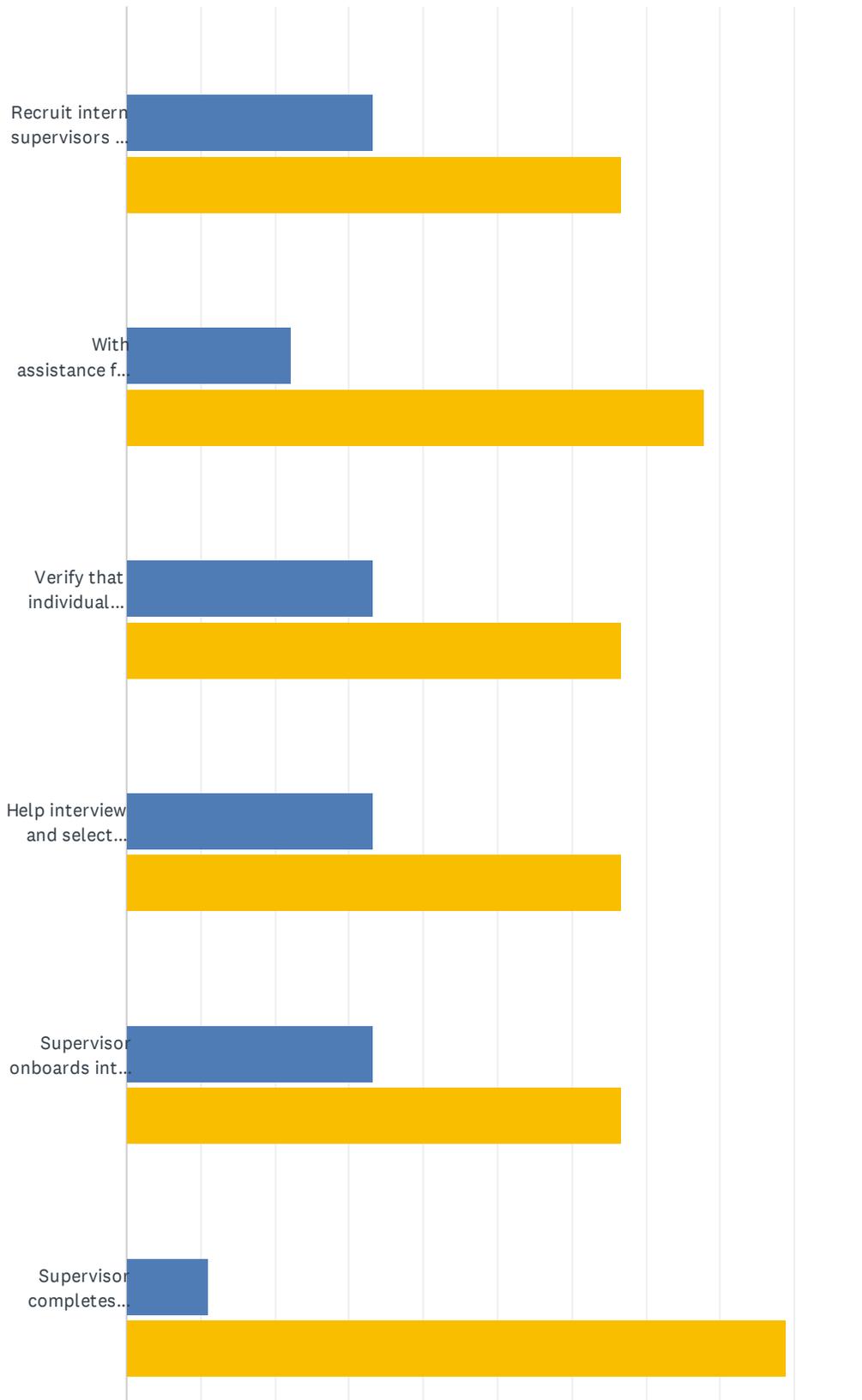


Idaho WBL Definitions and Outcomes Survey

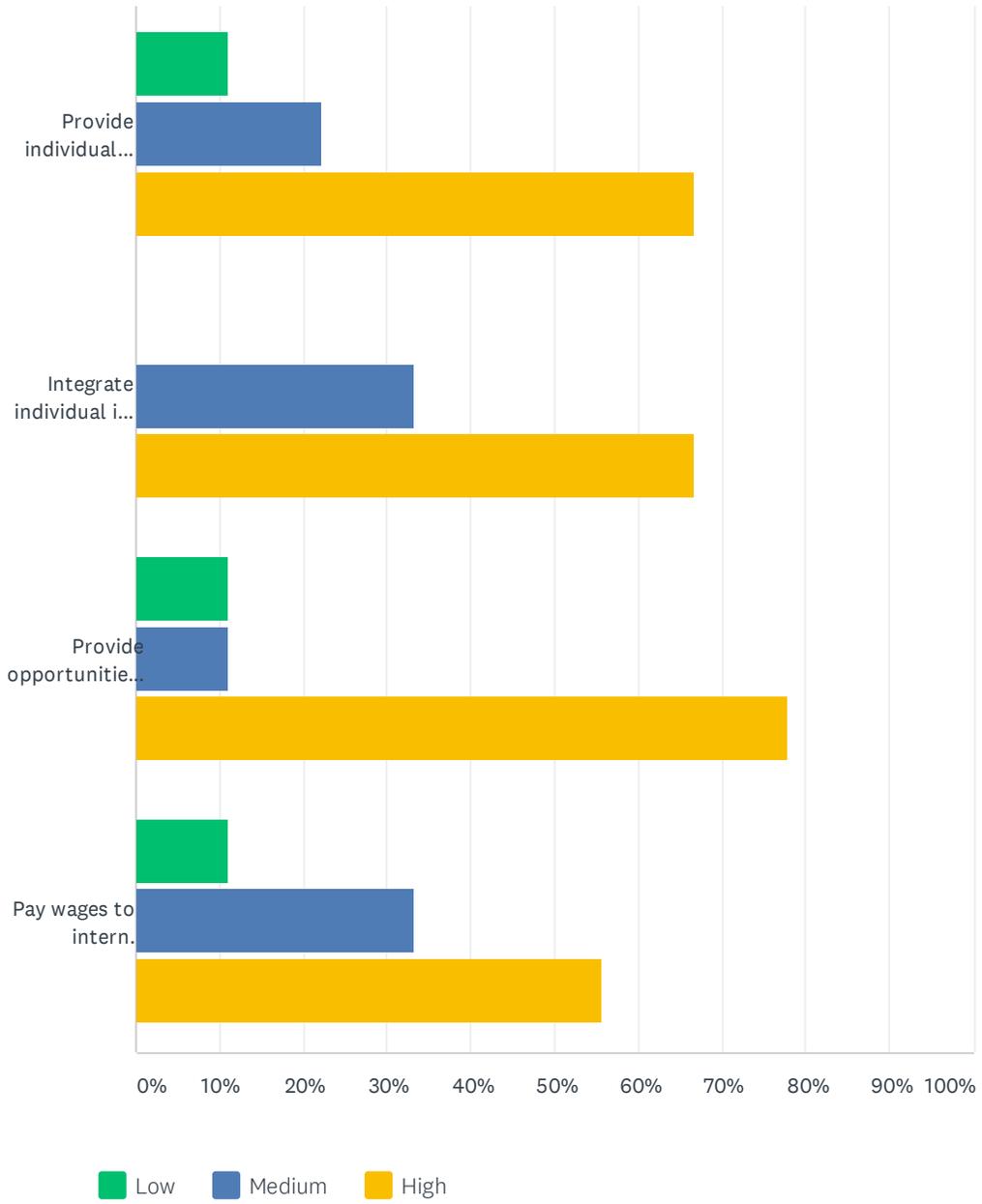
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow interns to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 9	9	3.00
Ensure interns is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-internship curriculum and/or internship orientation to prepare individual.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Screen applicants, and facilitate interviews and placements.	11.11% 1	44.44% 4	44.44% 4	9	2.33
Support supervisors and intern during internship as primary point of contact.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	11.11% 1	33.33% 3	55.56% 5	9	2.44
Establish and make intern is aware of clear process and protocol for intervention in the case of a conflict or issue.	11.11% 1	11.11% 1	77.78% 7	9	2.67
Develop and ensure completion of supervisor and internship evaluations.	0.00% 0	22.22% 2	77.78% 7	9	2.78
Manage payroll and liability logistics (if applicable).	33.33% 3	33.33% 3	33.33% 3	9	2.00
Award academic credit to individual.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Intentionally connect internship to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	0.00% 0	100.00% 9	9	3.00

Q24 How important is it that employers engaged in internship provide the following:

Answered: 9 Skipped: 4



Idaho WBL Definitions and Outcomes Survey

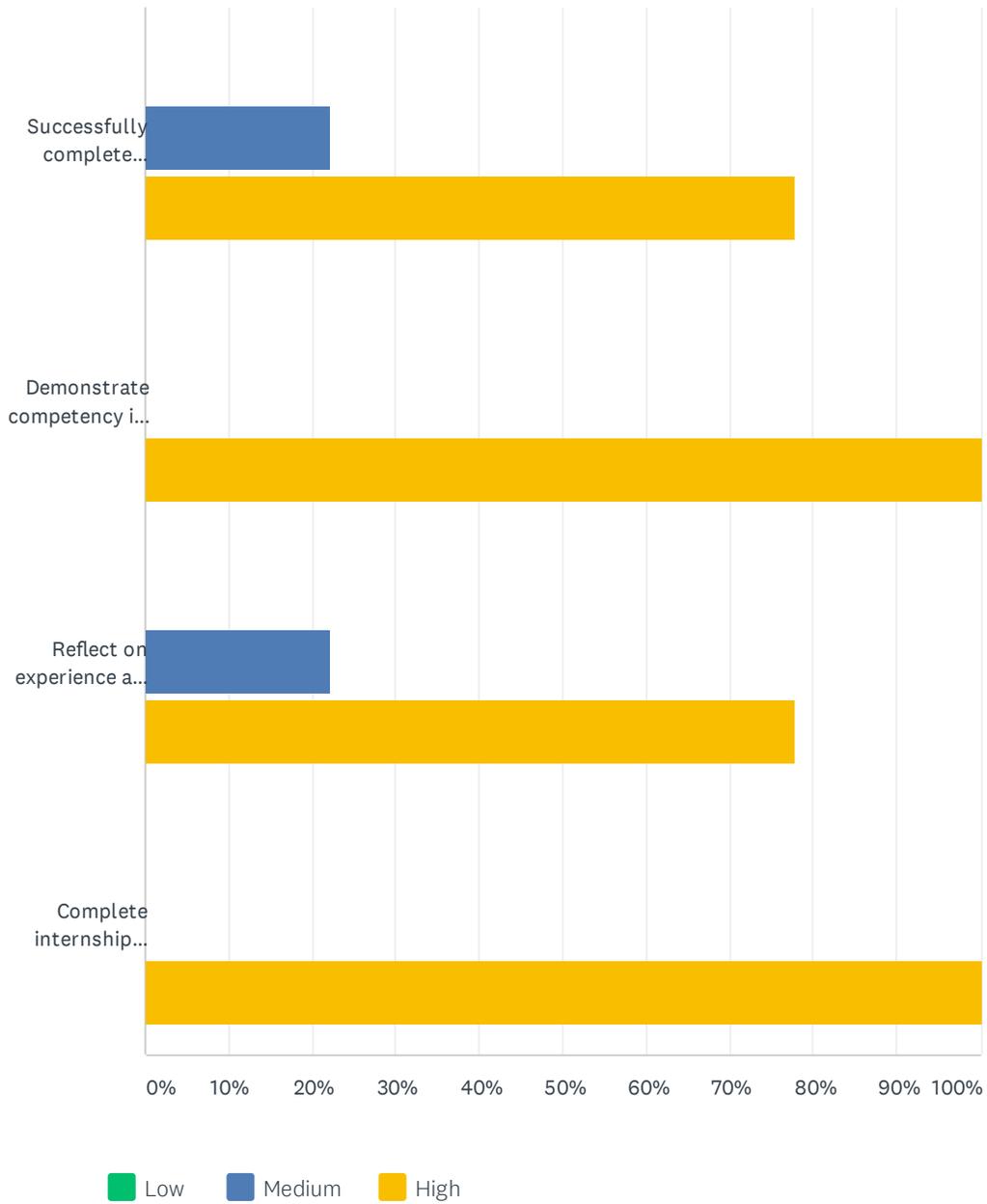


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit intern supervisors and mentors.	0.00% 0	33.33% 3	66.67% 6	9	2.67
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	22.22% 2	77.78% 7	9	2.78
Verify that individual meets all safety regulations and labor laws.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Help interview and select individual.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Supervisor onboards intern and meets regularly with individual to provide feedback and assess progress.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	11.11% 1	88.89% 8	9	2.89
Provide individual access to a professional mentor to guide him/her in career goals.	11.11% 1	22.22% 2	66.67% 6	9	2.56
Integrate individual into company teams and facilitate regular engagement with employees.	0.00% 0	33.33% 3	66.67% 6	9	2.67
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	11.11% 1	11.11% 1	77.78% 7	9	2.67
Pay wages to intern.	11.11% 1	33.33% 3	55.56% 5	9	2.44

Q25 How important is it that Individuals engaged in a internship receive the following:

Answered: 9 Skipped: 4

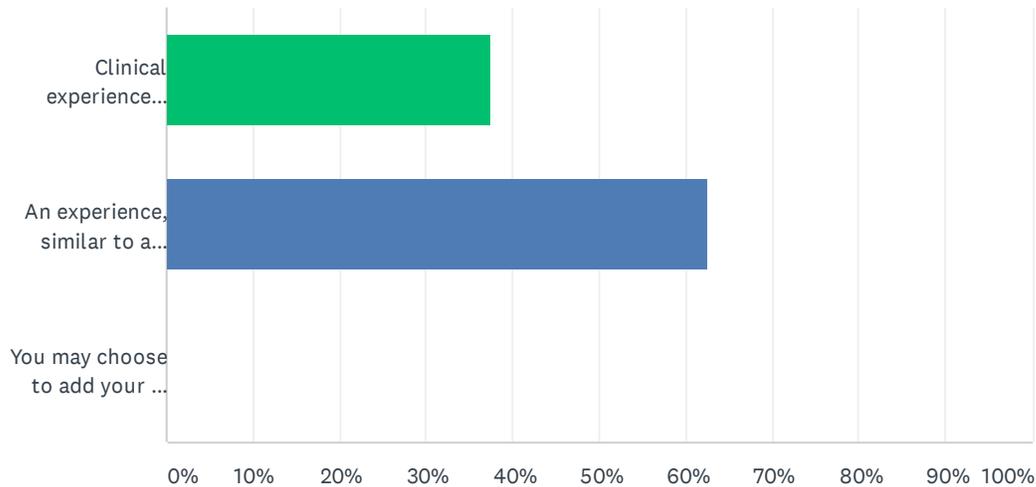


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to internship.	0.00% 0	22.22% 2	77.78% 7	9	2.78
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	0.00% 0	100.00% 9	9	3.00
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	22.22% 2	77.78% 7	9	2.78
Complete internship evaluation.	0.00% 0	0.00% 0	100.00% 9	9	3.00

Q26 Please select the WBL definition(s) for clinical that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

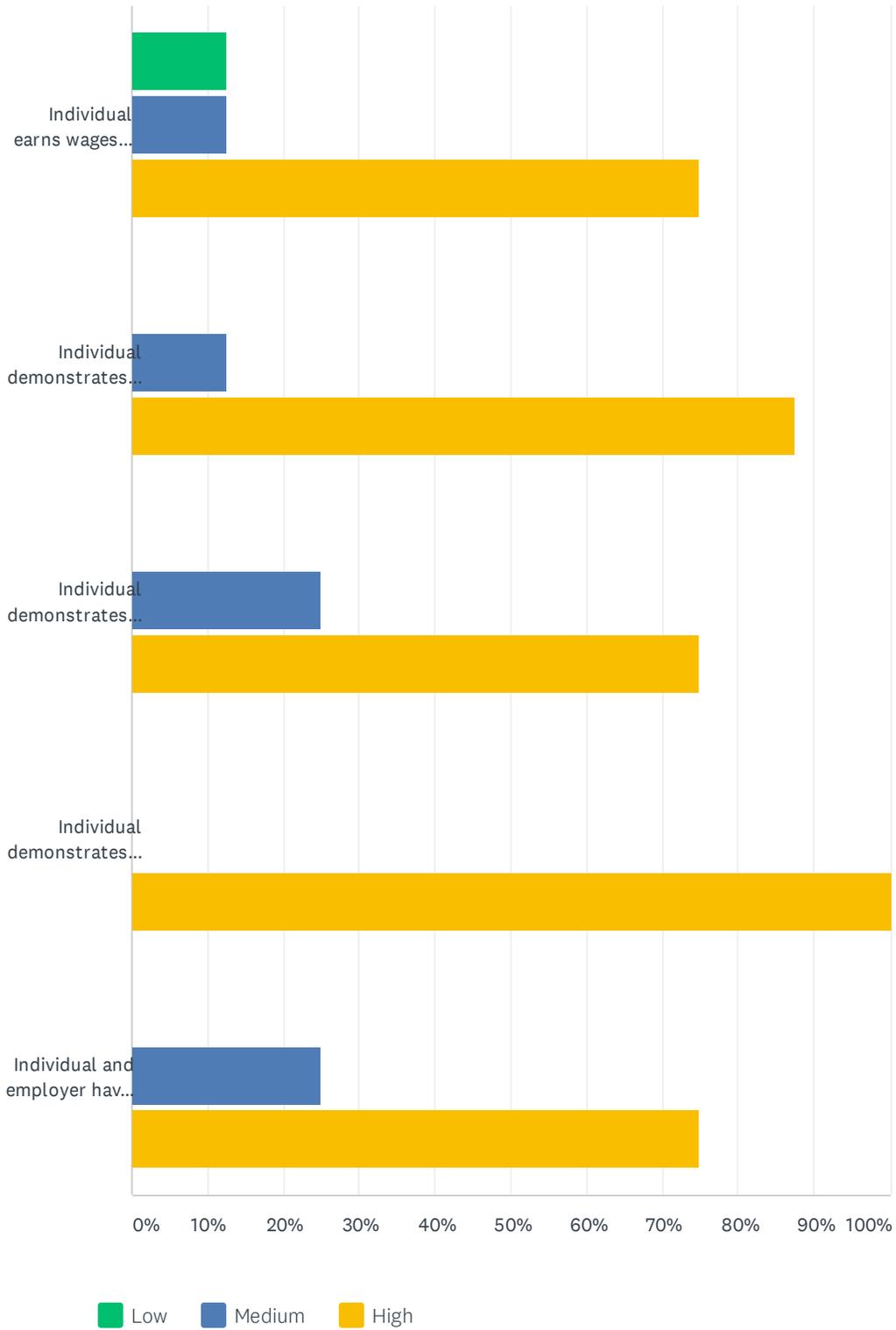


ANSWER CHOICES	RESPONSES
Clinical experience gives health science students an opportunity to integrate knowledge gained in the classroom with clinical practice. During clinicals, students are placed in a variety of healthcare settings and spend time observing patients at different stages of medical practice. This provides students with a better understanding of the scope of the healthcare profession. Health and medical science teachers supervise clinical experiences.	37.50% 3
An experience, similar to an internship, but typically found in health career preparation programs, where an individual observes and treats patients with oversight from a professional.	62.50% 5
You may choose to add your own definition or mashup of the above definitions.	0.00% 0
TOTAL	8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
	There are no responses.	

Q27 Please rank the importance of each outcome for clinicals.

Answered: 8 Skipped: 5

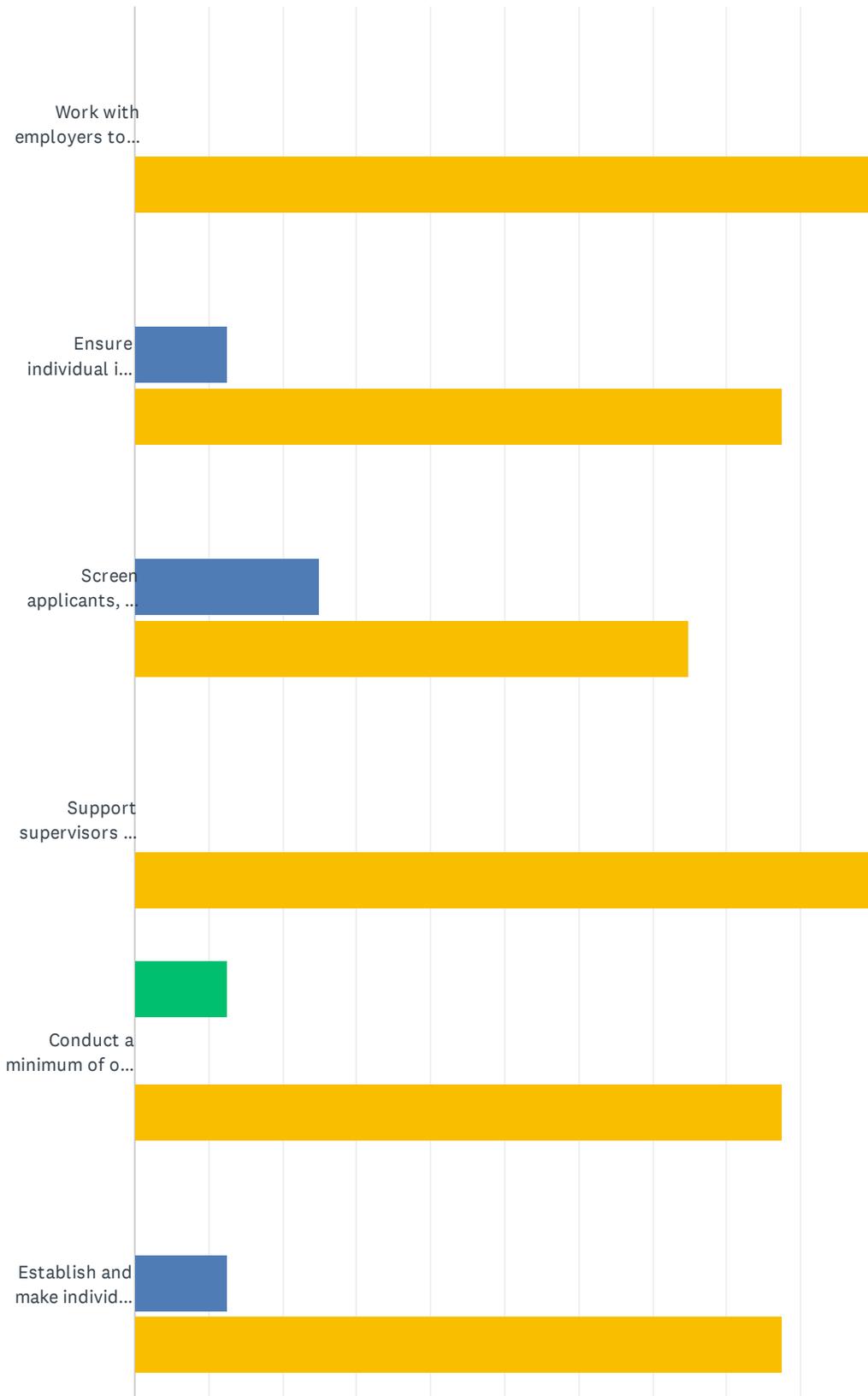


Idaho WBL Definitions and Outcomes Survey

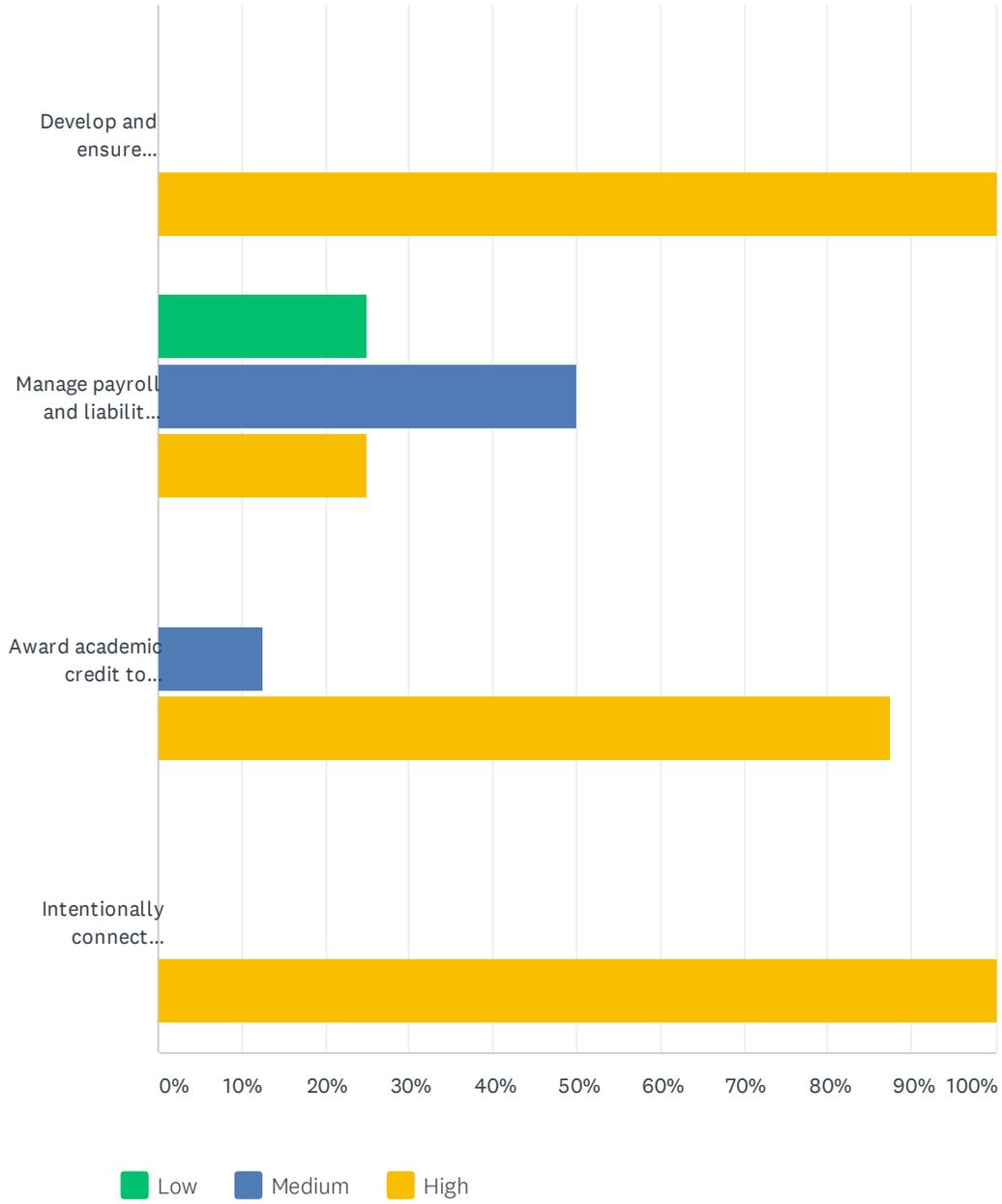
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	12.50% 1	12.50% 1	75.00% 6	8
Individual demonstrates knowledge of occupation and industry.	0.00% 0	12.50% 1	87.50% 7	8
Individual demonstrates knowledge and capacity for networking, professional culture.	0.00% 0	25.00% 2	75.00% 6	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 8	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	25.00% 2	75.00% 6	8

