



Increasing the Kansas Talent Pipeline through Micro-Internships

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KSU 1st Friday Call

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Kansas Board of Regents
Building a Future for Kansas Families, Businesses and the Economy



Why Micro-Internships?

Students who have paid internships receive:

- **30% more job offers** than those with unpaid internships
- **70% more job offers** than those with no internships



Why Micro-Internships?

121,800 (9.6%) more jobs in
Kansas in May 2022 than
in April 2020



Why Micro-Internships?

- Novacoast - Wichita
- Scorpion Biological Services - Manhattan
- Panasonic Energy - DeSoto
- **More than 4,500 new jobs announced**



What are Micro-Internships?

Short paid professional projects that college students can complete anytime of year for a wide array of employers in such areas as:

- Business
- Community development
- Finance
- Information technology
- Human resources
- Marketing
- Research



KMI Program Overview

- Launched with Parker Dewey in February 2021
- Funded by Kansas Dept of Commerce & DeBruce Foundation
- Supports the KBOR *Building a Future* strategic plan
- No cost to the institutions
- **993 Kansas students & 102 employers registered**
 - 94 projects posted, 48 completed (84% by women)
- **Only state-sponsored micro-internship program**



KMI Program Overview

- Open to all Kansas businesses, nonprofits & entrepreneurs
- **5 minutes to register; no paperwork**
- Employer sets the project fee; students get 90%
- Based on \$15-\$20 per hour; most projects 10-40 hours long
- 90% completed remotely; available year round
- **First two projects up to \$500 free for Kansas employers**



Agile Work Profiler

The DeBruce Foundation's **free career assessment tool** – the Agile Work Profiler (AWP) – gives a ranked set of “Agilities,” which help identify:

What you *like to do*

What you *do well*



Student Feedback

“It’s giving us college students a chance to show you what we have.”

“It’s one of the things on my resume that people gravitate to the most ... in interview after interview it’s something employers ask about.”

“Overall, this program will help me to strengthen my skills related to my degree, have real life experiences to talk about in interviews and do impactful work for local companies.”



Employer Feedback

98% satisfaction

“We were so impressed with the Micro-Intern and the program and how easy it was.”

“The process of reviewing and filtering candidates - looking at resumes and portfolios, hiring people, and then even paying for it, was seamless and intuitive... I was thrilled with the process part of it.”

“Our experience was really positive - it was easy to use the website and the Micro-Intern was easy to work with and took feedback really well.”



Some Employer Examples

- XENOTECH, KC; drug research/testing company; 200 employees
- Adams Brown, LLC, Great Bend; CPA accounting firm; 11 sites; 260 employees
- River City Engineering, Inc., Lawrence; process engineering; 10 employees
- Dickinson County Economic Development Corp., Abilene; 3 employees
- Spirit AeroSystems, Wichita; 16,100 employees
- Gordon Parks Museum, Fort Scott
- Ford County HR Dept., Dodge City



EDIT

Job Description Conversion Project | Kansas City , KS

SEKISUI XENOTECH

OF APPLICANTS: **16**

DEPARTMENT: **Human Resources**

START DATE: **08/11/2021**

Remote

START DATE
08/11/2021

PROJECT DESCRIPTION

For this project we are looking for someone who can process 10 job description matrixes and convert the information into 55 individual job descriptions using a provided template. The estimated time to process each individual job description is 20-30 minutes.

DUE DATE
08/25/2021

EST. HOURS
25

QUESTIONS


... ..



Vessel Diagrams | Lawrence, KS

OF APPLICANTS: 3

DEPARTMENT: **Engineering**

 START DATE: 04/26/2021

Remote

EDIT 



START DATE
04/26/2021

DUE DATE
05/17/2021

EST. HOURS
25

ON-SITE/REMOTE

Remote

PROJECT DESCRIPTION

We are looking for someone to help develop nice graphic depictions of 8 various separator configurations. We want to clearly define certain parameters that relate to sizing and rating of separator vessels. We will provide you with the parameters of the vessels in pencil sketch format.

QUESTIONS

Why do you think you would be a good fit for this position?

Please describe your engineering design experience. If possible, please have an example ready to show us



START DATE
04/05/2021


DUE DATE
05/07/2021

EST. HOURS
25

ON-SITE/REMOTE
Remote

Capital Campaign Social Media Calendar | Abilene, KS

OF APPLICANTS: 6

 START DATE: 04/05/2021

DEPARTMENT: **Marketing/Fundraising**

Remote

EDIT 

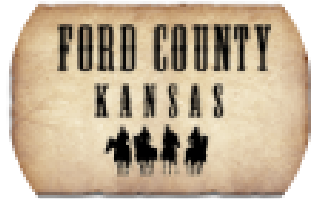


PROJECT DESCRIPTION

We are seeking a short-term intern to assist in the creation, implementation, and scheduling of posts, photos, and videos to assist in the marketing of our organization's capital campaign. As a non-profit that is pledge-based, this campaign is an integral part of our organization. Posts will be utilized across multiple social media channels to include Facebook, Twitter, LinkedIn, and Instagram. This campaign will consist of all new, fresh, on-brand materials.

Only students from Kansas-based public colleges and universities are eligible for this project.

QUESTIONS



Updating Employee Handbook | Dodge City, KS

OF APPLICANTS: 4

DEPARTMENT: Human Resources

 START DATE: 12/20/2021

Remote

EDIT 



START DATE
12/20/2021

DUE DATE
01/21/2022

EST. HOURS
25

PROJECT DESCRIPTION

We are looking for somebody to assist with updating our current employee handbook to make it more "user friendly." This may include reworking and/or removing existing content, adding new content, revising the order information is presented, and more. We will discuss the specifics upon kickoff.

QUESTIONS



Mystery Shopping Bank Branches | Sterling, KS

OF APPLICANTS: 4

DEPARTMENT: Human Resources

 START DATE: 08/08/2022

Remote

EDIT 



START DATE
08/08/2022

DUE DATE
08/26/2022

EST. HOURS

PROJECT DESCRIPTION

We are looking for somebody to assist with mystery shopping our three branches to evaluate the customer service being provided. We will provide you with a script to follow for each department you are calling in to as well as rubric to fill out for each call. The calls should also be recorded so we can discuss during evaluations with our employees. We will discuss the specifics upon kickoff.



KMI Plan to Further Increase the Talent Pipeline

- **\$50,000 DeBruce Foundation grant awarded October 2022**
- \$400,000 Strada Education grant proposal TBA
- KBOR FY 2024 unified appropriations request
- [Continued program promotion](#)



For More Information Visit

www.kansasmicrointerns.com

Q & A