

# GrowinG Internship Program:

## Comprehensive Report

# 2025







“Our intern brought fresh energy. She asked great questions and sometimes helped us see things differently.”

— 2022 Host Survey Summary

## TABLE OF CONTENTS

Executive Summary.....	1
1. Introduction.....	3
1.1 Program Directors.....	3
1.2 Program Coordinator.....	4
2.1 History and Mission.....	5
2.2 Goals and Values.....	6
2.3 Who Can Participate?.....	6
2.4 Key Quantitative Data (2022–2025).....	6
2.5 Program Impact (Broader Quantitative Context).....	7
3. Structure and Operation of the Internship.....	8
3.1 Recruitment, Matching, and Orientation.....	8
3.2 Internship Experience: Activities and Support.....	8
3.3 Impact: Before & After.....	9
4. Internship Activities and Experiences.....	10
4.1 Typical Activities.....	10
4.2 A Week in the Life: Intern Vignette.....	11
4.3 Learning Moments and Takeaways.....	11

“I think this was a great growing experience for people who did not grow up in the Ag world. It brought me to a place that I would have never had a reason to go to and I met some very important people in Wyoming’s government which was such a cool experience as well.”

*(2022 Intern Reflection Report)*

5. Outcomes and Impact.....	12
5.1 By the Numbers.....	12
5.2 For Interns.....	12
5.3 For Host Sites.....	12
5.4 Community and Statewide Impact.....	13
6. Voices from the Program.....	15
6.1 Intern Stories.....	15
6.2 Host Perspectives.....	15
6.3 Program Staff and Coordinators.....	16
6.4 Challenges Shared.....	16
7. Program Strengths and Unique Features.....	17
7.1 Geographic and Programmatic Expansion.....	17
7.2 Building an Alumni Network.....	18
7.3 Enhancing Support and Professional Development.....	18
7.4 Deepening Partnerships.....	19
7.5 Long-Term Vision.....	19
8. Challenges and Lessons Learned.....	20
8.1 Major Challenges.....	20
8.2 Lessons Learned and Strategies Adopted.....	21
8.3 Direct Voices and Data.....	21
8.4 Ongoing Challenges.....	22
9. Conclusion and Summary of Key Findings.....	24
Key Findings:.....	24
10. Appendices.....	26



“This program helped me decide to pursue a career in sustainable agriculture. The hands-on experience and mentorship were exactly what I needed.”

*(2022 Intern Reflection Report)*

## EXECUTIVE SUMMARY

The GrowinG Internship Program is an innovative initiative that provides young and beginning agriculturalists with hands-on experience on working farms and ranches across Wyoming. Developed to bridge the gap between classroom learning and real-world agricultural careers, the program has connected 38 interns with experienced host sites since its launch.

Through a competitive application and careful matching process, GrowinG matches interns to operations that range from multi-generation cow-calf and yearling ranches—managing vast rangeland and irrigated hay while marketing commercial or seed-stock beef with an emphasis on low-stress stockmanship and conservation grazing—to

diversified, value-added enterprises offering on-farm finishing with USDA-inspected processing, cut-flower production, agritourism, and ag-tech consulting. Together, these hosts span range livestock, specialty crops, direct-to-consumer meats, and agricultural services, giving interns a panoramic view of both traditional practices and emerging innovations across today’s food system. Interns, who come from Wyoming and beyond, gain practical skills in animal husbandry, crop production, machinery operation, business management, and conservation. Each placement emphasizes mentorship, professional growth, and community engagement.

Key features of the program include:

- Accessible recruitment: Open to adults 18+ with any level of experience, matched with hosts based on shared interests and learning goals.
- Comprehensive support: Orientation, mid-term and final evaluations, and regular check-ins ensure a high-quality experience for both interns and hosts.
- Diverse activities: Interns participate in day-to-day farm or ranch operations and often complete individual projects that contribute to the host site and their own skill set.
- Community impact: Interns become part of Wyoming's agricultural network, strengthening local food systems and building lasting professional connections.

Outcomes and impact:

- A total of 38 internships awarded since the program's inception.
- Host sites represent a cross-section of Wyoming agriculture, including ranches, produce farms, dairies, and conservation groups.

- Interns report gaining increased confidence, new career direction, and valuable life skills.
- Hosts benefit from fresh ideas, extra help during busy seasons, and the satisfaction of mentoring the next generation.

Feedback from participants consistently highlights the program's value:

*"This program helped me decide to pursue a career in sustainable agriculture. The hands-on experience and mentorship were exactly what I needed."*

(2022 Intern Reflection Report)

The GrowinG Internship Program's unique combination of personalized placement, holistic learning, and strong mentorship has made it a model for agricultural internships in Wyoming. Its ongoing evolution, guided by participant feedback and community needs, positions GrowinG as a cornerstone for the state's agricultural future.





*Dr. Benjamin S. Rashford*

## 1. INTRODUCTION

The GrowinG Internship Program stands as a vital bridge for young and beginning agriculturalists to gain real-life experience in Wyoming's diverse farming and ranching industries. Through strategic placements, mentorship, and hands-on work, GrowinG helps build the next generation of agricultural leaders. This report offers a detailed overview of the GrowinG Internship Program, drawing from 61 host and intern reports, program evaluations, and the official GrowinG-WY website. It aims to give a clear sense of the program's scope, impact, and human stories.

### 1.1 Program Directors

#### **Dr. Benjamin S. Rashford — Co-Director**

Department Head and Associate Professor in the University of Wyoming's Department of Agricultural & Applied Economics, Dr. Rashford brings strategic leadership rooted in natural-resource and agricultural economics. With a PhD from Oregon State University and a statewide network of research and



*John P. Hewlett*

industry partners, he guides program vision, external partnerships, and impact assessment, ensuring GrowinG remains responsive to both producer needs and educational best practices.

**John P. Hewlett — Co-Director**

A Ranch/Farm Management Specialist with UW Extension since 1987, Hewlett has devoted his career to producer education in risk-smart decision making. Holding an MS in Agricultural Economics from Oregon State University and hands-on experience managing a large cattle-and-crop operation, he co-founded nationally recognized tools such as RightRisk. Hewlett oversees host recruitment, intern support, and curriculum resources, keeping the program grounded in practical, day-to-day ranch and farm realities.

Rashford’s policy-and-economics perspective pairs with Hewlett’s applied management expertise to form a balanced leadership team. Together they connect interns, hosts, funders, and educators in a shared mission: cultivating the next generation of Wyoming agriculturalists through rigorous, hands-on learning.



*Kendra Faucett*

## 1.2 Program Coordinator

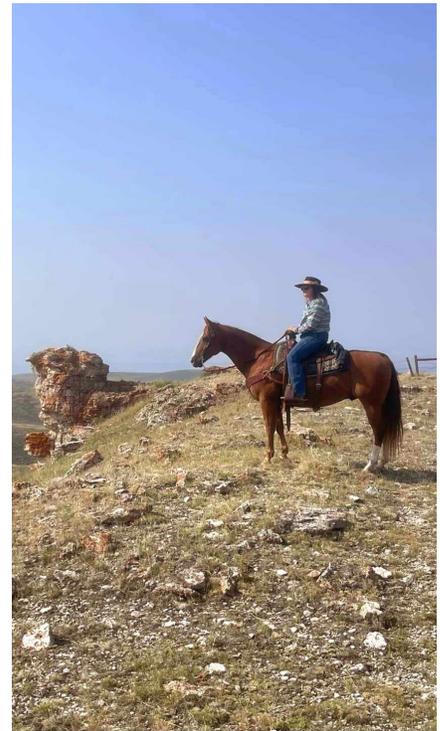
Kendra Faucett serves as the first full-time coordinator for the GrowinG Internship Program, a position she has held since the initiative’s launch in 2022. Originally from Wisconsin, Faucett grew up immersed in 4-H, earned a B.S. in exercise science at Ripon College, and completed an M.S. in kinesiology plus an academic-advising certificate at Kansas State University—experience that blends people-centered mentoring with a lifelong passion for agriculture.