Q28 How important is it that organization serving individuals provide the following services for those engaged in a clinical?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

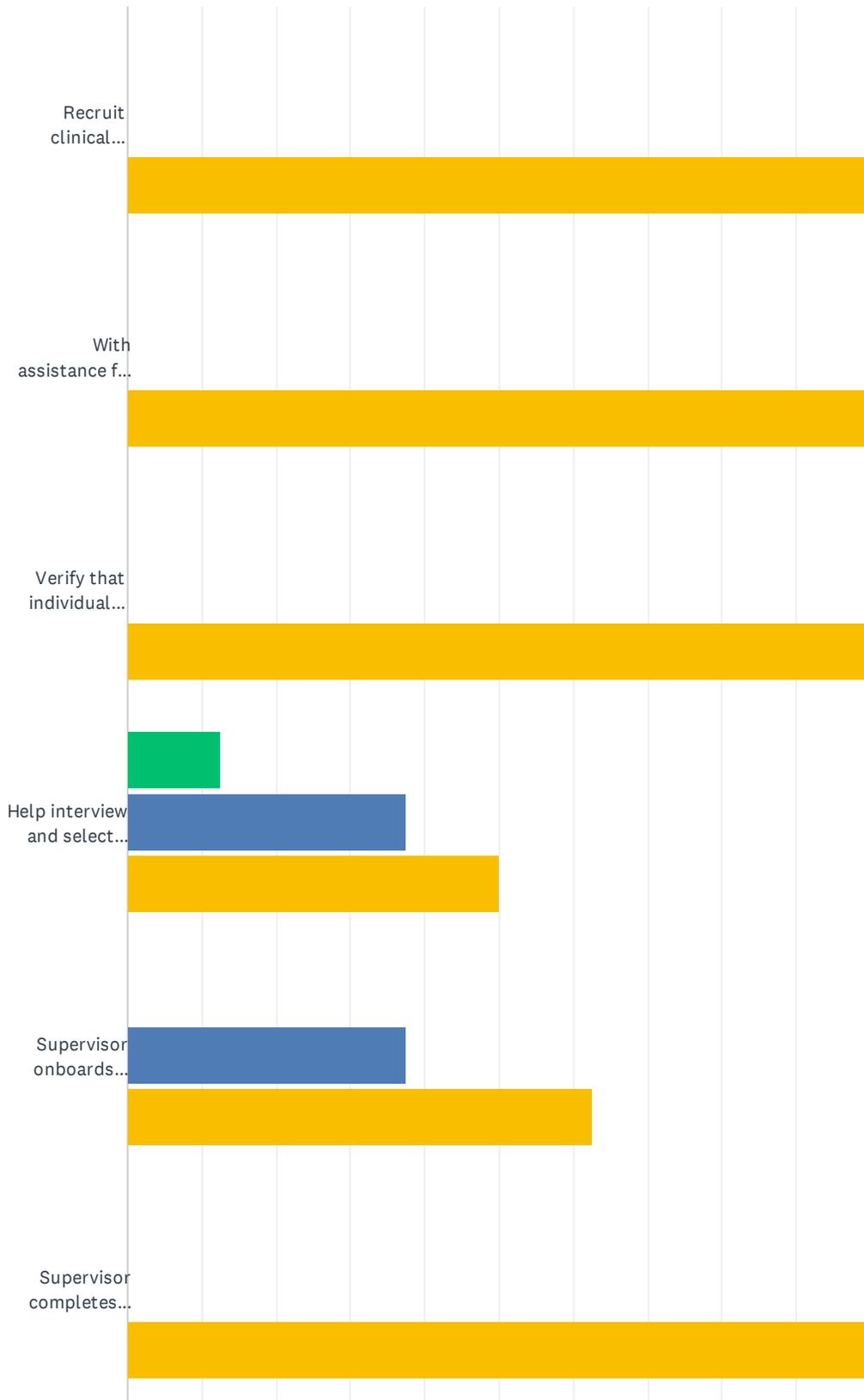


Idaho WBL Definitions and Outcomes Survey

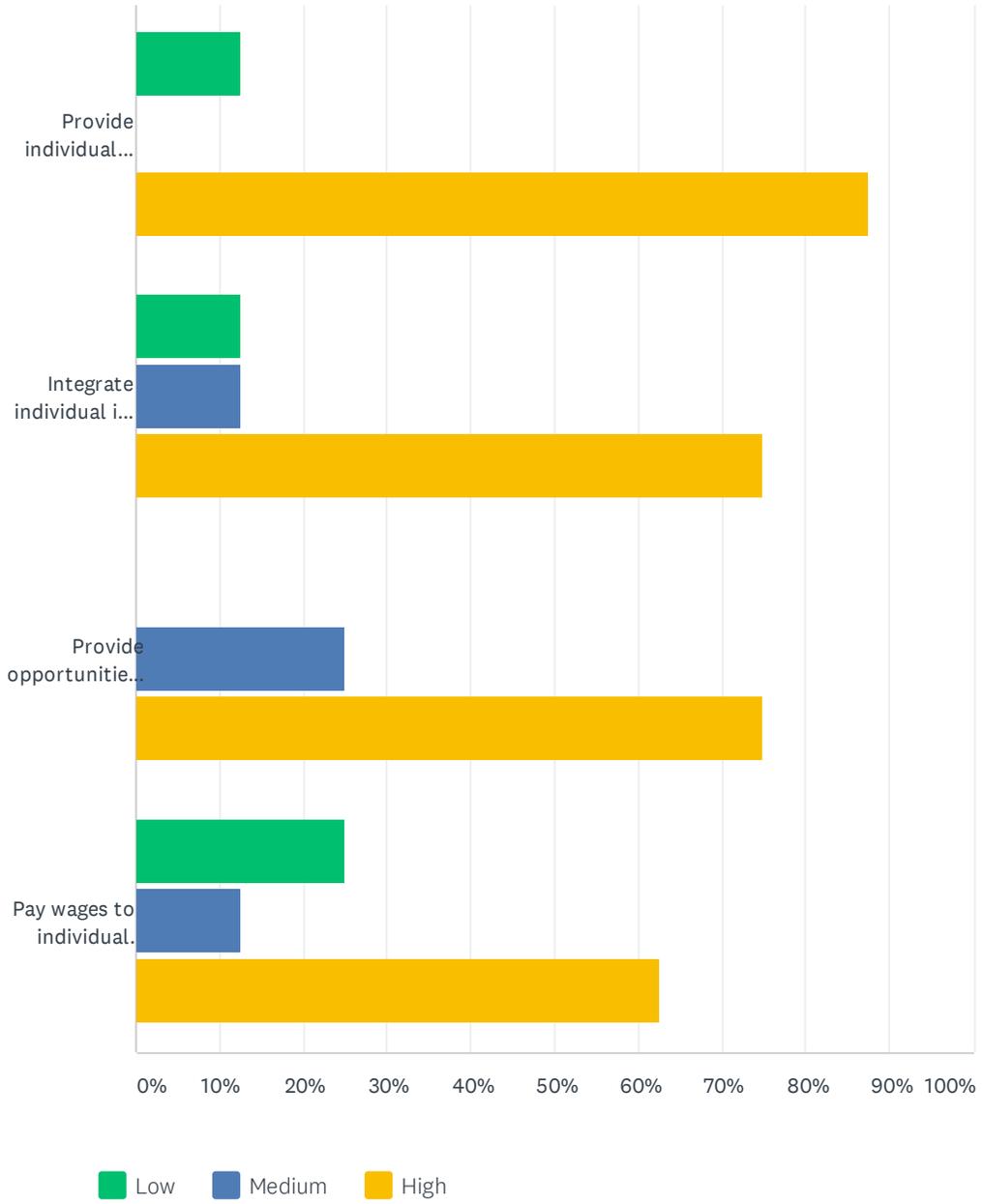
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-clinical curriculum and/or clinical orientation to prepare individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Screen applicants, and facilitate interviews and placements.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Support supervisors and individual during clinical as primary point of contact.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Develop and ensure completion of supervisor and clinical evaluations.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Manage payroll and liability logistics (if applicable).	25.00% 2	50.00% 4	25.00% 2	8	2.00
Award academic credit to individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Intentionally connect clinical to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q29 How important is it that employers engaged in clinicals provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

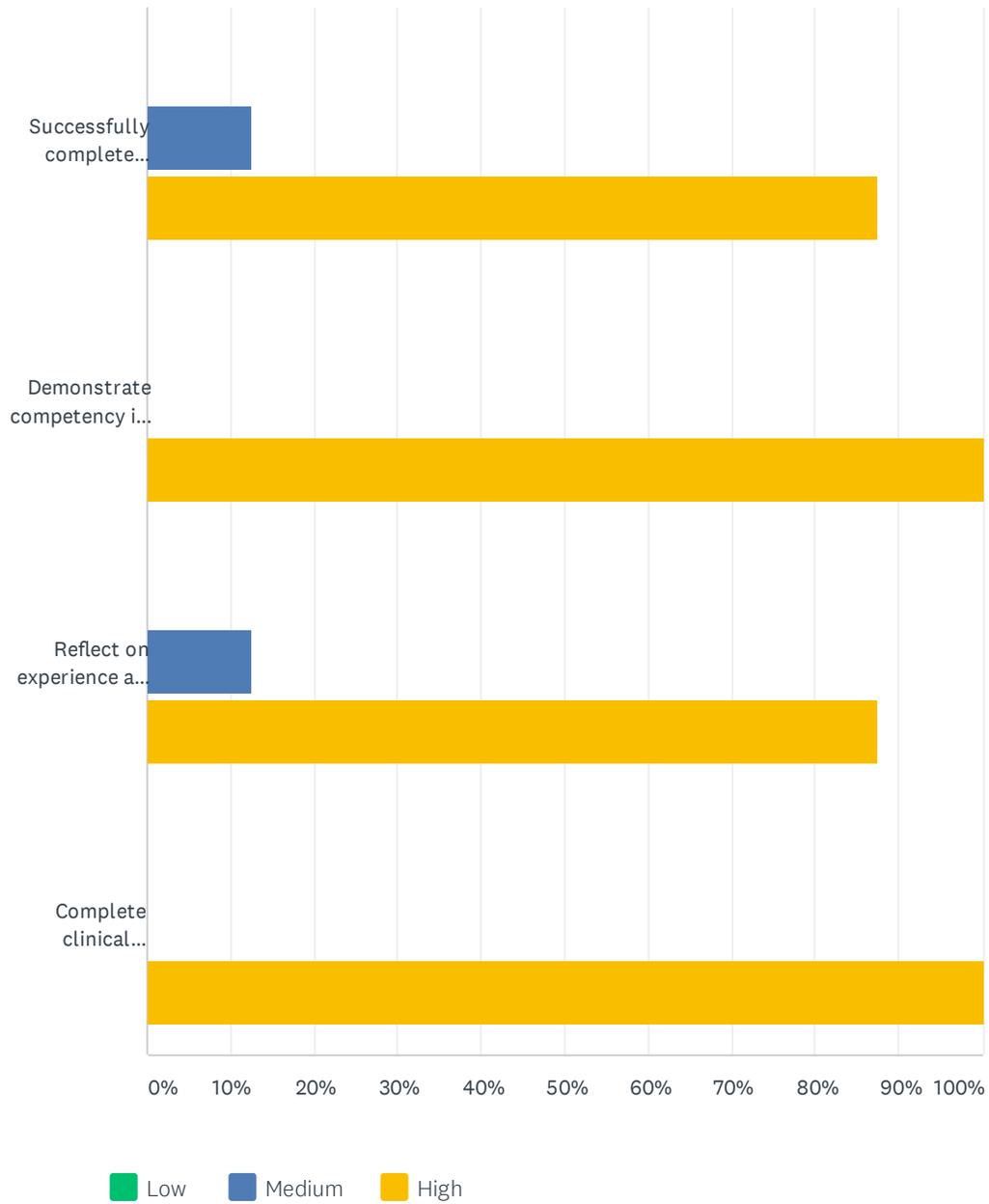


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit clinical supervisors and mentors.	0.00% 0	0.00% 0	100.00% 8	8	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Help interview and select individual.	12.50% 1	37.50% 3	50.00% 4	8	2.38
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	37.50% 3	62.50% 5	8	2.63
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Integrate individual into company teams and facilitate regular engagement with employees.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Pay wages to individual.	25.00% 2	12.50% 1	62.50% 5	8	2.38

Q30 How important is it that Individuals engaged in a clinicals receive the following:

Answered: 8 Skipped: 5

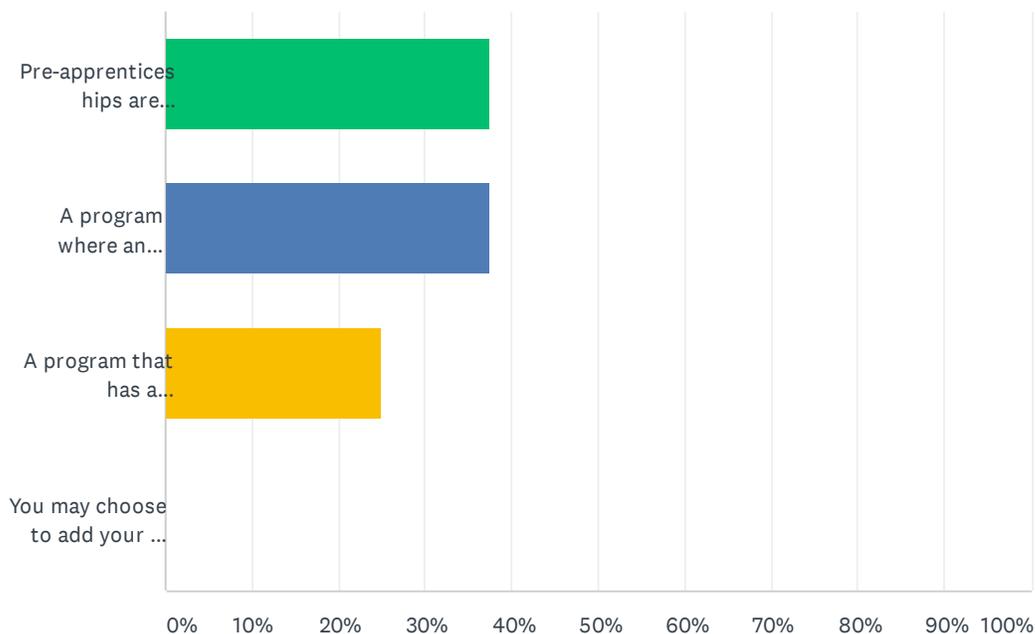


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to clinical.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	12.50% 1	87.50% 7	8	2.88
Complete clinical evaluation.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q31 Please select the WBL definition(s) for pre-apprenticeship that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5



ANSWER CHOICES	RESPONSES
Pre-apprenticeships are designed to prepare individuals to enter and succeed in a Registered Apprenticeship and ultimately a career. Pre-apprenticeship programs offer participants structured training opportunities to prepare them for entry into a Registered Apprenticeship Program. They can provide a set of services that participants need to progress into an apprenticeship, such as work-readiness skills and wraparound supports for transportation and childcare.	37.50% 3
A program where an individual learns basic technical and job-readiness skills for designated apprenticeable occupations or industry sectors, to prepare them for Registered Apprenticeship training. Pre-apprenticeship normally features a classroom and/or lab setting, but may also involve worksite visits, job-shadowing, or other activities outside the program facility, to provide exposure to the work environment for the targeted occupation(s). Credit for the "classroom" instruction is typically applied to the related instruction of the registered apprenticeship program and prioritized entry for apprentices positions is commonly offered.	37.50% 3
A program that has a documented partnership with an employer and is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship which includes all of the following: a. Training and curriculum that aligns with the skill needs of employers in the economy of the State or region and that has been designed to prepare participants to meet the minimum entry-level requirements of the Apprenticeship. b. Access to educational and career counseling, and other supportive services as needed by participants. c. Hands-on meaningful learning activities that are connected to education and training activities, such as Career Exploration and Career Development Experiences, and that reinforce foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework. d. Upon successful completion of the program, participants are supported to apply for a Registered Apprenticeship or Non-Registered Apprenticeship program, and may receive preference for enrollment.	25.00% 2
You may choose to add your own definition or mashup of the above definitions.	0.00% 0
TOTAL	8

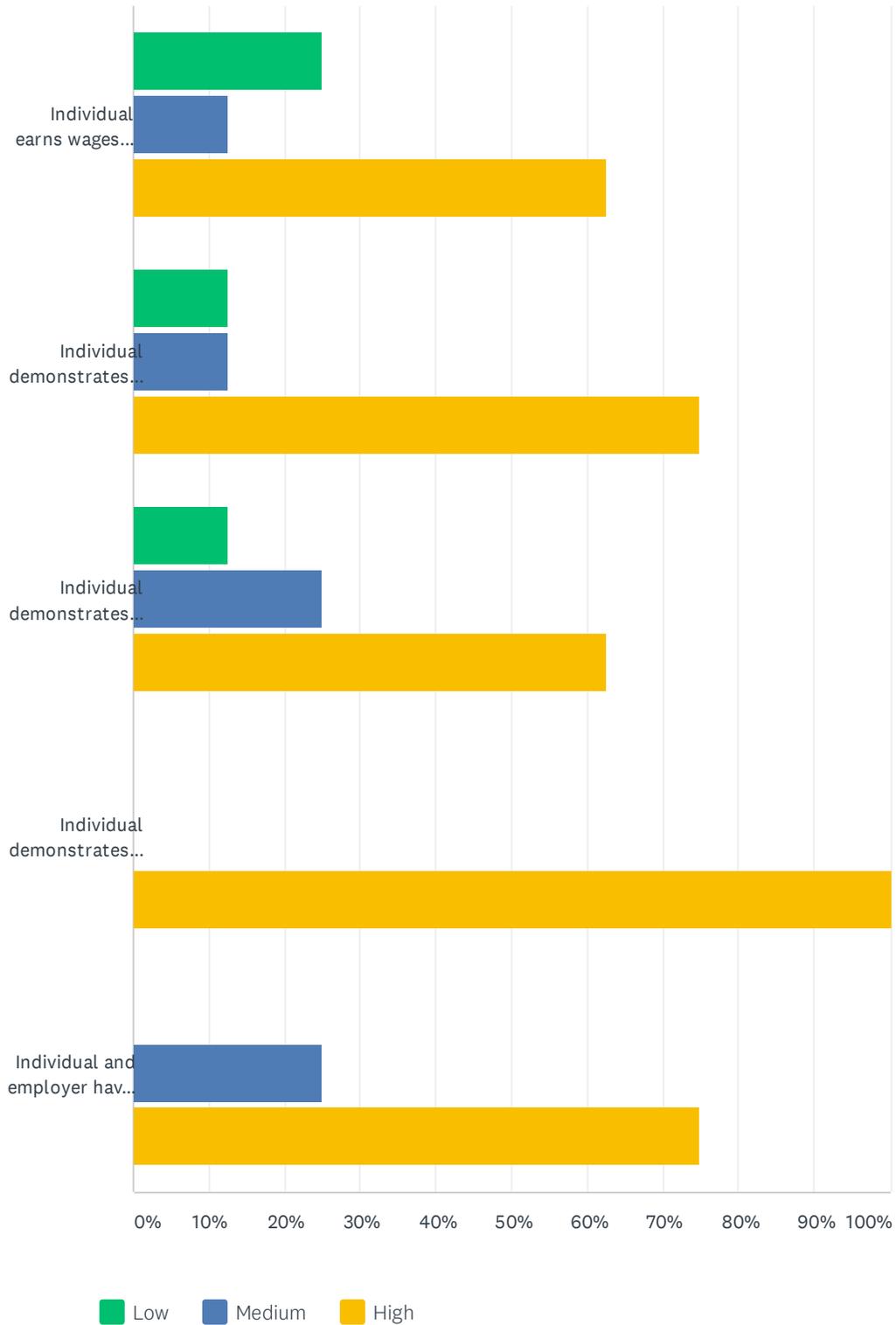
#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
---	---	------

Idaho WBL Definitions and Outcomes Survey

There are no responses.

Q32 Please rank the importance of each outcome for pre-apprenticeships.

Answered: 8 Skipped: 5

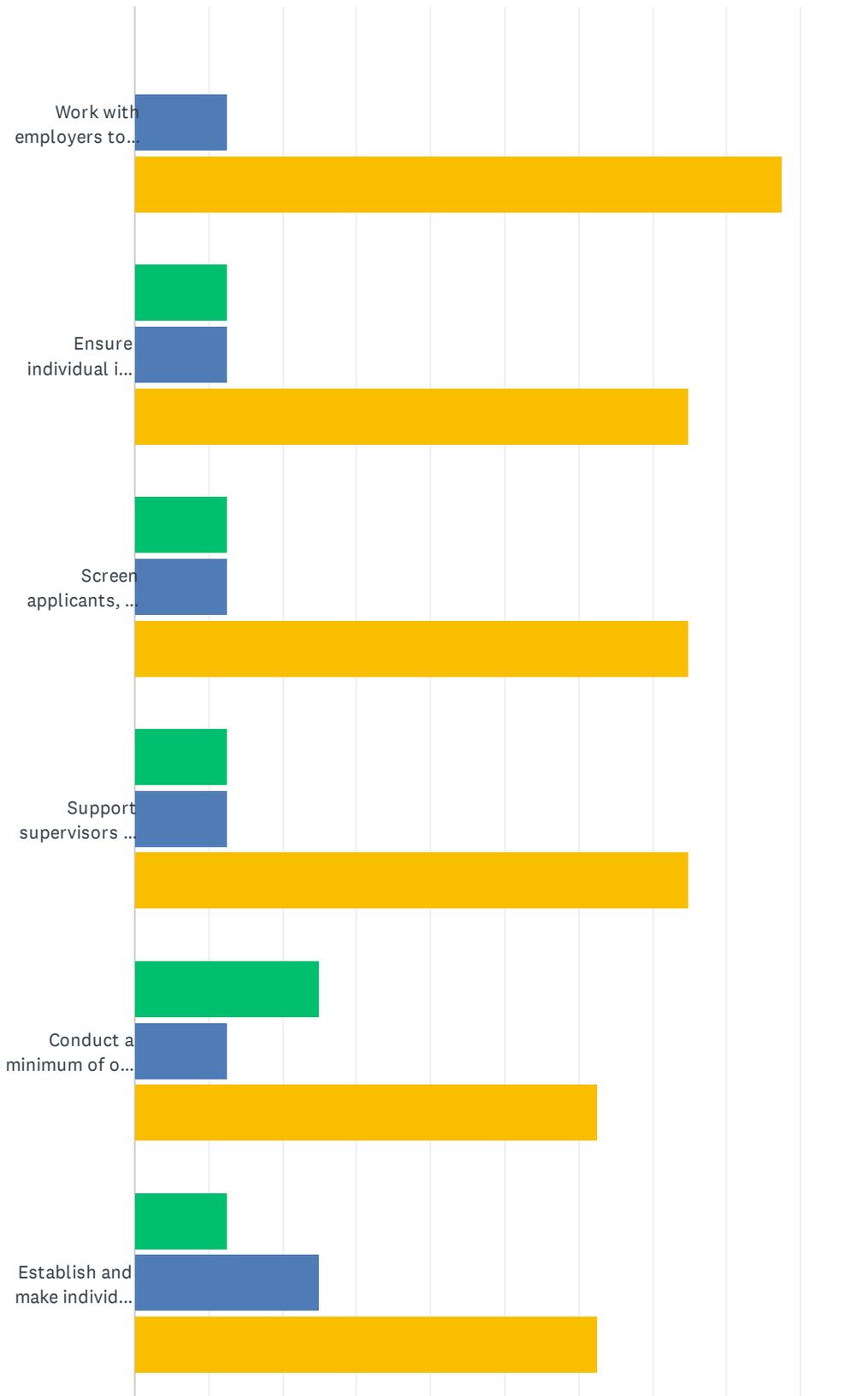


Idaho WBL Definitions and Outcomes Survey

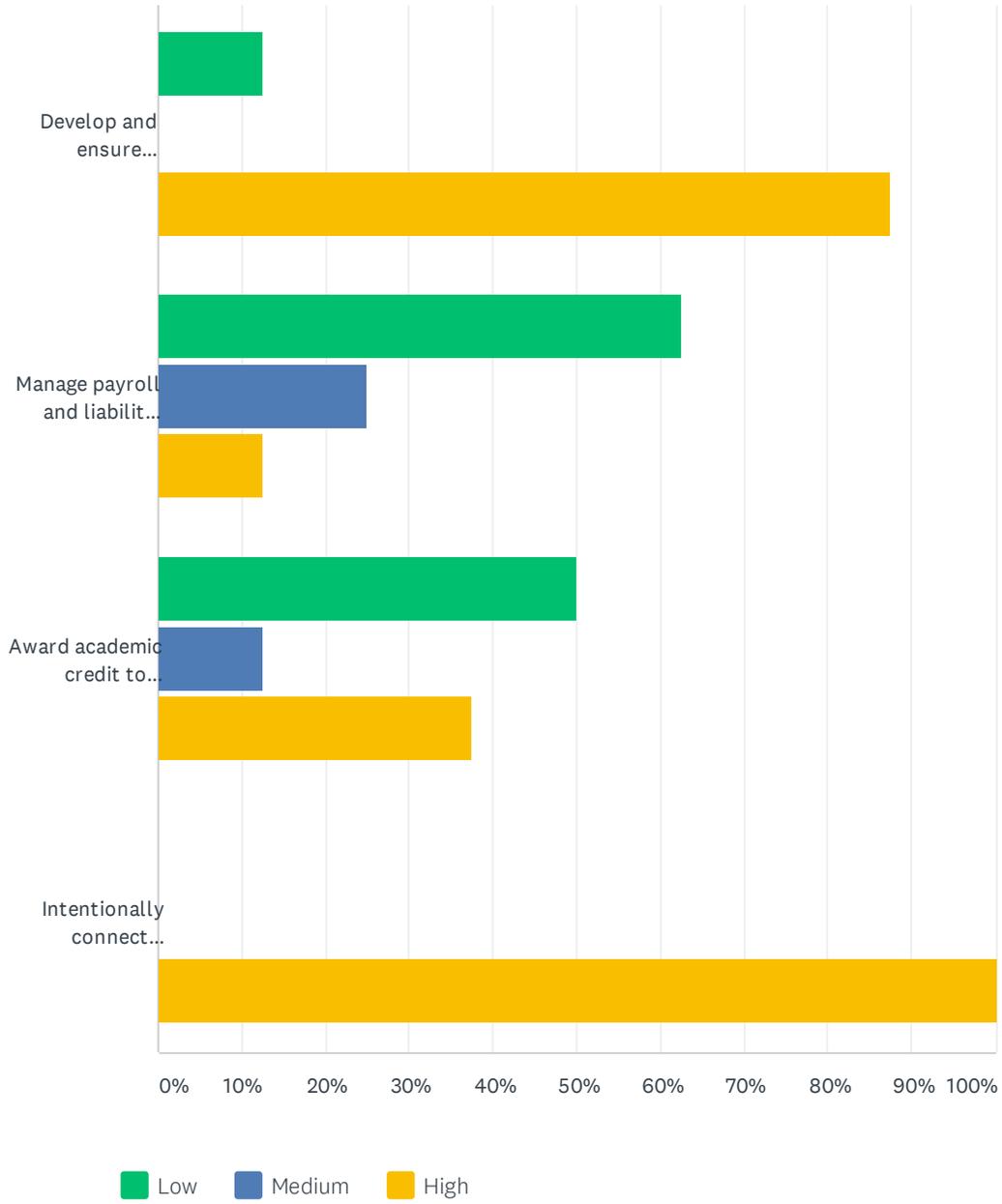
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	25.00% 2	12.50% 1	62.50% 5	8
Individual demonstrates knowledge of occupation and industry.	12.50% 1	12.50% 1	75.00% 6	8
Individual demonstrates knowledge and capacity for networking, professional culture.	12.50% 1	25.00% 2	62.50% 5	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 8	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	25.00% 2	75.00% 6	8

