



**Welcome** to the team of business and industry leaders who are dedicated to promoting Southwest Wyoming manufacturing, technology and workforce development.

Visit our website

*This Issue  
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## SOUTHWEST WYOMING MANUFACTURING PARTNERSHIP

### OUR MISSION AND GOALS INCLUDE:

**Awareness** of career opportunities.

**Alignment** of education and skill development for career paths.

**Planning** for what is needed now for future opportunities.

**Results** for how to measure success.



**Greetings!**

Welcome to the SWMP newsletter!

Send info or questions to [swmpnewsletter@gmail.com](mailto:swmpnewsletter@gmail.com)

[swmppartnership.org](http://swmppartnership.org)



# UPCOMING EVENTS

May 17

## Building

High Desert  
Human Resources Association

May 17th  
1pm-6pm

Confidence in Yourself,  
Your Team, & Your Workplace Investigations



Kate Debow Hayes  
High Ground Coaching & Development

Building Confidence in Yourself and Your Team - What do people LOOK FOR in their leaders? What is the most attractive quality in a leader? This module will help you understand it and grow the quality in yourself and your team. Walk away with strategies that can transform you and your team – quickly!

**high ground**  
COACHING AND DEVELOPMENT

Workplace Investigations- What should and should not be investigated. General best practices for investigations to include: how to develop an investigation strategy, report writing, sharing determinations, interview techniques, case management, evidence preparation and storage.



Russell Webb, PHR, SHRM-CP  
Program Manager - Strategy & Compliance State of Wyoming

**\$50**

HDHRA Member

This 1/2 day seminar will be great for supervisors, managers, HR professionals and business owners. Networking and refreshments provided.

Register at:

<https://highdeserthr.shrm/events>

**\$65**

Non-Member



This seminar is approved for 5 hours of continuing education.