In her role, Faucett guides every stage of the internship experience:

- Recruitment & matching: She screens anonymous host and intern profiles and “extracts key details” to create well-aligned placements.
- Orientation & ongoing support: All interns attend a virtual orientation and receive continuous assistance from the coordinator throughout their 10-week placements.
- Structured communication: Weekly check-ins and work-summary reports, instituted under her leadership, ensure progress tracking and early problem-solving for both hosts and interns.

Faucett’s emphasis on diverse perspectives and inclusive learning environments has become a defining strength of GrowinG; she notes that interns “come from a variety of backgrounds,” bringing fresh ideas that enrich Wyoming agriculture.

With a background that spans academic advising, youth development, and hands-on extension work, Kendra Faucett combines logistical know-how with a mentor’s heart—ensuring that every intern–host match is productive, supportive, and poised to cultivate the next generation of agricultural leaders.



“I was surprised by how quickly I was able to learn things which had always been so intimidating to me. I think this is a result of being completely immersed in the job.”

*(2023 Intern Reflection Report)*

## 2. PROGRAM OVERVIEW

The GrowinG Internship Program is an experiential learning initiative created to connect aspiring and beginning agriculturalists with hands-on opportunities on working farms and ranches across Wyoming. Its mission is to provide practical training, mentorship, and professional networking for participants while supporting host sites and Wyoming’s agricultural future.

### 2.1 History and Mission

Launched in 2022 as part of a broader Beginning Farmer and Rancher Development effort, the program’s objectives are to:

- Provide direct educational opportunities to beginning farmers and ranchers
- Deliver on-site and online programs to new and limited-resource producers
- Coordinate hands-on internships in cooperation with producer organizations and educational partners
- Develop and share resources on risk management and business skills statewide

Mission Statement:

Our mission is to offer meaningful hands-on learning opportunities on working farms and ranches throughout Wyoming, connecting interns and host sites in a spirit of shared growth and discovery.

## 2.2 Goals and Values

- Support practical skill development
- Foster mentoring relationships
- Encourage career exploration in agriculture and conservation
- Strengthen Wyoming’s food, fiber, and resource economy
- Create inclusive opportunities, regardless of prior experience

The program values openness, mentorship, and community.

## 2.3 Who Can Participate?

Interns must be at least 18 years old. Many are college students, recent graduates, or career changers. Some have agricultural backgrounds, while others are new to the field.

*“I had little experience coming in, but was welcomed with patience and encouragement. I learned more in two months than I thought possible.”*  
 — 2022 Intern Reflection

Host sites include:

- Multi-generation cow-calf and yearling ranches managing rangeland and irrigated hay
- Seed-stock or commercial beef producers emphasizing low-stress stockmanship and conservation grazing
- On-farm finishing operations with USDA-inspected meat processing for direct-to-consumer sales
- Diversified specialty-crop farms growing orchards, cut flowers, and other high-value produce
- Agritourism enterprises offering farm-based visitor experiences
- Ag-tech and agricultural business consulting services

## 2.4 Key Quantitative Data (2022-2025)

Internships Awarded:

- **2022:** 8 interns, 7 host sites
- **2023:** 11 interns, 11 host sites

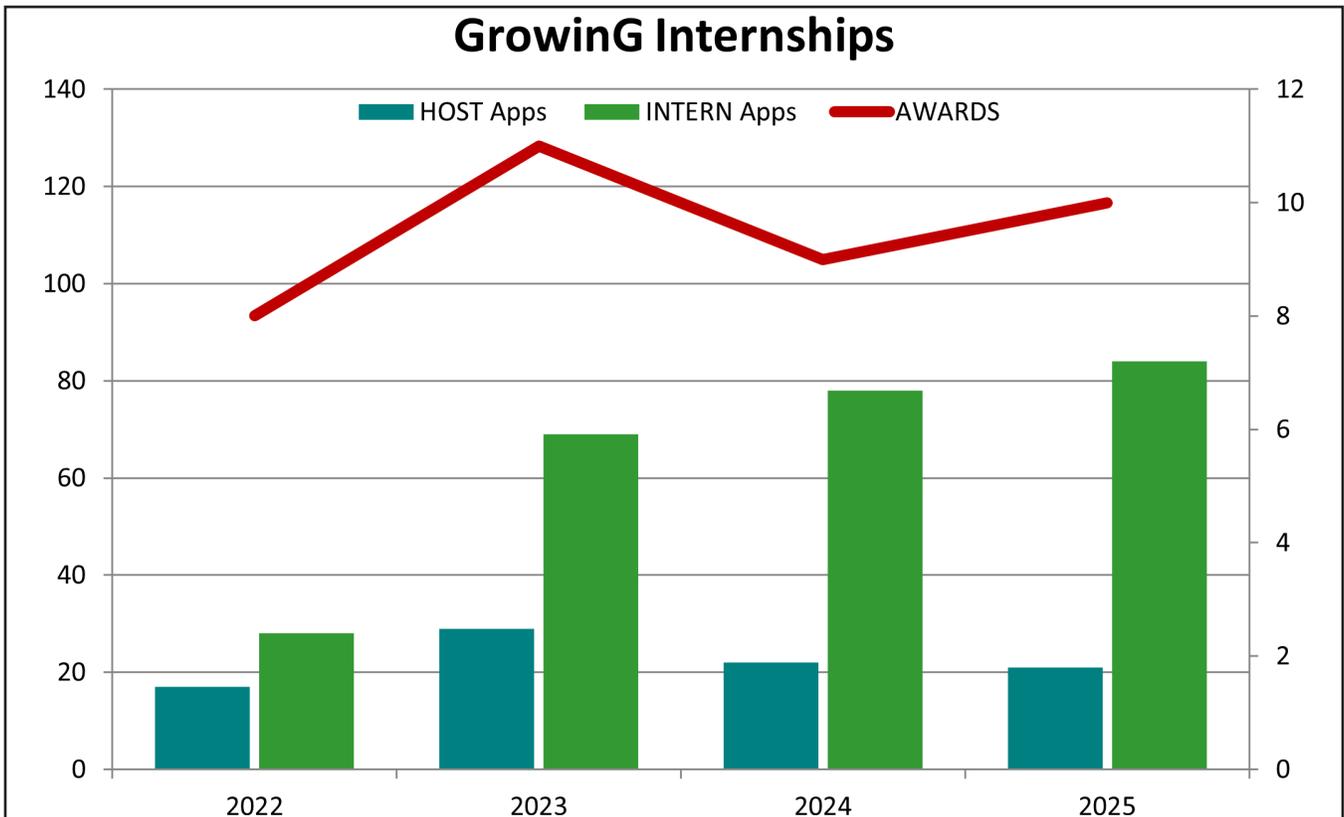


Figure 1. GrowinG Internship Program Statistics

- **2024:** 9 interns, 8 host sites
- **2025:** 10 interns, 10 host sites
- **Total:** 38 unique internships awarded in four years (some hosts and a few interns participated in multiple years)

#### Diversity:

- 15 states, including Wyoming, are home for interns
- 7 interns identify as veterans
- 14 interns received credit through participation (10 UW, 4 out of state)

#### Host Site Participation:

- 23 unique host operations
- 10 returning hosts awarded internships
- 10 hosts have hosted multiple years
- 12 Wyoming counties
- 15,000-80,000 acre - larger host ranches
- 450-3,800 cows or pairs | up to 3,800 yearlings
- 18 cow-calf or yearling ranches (several multi-generational, some seed-stock)
- 2 diversified specialty-crop/value-added farms (orchard, cut-flowers, farmstead meats)
- 1 combines on-farm finishing with a USDA-inspected red-meat plant for direct sales
- 2 provide ag-service or ag-tech/business-consulting support to producers