Q33 How important is it that organization serving individuals provide the following services for those engaged in pre-apprenticeships?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

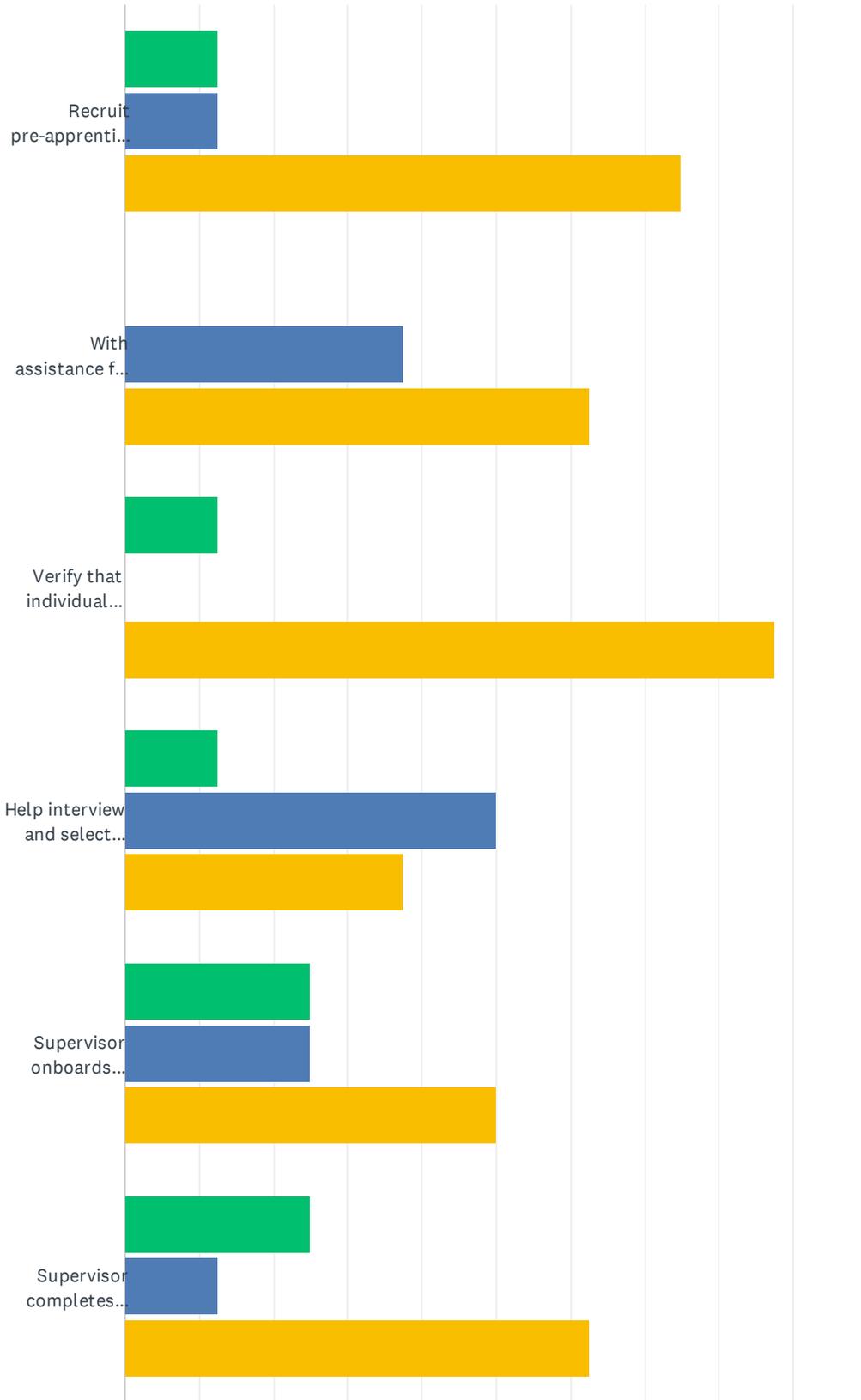


Idaho WBL Definitions and Outcomes Survey

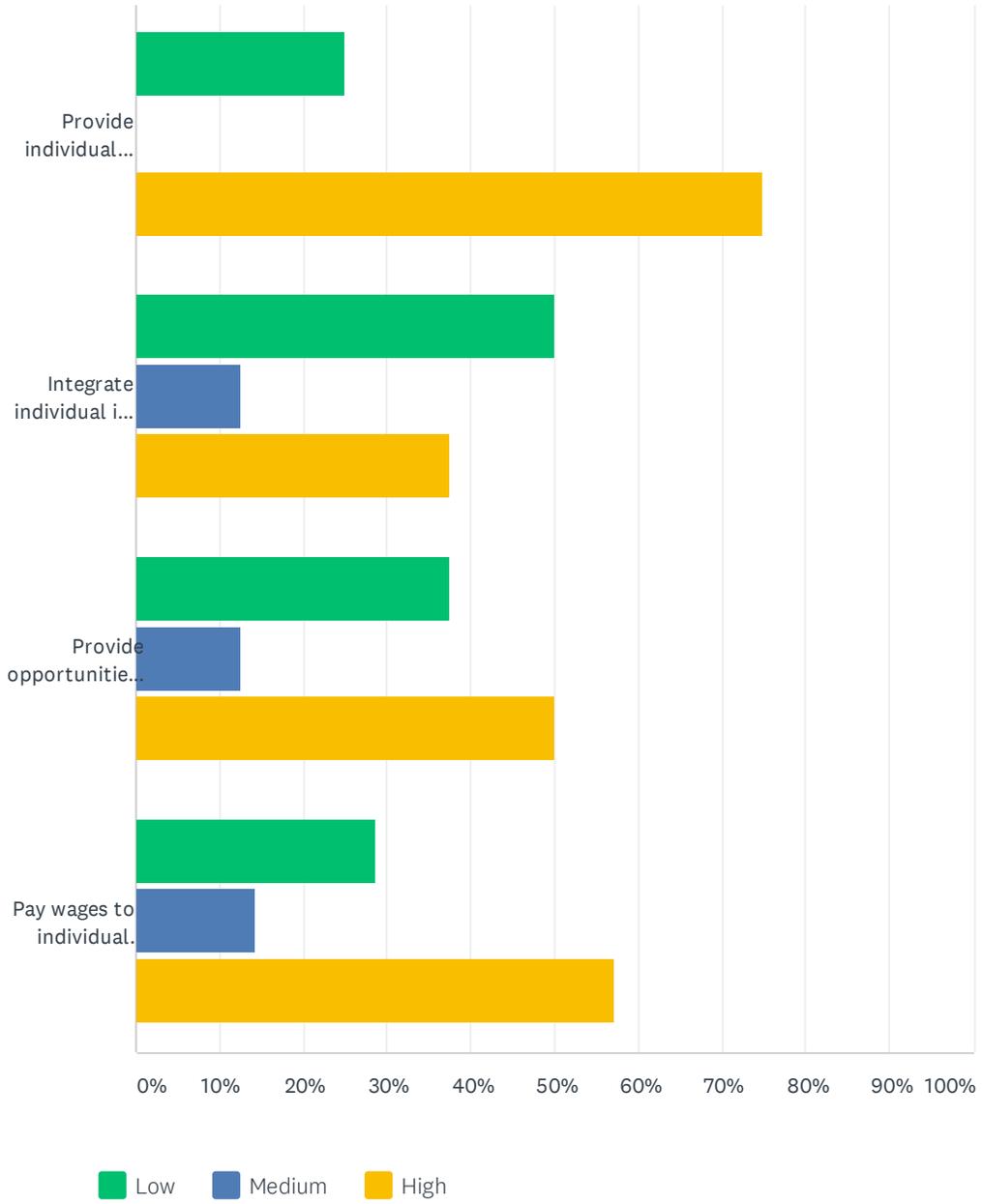
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-training curriculum and/or pre-apprenticeship orientation to prepare individual.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Screen applicants, and facilitate interviews and placements.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Support supervisors and individual during pre-apprenticeship as primary point of contact.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	12.50% 1	25.00% 2	62.50% 5	8	2.50
Develop and ensure completion of supervisor and pre-apprenticeship evaluations.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Manage payroll and liability logistics (if applicable).	62.50% 5	25.00% 2	12.50% 1	8	1.50
Award academic credit to individual.	50.00% 4	12.50% 1	37.50% 3	8	1.88
Intentionally connect pre-apprenticeships to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q34 How important is it that employers engaged in pre-apprenticeships provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

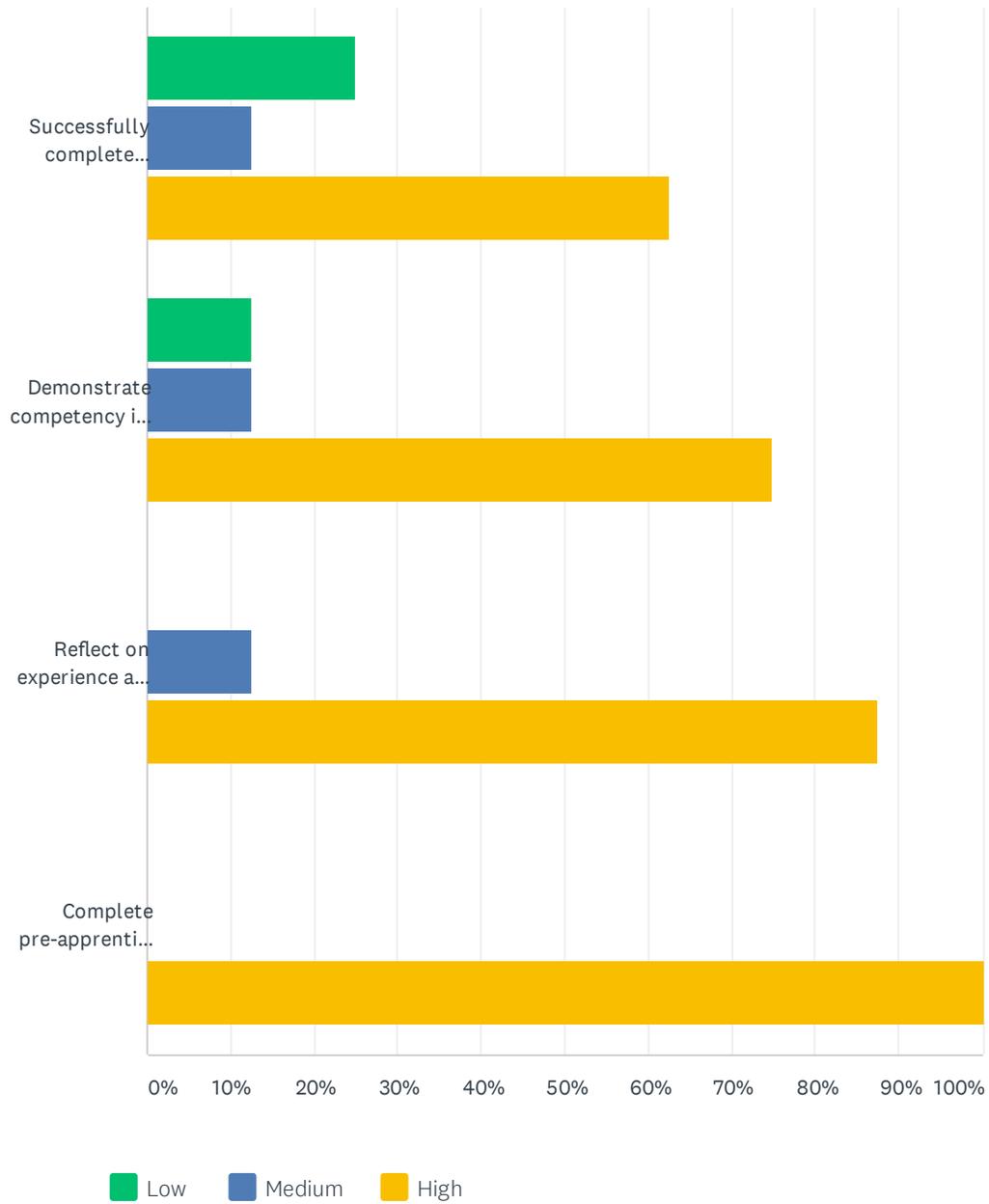


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit pre-apprenticeship supervisors and mentors.	12.50% 1	12.50% 1	75.00% 6	8	2.63
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	37.50% 3	62.50% 5	8	2.63
Verify that individual meets all safety regulations and labor laws.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Help interview and select individual.	12.50% 1	50.00% 4	37.50% 3	8	2.25
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	25.00% 2	25.00% 2	50.00% 4	8	2.25
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Provide individual access to a professional mentor to guide him/her in career goals.	25.00% 2	0.00% 0	75.00% 6	8	2.50
Integrate individual into company teams and facilitate regular engagement with employees.	50.00% 4	12.50% 1	37.50% 3	8	1.88
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	37.50% 3	12.50% 1	50.00% 4	8	2.13
Pay wages to individual.	28.57% 2	14.29% 1	57.14% 4	7	2.29

Q35 How important is it that Individuals engaged in a pre-apprenticeships receive the following:

Answered: 8 Skipped: 5

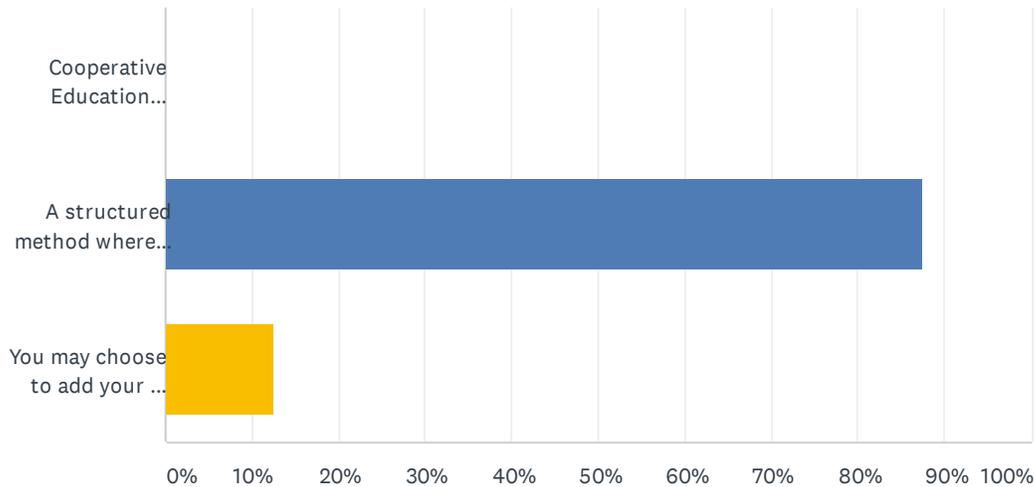


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to pre-apprenticeship.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	12.50% 1	87.50% 7	8	2.88
Complete pre-apprenticeship evaluation.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q36 Please select the WBL definition(s) for cooperative education (Co-Op) that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

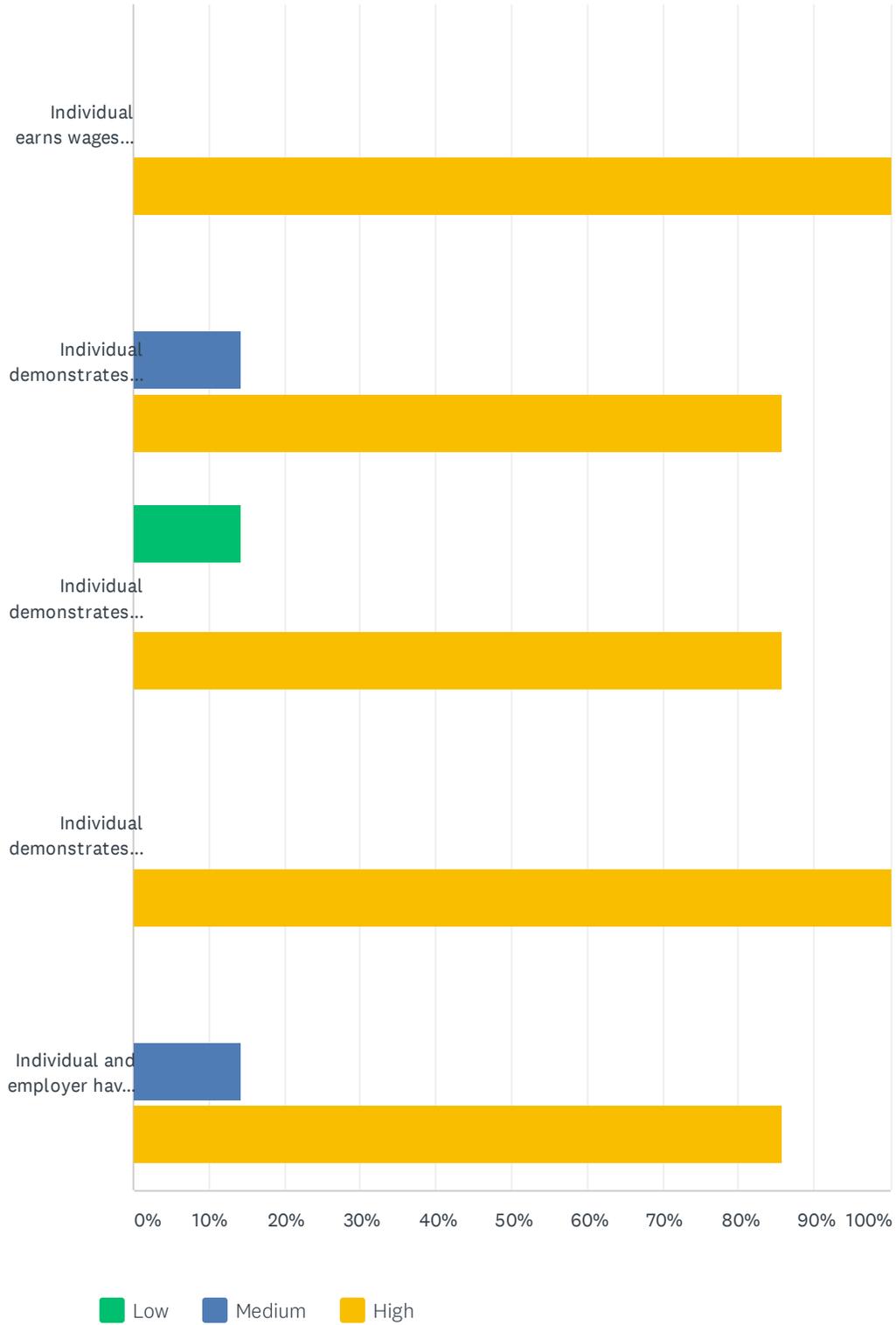


ANSWER CHOICES	RESPONSES	
Cooperative Education represents a cooperative agreement between an employer and an educational institution. Students participating in Co-Op gain employability skills and industry experience. Cooperative Education is one of the most widely used forms of work-based learning and has seen a major resurgence in popularity in recent years. This form of training is commonly used in both secondary and postsecondary programs.	0.00%	0
A structured method where a student receives both classroom-based education and practical work experience which is typically alternated throughout the program. A cooperative education experience, commonly known as a "co-op", provides academic credit for structured job experience and students are generally paid by the employer during their work time. Students graduate with significant work experience.	87.50%	7
You may choose to add your own definition or mashup of the above definitions.	12.50%	1
TOTAL		8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	Cooperative Education represents a cooperative agreement between an employer and an educational institution. Student receives both classroom-based education and practical work experience which is typically alternated throughout the program. A cooperative education experience, commonly known as a "co-op", provides academic credit for structured job experience and students are generally paid by the employer during their work time. Students graduate with significant work experience.	6/21/2021 3:58 PM

Q37 Please rank the importance of each outcome for co-ops.

