On-Farm Internship
Host Farm Expectations

Objectives:
➢ To create opportunities for students to gain practical knowledge, information, and skills about progressive dairy operations stretching beyond their familiar home or past dairy experiences
➢ To provide summer internship positions that are financially lucrative and competitive with industry standards
➢ To allow for existing dairy producers to share their passion for the future of the dairy industry with the next generation

Farms must be:
➢ A progressive, well-managed, dairy business with a positive outlook on the industry.
➢ Willing to expose the intern to all aspects of a successful, progressive dairy operation including financial information and management team meetings with adequate training and consultation in order to achieve learning objectives.
➢ Willing to provide information concerning organizational policies and procedures.
➢ Able to pay the intern a standard employee wage in adherence with all federal and state employment requirements.
   o Requested time-off, hours of work, and additional details of the internship will be determined in collaboration with the farm and intern.
➢ Able to provide a safe working environment and conduct a safety and animal care overview upon the start of the internship.

Farms are expected to:
➢ Carry Workman's Compensation Insurance on the intern.
➢ Add the intern onto the farm's commercial vehicle policy.
➢ Hold an in-person interview at farm location with a prospective intern.
   o Determine goals, area of focus, and project for the internship.
➢ Participate in a pre-internship informational session.
➢ Participate in 1 on 1 call with On-Farm Internship Committee Coordinator.
➢ Participate in a 30-day and final review with the intern and provide written review feedback.
➢ Allows interns to participate in:
   o Weekly discussions via Zoom with On-Farm Internship Committee Coordinator and other interns.
   o Industry events such as PDMP Issues Forum, Open Houses, etc.