



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

Host 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 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.
 - 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.

Host 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 the farm location with a prospective intern.
 - Determine goals, area of focus, and project for the internship.
- Participate in a pre-internship informational session.
- Participate in a 1-on-1 call with the Internship Manager if needed.
- Participate in 30-day and final evaluations with the intern and provide written review feedback.
- Allow interns to participate in:
 - Weekly discussions via Zoom with Internship Manager and other interns.
 - Industry events with advanced notice.