Answered: 7 Skipped: 6

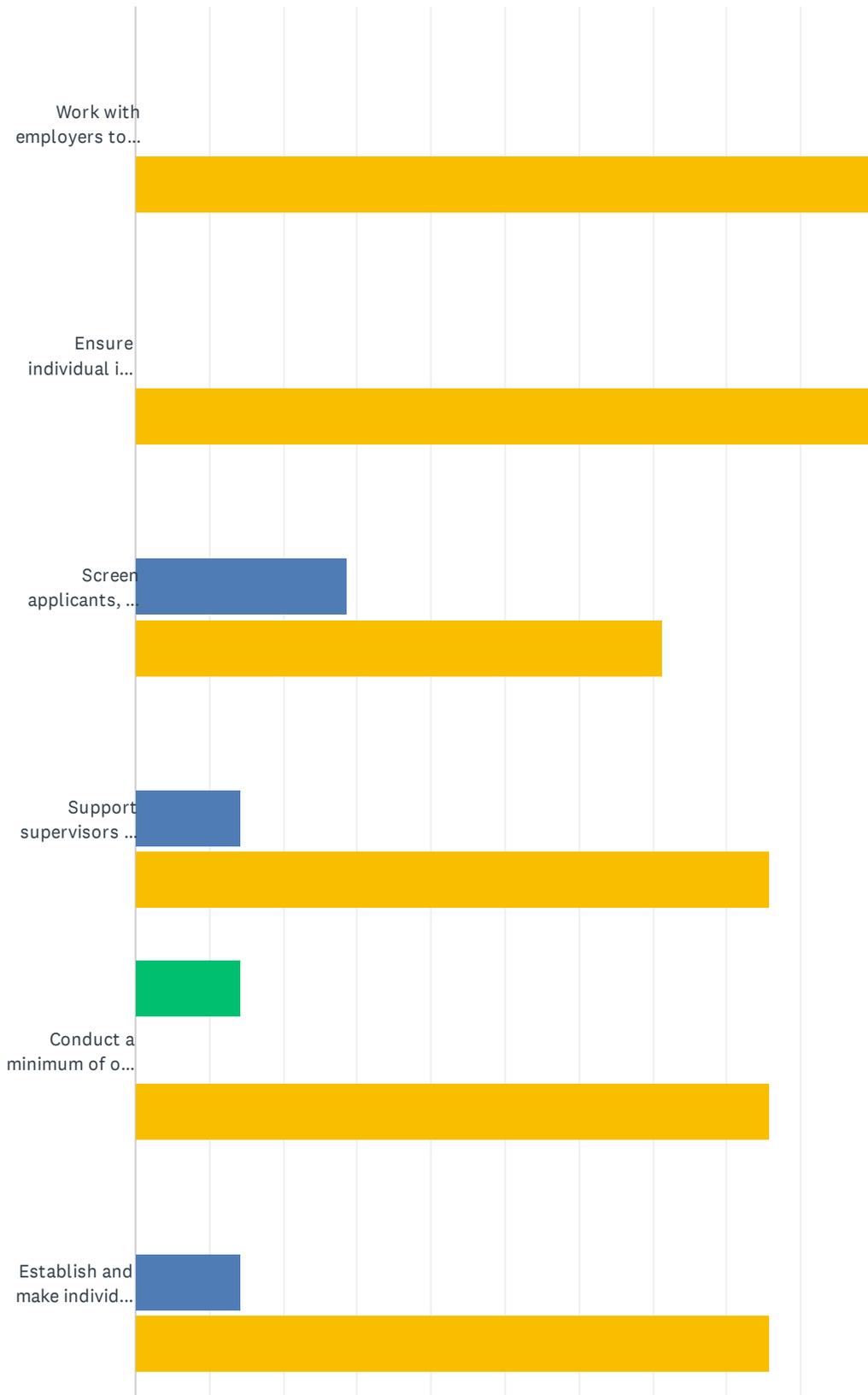


Idaho WBL Definitions and Outcomes Survey

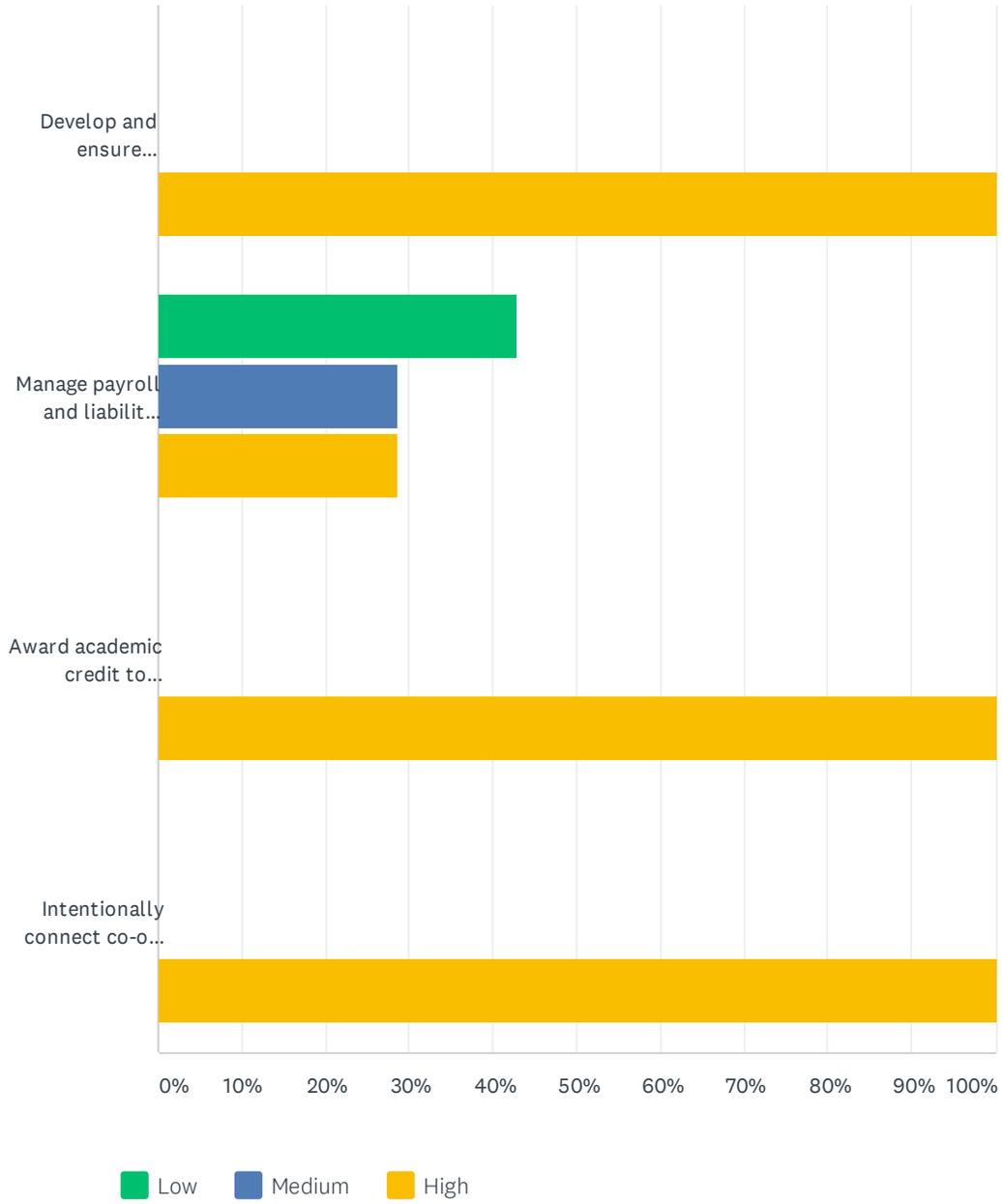
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	0.00% 0	100.00% 7	7
Individual demonstrates knowledge of occupation and industry.	0.00% 0	14.29% 1	85.71% 6	7
Individual demonstrates knowledge and capacity for networking, professional culture.	14.29% 1	0.00% 0	85.71% 6	7
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 7	7
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	14.29% 1	85.71% 6	7

Q38 How important is it that organization serving individuals provide the following services for those engaged in co-ops?

Answered: 7 Skipped: 6



Idaho WBL Definitions and Outcomes Survey

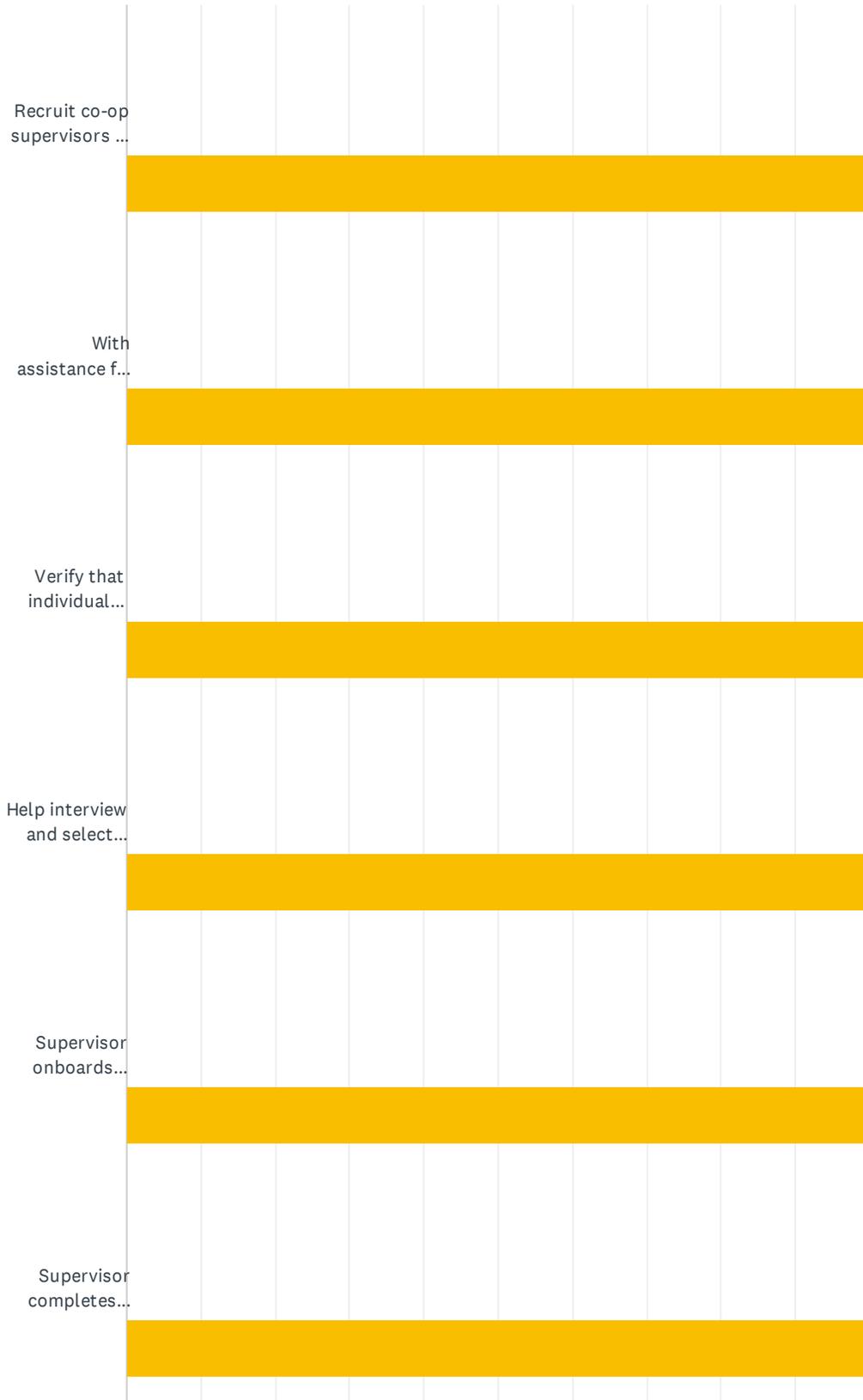


Idaho WBL Definitions and Outcomes Survey

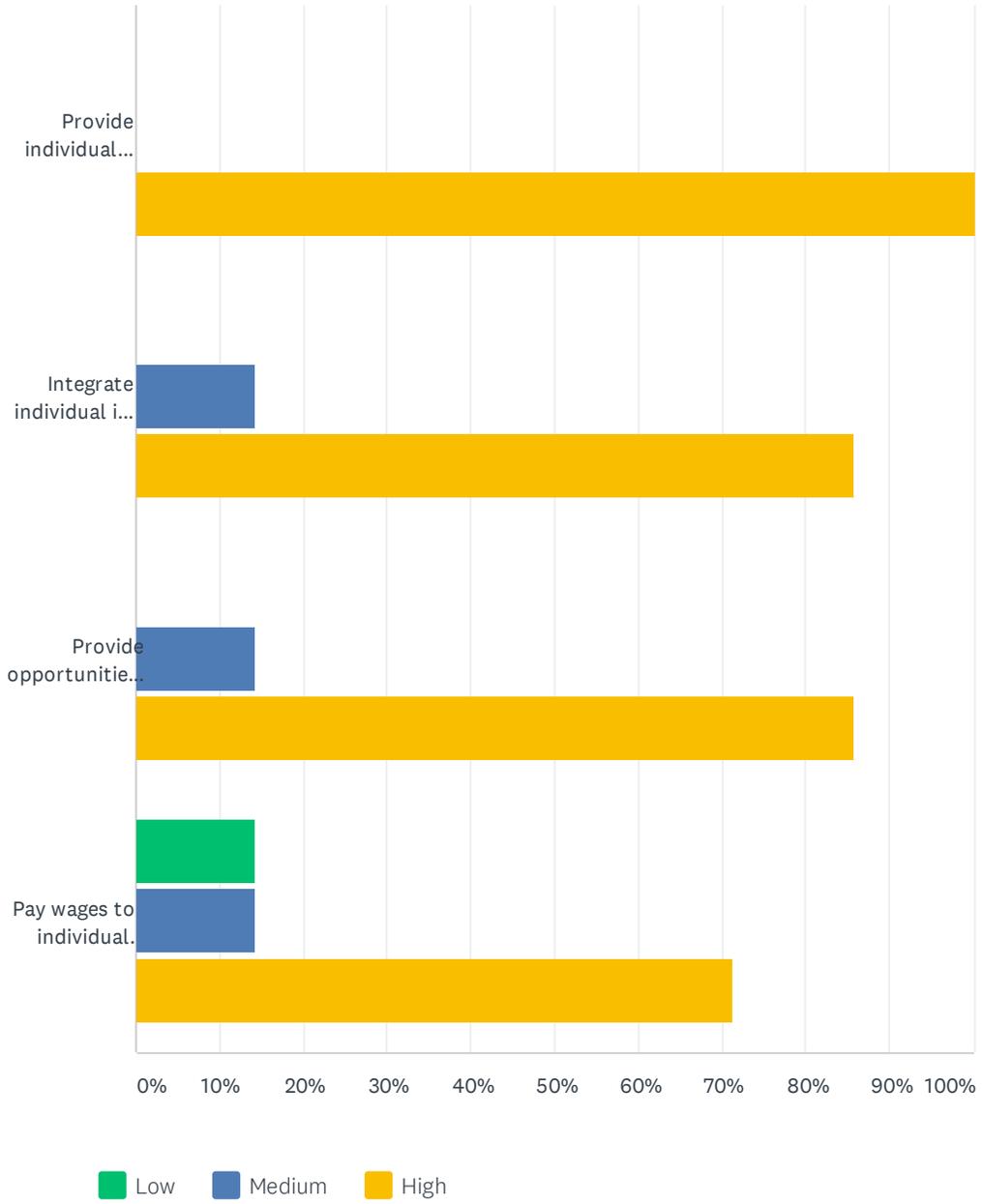
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-co-op curriculum and/or co-op orientation to prepare individual.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Screen applicants, and facilitate interviews and placements.	0.00% 0	28.57% 2	71.43% 5	7	2.71
Support supervisors and individual during co-ops as primary point of contact.	0.00% 0	14.29% 1	85.71% 6	7	2.86
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	14.29% 1	0.00% 0	85.71% 6	7	2.71
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	14.29% 1	85.71% 6	7	2.86
Develop and ensure completion of supervisor and co-op evaluations.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Manage payroll and liability logistics (if applicable).	42.86% 3	28.57% 2	28.57% 2	7	1.86
Award academic credit to individual.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Intentionally connect co-ops to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	0.00% 0	100.00% 7	7	3.00

Q39 How important is it that employers engaged in co-ops provide the following:

Answered: 7 Skipped: 6



Idaho WBL Definitions and Outcomes Survey

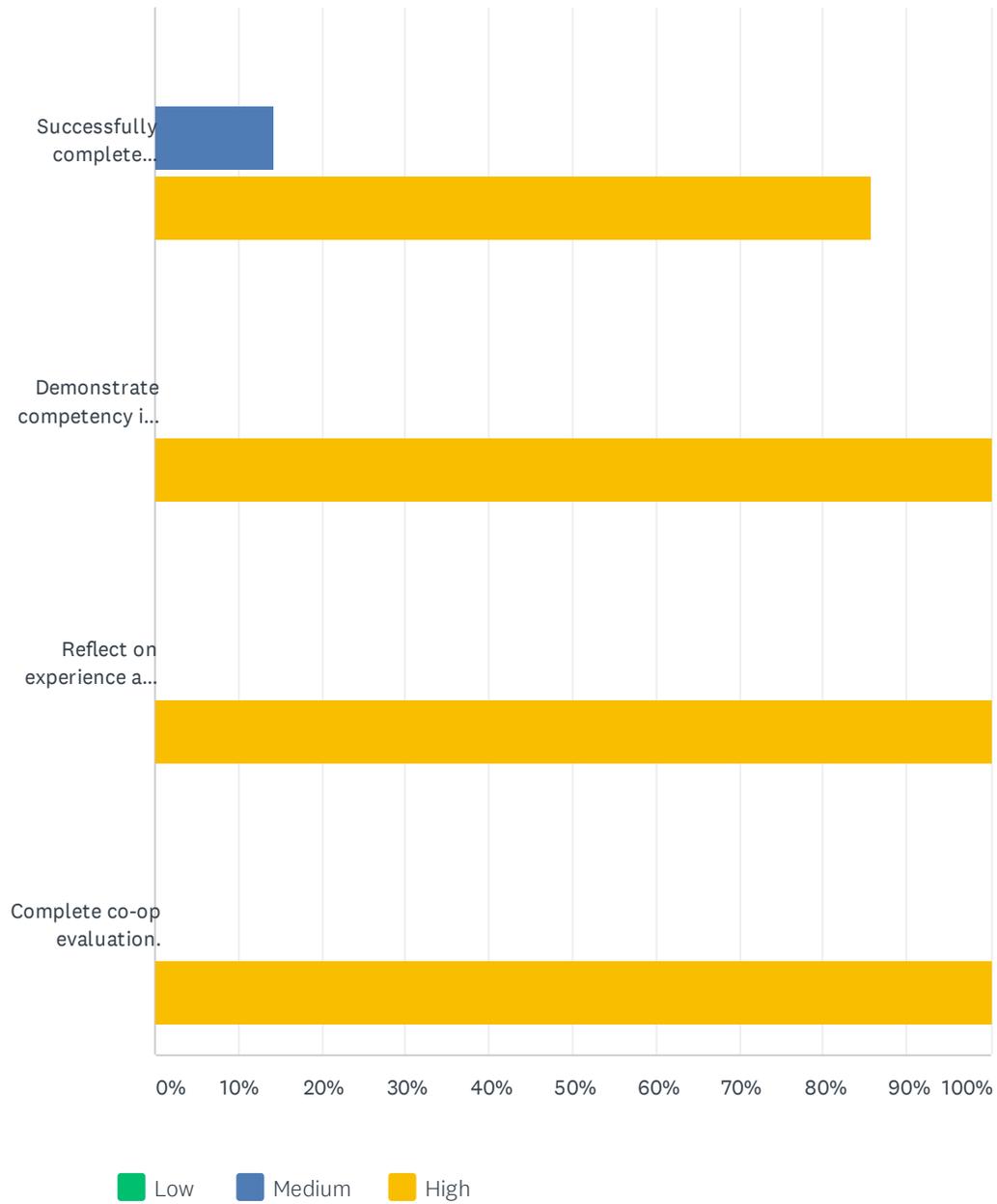


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit co-op supervisors and mentors.	0.00% 0	0.00% 0	100.00% 6	6	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Help interview and select individual.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Integrate individual into company teams and facilitate regular engagement with employees.	0.00% 0	14.29% 1	85.71% 6	7	2.86
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	14.29% 1	85.71% 6	7	2.86
Pay wages to individual.	14.29% 1	14.29% 1	71.43% 5	7	2.57

Q40 How important is it that Individuals engaged in a co-ops receive the following:

Answered: 7 Skipped: 6

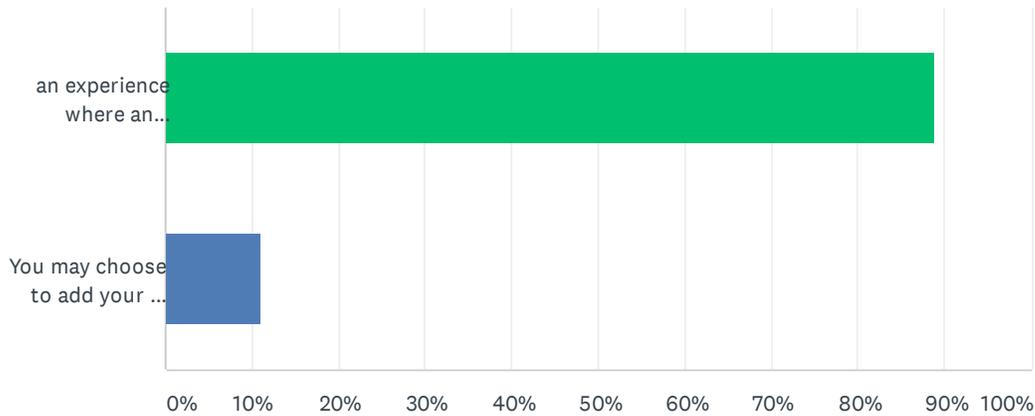


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to co-op.	0.00% 0	14.29% 1	85.71% 6	7	2.86
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	0.00% 0	100.00% 7	7	3.00
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	0.00% 0	100.00% 7	7	3.00
Complete co-op evaluation.	0.00% 0	0.00% 0	100.00% 7	7	3.00

Q41 Please select the WBL definition(s) for on-the-job training that most aligns with your vision for Idaho.

Answered: 9 Skipped: 4

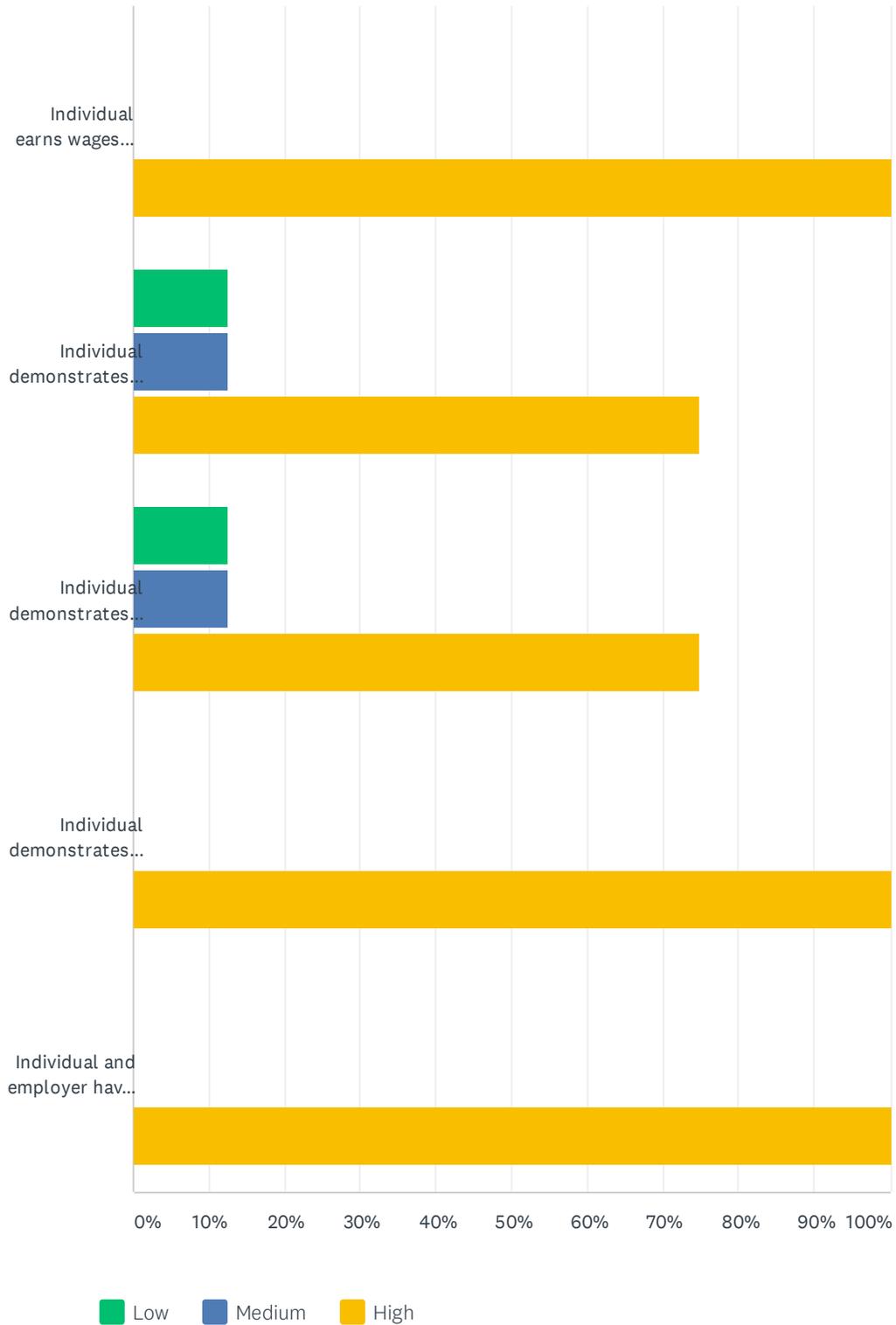


ANSWER CHOICES	RESPONSES	
an experience where an employee receives one-on-one training located at their job site or office by a supervisor/mentor. The employer determines the skills/competencies and how they are measured. In certain cases, OJT may be referred to as Subsidized Employment if the employer receives a subsidy from federal, state or other public funds to offset some or all of the wages and costs of employing an individual. The participant is paid wages and receives the same benefits as any other employee doing similar work.	88.89%	8
You may choose to add your own definition or mashup of the above definitions.	11.11%	1
TOTAL		9

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	On the job training refers to a variety of paid work experience focused on developing skills and competencies to become proficient at a certain job. On the Job training can be informal or formal, such as in an apprenticeship.	6/17/2021 3:20 PM

Q42 Please rank the importance of each outcome for on-the-job training.