#### Internship Duration & Support:

- Internship length: 10 weeks
- Stipend: \$5,000 per intern; hosts provide room and board
- Orientation and support provided via Zoom and online learning modules
- Pairing process used anonymous profiles for best match

#### Community & Learning Events:

- Interns required to submit weekly summaries and attend at least one educational event

#### Financial Support:

- USDA-NIFA Beginning Farmer & Rancher Program (BFRDP) grant
- UW Giving Day donations
- UW Plant Sciences
- UW Ranch Management and Ag Leadership (RMAL)

#### Supporting Organizations and Supporters:

- Wyoming Stock Grower's Association
- Wyoming Farm Bureau Federation
- Wyoming Wool Grower's Association
- Wyoming Crop Improvement Association
- Wyoming Farm Credit Services
- RightRisk
- University of Wyoming Ag & Applied Economics
- University of Wyoming Extension
- University of Wyoming College of Agriculture, Life Sciences and Natural Resources

## 2.5 Program Impact (Broader Quantitative Context)

While internships are a focused part of the overall project, the full GrowinG initiative has:

- 294 Intern\*Tales posts by participating GrowinG interns
- 14 You Can Farm Talks recorded online interviews posted
- 71 onsite programs delivered to 7,957 participants, 2021–2024
- 36 articles circulated resulting in 195,000 indirect contacts, 2021–2024
- 12 newsletters, 6 guides, 6 modules resulting in 54,000 indirect contacts, 2021–2024
- Unique web visitors: 134,882; visits: 215,911; total hits: 1,921,586 indirect contacts, 2021–2024
- 4,938 new and beginning operators reached, 2021–2024



“I was matched with a host that perfectly suited my learning goals. The application and interview process made me feel welcome, even as someone new to ranching.”

—2023 Intern

## 3. STRUCTURE AND OPERATION OF THE INTERNSHIP

### 3.1 Recruitment, Matching, and Orientation

The GrowinG Internship Program uses an accessible application process, pairing interns and hosts through careful screening and orientation:

- **Applicants:** Adults 18+ with fewer than 10 years ownership of an agricultural enterprise
- **Matching:** Anonymous host and intern profiles are screened for optimal fit
- **Preparation:** All interns attend orientation via Zoom/online modules and receive support from a program coordinator throughout

### 3.2 Internship Experience: Activities and Support

Internships typically last 10 weeks, with most interns receiving a \$5,000 stipend. Activities include animal care, crop production, machinery operation, farm business management, and participation in educational/community events. Interns are required to submit weekly reflections and photos/videos.



## Host Reflection:

“Our intern brought new ideas, asked thoughtful questions, and helped us see our operation differently. We now look forward to mentoring each season.”

— Multi-year host, 2024

*“At the start of the summer, I didn’t know how to run a tractor or handle livestock. By the end, I was able to do both—and felt confident asking questions and making decisions on the ranch.”*

— 2022 intern reflection

*“Weekly check-ins and the support of my host made a huge difference. I always knew where I stood and what I needed to work on.”*

— 2023 intern

### 3.3 Impact: Before & After

Skill Development (Quantitative and Qualitative Evidence):

- **Before:** Most interns reported little or no practical agricultural experience, especially in machinery operation, animal husbandry, or business management
- **After:** End-of-internship surveys and reflections indicate:
  - » **100 percent** of interns reported growth in at least two technical skills (e.g., irrigation, machinery, livestock care)
  - » **95 percent** reported increased confidence in their ability to pursue an agricultural career
  - » **Over 80 percent** cited improved understanding of business/risk management

*“This program made me realize I want to stay in agriculture and eventually manage my own operation.”* — 2023 intern exit survey

Career Direction and Networking:

- **Before:** Fewer than half of interns planned to pursue a career in Wyoming agriculture; most

cited “uncertainty” or “lack of experience” as barriers

- **After:** Over two-thirds indicated increased interest in returning to work in Wyoming agriculture, or starting/running their own farm or ranch

*“The internship opened doors to new mentors, job opportunities, and friendships I never would have found otherwise.”* — 2022 intern survey

Host Site Benefits:

- **Before:** Hosts often viewed interns as “extra help” but uncertain about mentorship impact
- **After:** Hosts reported:
  - » **75 percent** changed at least one management practice after discussions with interns
  - » **Multiple hosts** have participated for two or more years, citing the value of “fresh perspectives” and “giving back”

*“Our intern brought new ideas, asked thoughtful questions, and helped us see our operation differently. We now look forward to mentoring each season.”* — Multi-year host reflection, 2024

Community and Cultural Impacts:

- Interns and hosts report that the program creates “stronger connections” to rural communities and local food systems.
- Interns’ weekly reports frequently mention increased participation in community events, farm-to-table markets, and agricultural education outreach.



“The biggest benefit was just being thrown into the middle of all of it. You get to learn as much as you allow yourself to.”

*(2023 Intern Reflection Report)*

## 4. INTERNSHIP ACTIVITIES AND EXPERIENCES

The GrowinG Internship immerses participants in the full life of a working Wyoming farm or ranch. Interns are not only helpers, but true learners—gaining technical skills, business insight, and a sense of rural community. Tasks are matched to the intern’s background and interests, ensuring that both everyday work and special projects support their growth.

### 4.1 Typical Activities

- Livestock Care: Feeding, health checks, moving animals, cleaning pens, assisting with branding and calving
- Crop Production: Planting, irrigating, weeding, harvesting, post-harvest processing
- Machinery Operation: Tractor driving, basic maintenance, using tools for fencing or repairs
- Farm/Ranch Business: Observing or helping with bookkeeping, recordkeeping, or supply ordering
- Marketing and Outreach: Preparing for or working at farmers’ markets, helping with CSA shares, engaging with customers
- Education and Events: Participating in workshops, community events, and field trips



## 4.2 A Week in the Life: Intern Vignette

*Drawn from real 2023–2024 intern work summaries and reflections*

### **Monday:**

Started the day feeding cattle and checking water tanks with my host. Helped repair a broken fence line using new tools I learned to handle last week. In the afternoon, worked on updating grazing records on the computer—my first time entering data for the ranch.

### **Tuesday:**

Early morning ride to move the cow-calf pairs to a new pasture. My host explained how we plan rotational grazing to improve grass health. After lunch, attended a Zoom session on risk management with other interns from across the state. Submitted my weekly work summary with photos of the herd.

### **Wednesday:**

Harvested vegetables for the local farmers' market—washed, weighed, and packed the produce. Joined my host at market setup, practiced talking to customers, and learned about pricing strategies. In the evening, reflected in my journal about what surprised me most: "I enjoyed talking to people about where their food comes from."

### **Thursday:**

Worked on irrigating the hay field using wheel lines. It was challenging at first, but by the end of the day I was moving the pipes on my own. My host and I talked about why water scheduling is so important in Wyoming. Also learned basic tractor maintenance and greasing equipment.

### **Friday:**

Helped with a community field day for local FFA students—gave a tour of the ranch and shared what I've learned as an intern. My host encouraged me to talk about mistakes and lessons learned, which made me realize how far I'd come in just a few weeks. Ended the day by reviewing my learning goals and discussing next week's plan with my mentor.

## 4.3 Learning Moments and Takeaways

*"Each day was different, but every task built on the last. By the end of my internship, I felt confident working with both livestock and crops, and I understood how each decision on the ranch affects the whole operation."*

— 2023 GrowinG intern

Interns consistently report that their days are filled with new experiences, challenges, and achievements. The structure of each week weaves together practical skills and professional development, all supported by ongoing mentorship.