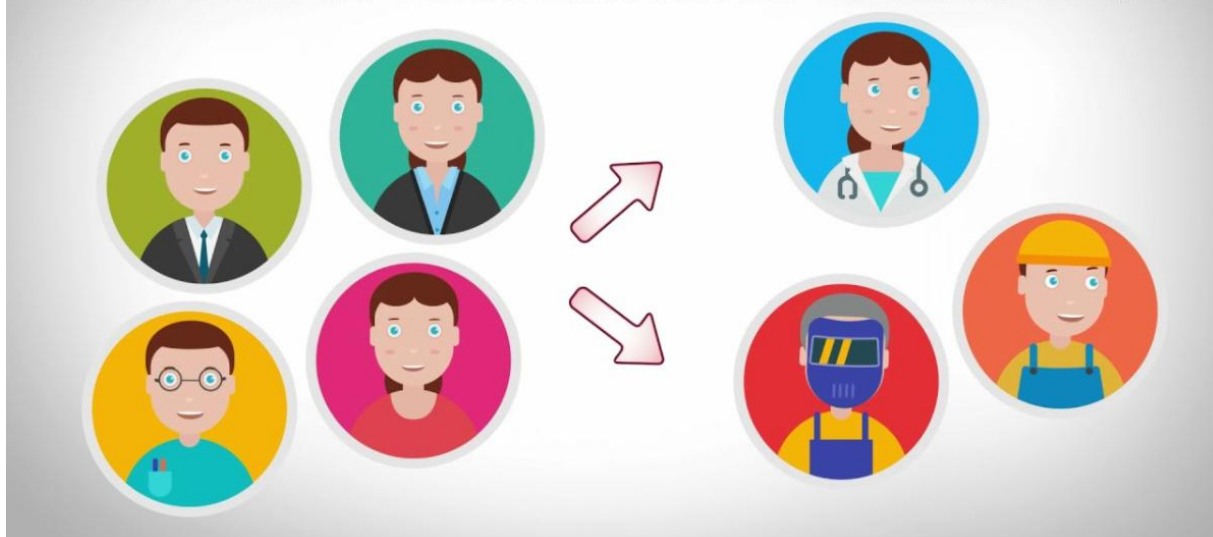


Room 3650  
2500 College Drive



# WHAT'S NEW

## TEACHER EXTERNSHIP PROGRAM



### What is a teacher externship?

Teacher externships offer a unique professional development opportunity connecting the classroom to the workplace. The externship provides workplace learning through direct experience in a workplace environment. This can include learning about industries related to their content, including trends, skill requirements, and industry information to enrich the student experience. Many workplace experiences include student internships, teacher externships, job shadowing, informational interviewing, and service learning. Teacher externships “provide peer-to-peer learning environment,” says WestEd Senior Research Associate Sventlana.. Externships range from a day of job shadowing to longer externships that are usually project-based and can last as long as a full summer. Teacher externships offer a professional development experience that is often transformative for educators and their students. Externships provide a way for teachers to have “hands-on” experiences in the corporate or nonprofit workplace. Listed below are three types of externship experiences: £ Integration Experience – The teacher is fully integrated into a team, or department, to assume specific duties. £ Exposure Experience – The teacher will gain insight into a business or industry by shadowing executives, managers, and teams in multiple departments. The teacher may also benefit from examining a specific skillset. £ Event Experience – Event Experience: The teacher participates in a specific event on behalf of a hosting organization.. Teacher externships take on increased meaning as Career Technical Education (CTE) teachers and core academic teachers build the bridge between skills-based and knowledge-based education. The goal is to prepare students for college and career opportunities. Teachers must constantly update their own knowledge and skills about current workplace practices, requirements, and tools. The externship experience helps teachers connect classroom content with students’ future career interests. Teachers are instrumental in helping students develop both academic and technical skills required in the world they are preparing to enter.

### Purpose

The purpose of a teacher externship is to engage in activities in business and industry, and/or service-based organizations, to learn how classroom content and learning strategies are applied in the workplace. Teachers

improve their pedagogical practices by incorporating new methods, labor market information, and employment skills that meet current industry standards. The educational goal of an externship is to increase a teacher's ability to connect theory and practice and bring an understanding of workplace practices and policies (e.g. problem solving methods, practical applications of theory, leadership concepts) into the classroom, thus increasing the relevance of student learning. June Lee-Bayha, Senior Research Associate at WestEd, describes externships as a career-altering experience: "It energizes faculty. It changes the classroom dynamic when faculty become more like students and see what kind of world their students are entering. It raises the stakes of what's being taught and can make teachers more empathetic to their students." According to WestEd's Svetlana Darche, the core ideas behind externships are rooted in a constructivist approach to education and in tenets of adult learning theory: Adults learn through doing and problem-solving; they need to understand why they are learning something, and they learn best when the subject is of immediate use to them.

### **Benefits**

With first-hand exposure, teachers can design and implement classroom activities, projects, and work-based learning opportunities that will add relevance and meaning to students' classroom learning. Externships provide a fresh perspective that lets teachers tie curriculum to real-world applications. They gain an increased ability to explain the value of what students are learning. This often leads to activities where students work in groups, engage in cooperative learning, and experience open-ended, real-life, problem-based assignments. Externships also give employers other avenues of involvement in education. Employers can inform educators about their expectations for employees in various positions and offer input to the curriculum, thereby contributing to the preparation of their future workforce. They can also serve as guest speakers, advisory council members, host field trips and job shadows, or offer internships for students. In addition, externships build teacher-industry relationships allowing teachers to help promote the opportunities of an employer's industry to students. They can also become guest speakers, advisory council members, mentors, host field trips and job shadows, or offer internships for students. In addition, they provide an avenue for educators to "market" their industry, spreading the word to students about the opportunities in their industry. Externships benefit both teachers and the hosting employer. . Many companies do not have the means to give to their community through financial or equipment donations but are rich in what they can provide in training and experience. In-kind donations of time and expertise are immensely valuable and provide employers an opportunity to show their commitment to their community. Peer-to-peer experiences where educators and adults working in industry share their experiences provide valuable insights into the demands and challenges of education and the modern workplace and make learning more meaningful for students.

[Click Here for the Full Handbook](#)

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## CTE Program Visits Genesis Alkali





Students from Green River High School's CTE program visited the Genesis Alkali Mine and toured the surface plants. By year end, Genesis Alkali anticipates more than 100 students, faculty, and administrators from Southwest Wyoming will have visited the site to learn more about the trona industry and career opportunities.



**Mining is ever changing with new technology, innovation, and state of the art processes. Now we know more about it.**

**Favorite part of the tour: Visiting with staff during lunch and learning how we can work here.**

**Thank you Fred von Ahrens, David Caplan, and many others!**



**RSHS Students Begin Job Shadowing**



Students from Rock Springs High School began job shadowing with the Sweetwater County School District #1 Facilities, Transportation, Information Technology, and Food and Nutrition Services departments on March 31, 2023. Students from Rock Springs High School are paired with employees from these departments and have the opportunity to learn skills in an on-the-job environment. The job shadowing program that we have implemented this year, will continue into our CTE Academy during the 23-24 school year. Rock Springs High School and the Rock Springs High School CTE Academy aim to help students gain the skills, attitude and experiences, while in the high school setting, to be post-secondary and/or workforce ready.