Answered: 8 Skipped: 5

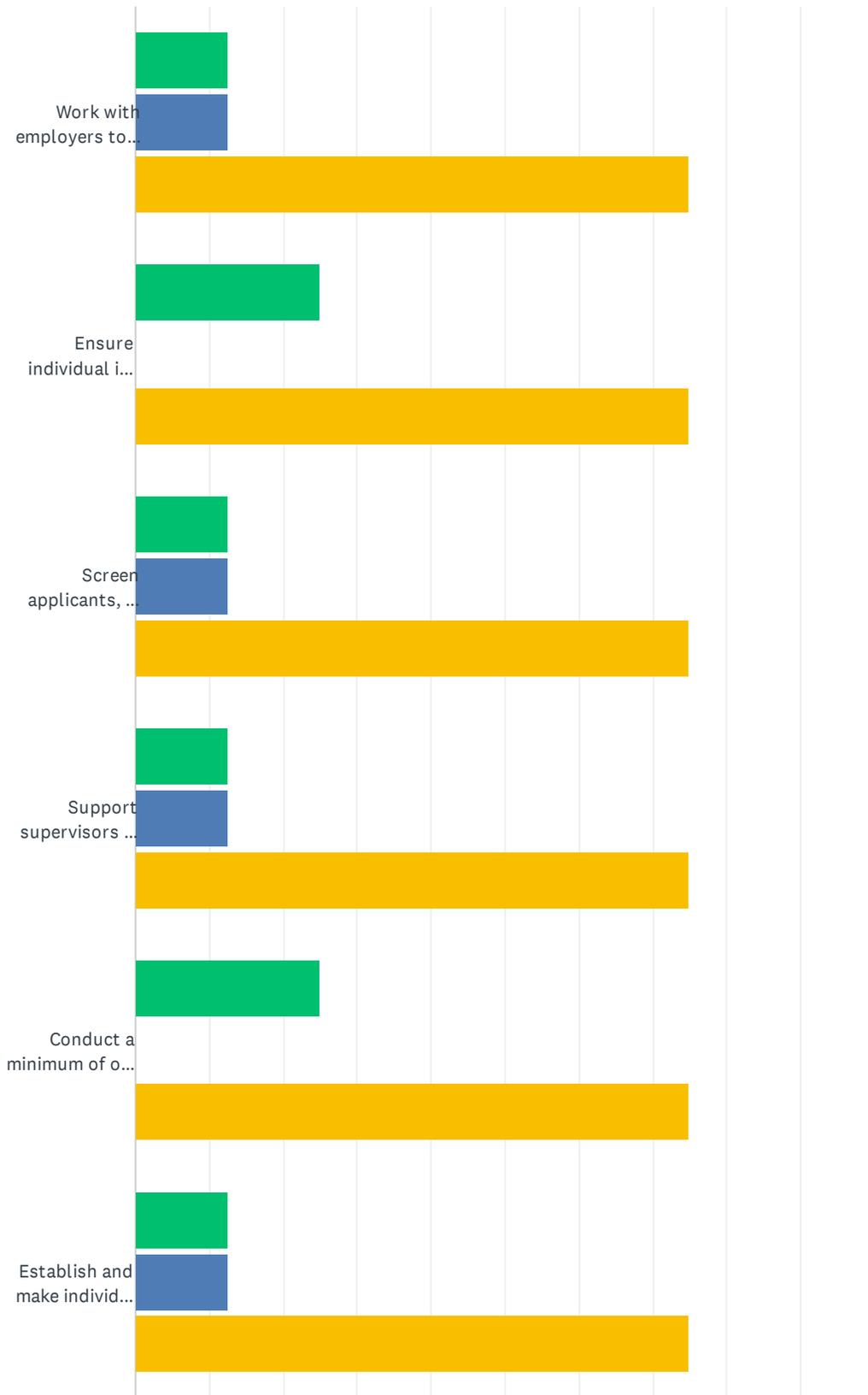


Idaho WBL Definitions and Outcomes Survey

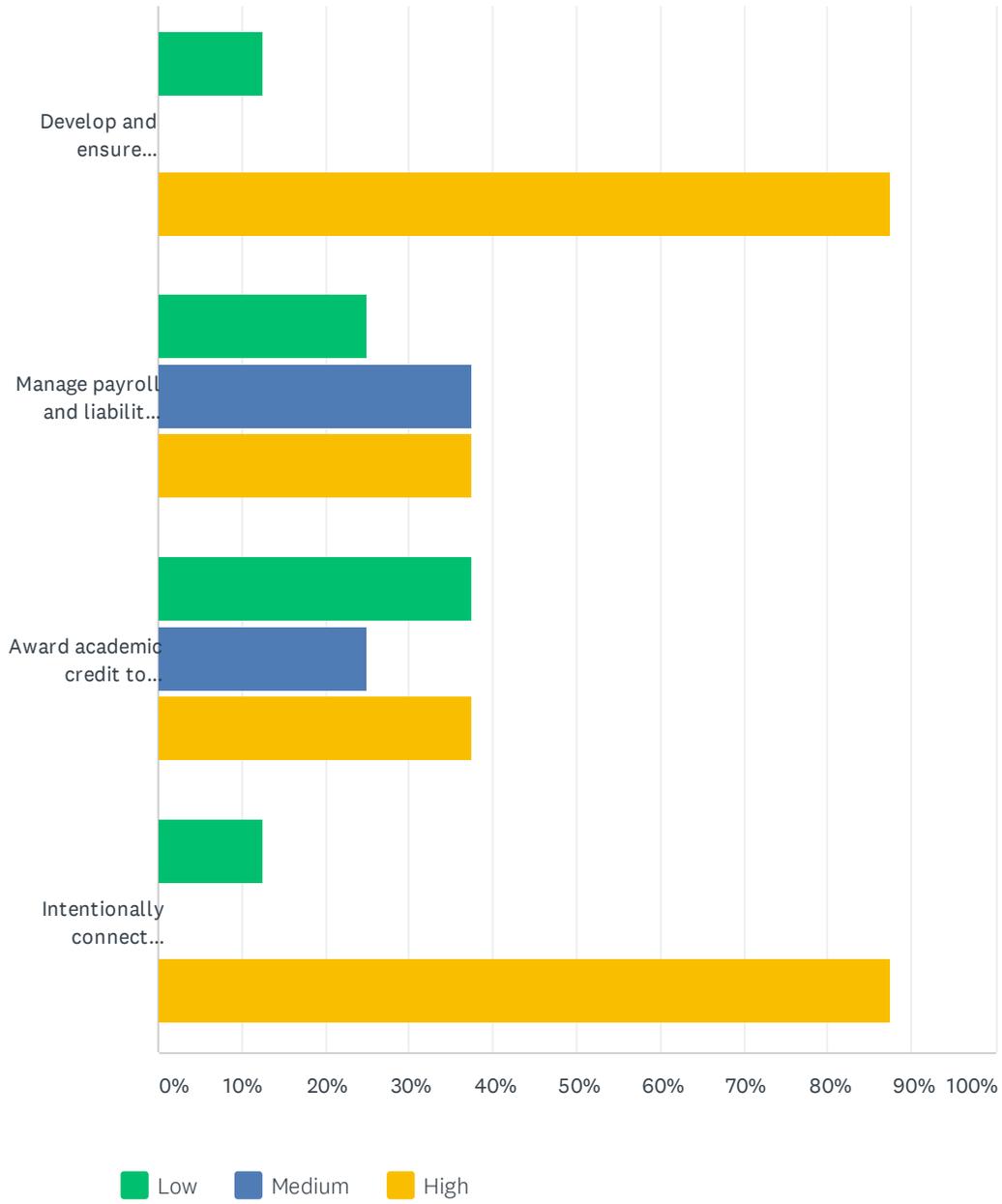
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates knowledge of occupation and industry.	12.50% 1	12.50% 1	75.00% 6	8
Individual demonstrates knowledge and capacity for networking, professional culture.	12.50% 1	12.50% 1	75.00% 6	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 8	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	0.00% 0	100.00% 8	8

Q43 How important is it that organization serving individuals provide the following services for those engaged in on-the-job training?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

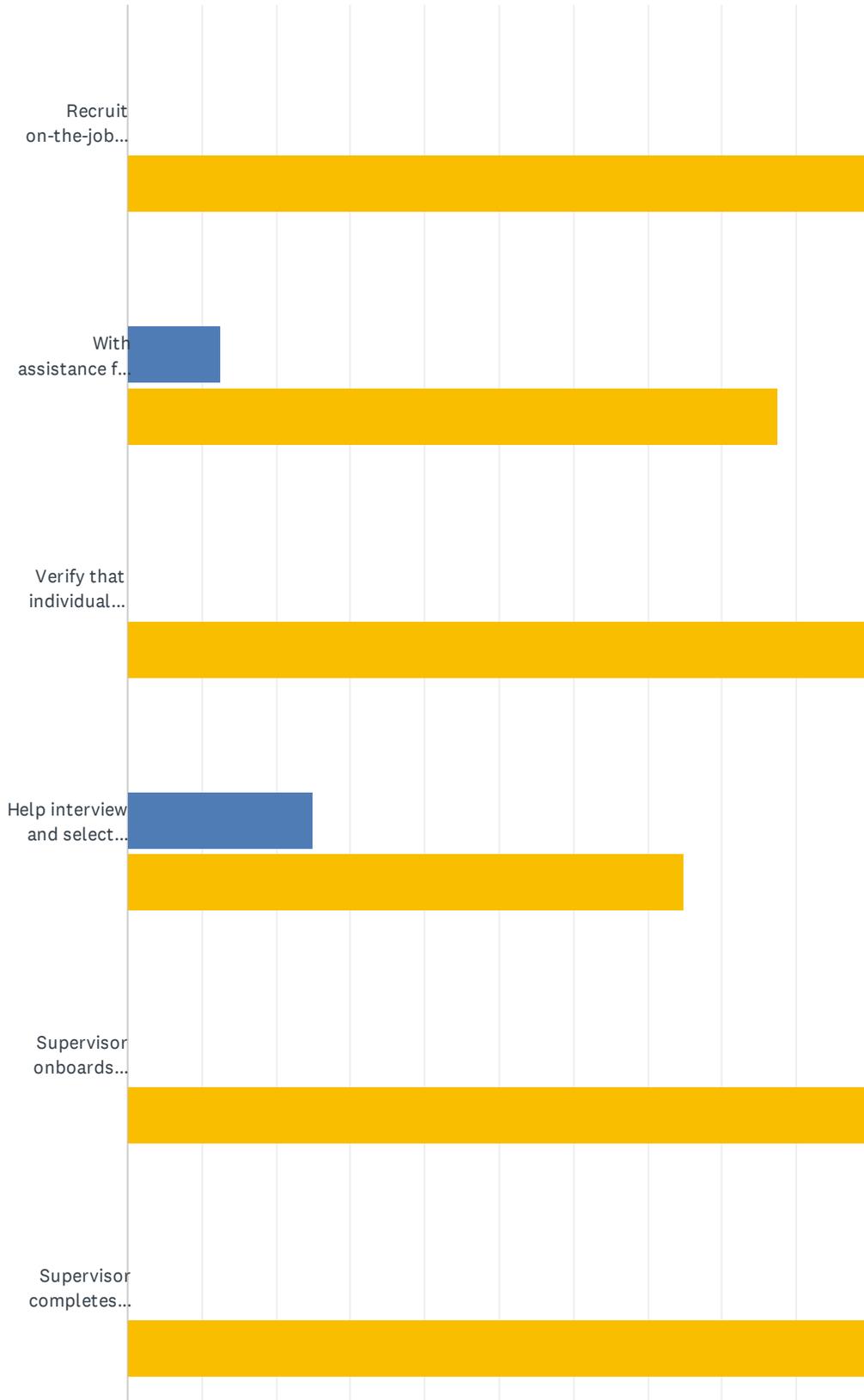


Idaho WBL Definitions and Outcomes Survey

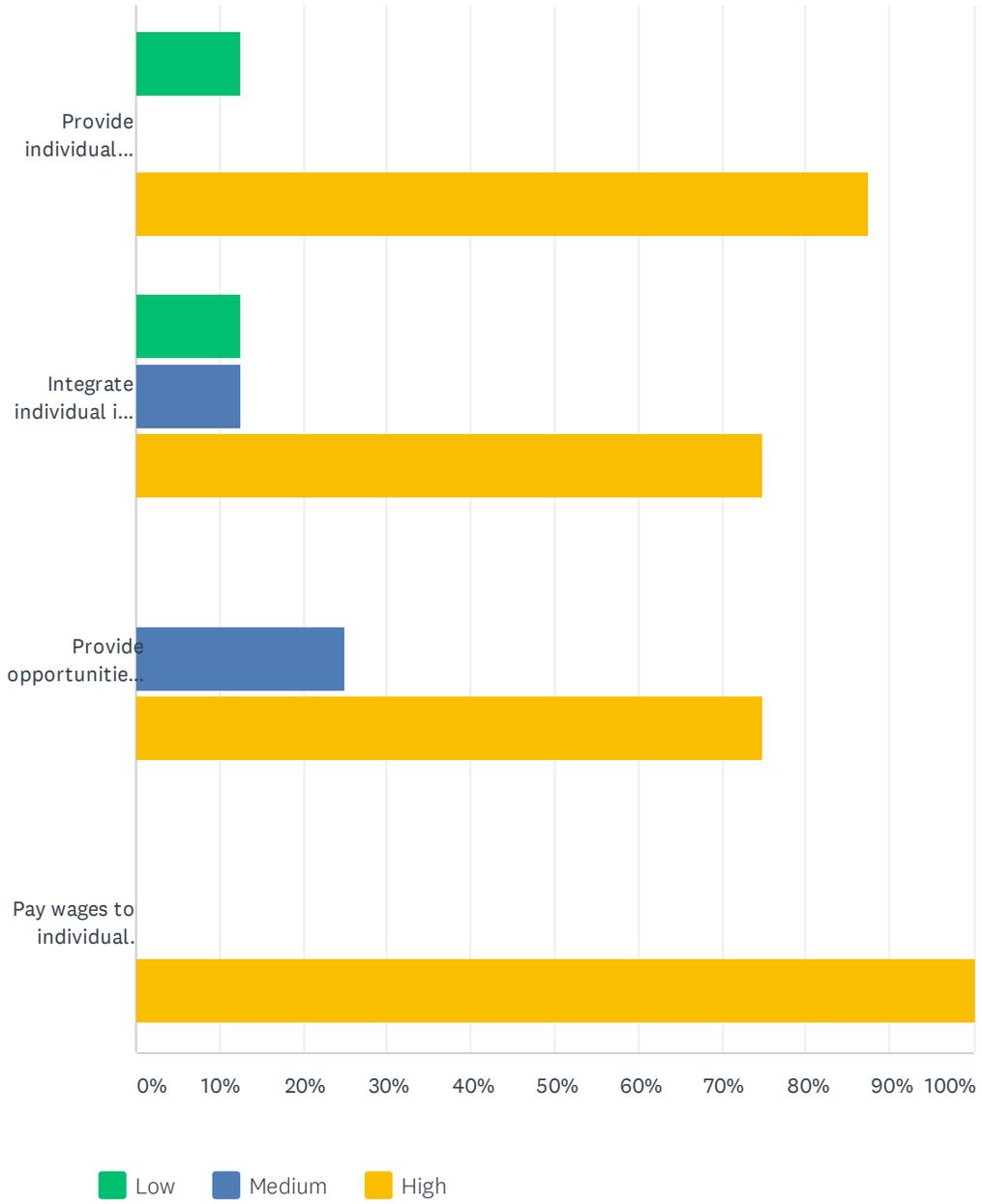
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-on-the-job training curriculum and/or on-the-job training orientation to prepare individual.	25.00% 2	0.00% 0	75.00% 6	8	2.50
Screen applicants, and facilitate interviews and placements.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Support supervisors and individual during on-the-job training as primary point of contact.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	25.00% 2	0.00% 0	75.00% 6	8	2.50
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Develop and ensure completion of supervisor and on-the-job training evaluations.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Manage payroll and liability logistics (if applicable).	25.00% 2	37.50% 3	37.50% 3	8	2.13
Award academic credit to individual.	37.50% 3	25.00% 2	37.50% 3	8	2.00
Intentionally connect on-the-job training to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	12.50% 1	0.00% 0	87.50% 7	8	2.75

Q44 How important is it that employers engaged in on-the-job training provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

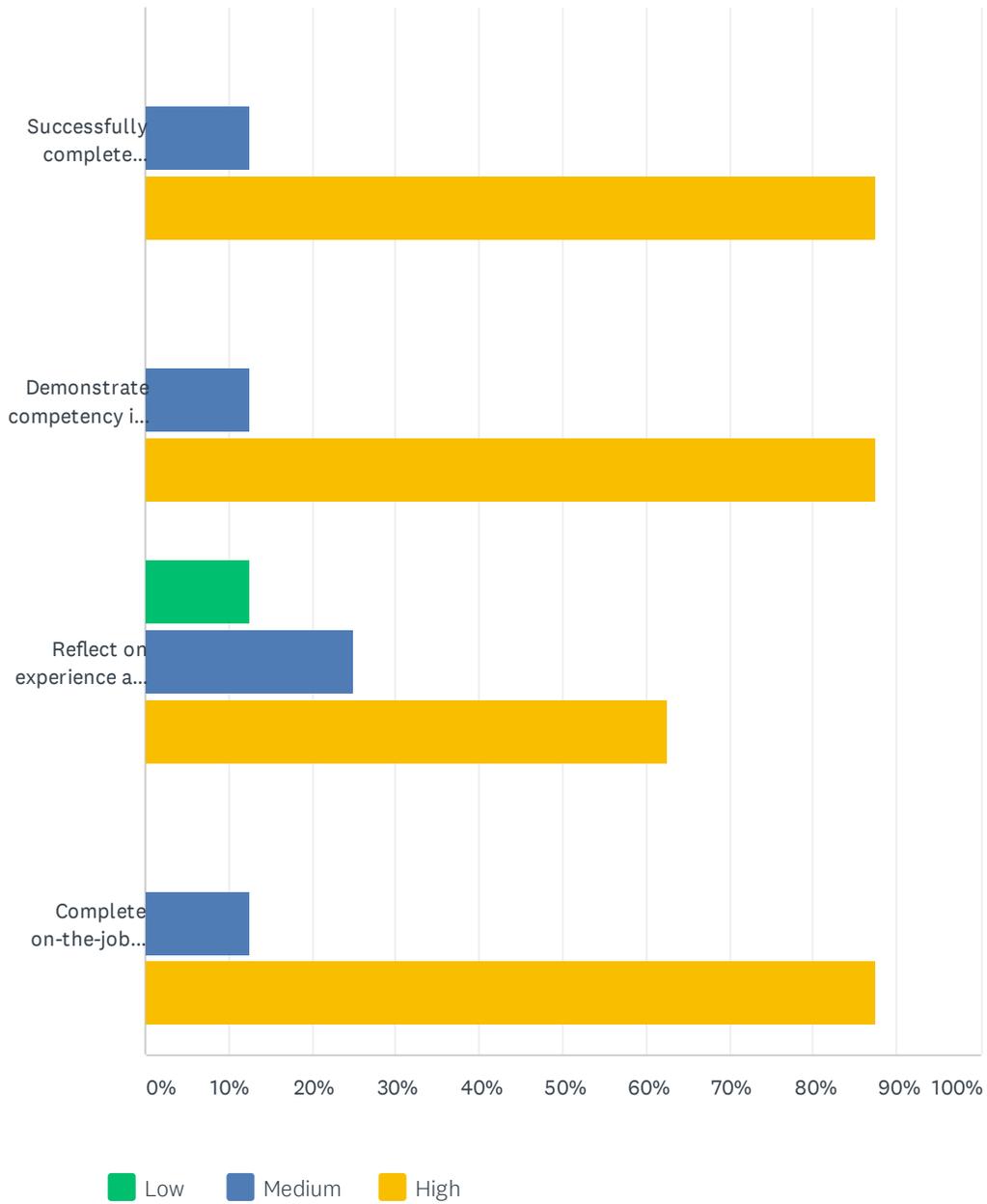


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit on-the-job training supervisors and mentors.	0.00% 0	0.00% 0	100.00% 8	8	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Help interview and select individual.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	12.50% 1	0.00% 0	87.50% 7	8	2.75
Integrate individual into company teams and facilitate regular engagement with employees.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Pay wages to individual.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q45 How important is it that Individuals engaged in a on-the-job training receive the following:

Answered: 8 Skipped: 5

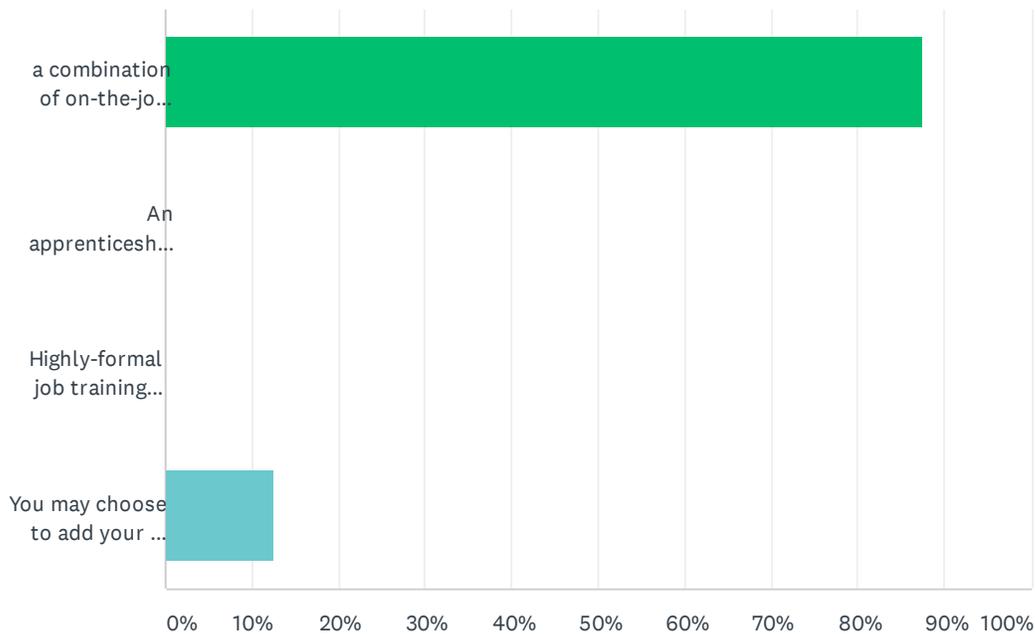


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to on-the-job training.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Reflect on experience and learning in ILP (individualized learning plan).	12.50% 1	25.00% 2	62.50% 5	8	2.50
Complete on-the-job training evaluation.	0.00% 0	12.50% 1	87.50% 7	8	2.88

Q46 Please select the WBL definition(s) for apprenticeship that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

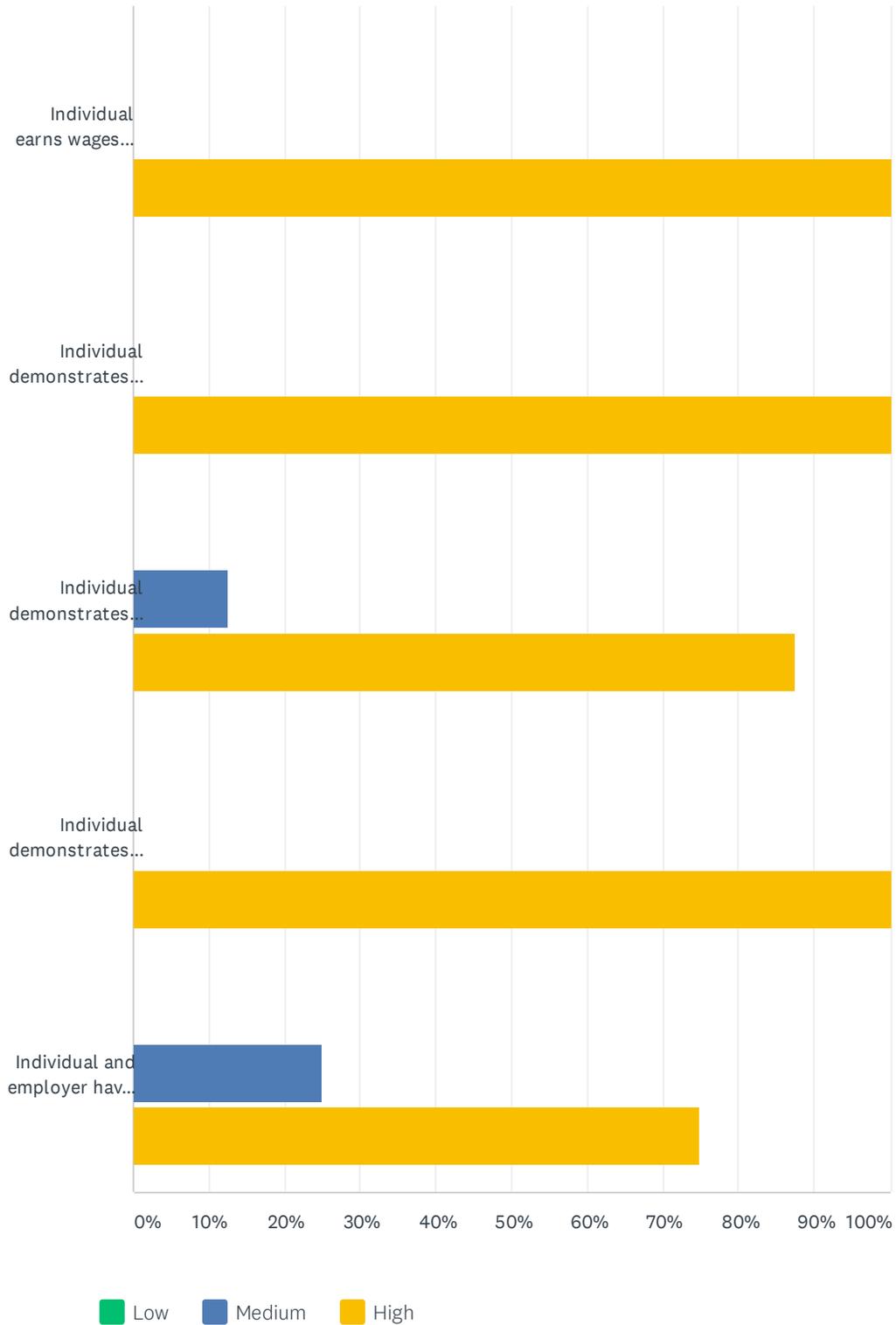


ANSWER CHOICES	RESPONSES	
a combination of on-the-job training (OJT) and related classroom instruction under the supervision of a skilled mentor in which the apprentice learns the practical and theoretical aspects of a highly skilled occupation. Typically, wage gains are provided based on time and/or competency and the program may result in industry recognized credential(s).	87.50%	7
An apprenticeship that is not registered with the U.S. Department of Labor, but that meets all Registered Apprenticeship criteria other than application for registration.	0.00%	0
Highly-formal job training experience that involves studying with a master of the trade on the job.	0.00%	0
You may choose to add your own definition or mashup of the above definitions.	12.50%	1
TOTAL		8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	Must include 5 element of a RAP: Paid Job, On-the-Job Learning, Classroom Learning, Mentorship, and Credentials	6/17/2021 3:49 PM

Q47 Please rank the importance of each outcome for apprenticeships.