“Before this internship, I wasn’t sure if agriculture was for me. Now I know I want to build my own operation someday.”

—2022 Intern Exit Survey

## 5. OUTCOMES AND IMPACT

### 5.1 By the Numbers

- A total of 38 internships completed since launch
- Interns from at least 15 states
- Dozens of host sites representing a wide range of Wyoming agriculture

### 5.2 For Interns

Interns consistently report:

- Growth in practical skills (animal care, machinery use, crop management)
- Increased confidence
- Stronger sense of career direction

### 5.3 For Host Sites

Hosts say they benefit from:

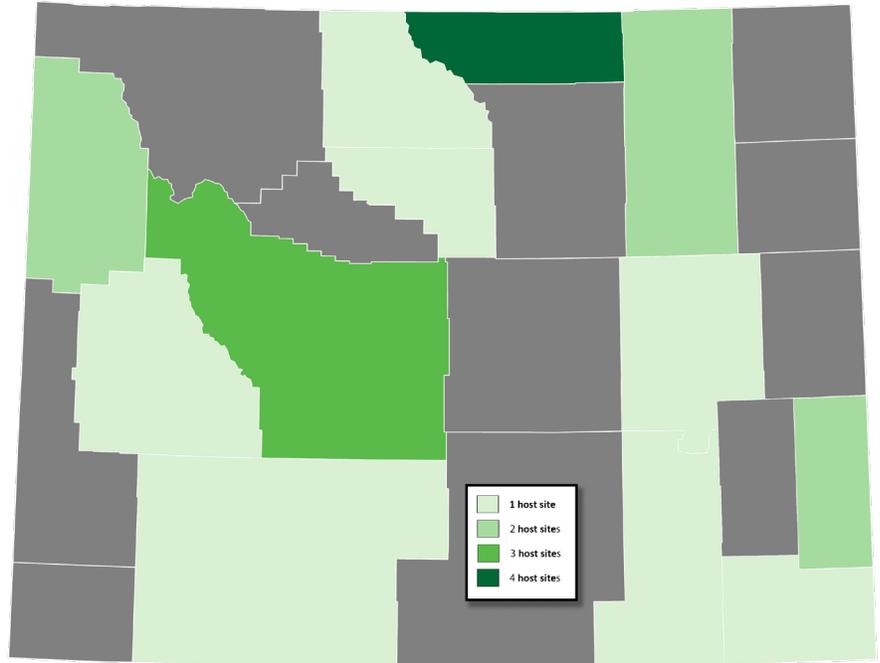
- Extra help during busy seasons
- New ideas and fresh perspectives
- A chance to “give back” and share knowledge

## 5.4 Community and Statewide Impact

GrowinG's model strengthens rural communities by:

- Supporting local food systems
- Encouraging young people to stay in or return to rural areas
- Building networks of mentors and learners

*"The program doesn't just help interns—it helps communities grow, too."*  
— 2022 Program Evaluation



**Figure 2.** GrowinG Host Sites, 2022-2025





## Summary of Reported Benefits for Hosts, Interns, and Communities

<b>Hosts</b>		
<b>Benefit theme</b>	<b>What it looks like</b>	<b>Program levers that drive it</b>
Added capacity in peak season	Critical tasks covered so owners can focus on higher-value work	Room-and-board immersion • Vendor-model stipend
New practices and process improvements	Hosts try a new tool or document a workflow prompted by intern questions	Orientation modules • Coordinator check-ins • Reflective summaries
Future talent pipeline	Hosts identify candidates for seasonal or permanent roles	Immersive living • Coordinator screening/matching
Mentor growth and satisfaction	Hosts report clearer expectations and better feedback conversations	“How Do YOU Mentor” module • “Difficult Conversations” module
Reduced admin burden	No payroll setup or HR overhead for hosts	Vendor-paid stipends • UW school-to-work workers’ comp

<b>Interns</b>		
<b>Benefit theme</b>	<b>What it looks like</b>	<b>Program levers that drive it</b>
Technical skill gains	Tractor operation, livestock care, irrigation, marketing	Immersion housing • Weekly work summaries • Mentor module
Business and risk understanding	Better grasp of costs, record-keeping, safety, RightRisk concepts	Industry events • Coordinator check-ins • Host coaching
Career clarity and confidence	Clear next steps in ag pathway	All seven ingredients as a system
Professional network growth	Contacts with producers, lenders, agencies	≥1 required industry event • You Can Farm Talks
Communication and problem-solving	Better feedback, conflict navigation, initiative	Difficult Conversations module • Weekly reflections

<b>Communities and Sector</b>		
<b>Benefit theme</b>	<b>What it looks like</b>	<b>Program levers that drive it</b>
Stronger local workforce pipeline	More early-career people staying in WY ag	Intern placement statewide • Alumni tracking
Knowledge diffusion	Ideas and practices cross-pollinate among operations	Intern*Tales • You Can Farm Talks
Economic contribution	Seasonal spending and productivity gains	Stipends • Housing provided
Cross-institution collaboration	Extension, nonprofits, agencies co-deliver learning	Required event • Coordinator partnerships



“I was surprised by how quickly I was able to learn things which had always been so intimidating to me. I think this is a result of being complete immersed in the job.”

2023 Intern

## 6. VOICES FROM THE PROGRAM

### 6.1 Intern Stories

- **Case Example 1:**  
*“I came to Wyoming with little farm experience, but left with skills in animal care, crop production, and marketing. I even led a project teaching kids at the farmers’ market. The support from my host family made all the difference.”*  
— 2022 Intern Reflection
- **Case Example 2:**  
*“My host taught me not only how to work with cattle, but also how to keep good business records and plan for the future. It opened my eyes to what goes into running a ranch.”*  
— 2022 Intern Story

### 6.2 Host Perspectives

- *“We’ve hosted three interns and each experience has been unique. They bring questions and ideas that make us think. It’s rewarding to see them grow.”*  
— 2022 Host Site Report



- *“The best part is watching someone realize they can do hard things—and that agriculture needs new voices.”*  
— 2022 Host Feedback

### 6.3 Program Staff and Coordinators

- *“Our goal is to create meaningful experiences for both hosts and interns. We learn something new every year about what makes a good match.”*  
— 2022 Program Coordinator Reflection



### 6.4 Challenges Shared

- *“There were a few misunderstandings early on about work hours and expectations. Weekly check-ins really helped.”*  
— 2022 Intern Reflection



“I was most surprised by the connections that I have made during my internship. Everyone welcomed me with open arms and I know that if I need anything I can always call them.”  
2024 Intern





“I have been interested in farming for a while but am not from a farming background. I was referred to the program by a professor and was excited by the prospect to actually start learning some of the skills that I can’t learn from the classroom.”

2024 Intern

## 7. PROGRAM STRENGTHS AND UNIQUE FEATURES

The GrowinG Internship Program has demonstrated clear benefits for both interns and host sites, and is poised for continued evolution as it responds to community feedback and the changing landscape of Wyoming agriculture. Looking forward, GrowinG’s leadership, partners, and host community have identified several priorities and aspirations to further strengthen and expand the program’s impact.

### 7.1 Geographic and Programmatic Expansion

- **Expanding Reach:** GrowinG aims to extend internship opportunities to additional Wyoming counties, especially those currently underrepresented in the program. The goal is to have at least one host site in each of Wyoming’s 23 counties within the next three years, allowing more young people in rural and remote areas to access hands-on agricultural experiences.

*“We want every corner of the state to benefit from the energy and ideas of new agriculturalists.”*

— Program staff reflection, 2024



**Figure 3.** Infographic for a GrowinG Internship

“GrowinG’s long-term vision is to ensure that every aspiring farmer and rancher in Wyoming—regardless of location or background—has access to the knowledge, networks, and opportunities they need to thrive.”