## Doing What it Takes to Help Students Succeed



Joe Tallon is a CDL instructor for Western Wyoming Community College (WWCC). He teaches students the art of driving. His passion for teaching his trade brought him to WWCC. Joe is a tough instructor, but he also has a heart of gold. He knew that passing the driving test on the first try was crucial for his students, as it would give them the confidence they needed to become successful drivers. So, he decided to motivate his students by putting his beloved beard on the line.

One day, during class, a student said "Hey, if we let you shave all of our heads, could we shave off your beard?" Joe of course said "Not a chance." After lunch, and much pondering, Joe decided there was one thing the students could do. On the board he wrote 'If you ALL pass your CDL test, on the first try, you can shave off my beard.' He didn't say a word about it, just left it on the board.

Joe had a thick, bushy beard that had been a crucial part of his identity, for years. It was his pride and joy, and he loved showing it off to his students. He knew that if it meant motivating his students to pass their



driving test, he was willing to shave it off.

The students were surprised but also excited. They knew how much Joe loved his beard, and the fact that he was willing to shave it off for them was a huge motivator. The students went into the driving test with a sense of determination and focus. One by one, the students passed their driving test on the first try. The excitement in the air was palpable as everyone cheered and congratulated each other.



After the last student passed Joe sat down and took out his clippers and gave each student a turn at shaving away the beard. As his beard slowly disappeared, the students couldn't help but laugh and cheer. Joe was a man of his word, and he knew that his sacrifice had been worth it. From that day on, Joe's students had a story to carry with them about how to be a leader and raise up those around you. They knew that going above and beyond is possible to help others achieve a better tomorrow, and Joe knew that the joy and pride he felt in seeing his students succeed was worth far more than his beloved beard.

***Would an intern help your company?***

Companies Offering

# INTERNSHIP

OPPORTUNITIES



wants to partner with you to provide our students with real-world experience.

Contact Amy Murphy at  
[amurphy@westernwyoming.edu](mailto:amurphy@westernwyoming.edu)  
to arrange summer internships.



Explore the Wyoming Department of Workforce Services website for current job openings or to post an opening within your company.



Thank you to our Sponsor



Genesis Alkali is the Western Hemisphere's largest natural soda ash producer. Our talented workforce of more than 1,000 employees located primarily in Green River operates the world's largest natural soda ash mine and production site and is the leader in natural soda ash mining and processing technologies.





In 2023 Genesis Alkali will be celebrating two significant milestones: the expansion of our Granger facility, a next generation soda ash manufacturing operation, and the company's 75<sup>th</sup> anniversary. Granger will be among the lowest cost soda ash manufacturing operations in the world using our patented Alkaline brine-based processing technology. Genesis Alkali is proud of employing several generations of reliable, hard working employees over many decades. We are determined to maintain a culture of safety as a core value, support the State of Wyoming and our local communities, and continue to deliver soda ash and sodium specialty products to our customers around the world.

Learn more at [alkali.genesisenergy.com](http://alkali.genesisenergy.com)

## Friendly Reminder . . . .

### What is our Purpose and How do we Get There?

#### ***Purpose:***

#### **Improve outcomes for our students and those seeking career changes**

- **Business, Educators, Government Services and the Community working together to improve**

- **Awareness** of career opportunities
- **Alignment** of education and skill development for career paths
- **Planning** for what is needed now and for future opportunities

- **Results** for how to measure success

- **Awareness**

- Increase awareness of career opportunities within our community
- Students, Educators, Counselors, Government Agencies, Parents and the Community
- Engagement events and opportunities
- Career Fairs,

- Jr. High and High School events
- Mentoring and job shadowing etc.
- Engagement & Dialog with the stakeholders

- **Alignment to better prepare our students for careers in our community and beyond**

- Direct from high school including career technical training
- Secondary education, certificate programs, two-year degrees, CTE
- University alignment (pathways and career paths)

- **Planning**

- What is needed now,
- Where will the opportunities be
- What will we do to prepare and fill the pipeline?
- Promotion, Communication processes, Scholarships, etc.
- Measurements; Create metrics such as % Secondary Education, % successful career changes

- **Membership**

- **Southwest Wyoming: Carbon, Fremont, Sublette, Sweetwater, Uinta, Lincoln**

**Membership:**

**Core Business Champions:** Fred von Ahrens, Ron Wild, Craig Rood, Matt McQueen, Carl Lembke, Lauren Schoenfeld, Kim Dale, Kelly McGovern, Craig Barringer, Joan Evans, Jed Vigil, Marty Carollo

**Core Co-Conveners:** Bridget Stewart, Lacey Bluemel, Tosha Garner



Get In Touch