Answered: 8 Skipped: 5

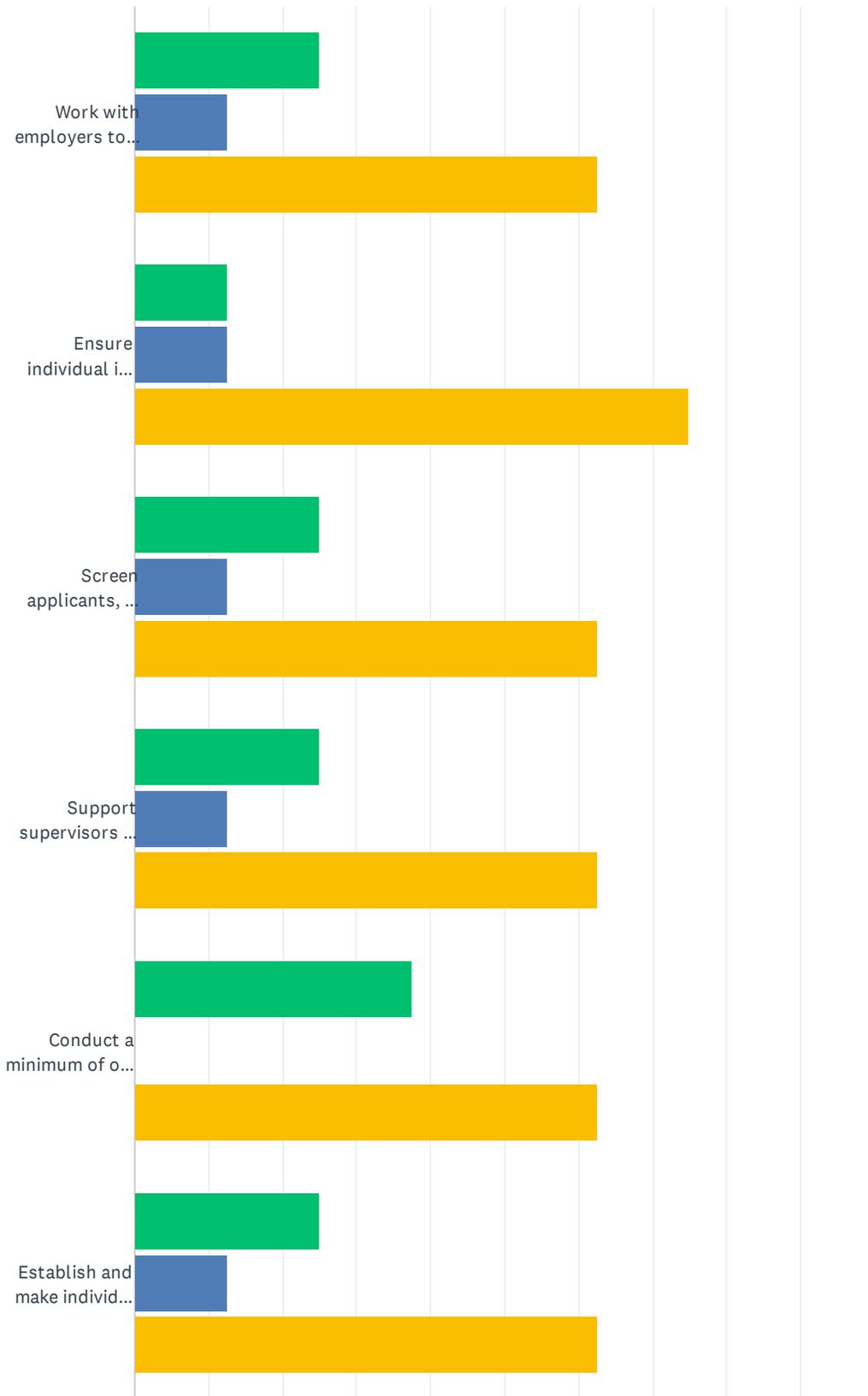


Idaho WBL Definitions and Outcomes Survey

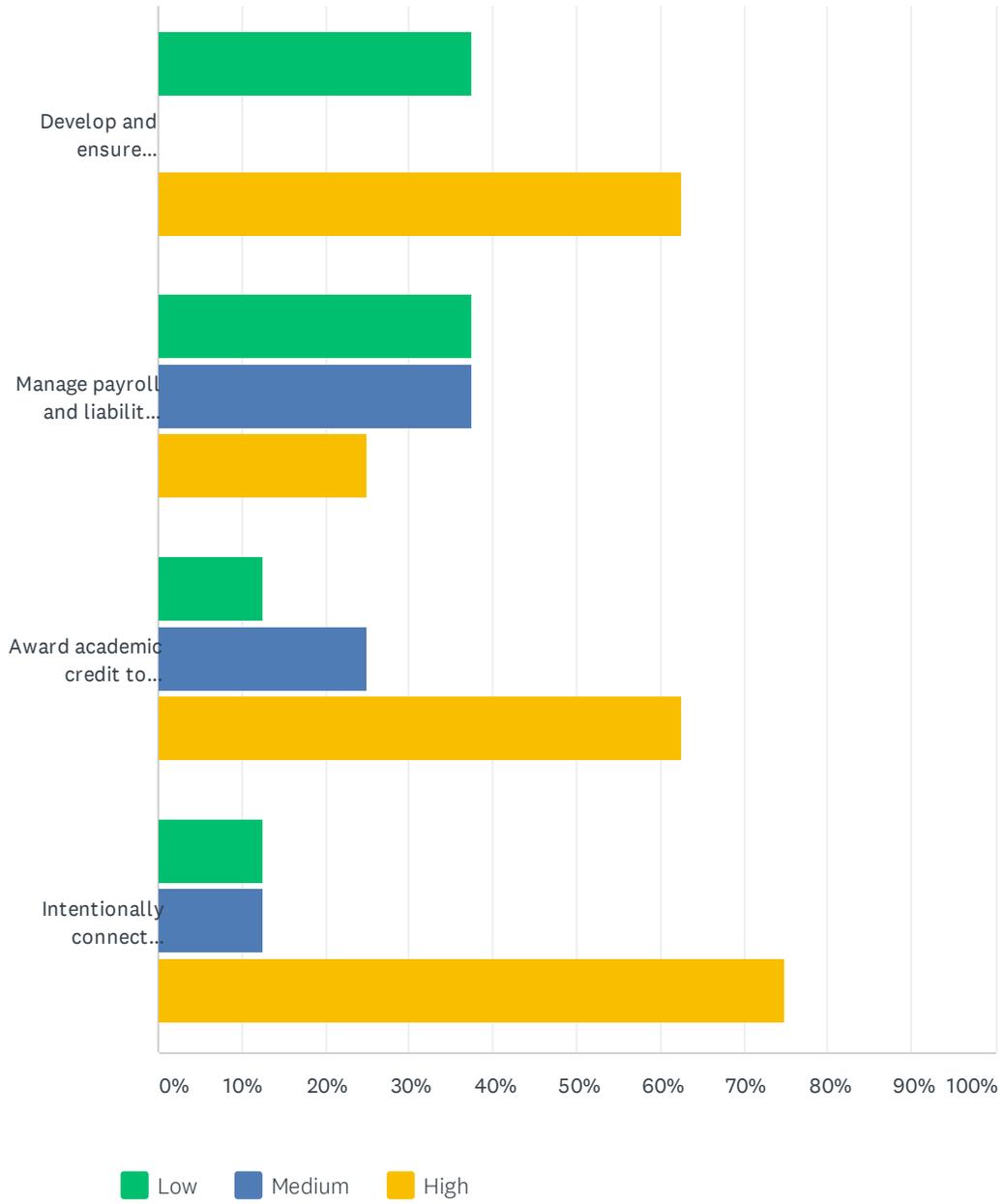
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates knowledge of occupation and industry.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates knowledge and capacity for networking, professional culture.	0.00% 0	12.50% 1	87.50% 7	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 8	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	25.00% 2	75.00% 6	8

Q48 How important is it that organization serving individuals provide the following services for those engaged in apprenticeships?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

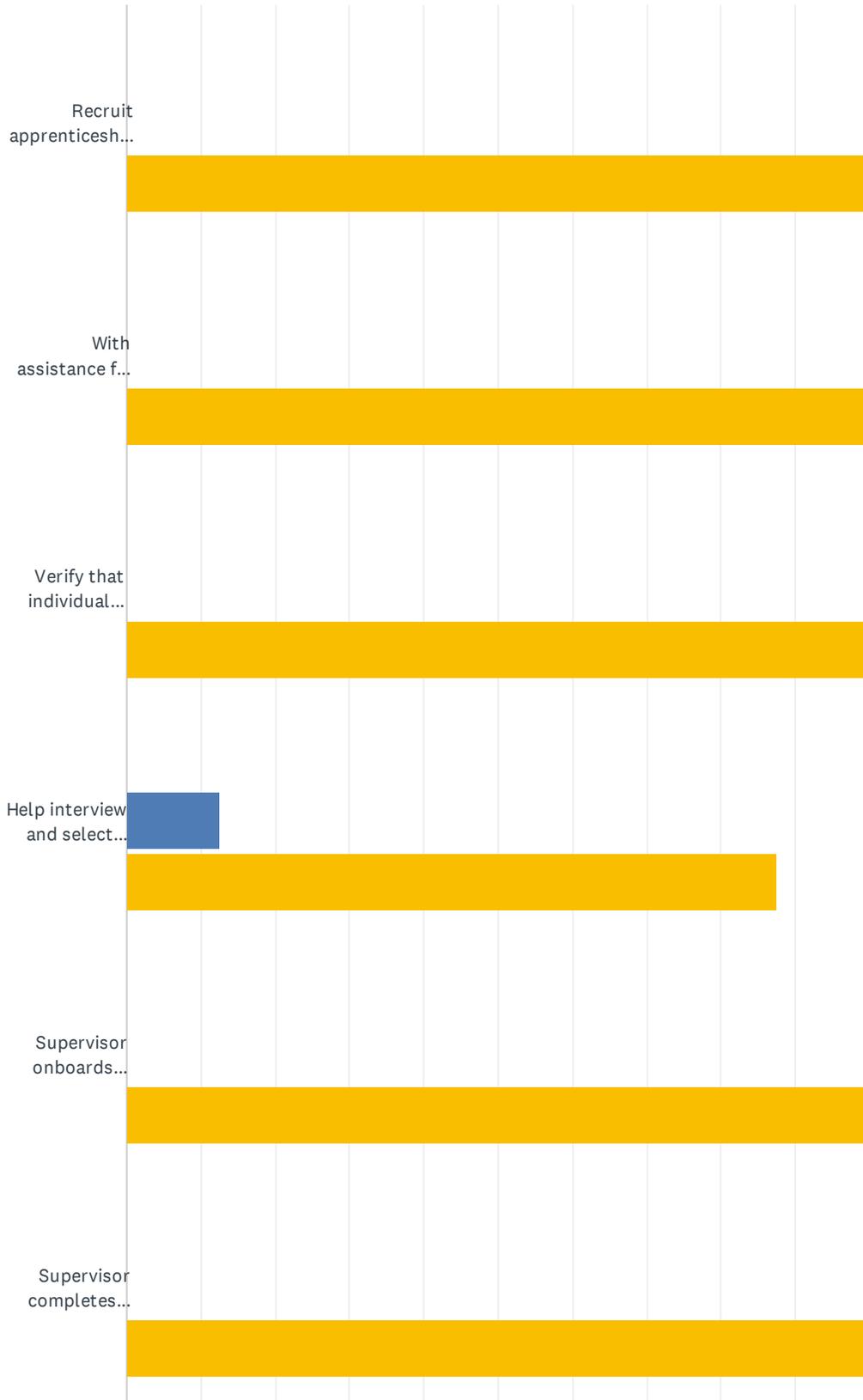


Idaho WBL Definitions and Outcomes Survey

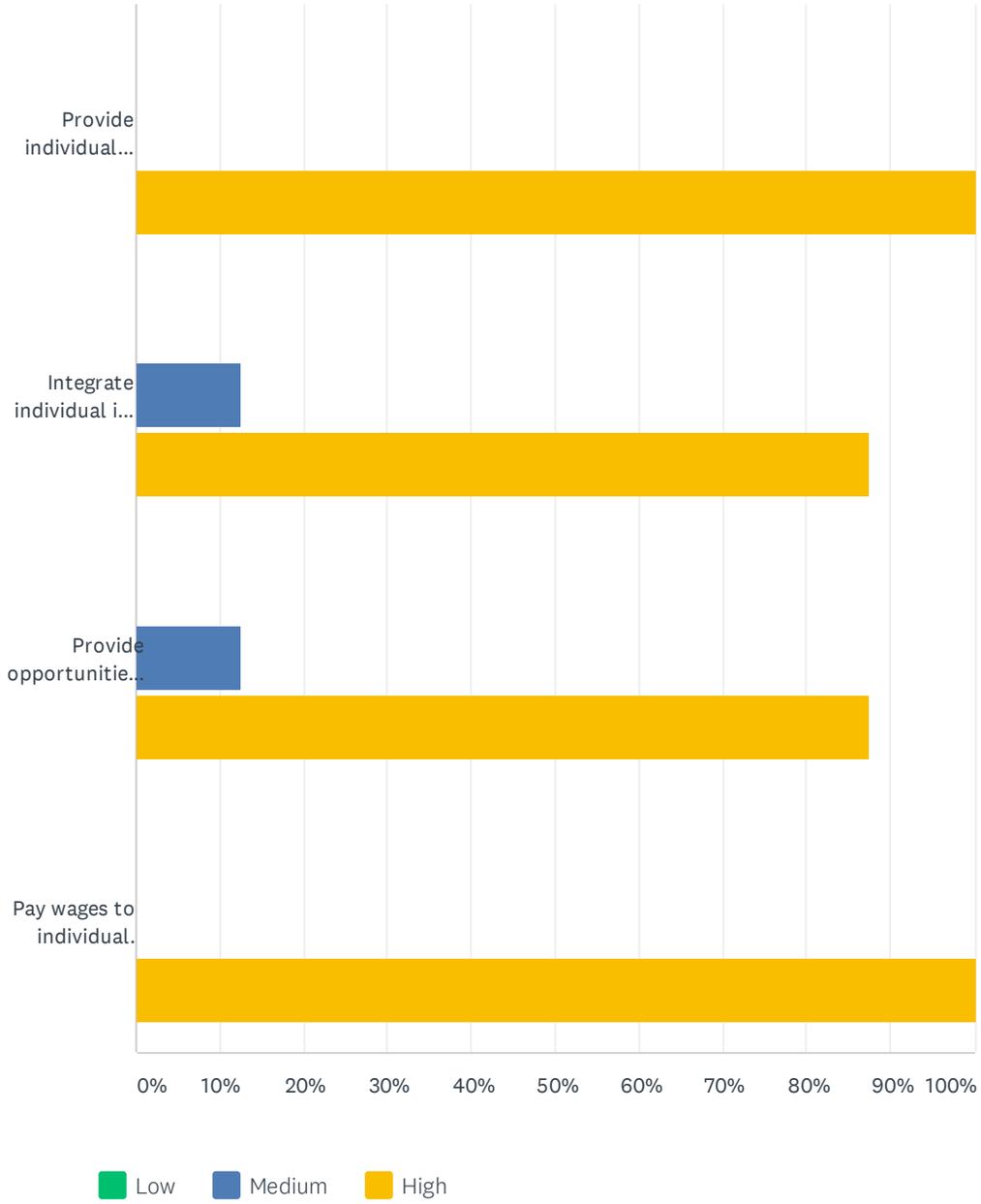
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-apprenticeship curriculum and/or apprenticeship orientation to prepare individual.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Screen applicants, and facilitate interviews and placements.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Support supervisors and individual during apprenticeship as primary point of contact.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	37.50% 3	0.00% 0	62.50% 5	8	2.25
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	25.00% 2	12.50% 1	62.50% 5	8	2.38
Develop and ensure completion of supervisor and apprenticeship evaluations.	37.50% 3	0.00% 0	62.50% 5	8	2.25
Manage payroll and liability logistics (if applicable).	37.50% 3	37.50% 3	25.00% 2	8	1.88
Award academic credit to individual.	12.50% 1	25.00% 2	62.50% 5	8	2.50
Intentionally connect apprenticeship to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	12.50% 1	12.50% 1	75.00% 6	8	2.63

Q49 How important is it that employers engaged in apprenticeships provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

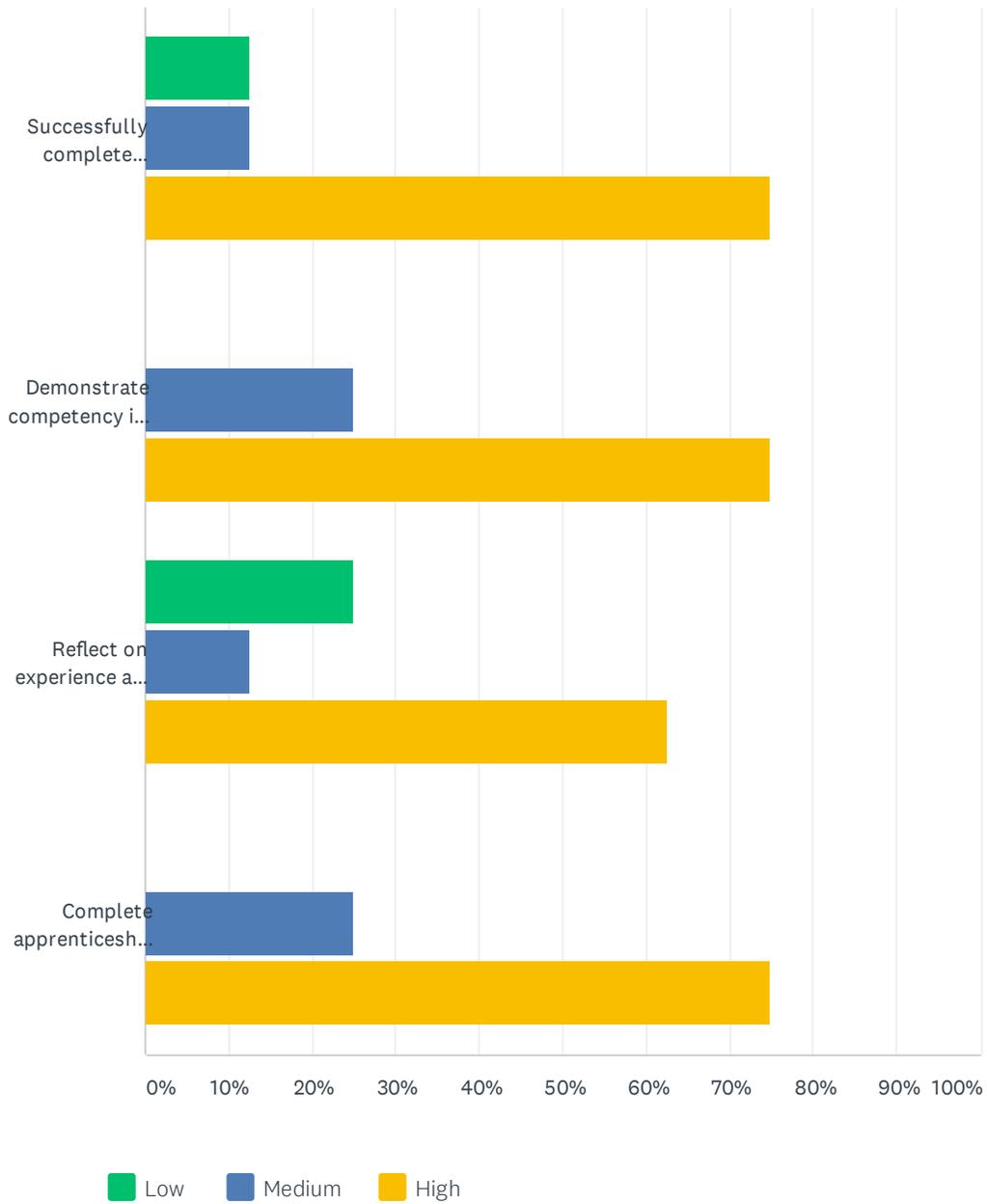


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit apprenticeship supervisors and mentors.	0.00% 0	0.00% 0	100.00% 8	8	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Help interview and select individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Integrate individual into company teams and facilitate regular engagement with employees.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Pay wages to individual.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q50 How important is it that Individuals engaged in a apprenticeship receive the following:

Answered: 8 Skipped: 5

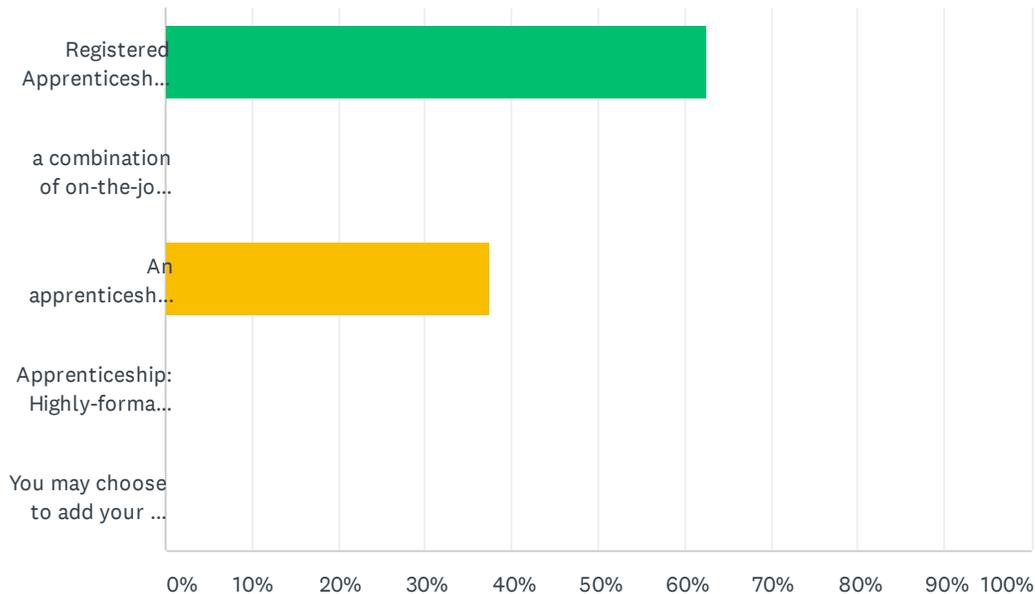


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to apprenticeship.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Reflect on experience and learning in ILP (individualized learning plan).	25.00% 2	12.50% 1	62.50% 5	8	2.38
Complete apprenticeship evaluation.	0.00% 0	25.00% 2	75.00% 6	8	2.75

Q51 Please select the WBL definition(s) for registered apprenticeships that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

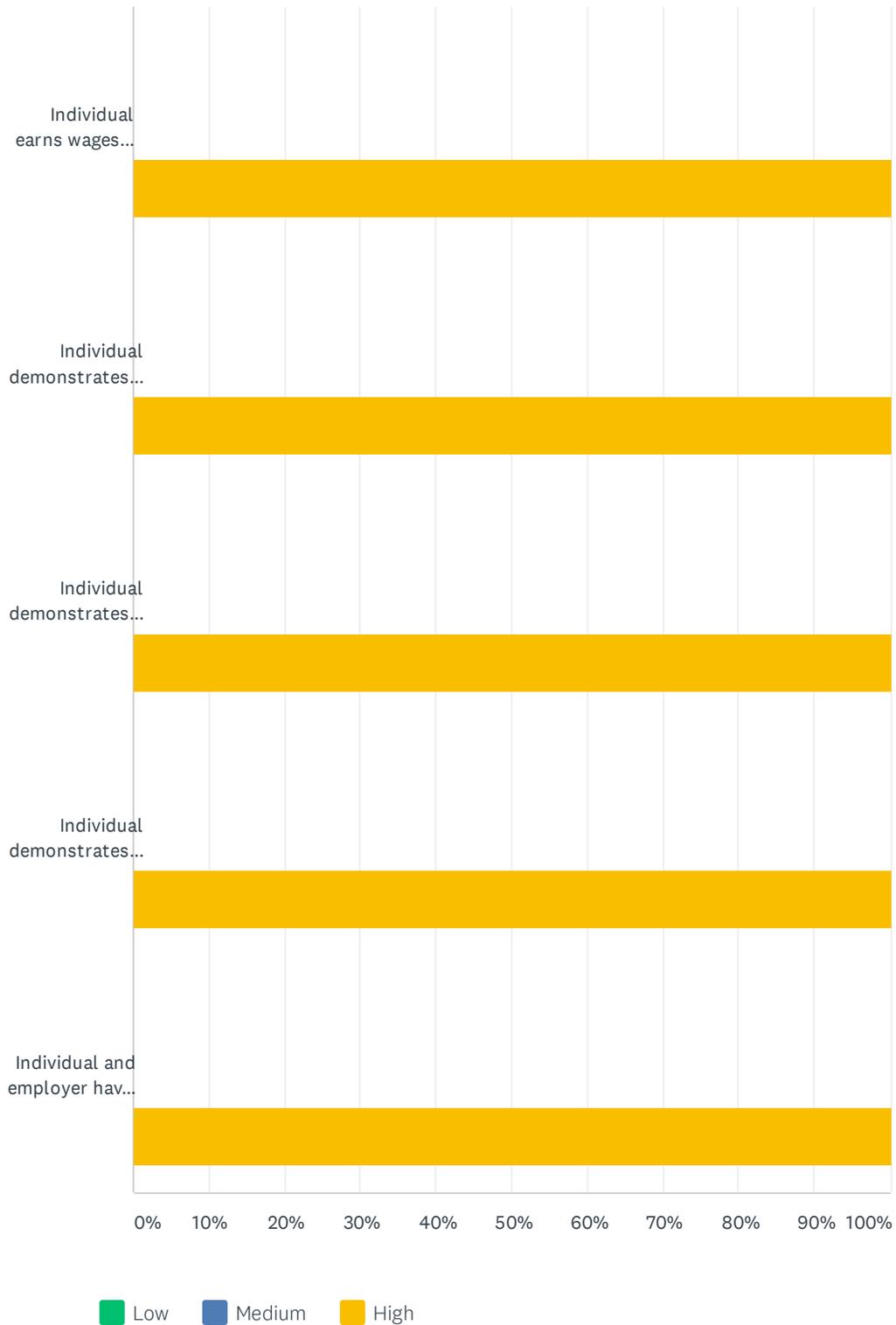


ANSWER CHOICES	RESPONSES	
Registered Apprenticeship is a business-driven model that provides an effective way for employers to recruit, train, and retain highly skilled workers. Registered Apprenticeship is a proven model of job preparation that combines paid on-the-job learning with related instruction to progressively increase workers' skill levels and wages. In addition, apprenticeships allow employers to develop and apply industry standards to high-quality, structured training programs, therefore increasing productivity and the quality of the workforce.	62.50%	5
a combination of on-the-job training (OJT) and related classroom instruction under the supervision of a skilled mentor in which the apprentice learns the practical and theoretical aspects of a highly skilled occupation. Wage gains are provided based on time and/or competency and the program results in national and/or industry recognized credential(s). Programs are registered with and monitored for compliance by the U.S. Department of Labor.	0.00%	0
An apprenticeship registered with the U.S. Department of Labor meeting the standards defined by USDOL, which includes the five required components: 1) Business Involvement; 2) Structured On-the-Job Training; 3) Related Instruction; 4) Rewards for Skill Gains; and 5) Industry Credentials.	37.50%	3
Apprenticeship: Highly-formal job training experience that involves studying with a master of the trade on the job. Registered apprenticeships should be designed with the support and guidance of ApprenticeshipRI and should be approved by the Rhode Island Apprenticeship Council – details around that process are still being developed.	0.00%	0
You may choose to add your own definition or mashup of the above definitions.	0.00%	0
TOTAL		8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
	There are no responses.	