“We’re not just creating workers, we’re growing future leaders and community members.”

— 2022 Program Staff Reflection

- **Broadening Host Types:** Plans are underway to recruit a wider variety of host sites, including specialty crop farms, conservation organizations, and agri-tourism operations, to diversify intern experiences and meet emerging interests.

## 7.2 Building an Alumni Network

- **Alumni Community:** GrowinG is developing a network for past interns and hosts to stay connected, share resources, and support each other as they continue in agricultural careers. This alumni network may include:
  - » Annual alumni gatherings (virtual or in-person)
  - » An online platform for job opportunities and mentorship
  - » Peer-to-peer learning and project sharing

## 7.3 Enhancing Support and Professional Development

- **Practicum Experiences:** Opportunities to shadow professionals, attend industry training, workshops or conventions, as well as engage in other meaningful short-term educational opportunities are available for new participants, as well as GrowinG alumni.

- **Advanced Internships and Fellowships:**  
The program is exploring options for returning interns or recent graduates, such as advanced placements focused on business management, farm start-up planning, or research and innovation projects.
- **Apprenticeship Program:**  
GrowinG is exploring steps to create an apprenticeship program for longer-term, more in-depth training; possibly providing a pathway for transitioning to management
- **Increased Training Resources:**  
Plans include expanded training for both interns and hosts, with additional online modules, hands-on workshops, and shared best practice resources.

## 7.4 Deepening Partnerships

- **Collaborative Projects:**  
GrowinG seeks to strengthen partnerships with educational institutions, producer groups, tribal communities, and statewide agricultural organizations. This may involve:
  - » Joint programming with Wyoming FFA, 4-H, and community colleges

- » New pathways for teacher or veteran participation
- » Outreach to historically underserved or underrepresented populations

## 7.5 Long-Term Vision

- **Measuring and Sharing Impact:**  
The program intends to formalize annual impact assessments and publish summary reports for funders, partners, and policymakers.
- **Sustainability and Funding:**  
Efforts are underway to secure new funding sources to sustain stipends, increase capacity, and reduce barriers for participants who need housing or travel support.

Sample Aspirational Statement:

*“GrowinG’s long-term vision is to ensure that every aspiring farmer and rancher in Wyoming—regardless of location or background—has access to the knowledge, networks, and opportunities they need to thrive.”*

*“We’re not just creating workers, we’re growing future leaders and community members.”*

— 2022 Program Staff Reflection



“I learned where my passion lies, in cattle ranching and livestock. I got an inside look at how much rangeland management is involved in ranching, and it makes me want to pursue that career even more.”

2024 Intern



“It is a great program and we have enjoyed teaching these young students about the ranching business from our perspective. I feel it’s important for the students to see different operations and how ranchers/farmers do things.”

*2024 Host*

## 8. CHALLENGES AND LESSONS LEARNED

The GrowinG Internship Program has made substantial progress in developing a robust experiential learning model, but several ongoing challenges have been identified through participant feedback, annual surveys, and program evaluation. Each challenge has yielded valuable lessons, which are informing program improvements.

### 8.1 Major Challenges

#### A. Geographic and Logistical Barriers

- **Rural Isolation & Distance:**  
Many Wyoming host sites are in remote areas, making transportation and intern housing difficult. Several interns reported the challenge of accessing social opportunities and services while living rurally.
- **Housing Availability:**  
Not all hosts are able to provide housing. In 2023, approximately one-third of interns sought housing independently, and a few reported that finding affordable options was stressful.

#### B. Expectation Alignment

- **Workload & Scheduling:**  
Differences in expectations about daily hours, task variety, and “on-

call” periods sometimes led to misunderstandings between hosts and interns.

- **Role Clarity:**  
Both hosts and interns noted the importance of clear, early communication about responsibilities and boundaries.

### C. Communication Gaps

- **Feedback Loops:**  
Some hosts and interns did not engage in regular feedback sessions, leading to missed opportunities for adjustment or early intervention.
- **Conflict Management:**  
While most internships were positive, a small number reported difficulty resolving minor disputes or feeling comfortable raising concerns.

### D. Program Capacity

- **Administrative Bandwidth:**  
As interest has grown, matching, onboarding, and supporting more interns and hosts strains available staff resources. This limits the number of placements the program can support each year. See section 2.4 Key Quantitative Data for more detail on applications and awards.
- **Diverse Learning Needs:**  
Interns came from a wide range of backgrounds—some required more basic training, while others sought advanced experiences. Balancing these needs proved complex.

## 8.2 Lessons Learned and Strategies Adopted

### 1. Early and Transparent Communication

- The program now requires a formal orientation for all interns and hosts, including a discussion of expectations, schedules, and conflict resolution strategies.
- Anonymous matching profiles (adopted in 2023) improved intern-host fit and satisfaction. Potential interns and hosts apply to participate via an online application form. The GrowinG Coordinator extracts key details to share with potential matches as part of the award process. Figure 3 provides an infographic outlining a GrowinG internship.



### 2. Regular Check-Ins

- Weekly check-ins and work summaries (with photos) are now standard, giving both interns and hosts a structured opportunity to share progress and surface concerns early.

### 3. Resource Expansion

- Plans are underway to increase the pool of hosts who can offer on-site housing, and to work with local partners (Extension, FFA, community colleges) to identify more housing solutions.
- Online training modules and peer support channels help bridge gaps for interns with limited background experience.

### 4. Diversity, Equity, and Inclusion

- Program materials now emphasize inclusion, and recruitment efforts target veterans, underrepresented populations, and nontraditional entrants.
- Hosts receive guidance on fostering a welcoming, supportive learning environment.

### 5. Scaling and Sustainability

- With each year, GrowinG has refined its processes for application review, matching, and troubleshooting, but recognizes that growing the program will require more staff, partner support, and sustainable funding sources.

## 8.3 Direct Voices and Data

*“Clear expectations and weekly meetings made a big difference this year. My intern always knew what was coming up.”*  
— Host, 2024

“Housing was the hardest part to figure out, but my mentor helped me connect with another local farm to split costs.”

— Intern, 2023

“At first, I wasn’t sure how to talk to my host about a problem. The staff check-in helped us work it out before it got bigger.”

— Intern, 2024

- **By the Numbers:**
  - » **100 percent** of hosts and interns participated in orientation in 2023–2024
  - » **75 percent** of hosts requested additional resources on intern management and feedback
    - Over one-third of interns cited housing or transportation as a top logistical challenge

