

A large graphic on the left side of the slide, consisting of several overlapping triangles in shades of blue, green, and yellow, forming a larger triangular shape pointing to the right.

CalPoly
Pomona

CAL POLY POMONA MICRO-INTERNSHIP PROGRAM ORIENTATION

Olukemi Sawyerr, PhD
Associate Vice President
Office of Academic Innovation

Ericka Olguin
Innovation Incubator Coordinator

Debbie Tanaka
Graduate Student Assistant
Innovation Incubator

AGENDA

❖ **Introduction to Micro-Internships**

❖ **CPP Micro-Internship Fall 2023 Program**

❖ **Parker Dewey Platform & Shared Drive Resources**

❖ **Faculty Testimonials**

- Kathleen J. Blakistone
- Andrea L. Metzker

❖ **Q&A**



WHAT ARE MICRO-INTERNSHIPS?

- Short-term, **paid**, professional assignments that range from 20; 30 & 40 hours of work in total, can occur anytime of the year, and are highly specific, project-based positions.
- Innovative variant of the traditional academic internship model.
- Traditional internships are effective high impact practices (HIPs) that provide students the opportunity to apply theoretical knowledge to practice, enabling them to gain essential skills, develop professional networks, and provide exposure to future employment opportunities.



DID YOU KNOW?

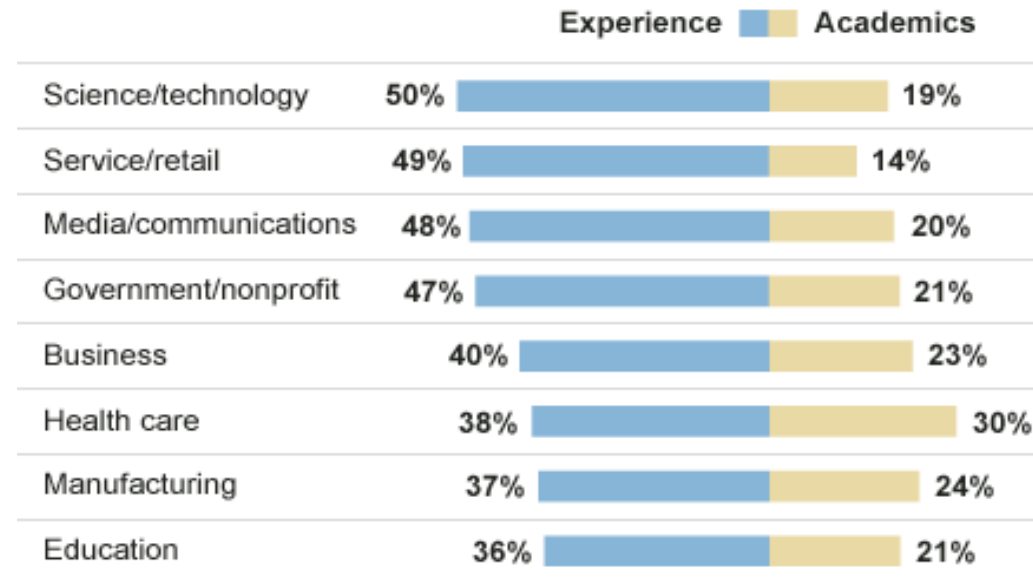
- Most entry-level positions require at least one year of experience
- More than 72% of internship hosts offer jobs to their students
- 81% of students said internship experiences helped them decide to continue in their academic major or to reevaluate their career goals



EDUCATION VS. EXPERIENCE ***WHICH ONE GETS THE JOB?***

Majority of employers expressed a preference for experience over academic records.

Employers Prefer Experience Over Academic Record



Note: The original data included a category labeled "neutral." It has been eliminated to focus on experience and academic considerations. As a result, the numbers do not add up to 100%.



