



# SNOW COLLEGE

## Snow College Community Workforce Development Program Participant Agreement

An agreement between Snow College, \_\_\_\_\_ (company), and \_\_\_\_\_ (apprentice) to participate in the Industry Support Program, which is designed to create a trained workforce, scholarship students, offset business costs, and keep employees in the region.

The apprentice agrees to the following:

- Maintain the academic and attendance requirements of the program
- Work at least 20 hours/week during that academic year
- Observe the company policies of the Employer
- Participate in progress reviews scheduled with mentors/supervisor and school personnel
- Comply with safety laws, and respect the Employer's apprenticeship processes
- Work in the same county as the apprenticeship for at least six months.
  - If the apprentice leaves before the six-month timeframe, the apprentice agrees to pay back to the program the amount paid to the company, according to Snow College reports.

The company agrees to the following:

- Provide a copy of the on-the-job tasks and work processes to be mastered by the apprentice
- Instruct the apprentice in the required program competencies
- Provide a mentor for the apprentice
  - Description of the mentor's role and qualifications
- Authorize the mentor to participate in progress reviews
  - Scheduled at least twice a year with the youth apprentice, the youth apprentice's parent or guardian, and school personnel
- Pay an hourly wage for hours worked by the apprentice
  - Establish regular work hours
  - Pay 60% of a regular employee's wage
- Provide work safety training
- Provide OSHA required training
- Comply with all applicable State and Federal child labor laws
- Hold periodic progress reviews with the apprentice and communicate with Snow College on any items needing adjustment with the training
- Commit to pay the apprentice a higher wage upon completion of the program, either
  - 110% of the average county wage (qualifies for the REDI grant) or
  - 5% increase of wage at completion of program



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Snow College agrees to the following:

- Give a scholarship to the qualifying student for the Tech Ed programs
- Train the student in the programs
- Reimburse the company for wages paid once a month

**Employer Representative:** I am a representative authorized to bind my company to the terms and conditions of the Program as outlined above. I further acknowledge I have read and understand the YA requirements.

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Printed Name

Signature

Date

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Title

Company Name

**Youth Apprentice:** I authorize the school and the company to release progress, grades, and attendance reports and disclose any challenges to my success as an apprentice to the parties identified in this agreement while this agreement is in effect to assist me. I further acknowledge I have and understand my commitment and obligations under the Program.

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Printed Name

Signature

Date

Snow College: I am a representative authorized to bind my company to the terms and conditions of the Program as outlined above.

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Printed Name

Signature

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Title

Date