## 8.4 Ongoing Challenges

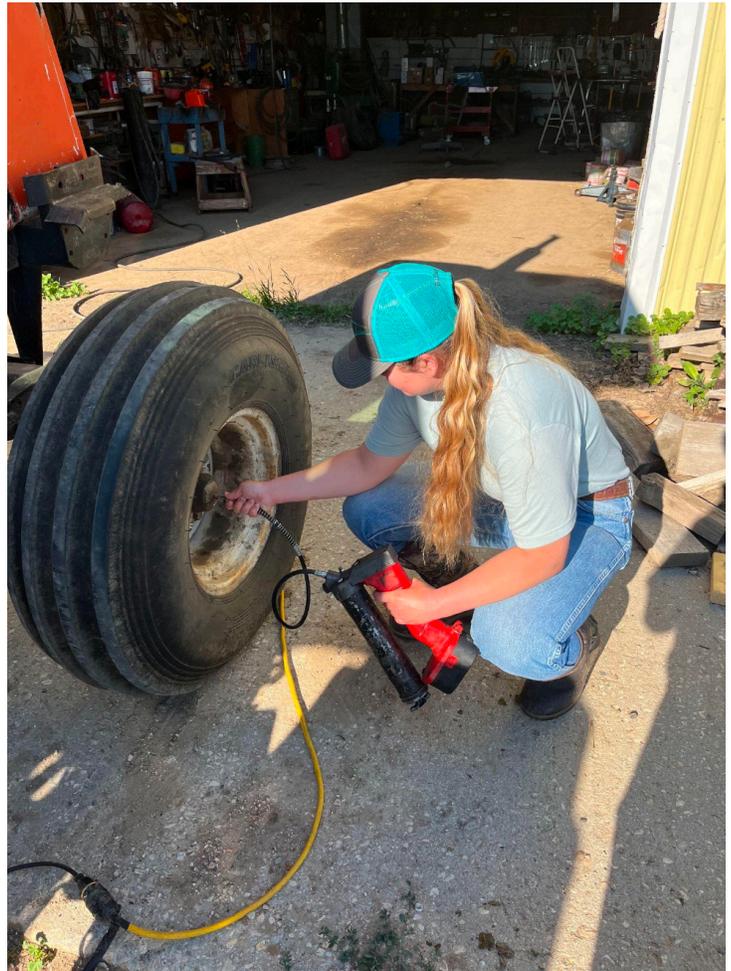
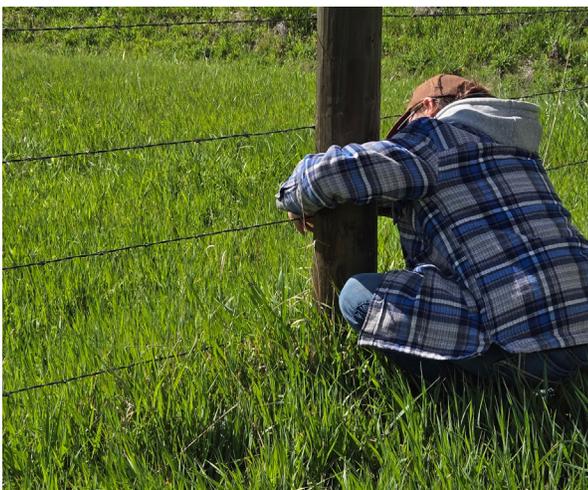
- Expanding host pool in underrepresented counties and sectors
- Maintaining personalized matching as numbers grow
- Providing more advanced opportunities for returning or highly skilled interns
- Continually improving inclusivity and accessibility

*Suggested Table: Challenges and Solutions in GrowinG Internship (Source: 2022 Program Review)*

## Challenges and Solutions in the GrowinG Internship

Challenge	Where it shows up	Why it matters	GrowinG solution	Primary owner	What to monitor
Liability and safety risk	Machinery, livestock handling, field work	Hosts may hesitate to teach higher-risk tasks	School-to-Work workers’ comp protects interns and hosts	Program + UW Risk	Coverage confirmed for each intern • incident reporting completeness
Housing barriers	Rural placements, peak season	Lack of affordable lodging limits sites and access	Room-and-board immersion provided by hosts	Hosts	Housing suitability checklist • intern housing satisfaction
Payroll and HR burden on hosts	Small operations, short seasons	Payroll setup for temporary workers is onerous	Stipends paid as vendors through UW	Program	Payment timeliness • host admin time avoided
Uneven mentorship quality	First-time hosts or new managers	Inconsistent learning experience across sites	Required orientation modules on mentoring and difficult conversations + live orientation	Program + Hosts	Module completion rates • host mentoring self-ratings • intern ratings of mentorship
Misaligned expectations	First two weeks on site	Early friction can derail placements	Coordinator check-ins at set intervals + shared expectations from modules	Program	% issues resolved within one check-in • time to resolution
Limited professional networks for interns	Remote sites, small teams	Interns may not see the broader industry	At-least-one industry event required	Interns + Program	Events attended per intern • new contacts recorded • follow-ups made
Shallow learning by “doing without reflecting”	Busy weeks, long days	Skills don’t consolidate without reflection	Reflective Weekly Work Summaries with prompts	Interns	On-time submission rate • quality rubric scores • themes surfaced

Challenge	Where it shows up	Why it matters	GrowinG solution	Primary owner	What to monitor
Variable workload and seasonality	Weather, markets, calving/harvest	Learning goals can slip when emergencies arise	Check-ins to rebalance goals • summaries to document learning shifts	Program + Hosts	Mid-term goal adjustments logged • completion of priority projects
Communication breakdowns	Feedback, scheduling, conflict	Small issues can escalate	Difficult Conversations module + coordinator mediation	Program + Hosts + Interns	# mediated issues • satisfaction after mediation
Transportation and distance	Far-flung counties	Access to events and resources can suffer	Pair events with nearby hosts • travel support planning	Program	Event access rate • travel barriers documented
Tech/connectivity for reporting	Rural broadband	Missed summaries and delayed check-ins	Allow offline capture and batch upload • flexible deadlines	Program + Interns	% weeks with successful uploads • alternative submission use
Post-grant funding continuity	USDA grant sunset	Stipends, coverage, and coordination at risk	Diversified sponsorships and gifts mapped to ingredients and costs	Program + Partners	





“Again, it is a great program, and we wish there were more like it. Ranchers and Farmers don’t always get this type of opportunity to share their knowledge with the younger generations. The wealth of knowledge that can be learned from an internship like this is invaluable.”

*2023 Host`*

## 9. CONCLUSION AND SUMMARY OF KEY FINDINGS

The GrowinG Internship Program has established itself as a cornerstone of agricultural education and workforce development in Wyoming. Over its first four years, the program has placed 38 interns at diverse host sites across the state, equipping new and beginning agriculturalists with vital skills, confidence, and professional connections.

### Key Findings:

- **Broad Reach and Diversity:**  
The program awarded 38 internships from 2022–2025, with participants hailing from at least fifteen different states and a strong presence of veterans and nontraditional entrants. Host sites include cattle and sheep ranches, vegetable farms, dairies, conservation organizations, and educational operations, reflecting the breadth of Wyoming’s agriculture sector.
- **Significant Skill and Career Growth:**  
100 percent of interns reported substantial growth in at least two technical skill areas (such as machinery, livestock, or irrigation); 95 percent gained confidence in pursuing an agricultural career; and more than 80 percent deepened their understanding of business and risk management. Before the internship, fewer than half of interns

planned to pursue agriculture in Wyoming; after, over two-thirds expressed a strong desire to do so.

- **Host and Community Impact:** Hosts consistently reported new perspectives, energy, and operational improvements as a result of hosting interns. 75 percent of hosts changed at least one management practice following discussions with interns. The program also strengthened rural communities by supporting local food systems and encouraging youth engagement.
- **Holistic Learning and Real-World Experience:** Interns received not only technical instruction but also participated in business management, marketing, educational outreach, and community events. Weekly work summaries, mentorship, and structured feedback contributed to well-rounded growth.
- **Effective Program Improvements:** Key strategies that improved outcomes include formal orientation for all participants, the use of anonymous matching profiles, weekly check-ins, and new online training modules. The program's focus on inclusion and support for veterans and underrepresented groups has broadened its impact.

- **Challenges and Responsive Adaptation:** Major challenges included rural isolation, housing, aligning expectations, and scaling staff support. The program responded with new communication protocols, expanded housing solutions, and resource development for both hosts and interns.
- **Future Directions:** GrowinG aspires to place at least one host in every Wyoming county, expand host and intern diversity, launch an alumni network, and pilot advanced internship or fellowship tracks. Plans for ongoing impact measurement and sustainability are underway.

*“This program is an investment in the future of Wyoming agriculture. We’re proud to be part of it.”*

— 2022 Host Survey

The GrowinG Internship Program's unique combination of experiential learning, mentorship, and community engagement has already changed lives and rural communities. With its adaptable, evidence-based approach and commitment to continuous improvement, the program is positioned to remain a model for agricultural internships in Wyoming and beyond.





