Enhancing the Talent Pipeline via the New Kansas Micro-Internships Program

On-Demand Project Support

Test Drive Entry-Level Talent
Kansas Micro-Internship Program Overview

- Program provides all students enrolled in Kansas public colleges/universities opportunities to work on short-term, paid, and professional projects (Micro-Internships) with Kansas-based organizations.
- Kansas-based organizations that select an eligible student can post their initial project up to $500 for free.
- Eligible organizations include for-profit and not-for-profit organizations.
- Funding for the program is provided by the DeBruce Foundation.
- All opportunities are posted on the Parker Dewey Micro-Internship platform.
Public Colleges and Universities in Kansas

Kansas-based companies and nonprofits are eligible for the Kansas Micro-Internship Program mini-grants if they choose students enrolled in any of the following:

- Allen Community College
- Barton Community College
- Butler Community College
- Cloud County Community College
- Coffeyville Community College
- Colby Community College
- Cowley Community College
- Dodge City Community College
- Emporia State University
- Flint Hills Technical College
- Fort Hays State University
- Fort Scott Community College
- Garden City Community College
- Highland Community College
- Hutchinson Community College
- Independence Community College
- Johnson County Community College
- Kansas City Kansas Community College
- Kansas State University
- Kansas State University Polytechnic Campus
- Kansas State University Olathe
- Labette Community College
- Manhattan Area Technical College
- Neosho County Community College
- North Central Kansas Technical College
- Northwest Kansas Technical College
- Pittsburg State University
- Pratt Community College
- Salina Area Technical College
- Seward County Community College
- University of Kansas
- University of Kansas Medical Center
- Washburn University
- Washburn University Institute of Technology
- Wichita State University
- Wichita State University Campus of Applied Sciences and Technology
Parker Dewey is a mission-oriented organization that helps connect great Career Launchers with great companies.

Parker Dewey offers the largest network of highly motivated college students and recent graduates who are excited to complete short-term, professional assignments.

While executing these Micro-Internships, Career Launchers demonstrate their skills and grit, and exceed expectations as they seek the right full-time role or internship.

Not only do professionals get immediate support, Micro-Internships also help companies identify and evaluate prospective job candidates for internships or full-time needs when they arise. As a result, organizations improve hiring effectiveness, enhance diversity, and drive retention.
What is a Micro-Internship

• **Short-term:** Projects typically range from 10-40 hours in duration.

• **Paid:** The average cost to a company is $400 (fixed fee, implying $20/hour).

• **Professional:** Assignments are similar to those given to interns or new hires.

• **Comprehensive:** Projects are used in all industries, across all departments (sales, marketing, HR, finance, etc.), and can take place year-round.

• **Valued:** Micro-Internships provide busy professionals with additional resources (“We should...” or “I shouldn’t...” tasks).

• **Flexible:** Available year-round as needed, and typically done remote.

Not a replacement for summer internships, co-ops, or full-time hiring.
Micro-Internships can be posted on-demand, as needed by professionals.

We suggest posting a Micro-Internship 24 to 48 hours before the manager wants the project to begin.
Projects Showcase Key Job Skills

Outside B2B Sales Representative

Function: Outside Sales
Location: United States - Oregon Portland, OR US
Date posted: 9/30/2020 4:48:34 PM
Type: Full-time
Experience / Contact: Regular
Job number: 11308M_Portland, OR

At Staples, we know what drives you: people, ideas, and solutions. You’re passionate about making your workplace the best it can be. We’re passionate about helping you get there. Staples is hiring an Outside B2B Sales Representative. Let us tell you a little more about our people...

- Are you competitive, hungry, and passionate?
- Are you dedicated to putting the customer first, working collaboratively, and staying curious?
- Are you interested in a challenging opportunity that guarantees career mobility and financial success?

If so, then you may be right! Interested in learning more? Keep reading!

Staples is evolving as a business. We aren’t the traditional office supermarket that everyone is familiar with. We are so much more than that. We now provide solutions for everyone. So behind the scenes and see here we unveiled The new Staples.

Our mission is simple: We want to make our customers more successful today than they were yesterday. By providing products and solutions that match the way our customers are actually working, we can do just that.

As an Outside B2B Sales Representative, you will walk within your own territory, win new business, close sales, and turn prospects into loyal customers. Want to know more? Check out What’s Day in The Life as a B2B Sales Rep.

This is just the beginning: At Staples, we love to see our employees develop their careers and grow. Once you join our team and team sales from the ground-up, we have opportunities all across the organization. Take a look at Career Mobility at Staples.

If this is the opportunity you have been searching for, why wait any longer? Apply now! It really can be that easy!

- Conduct Competitive Research
- Develop Sales Content
- Identify Key Prospect Categories
- Evaluate Campaign Performance
Students Apply if Interested

Kansas Micro-Internship Program
Connecting Kansas businesses and nonprofits with highly motivated Kansas college students who are ready to gain experience to launch their careers.

APPLY FOR A MICRO-INTERNSHIP  POST A MICRO-INTERNSHIP

When you are launching your career, Micro-Internship provides a tremendous opportunity. With just a few practices, you can explore different careers through paid hands-on experience, you can also demonstrate your abilities to potential employers while building your professional portfolio and network.

To be eligible for this program you must:
1. Be enrolled in a two or four-year public college or university in Kansas.
2. Complete the Daily Work Profile and upload a PDF of your resume to the Documents section of your Parker Dewey profile.
3. Create your account on Parker Dewey. Be sure to add Kansas Micro-Internship Programs to your profile in the Affiliations section.
4. Apply to all projects that interest you.