MICRO-INTERNSHIP STUDENT BENEFITS

- Work on paid projects that only require a short time commitment (20;30;40 hours within a week to a month)
- Explore different career paths and work on interesting assignments
- Demonstrate abilities to potential employers and apply what was learned in the classroom
- Build your professional portfolio and network



MICRO-INTERNSHIP FACULTY BENEFITS

- Provide course-embedded paid professional experiences for students
- Collaborate with a community partner to provide a specific deliverable
- Work with existing partners or get support in identifying new ones
- Parker Dewey performs administrative duties



EMPLOYER/PARTNER BENEFITS

No Administrative Paperwork For Fall 2023

Parker Dewey is structured as a consulting firm, so all students are 1099s through Parker Dewey.

Very Low Risk

Students sign strict NDAs and the employer owns all the work product. And if the employer is unhappy with the deliverable, Parker Dewey will give them a full refund.

No Conversion Fees

If the employer wants to hire the student as an intern, contractor, or full-time employee, go ahead. It's free!

Payment

Parker Dewey issues payment to the student. (Note: 90% of company's payment goes to the student. What the student sees on the posting is what he/she will receive if selected for and completes the project.)



CPP FALL 2023 MICRO-INTERNSHIP PROGRAM

CPP NSF INVESTS Grant -- \$3 million

Partnership with Advancement – Jerry Yu, Director of Foundations

- Michael and Susan Dell Foundation Grant -- \$1.6 million
- California Community Foundation -- \$100,000
 - ✓ Provide paid course-embedded micro-internships in non-profit organizations
 - ✓ Provide staff to support program – source for micro-internship opportunities through partnerships with industry and community partners
 - ✓ Three years



CPP MICRO-INTERNSHIP PROGRAM

- **Academic departments and programs interested in collaborating to:--**
 - Identify courses required of all students in major in the early years, mid-years, and later years of the student life-cycle
 - Embed micro-internships as course requirements
 - Participate in research on the impact of micro-internships on short- and long-term student outcomes and faculty outcomes – Dr. Preeti Wadhwa, research lead
 - Start date: fall 2023
 - Contacts: Debbie Tanaka ddtanaka@cpp.edu & Ericka Olguin eaolguin@cpp.edu



CPP FALL 2023 MICRO-INTERNSHIP PROGRAM

- **Courses with existing partnership(s) with non-profit organization(s)**
- **Required student projects that provide specific deliverables to the non-profit partner**
 - ✓ **Team project**
 - ✓ **Individual project**
- **Students sign-up through the Parker Dewey platform**
- **Partner signs up through the Parker Dewey platform**
- **Students complete project for non-profit partner**
- **Faculty grade student projects to assure quality of deliverable**
- **Students get paid \$300-\$600 for the completed projects through the Parker Dewey platform**



5 MINUTE STEP FOR STUDENTS



PARKER DEWEY

1. Create a Profile

Signing up takes less than 5 minutes- name, school, hobbies, and a few other things and you're good to go.

2. See Micro-Internship Opportunities

Check out details on available assignments, including when they're due and how much you'll be paid

3. Apply

You decide which opportunities seem the most interesting- it's a great way to explore different roles and industries.

4. Complete The Assignments

Once you're selected, work directly with the company. Do your best to exceed their expectations as it could lead to a full-time role.



PARKER DEWEY EMPLOYER/ MANAGER TUTORIAL



1. Signing-up to post Micro-Internships

Please use CPP Parker Dewey Website

2. Filling out your profile

3. Navigating your dashboard

4. Posting a project

5. Viewing and approving an applicant

6. Closing out the project



FACULTY & PARTNER PREPARATIONS



PARKER DEWEY

Outcomes & Deliverables:

- Purpose
- Task
- Due Date
- Deliverable
- Time & skills needed for this task
- Materials

Examples



NEXT STEPS: THINGS TO DO



If you are interested in participating in the fall 2023 program, please contact us as soon as possible



If you are interested in participating in the spring 2024 program, please contact us as early as possible during the fall 2023 semester



If you are interested in additional information about the partnership with academic departments, please contact us



QUESTIONS. COMMENTS. CONCERNS.

innovationinc@cpp.edu

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