“The GrowinG internship enabled me to immerse myself into agricultural work and culture. I was able to gain a much better understanding of the space through my weeks in the program.”

*2023 Intern*

## 10. APPENDICES

- Appendix A - Sample Internship Application Form pp. 27-37
- Appendix B - Intern Evaluation Form pp. 38-41
- Appendix C - Host Evaluation Form pp. 42-45
- Appendix D - Example Internship Calendar pp. 46-50
- Appendix E - Suggested Educational Events pp. 50-52



**APPENDIX A**

*SAMPLE INTERNSHIP APPLICATION FORM*



## INTRO

The goal of GrowinG Beginning Farmers & Ranchers in Wyoming is to provide education, mentoring, and technical assistance to offer beginning farmers and ranchers the knowledge, skills, and tools needed to make informed decisions for their operations and enhance their sustainability. The project looks to ensure Wyoming beginning producers are well-informed of risk management alternatives to allow them to take full advantage of existing insurance products and other risk controls by offering training and resources covering various financial management, risk management, enterprise assessment, and risk analysis topics. Goals of the internship program are to provide hands-on internships with working farms and ranches in Wyoming to beginning farmers and ranchers each year in cooperation with state producer organizations and educational institutions.

Complete each question to the best of your ability; the responses submitted are how the GrowinG team evaluates applicants during the selection and matching process. Should you have any questions or issues with the application, contact the coordinator at [coordinator@growing-wy.org](mailto:coordinator@growing-wy.org).

Thank you for your interest in the GrowinG Internship Program!

### Contact Information

First and Last Name

Phone Number

Email Address

What is the best way to contact you?

- Email
- Call
- Text
- Other

Provide your current mailing address:

Provide your physical address (if different from above):

I can be reached at my current address UNTIL:

How did you hear about the GrowinG Internship Program?

- |   |   |
|---|---|
| <input type="radio"/> Social Media        | <input type="radio"/> Event Booth/Table |
| <input type="radio"/> Class Visit         | <input type="radio"/> Campus Email      |
| <input type="radio"/> News Release        | <input type="radio"/> Other             |
| <input type="radio"/> Referred by someone | <input type="text"/>                    |

Who can we thank for their referral?

Which internship season(s) are you applying to?

- Spring
- Summer
- Fall

## Intern Availability and Credit Plans

I am 18 years of age or older:

Yes    No  
   

I have less than 10 years of personal agricultural ownership.

Correct

Incorrect, I have more than 10  
years of agriculture ownership

Not Applicable

I will be available for the full internship period of 10 weeks - BEGINNING:

I will be available for the full internship period of 10 weeks - ENDING:

Do you plan to obtain college credit for this internship?

Yes    No  
   

## Internship Credit Details

Please provide the name of the institution where you plan to receive credit for the  
internship:

Please provide the name of the major or degree program:

Please indicate your year in the program:

Freshman

Sophomore

Junior      Senior

Other

### Intern Background 1

Describe your background (education, previous life experience, returning to ag, etc.):

Describe your previous work experience:

How would you describe yourself as a worker?: (Select all that apply)

Independent

Resourceful

Efficient

Proactive

- Reliable
- Hands-on
- Leader
- Organized

- Observant
- Helpful
- Other
- 

## Intern Background 2

I have previous experience in the following activities: (Select all that apply)

- |   |   |
|---|---|
| <input type="checkbox"/> Welding                        | <input type="checkbox"/> Hauling with a trailer                                   |
| <input type="checkbox"/> Small/large engine maintenance | <input type="checkbox"/> Driving a semi-truck                                     |
| <input type="checkbox"/> Horsemanship                   | <input type="checkbox"/> ATV handling   |
| <input type="checkbox"/> Branding                       | <input type="checkbox"/> Bookkeeping  |
| <input type="checkbox"/> Irrigation management          | <input type="checkbox"/> Birth assistance<br>(cattle/sheep/goats/hogs/horses)     |
| <input type="checkbox"/> Crop planting                  | <input type="checkbox"/> Sale preparation   |
| <input type="checkbox"/> Crop harvest                   | <input type="checkbox"/> Artificial insemination                                  |
| <input type="checkbox"/> Hay harvest                    | <input type="checkbox"/> Marketing  |
| <input type="checkbox"/> Basic animal vaccinations      | <input type="checkbox"/> Other  |
|   | <input type="checkbox"/> <input style="width: 350px; height: 15px;" type="text"/> |

I have interest in working with: (Select all that apply)

- |  |   |
|--|---|
| <input type="checkbox"/> Livestock               | <input type="checkbox"/> Weaning  |
| <input type="checkbox"/> Driving tractor         | <input type="checkbox"/> Livestock breeding/birthing                              |
| <input type="checkbox"/> ATVs                    | <input type="checkbox"/> Bookkeeping  |
| <input type="checkbox"/> Crops                   | <input type="checkbox"/> Irrigation   |
| <input type="checkbox"/> Marketing               | <input type="checkbox"/> Feed lot management                                      |
| <input type="checkbox"/> Engines                 | <input type="checkbox"/> Production management                                    |
| <input type="checkbox"/> Machinery/equipment use | <input type="checkbox"/> Other  |
|  | <input type="checkbox"/> <input style="width: 350px; height: 15px;" type="text"/> |
| <input type="checkbox"/> Doctoring animals       |   |

If you chose selected that you are interested in livestock, do you have preference on species?

- Yes, I have a preference.
- No, I am okay with all species.

Which species do you prefer? (Select all that apply)

- Cattle
  - Sheep
  - Goats
  - Horses
  - Hogs
  - Other
- 

Describe your previous camping or other outdoor experience that you have had, if any:

List any certified first-aid training that you have received or may receive before - participating in an internship (this is not a requirement but is useful to have):

**Internship Participation**

Describe equipment you can bring for personal use at the site you are assigned:

You are expected to provide your own transportation to/from the farm/ranch. It is desirable to have an vehicle through the entire internship period. Do you have a vehicle of your own you can use?:

- Yes    No
- 

Please describe the vehicle you plan to use:

If you will be unable to provide your own transportation to/from the farm/ranch, please - explain your alternative plans for transportation:

Interns are responsible for providing a mandatory Work Summary of experience each week of the 10-week internship. Work Summaries will help the intern reflect on day-to-day work, educational experiences throughout the duration of internship and provide proof of work/education for college credit, if needed. These summaries also require submission of photos/videos each week.

You are expected to provide your own computer / tablet / phone to complete the weekly Work Summary requirements. Are you able to provide your own computer / tablet / phone?

- Yes    No
-

If you are unable to provide your own computer / tablet / phone, please explain your alternative plans for completing the Work Summary:

Describe the computer / tablet / phone you plan to use:

Participation in at least one agricultural educational event is mandatory within the time frame of the internship. The host and intern are encouraged to attend / participate in the educational event together to insure that education is related to the internship.

The GrowinG Internship Program will provide a list of potential educational events. By answering this question, you understand and agree to completing the educational event requirement should you be offered and accept a GrowinG Internship.

- I understand and will complete this requirement should I be selected for a GrowinG Internship.

### **Intern Goals and Interest**

Please describe your agriculture or natural resource management career goals:

What information and/or experience do you hope to gain from the GrowinG internship experience?

Please describe how you hope the GrowinG internship opportunity can help you get started with your own farm or ranch?

Any additional comments or questions:

**AGREEMENT**

I understand that there may be stringent physical requirements to be met by persons receiving an internship and I certify by my name entered below on this application that I am prepared to work to the best of my abilities on any farm/ranch operation.

I understand that a background check may be required for both interns and hosts and I indicate by my name entered below that I am willing to authorize a background check if required.

I certify that the information contained in this application is true and correct. I acknowledge that false information may result in denial of an internship opportunity.

Please type your name in the box provided to indicate your agreement with the above statement.