DESCRIPTION
The American diversified multinational conglomerate is owned and chaired by Bruce Wayne, the son of Thomas and Martha Wayne. Wayne Enterprises is a green company based out of Gotham City and headquartered in Wayne Tower.

ON-SITE/REMOTE
Remote
PAYMENT
$270.00

APPLY FOR THIS PROJECT

CONNECT ONLINE

PARKER DEWEY
Select the Micro-Intern

You see only those students who applied

Filter by school or use the “Kansas Micro-Internship Program” Affiliation

Short-answer questions help you quickly identify the “right” Micro-Intern
Students are encouraged to complete the DeBruce Foundation’s Agile Work Profiler tool.

Knowing their Agilities helps students identify projects that fit their strengths and interests.

Check out students’ Agilities in the Documents section of their Parker Dewey profile.
Your Role

- **Post the project**: what you need, when you need it, price, and any other requests (we can help)
- **Select the student**: pick who you want, or we can select for you
- **Provide any necessary information**: templates, examples, data, etc. so the student can complete the assignment
- **Engage how you want**: no obligations or additional work for you
- **Additional opportunities**: not necessary, but can make yourself available for additional engagement, mentoring, etc.

Micro-Interns are focused on taking work off your plate, not adding to your workload

Parker Dewey’s Role

- **Assist in posting projects**: library of thousands of completed Micro-Internships and can craft for you
- **Assist in student selection**: we can choose for you
- **Student onboarding and oversight**: we are engaged with the students to make sure you have a great experience
- **On-demand support**: available to help as needed
Why Experiential Recruiting Works

(It's a Win-Win-Win)

Hiring managers value the opportunity
• High quality, on-demand support
• Opportunity to give back (e.g. alma mater, ERGs, etc.)

University recruiters value the outcomes
• Early and broad access
• Time and cost effective
• Better outcomes including conversion, DEI, and retention

Students value the experience
• Access and opportunity to demonstrate skills
• Explore career paths
• Expand professional network
Access to over 11 million college students and recent graduates who want to work on Micro-Internships.

Over 80% of Micro-Internships completed by students from underrepresented populations.

55% of college grads leave their job within first year, while 98% of grads who complete Micro-Internships remain at same company.

Over 97% of clients report the Micro-Interns exceeded their expectations when completing the project.
How the Payment Process Works After the Free Initial Project

1. POST A PROJECT
   You determine the scope of work and amount you are willing to pay. There is no obligation to move forward until you officially select one or more candidates.

2. SELECT A STUDENT, PAY INVOICE
   After the Career Launcher has submitted all documentation (NDAs, etc.), Parker Dewey sends an invoice.

3. PAYMENT HELD IN ESCROW
   The money is held in escrow until the employer has verified that the project is completed.

4. WHEN THE PROJECT IS COMPLETE
   Parker Dewey pays the student. (Note: 90% of company’s payment goes to the student.)
FAQs

- **Over 98% success rate:** students are inherently motivated to exceed expectations (and if they don’t, you can select a different student or receive a refund)

- **You define the project:** define what you need and when you need it (typically a few days to a few weeks out), and can use our templates to help

- **You set the price for each project:** typically $200-$600 (of which 90% goes to the student), and there are **no obligations or other fees** even if it turns into an internship or full-time role

- **Not your employees, interns, or contractors:** Micro-Interns are employees or contractors of Parker Dewey for the duration of the project

- **You select the Micro-Intern you want:** our platform reaches students and recent grads at every college across the US, and you can make the selection based upon your goals

- **NDA and assignment:** all Micro-Interns are under NDA, as is Parker Dewey itself
Small Experience, Big Impact

New role created for a first generation college student

International STEM student identified and selected for an internship

Underemployed grad hired for a full-time accounting role

Created pathways for students unable to participate in internships
Kansas is Setting the Standard

https://www.opencampusmedia.org/2021/04/29/priming-the-pump/
Meet Lily...

- Kansas State student
  - **Major:** Strategic Communications
  - **Minors:** Leadership Studies and Nonprofit Management

- **Why apply for Micro-Internships:** “I could see what I learned in class pay off in the real world, and that was one of the first times that actually happened.”

- **Advice to companies:** Explain how the opportunity will impact the local community. When people "know they can have a ripple effect somewhere else, they're a lot more eager to do it because they can see the results of what they're doing.”

- **Advice to students:** "Find something that's appealing to you. Don't do it just to do it."
What Now for Students?

1. Create an account.
2. Complete your profile.
3. Login regularly.
4. Apply to projects that interest you.

https://info.parkerdewey.com/kansasmicrointerns
What Now for Companies?

1. Think about those “We should...” or “I shouldn’t...” projects.

2. Post your project!

Kansas Micro-Internship Program

This program is part of the Kansas Board of Regents “Building a Future” strategic plan and the Kansas Department of Commerce’s aim to “connect businesses, job seekers, educational institutions and training providers to ensure the state’s workforce is equipped to meet industry needs and to help create economic success for Kansas residents and businesses.

Through this program, Kansas-based companies and nonprofit organizations that select a student who is currently enrolled in a Kansas public two-year college or four-year university is eligible to receive a 50% matching micro-grant up to $250 per project (for a maximum of two projects). For more information about this program, click here.

These Micro-Internship projects serve as a bridge to future employment opportunities and may help your organization find its next great hire! Companies who do not meet this criteria or are not interested in the funding are still encouraged to post a project to connect with highly-motivated students nationwide.

Browse recommended projects below or complete the form on this page to learn more about this program.

https://info.parkerdewey.com/kansasemployers