

Snow College Workforce Development Program

Please read through this agreement, sign, and return it to our Economic Development representative, Kenley Steck, by email at kenley.steck@snow.edu.

JOINT PARTICIPANT AGREEMENT

An agreement between Snow College, _____ (Employer), and _____ (Employee) 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.

Employee agrees to do the following:

- maintain the academic and attendance requirements of the program;
- work at least 20 hours per week during that academic year;
- observe and be familiar with the company policies of the Employer;
- participate in progress reviews scheduled with Employee's mentors/supervisor and school personnel;
- comply with safety laws, and respect the Employer's training processes;
- work in the same county for at least six months after completion of the training program with Snow College and be subject to the following condition:
 - o if the Employee leaves before the six-month timeframe, the Employee agrees to pay back any expended funds from Snow College to the Employer; and
- participate and pass all classes. Failure to do so may result in revocation of the scholarship. In addition, if a scholarship is revoked, any funds not returned to the program must be paid back to the program by Employee.

Employer agrees to do the following:

- align the position with current Snow College Tech Ed training programs;
- provide a copy of the on-the-job tasks and work processes to be mastered by the employee;
- instruct Employee in the required program competencies;
- assign a representative of Employer to communicate with the college and be a liaison between the college and the student employee. This would ideally be the direct supervisor over Employee who would be providing guidance as a mentor and feedback to the employee and who will provide bi-weekly check-in with the program instructor during the course of the training;
- pay an hourly wage for hours worked by Employee and establish regular work hours;
- provide work safety training;
- provide OSHA required training;
- comply with all applicable State and Federal child labor laws;
- pay Employee and apply for reimbursement; report the hours worked for Employee to Snow College each pay period for reimbursement. Email kenley.steck@snow.edu;
- commit to pay Employee a higher wage upon completion of the Snow College technical program, either:
 - o 110% of the average county wage (qualifies for the REDI grant); or
 - o 5% increase of wage at completion of program.

Snow College agrees to do the following:

- award a scholarship to Employee for the technical programs, so long as funding is available and so long as Employee is employed with Employer and is passing all courses for which Employee is registered;
- provide academic training, assessments, and credit for successful course completion to Employee in the programs;
- reimburse Employer for wages paid once a month based on the agreed-upon amount, so long as funding is available at the following schedule:
 - o 60% of the starting wage if Employee is a High School student entering the program, up to 20 hours per week; or
 - o 80% of the starting wage if Employee is enrolled in Snow College programs (not concurrent enrollment high school courses), up to 20 hours per week.

This program is funded by the counties participating, Snow College, and private donors. Once the funding runs out, the reimbursement program will conclude and this agreement will terminate. If at any time Employer decides to end the agreement, reimbursement will terminate effective at that date. Termination will also happen if Employer either deviates from the terms of the agreement or no longer has one of its employees in the program.

Employer Representative: I am signing as a representative authorized by my company to the terms and conditions of the Program as outlined above.

Printed Name	Signature
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Date	Title	Employer Name
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Employee: I authorize Snow College and the company for which I am working as part of this program to release progress, grades, and attendance reports and disclose any challenges to my success as an employee 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.

Printed Name	Signature
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Date

Snow College: I am signing as a representative authorized by Snow College to the terms and conditions of the Program as outlined above.

SNOW COLLEGE

Printed Name

Signature

Date

Title