To complete your application, please upload your resumé using the following link. *A resumé is required for full consideration.* Then follow the signature instructions below.

References are welcome, but are not required. Click to upload your resume here if available or email: [coordinator@growing-wy.org](mailto:coordinator@growing-wy.org).

*The GrowinG Internship Program and the University of Wyoming seeks to make its programs and activities available to all individuals regardless of race, color, national origin, age, disability, or where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program.*

**APPENDIX B**

*INTERN EVALUATION FORM*



## INTRO

Thank you for your participation as an intern in the GrowinG Internship Program. This short evaluation is intended to help us improve the program for future participants.

We greatly appreciate your feedback!

### Report Details

Your name:

Would you recommend the GrowinG internship experience and/or your GrowinG internship host to a friend? Why or why not?

What drew you to apply for the GrowinG internship?

What recommendations would you offer the GrowinG internship team to improve the process for future interns? Specific suggestions about the application/acceptance process, payment mechanisms, or any other aspect of the program are welcome.

Briefly describe the benefits/drawbacks of participating in the agricultural educational event required by the GrowinG internship. Do you have any recommendations for future interns about selecting an event?

What were your biggest takeaways you gained from the GrowinG internship?

What were you most surprised by during your GrowinG internship?

What aspects of your GrowinG internship do you plan to implement/avoid in your future agricultural pursuits?

Do you feel you gained any valuable network connections through the GrowinG internship?

Has the GrowinG internship helped you gain experiences relevant to your professional goals? If so, how?

Did you feel you received enough guidance/contact from the GrowinG internship team?

Do you have any additional insights or suggestions you would like to share with the GrowinG internship team?

*The GrowinG Internship Program and the University of Wyoming seeks to make its programs and activities available to all individuals regardless of race, color, national origin, age, disability, or where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program.*

**APPENDIX C**

*HOST EVALUATION FORM*



## INTRO

Thank you for your role in providing education, mentoring, and technical assistance in offering beginning farmers and ranchers the knowledge, skills, and tools needed to make informed decisions for their operations and enhance their sustainability. This short report is intended to help us improve the GrowinG Internship Program for future participants.

We appreciate your feedback.

### Report Details

Your name:

What feedback would you offer about the Intern you hosted?

What educational experiences did you provide?

What feedback would you offer about the Site Host responsibilities for the internship?

What Educational Event(s) did the Intern (and you) attend?

What feedback would you offer about other aspects of the GrowinG Internship Program?  
How can we improve Site Hosting experience?

How can we improve the experience for the Intern?

Are there components that should or should not be included in future programs?

What is your overall assessment of the GrowinG Internship Program?

Other comments?

Would you be willing to serve as a Site Host for future Interns if program funding allows?

*The GrowinG Internship Program and the University of Wyoming seeks to make its programs and activities available to all individuals regardless of race, color, national origin, age, disability, or where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program.*

Powered by Qualtrics

**APPENDIX D**

*EXAMPLE INTERNSHIP CALENDAR*

# MAY 2025

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
					*LOOK FOR 1ST PAYMENT (\$900)	
25	26	27	28	29	30	31
WEEK 1 WORK SUMMARY DUE	*CHECK-IN CALL WEEK					

# JUNE 2025

SUN	MON	TUE	WED	THU	FRI	SAT
1 WEEK 2 WORK SUMMARY DUE	2 EDUCATIONAL EVENT INFO DUE	3	4	5	6 *LOOK FOR 2ND PAYMENT (\$900)	7
8 WEEK 3 WORK SUMMARY DUE	9 *CHECK-IN CALL WEEK	10	11	12	13	14
15 WEEK 4 WORK SUMMARY DUE	16	17	18	19	20 *LOOK FOR 3RD PAYMENT (\$900)	21
22 WEEK 5 WORK SUMMARY DUE	23	24	25	26	27	28
29 WEEK 6 WORK SUMMARY DUE	30 *CHECK-IN CALL WEEK					

# JULY 2025

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
WEEK 7 WORK SUMMARY DUE					*LOOK FOR 4TH PAYMENT (\$900)	
13	14	15	16	17	18	19
WEEK 8 WORK SUMMARY DUE					*LOOK FOR 5TH PAYMENT (\$900)	
20	21	22	23	24	25	26
WEEK 9 WORK SUMMARY DUE						
27	28	29	30	31		
WEEK 10 SUMMARY DUE, QUAL TRIGS SURVEY DUE	*POTENTIAL FINAL PAYMENT SUBMISSION (\$500)					

**APPENDIX E**

*SUGGESTED EDUCATIONAL EVENTS*



College of Agriculture,  
Life Sciences and  
Natural Resources

Extension

Agricultural and  
Applied Economics

**GrowinG Internship Program | Agricultural & Applied Economics**  
College of Agriculture, Life Sciences and Natural Resources - Dept. 3354  
Agriculture Building • 1000 E. University Ave. | Laramie, WY 82071-3354

(307) 760-6247  
fax (307) 766-5544  
GrowinG-WY.org

## Educational Events

This list is a list of suggested educational events scheduled around the state for the coming months. Participation in an educational event is a required component of the GrowinG Internship program. The Site Host and Intern are encouraged to attend / participate in the educational event together to insure that education is related to the internship. Participation in more than one event or events not included in this list is encouraged but must be approved by the host.

DATE	MEETING	LOCATION
May 14-15	2025 Wyoming Agricultural Bankers Conference	Torrington, WY
June 2-4	WSGA Summer Cattle Industry Convention	Laramie, WY
June 3-4	Tractor and Equipment Training Course	Gering, NE
June 3-5	406 Grazing Academy - Part 1	Havre, MT
June 7	Albany County Firewise Education Event	Laramie, WY
June 8-10	2025 Quad States Bankers Convention	Rapid City, SD
June 9-13	Wyoming Ranch Camp	Savery, WY
June 23-25	Montana Range Days	Miles City, MT
June 24	Start & Finance Your Own Business   WY-SBDC	Pine Bluffs, WY
June 24-25	Rancher'\$EDGE   Summer Program <i>Excellence in Development, Grazing, and Economics</i>	Thermopolis, WY
July 1	Sheridan Research & Extension Center Field Days	Sheridan, WY
July 11-13	Wyoming Sheep & Wool Festival	Johnson County Fairgrounds Buffalo, WY

July 12-18 <i>details TBA</i>	University of Wyoming Sheep Program Sheep Innovators Exchange	Laramie, WY
mid-July <i>details TBA</i>	Annual Grass Field Day	Johnson County
July 17	Powell Research & Extension Center Field Days	Powell, WY
July 19	Albany County CattleWomen Ranch Tour	Laramie, WY
August <i>details TBA</i>	Laramie Research & Extension Center Field Days	Laramie, WY
August 7	Sustainable Agriculture R&E - SAREC Field Days	Lingle, WY
August 14	Women in Ranching Education and Development Series	Laramie, WY
August 19-21	406 Grazing Academy - Part 2	Lewistown, MT
September 4-7	Grazing Expo 2025	Billings, MT
November 18-19	Rancher'\$EDGE   Fall Program <i>Excellence in Development, Grazing, and Economics</i>	Laramie, WY
November 13-15	Wyoming Farm Bureau Federation 106th Annual Meeting	Gillette, WY
November <i>details TBA</i>	Wyoming Association of Conservation Districts Annual Convention	
December 8-10	Winter Roundup Convention & Trade Show	Casper, WY
February, 2026	Wyoming Wheat Growers Annual Meeting	Albin, WY



“It is a great program and we have enjoyed teaching these young students about the ranching business from our perspective. I feel it’s important for the students to see different operations and how ranchers/farmers do things.”

—2024 Host



**THANK YOU TO ALL OUR SPONSORS!**



WYOMING STOCK GROWERS ASSOCIATION