Q52 Please rank the importance of each outcome for registered apprenticeships.

Answered: 8 Skipped: 5

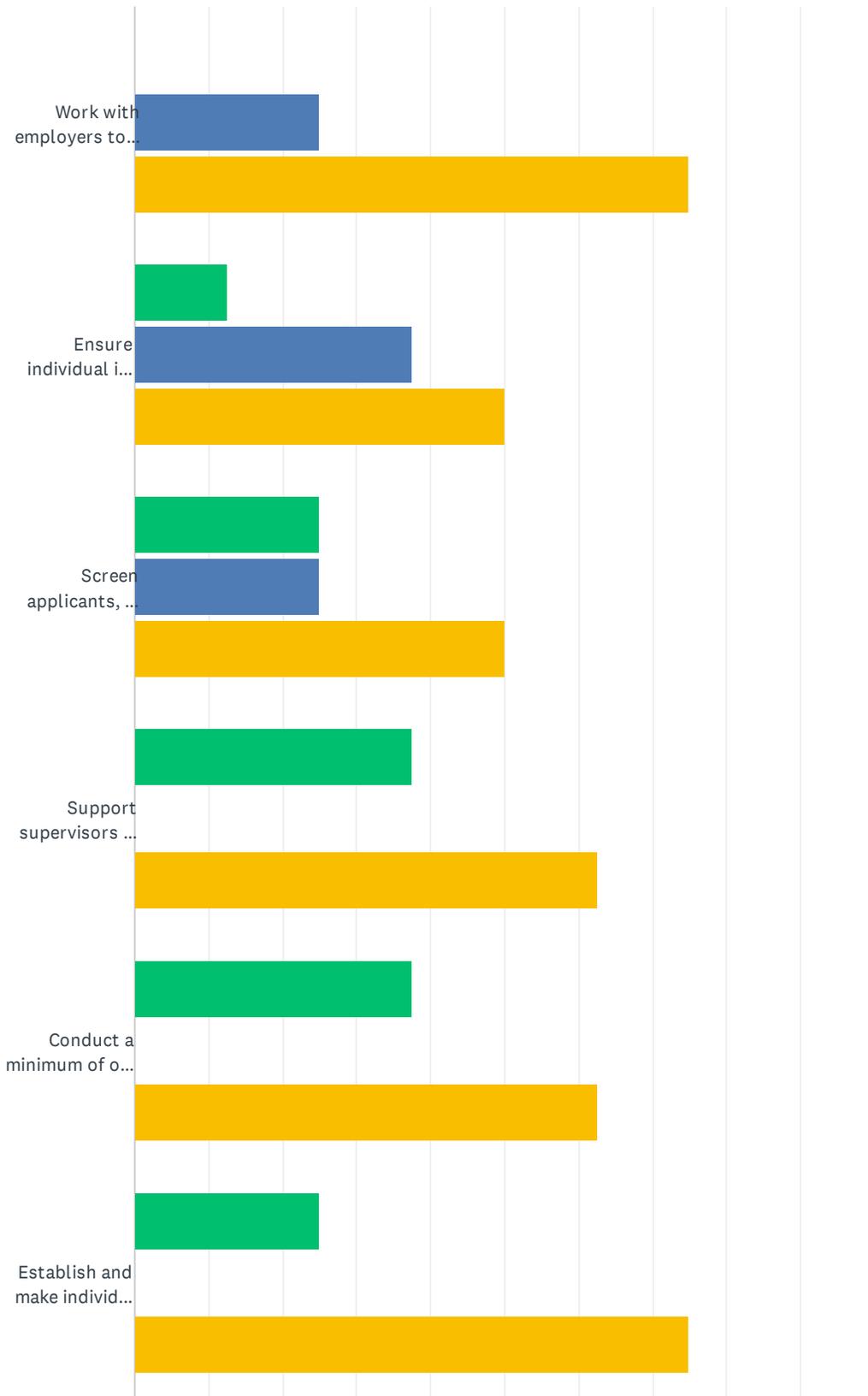


Idaho WBL Definitions and Outcomes Survey

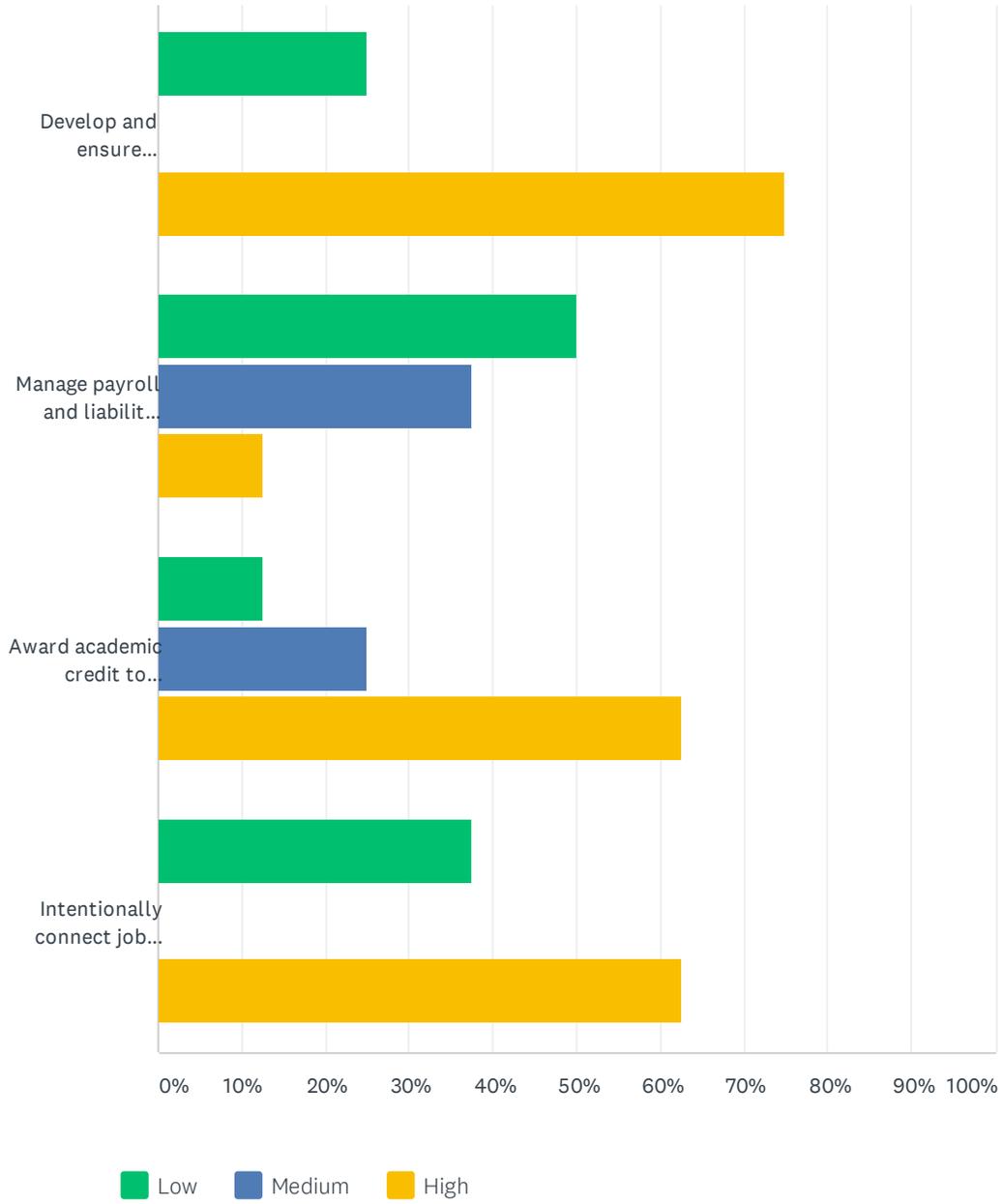
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates knowledge of occupation and industry.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates knowledge and capacity for networking, professional culture.	0.00% 0	0.00% 0	100.00% 8	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	0.00% 0	100.00% 8	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	0.00% 0	100.00% 8	8

Q53 How important is it that organization serving individuals provide the following services for those engaged in registered apprenticeships?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

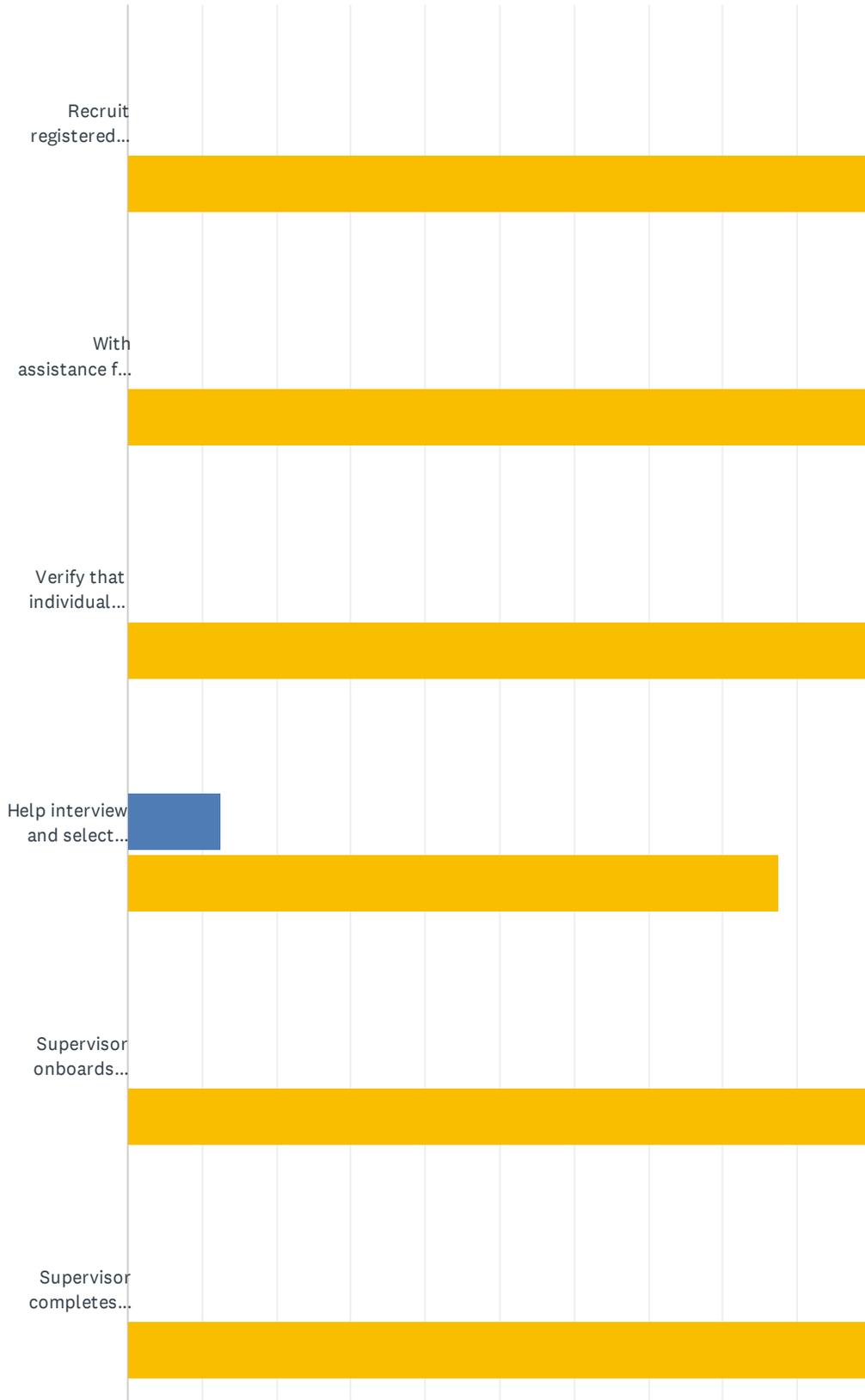


Idaho WBL Definitions and Outcomes Survey

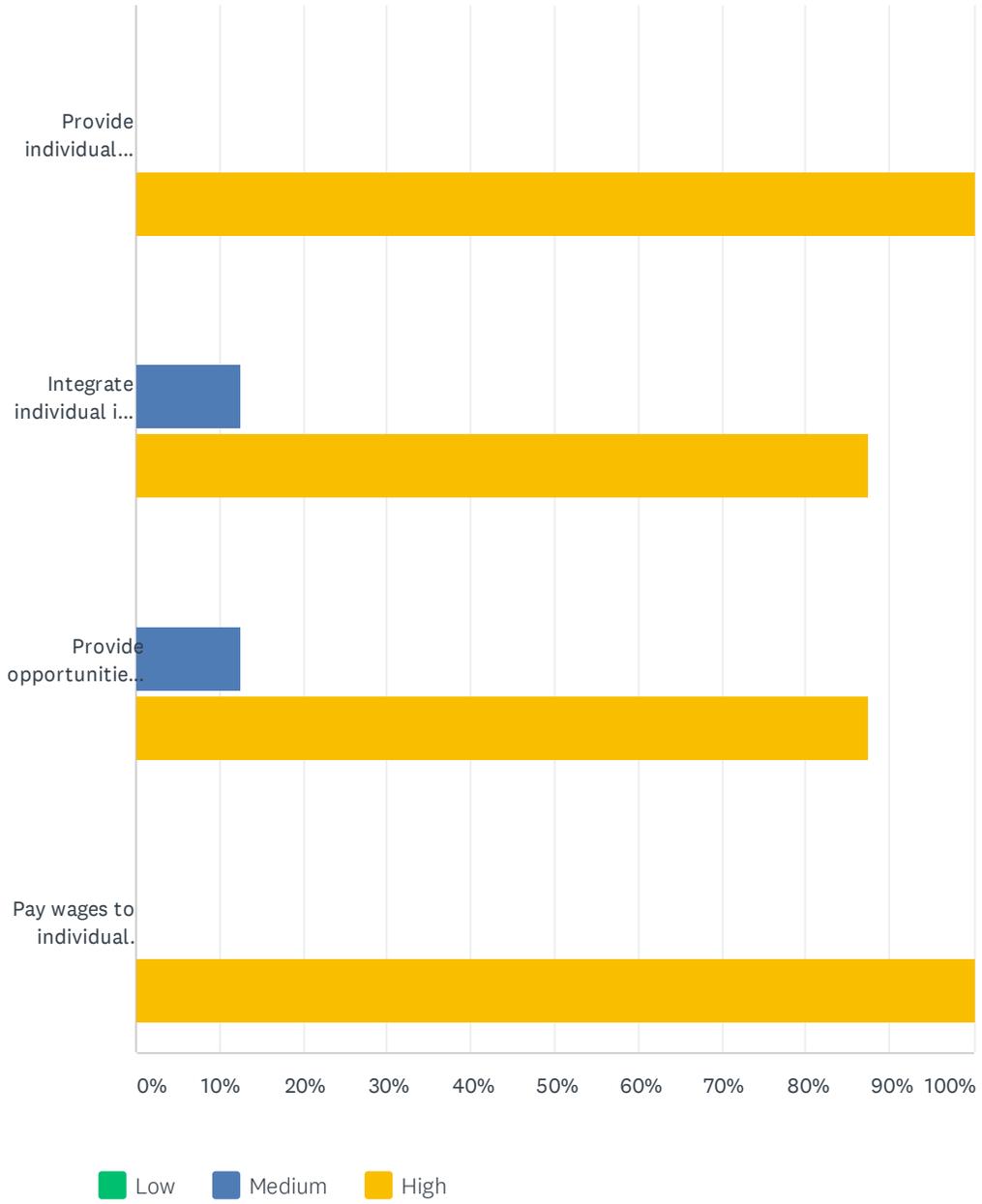
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-registered apprenticeships curriculum and/or registered apprenticeships orientation to prepare individual.	12.50% 1	37.50% 3	50.00% 4	8	2.38
Screen applicants, and facilitate interviews and placements.	25.00% 2	25.00% 2	50.00% 4	8	2.25
Support supervisors and individual during registered apprenticeships as primary point of contact.	37.50% 3	0.00% 0	62.50% 5	8	2.25
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	37.50% 3	0.00% 0	62.50% 5	8	2.25
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	25.00% 2	0.00% 0	75.00% 6	8	2.50
Develop and ensure completion of supervisor and registered apprenticeships evaluations.	25.00% 2	0.00% 0	75.00% 6	8	2.50
Manage payroll and liability logistics (if applicable).	50.00% 4	37.50% 3	12.50% 1	8	1.63
Award academic credit to individual.	12.50% 1	25.00% 2	62.50% 5	8	2.50
Intentionally connect job shadowing to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	37.50% 3	0.00% 0	62.50% 5	8	2.25

Q54 How important is it that employers engaged in registered apprenticeships provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

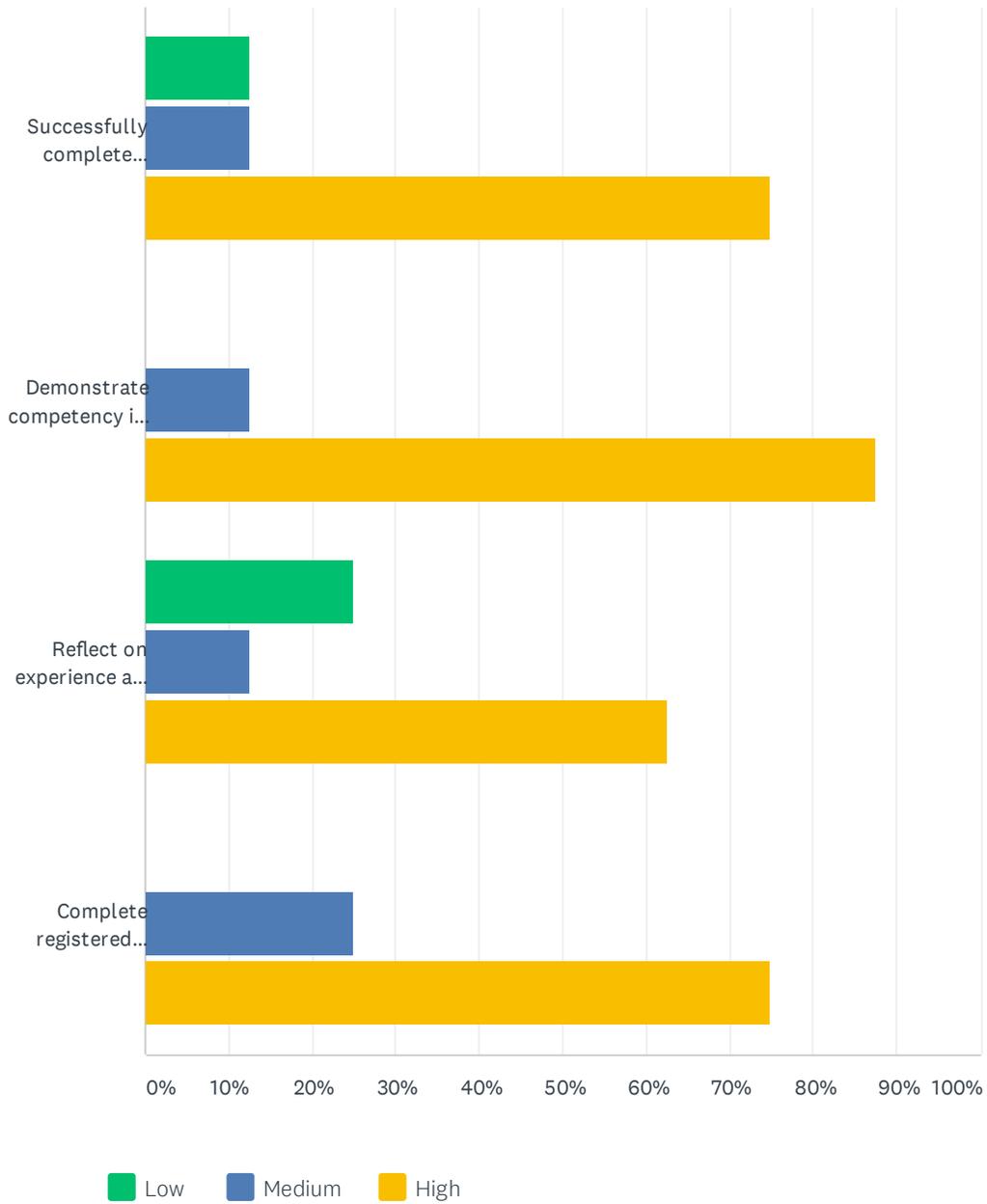


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruit registered apprenticeship supervisors and mentors.	0.00% 0	0.00% 0	100.00% 8	8	3.00
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Help interview and select individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Integrate individual into company teams and facilitate regular engagement with employees.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Pay wages to individual.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q55 How important is it that Individuals engaged in a registered apprenticeships receive the following:

Answered: 8 Skipped: 5

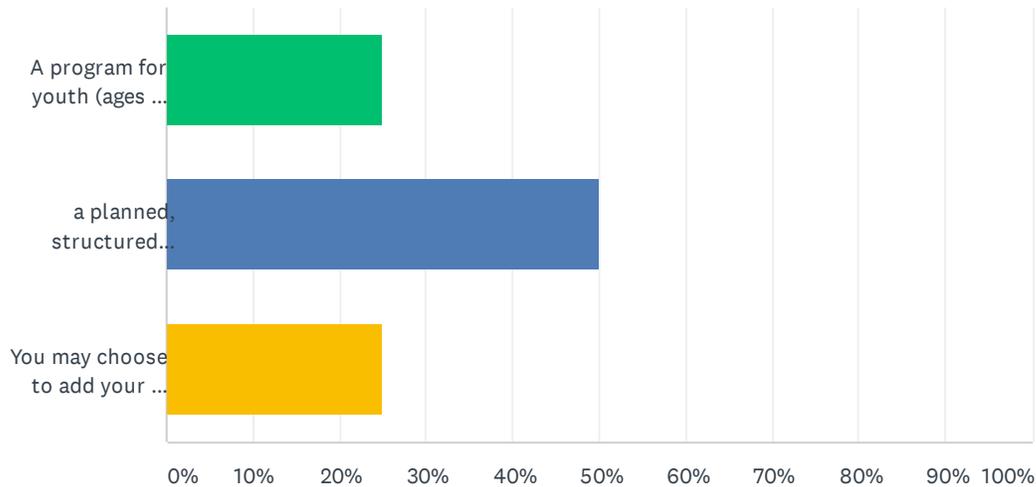


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to registered apprenticeship.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Reflect on experience and learning in ILP (individualized learning plan).	25.00% 2	12.50% 1	62.50% 5	8	2.38
Complete registered apprenticeship evaluation.	0.00% 0	25.00% 2	75.00% 6	8	2.75

Q56 Please select the WBL definition(s) for youth apprenticeship that most aligns with your vision for Idaho.

Answered: 8 Skipped: 5

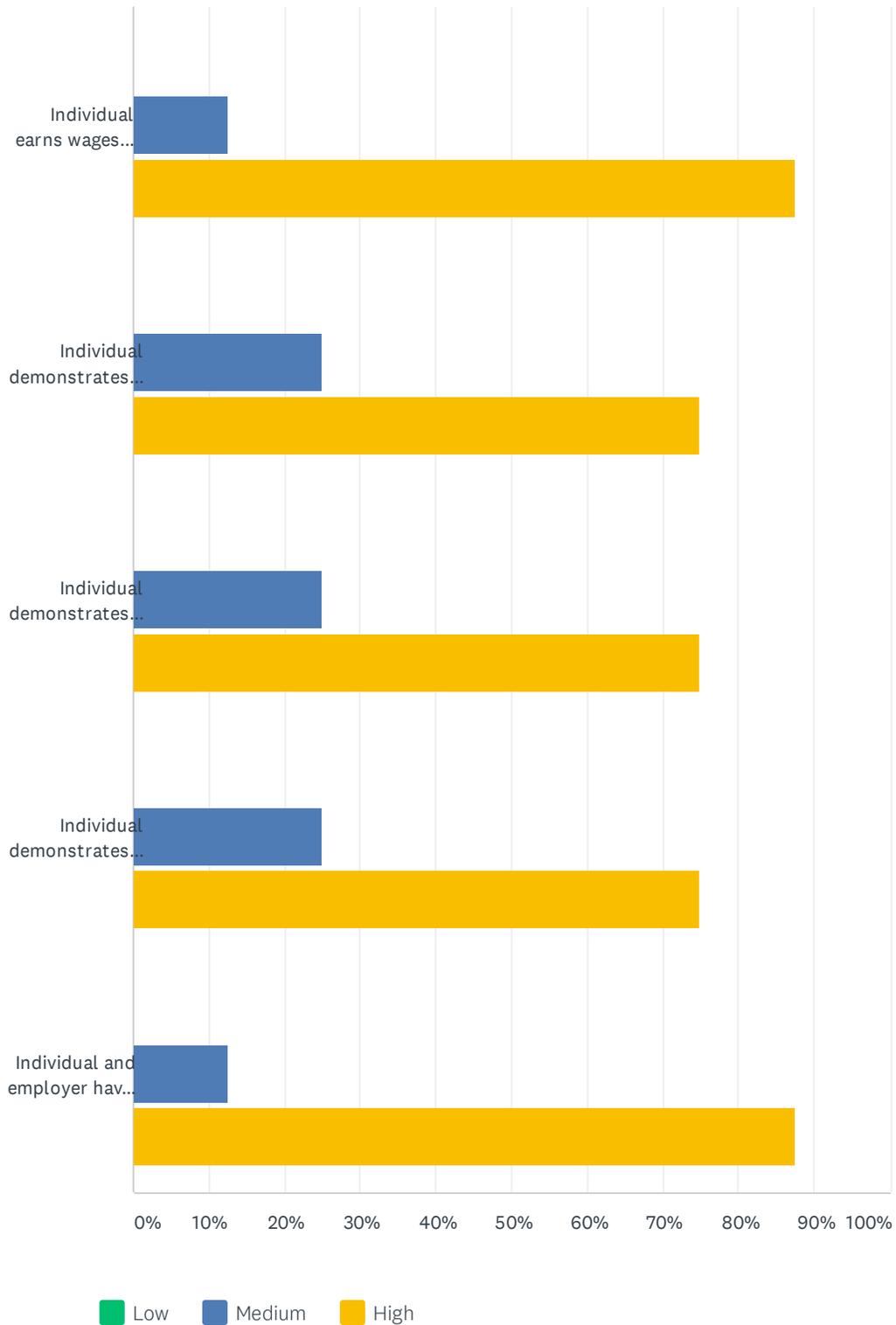


ANSWER CHOICES	RESPONSES
A program for youth (ages 16 to 24) currently enrolled in secondary education or pursuing a high school equivalency, including those with disabilities, that include, at minimum, the following: 1. 450 hours of paid on-the-job training under the supervision of a mentor; 2. At least 2 semesters of related instruction that ideally counts towards a high school and/or postsecondary credential, but minimally leading to an Industry Credential; 3. Ongoing and a final assessment measuring success in mastering skill standards; 4. Career exploration where participants learn about several positions within the employer and the field; and 5. Wraparound supports (e.g. case management and counseling) and holistic upskilling (e.g. technical skills and soft skills). 6. Upon successful completion of the program, participants are supported to apply for one or more of the following: entry-level employment, admission to a Registered Apprenticeship or Non-Registered Apprenticeship program, or admission to other articulated postsecondary education options (including 2- and 4-year programs). Implementation Guidance: • Program sponsors may serve a subset of youth within the 16-24 age range instead of the full range. • Programs must include a documented partnership with an employer.	25.00% 2
a planned, structured learning experience that provides youth (ages 14-24, in school or out of school) with real-life or simulated work experiences where they can develop and apply academic, technical, and essential skills; and contributes to the achievement of their postsecondary and employment goal(s).	50.00% 4
You may choose to add your own definition or mashup of the above definitions.	25.00% 2
TOTAL	8

#	YOU MAY CHOOSE TO ADD YOUR OWN DEFINITION OR MASHUP OF THE ABOVE DEFINITIONS.	DATE
1	16-24 in any apprenticeship (not 14 like bullet point #2), 16-18 must be within a Registered Apprenticeship Program, and follow all of the rules and regs of apprenticeship (standards, wages paid, rti, ojl, licensing when required) These two definitions above don't reflect the descriptions of apprenticeship or Registered Apprenticeship on the previous sections. Youth apprenticeship should match and not have it's own rules. Make it simple. Bullet #1 is too complicated.	6/17/2021 4:06 PM
2	Note: is youth apprenticeship different from School to Registered Apprenticeship?	6/17/2021 3:31 PM

Q57 Please rank the importance of each outcome for youth apprenticeship.

Answered: 8 Skipped: 5

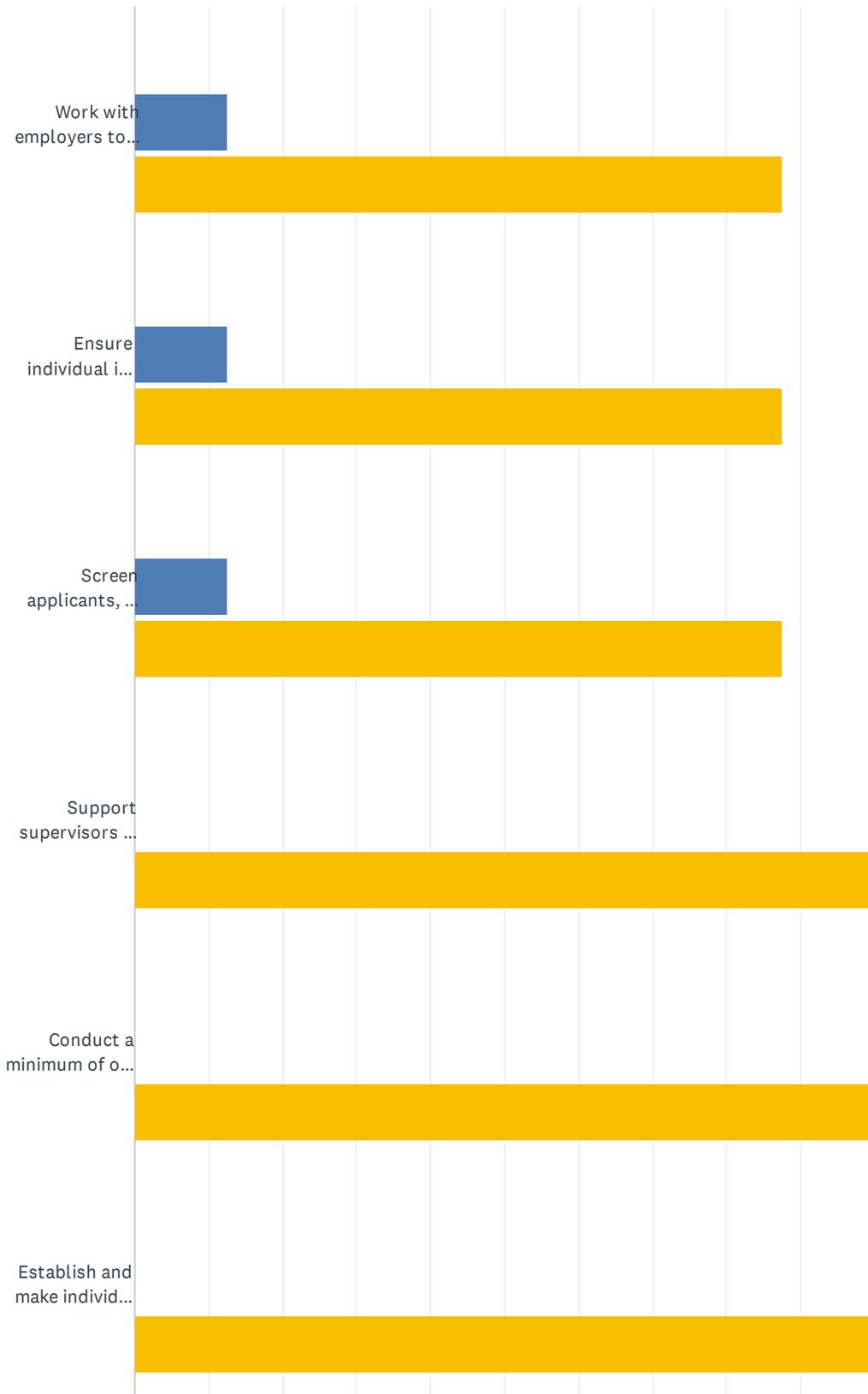


Idaho WBL Definitions and Outcomes Survey

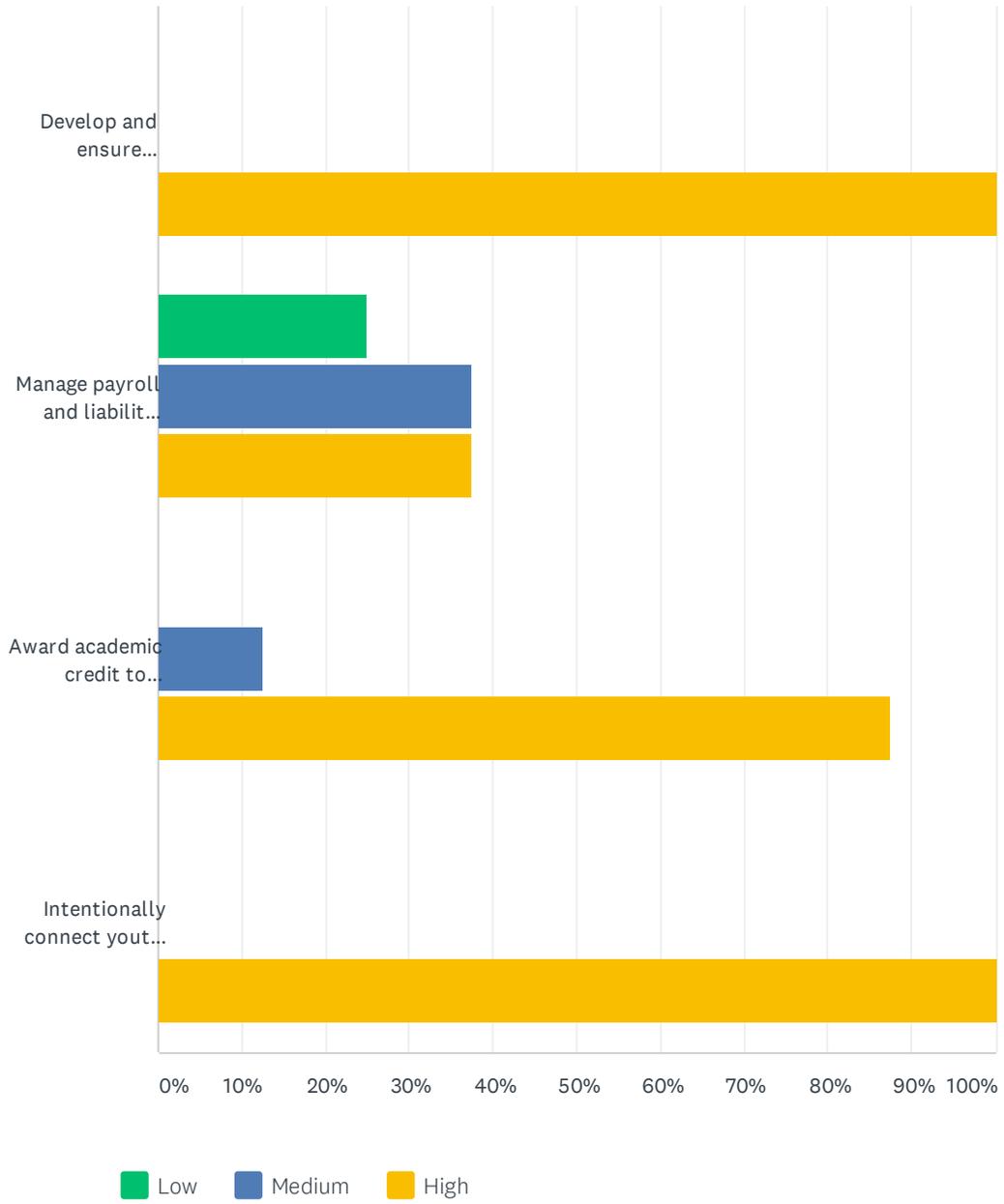
	LOW	MEDIUM	HIGH	TOTAL
Individual earns wages and/or academic credit and/or industry credential.	0.00% 0	12.50% 1	87.50% 7	8
Individual demonstrates knowledge of occupation and industry.	0.00% 0	25.00% 2	75.00% 6	8
Individual demonstrates knowledge and capacity for networking, professional culture.	0.00% 0	25.00% 2	75.00% 6	8
Individual demonstrates growth in industry knowledge, technical skills, and essential skills according to assessments, reflections, portfolios, and/or employer evaluations.	0.00% 0	25.00% 2	75.00% 6	8
Individual and employer have positive experience according to feedback and evaluations.	0.00% 0	12.50% 1	87.50% 7	8

Q58 How important is it that organization serving individuals provide the following services for those engaged in youth apprenticeships?

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

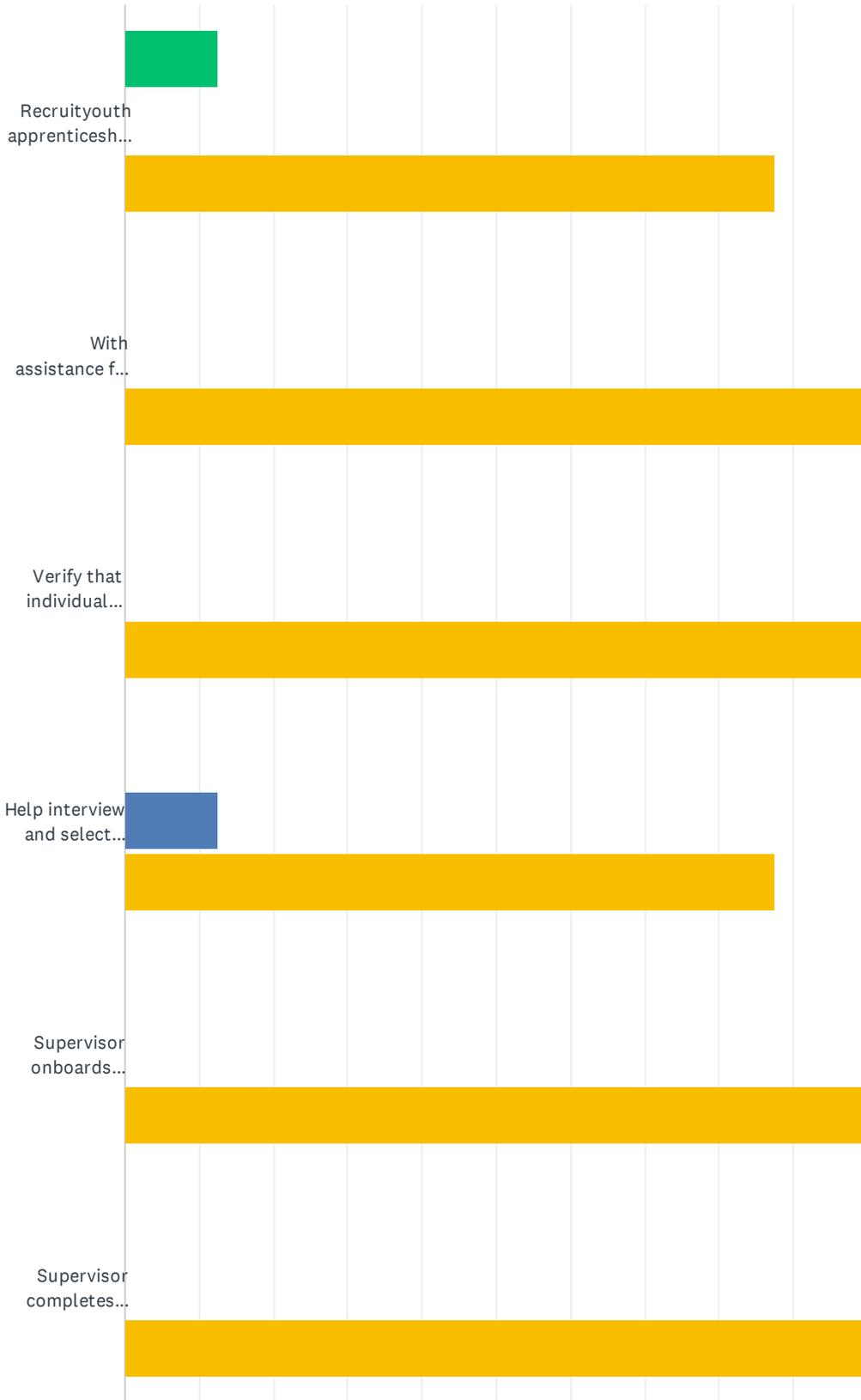


Idaho WBL Definitions and Outcomes Survey

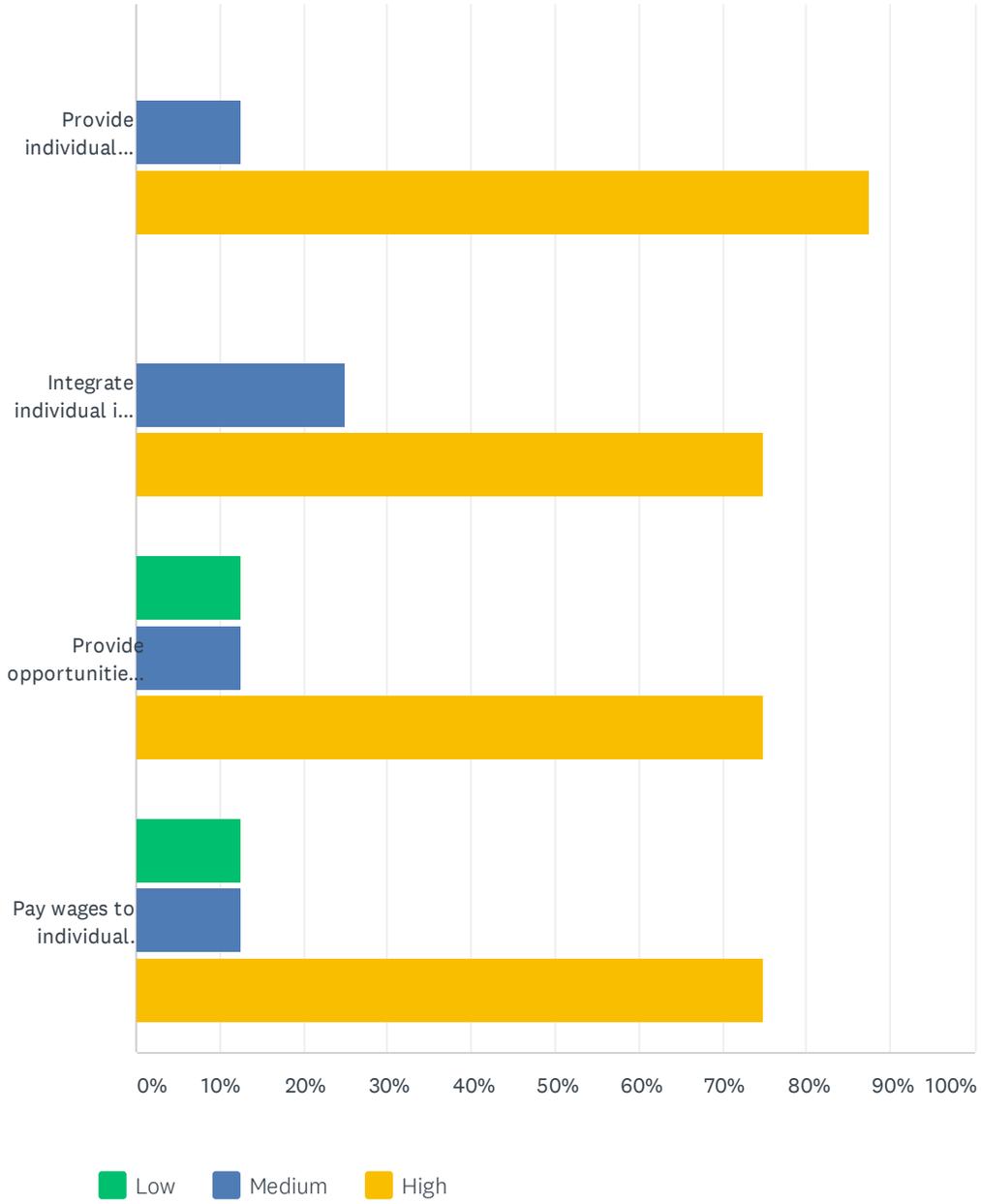
	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-youth apprenticeship curriculum and/or youth apprenticeship orientation to prepare individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Screen applicants, and facilitate interviews and placements.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Support supervisors and individual during youth apprenticeship as primary point of contact.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Conduct a minimum of one site visit and one check-in call to ensure quality and appropriateness of placement.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Establish and make individual is aware of clear process and protocol for intervention in the case of a conflict or issue.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Develop and ensure completion of supervisor and youth apprenticeship evaluations.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Manage payroll and liability logistics (if applicable).	25.00% 2	37.50% 3	37.50% 3	8	2.13
Award academic credit to individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Intentionally connect youth apprenticeship to career education pathway, Individualized Learning Plan (ILP), and/or academic curriculum.	0.00% 0	0.00% 0	100.00% 8	8	3.00

Q59 How important is it that employers engaged in youth apprenticeship provide the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

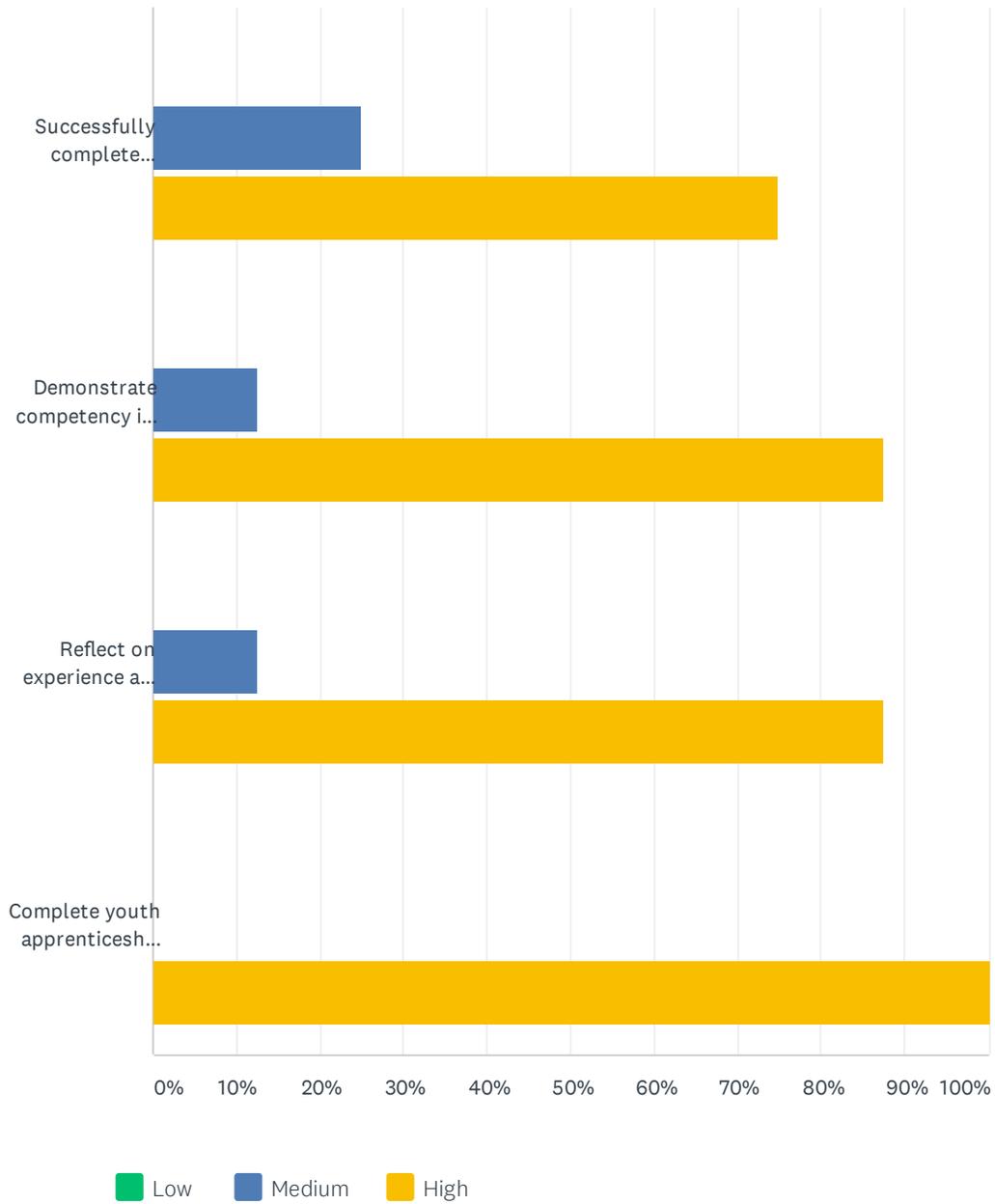


Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Recruityouth apprenticeship supervisors and mentors.	12.50% 1	0.00% 0	87.50% 7	8	2.75
With assistance from individual-serving organization and/or intermediary, develop clear job description outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Verify that individual meets all safety regulations and labor laws.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Help interview and select individual.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Supervisor onboards individual and meets regularly with individual to provide feedback and assess progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Supervisor completes evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.	0.00% 0	0.00% 0	100.00% 8	8	3.00
Provide individual access to a professional mentor to guide him/her in career goals.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Integrate individual into company teams and facilitate regular engagement with employees.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Provide opportunities for individual to have ownership of distinct projects in addition to day to day work.	12.50% 1	12.50% 1	75.00% 6	8	2.63
Pay wages to individual.	12.50% 1	12.50% 1	75.00% 6	8	2.63

Q60 How important is it that Individuals engaged in a youth apprenticeship receive the following:

Answered: 8 Skipped: 5



Idaho WBL Definitions and Outcomes Survey

	LOW	MEDIUM	HIGH	TOTAL	WEIGHTED AVERAGE
Successfully complete application and/or work readiness training prior to youth apprenticeship.	0.00% 0	25.00% 2	75.00% 6	8	2.75
Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.	0.00% 0	12.50% 1	87.50% 7	8	2.88
Reflect on experience and learning in ILP (individualized learning plan).	0.00% 0	12.50% 1	87.50% 7	8	2.88
Complete youth apprenticeship evaluation.	0.00% 0	0.00% 0	100.00% 8	8	3.00