



SIGNALS Micro-Internship Program

Request for Proposal

Summary

Parker Dewey, LLC is currently accepting proposals from postsecondary colleges and universities, workforce development organizations, student-focused nonprofit organizations, and other postsecondary training providers to participate in the Skills-Informed Gateway for Networking, Access, Learning & Success (SIGNALS) Micro-Internship Program (SIGNALS Program).

Number of Awards Anticipated: 10

- Geographic diversity is desired
- Institution type diversity is desired (i.e. community colleges, HBCU's, HSI's, bootcamp/certification providers, etc.)
- Mission-driven nonprofit organizations focused on supporting postsecondary students from underserved backgrounds are also eligible to submit a proposal for consideration
- Parker Dewey reserves the right to make fewer than 10 awards if an insufficient number of qualified proposals are received

SIGNALS Program Overview

The SIGNALS Program is generously funded by a grant Parker Dewey has received from the GitLab Foundation (Foundation). The Foundation is primarily focused on initiatives that have the greatest relative impact on an individual's earning potential. As such, the SIGNALS Program is focused on supporting initiatives that will:

- Support students who may not otherwise have been able to access paid, career enhancing opportunities
- Engaging employers who actively recruit and hire college students and recent graduates
- Increase students' confidence in their ability to get hired for their target job

Parker Dewey plans to select 10 schools or organizations to participate in this program. Those selected will:

- Be awarded 30 Micro-Internships to allocate to students and employers that they determine will most benefit from participating in the program.
 - Micro-Internships will be pre-scoped to take the student approximately 15 hours of work to complete
 - Micro-Internships can be executed remotely or onsite
- Receive custom websites from Parker Dewey to support student and employer engagement in the program
- Engage employers with active/ongoing hiring needs seeking new ways to connect with, engage, identify, assess students' fit for a longer-term role

- Receive access to Parker Dewey+ at no cost through June 30, 2027 for faculty and staff who are supporting this program for on-demand data access to measure participation and outcomes during and after the program.

Participating Schools/Organizations Expectations

Selected schools/organizations must:

- Designate a primary point of contact for the program who works with external employer partners or alumni. This point person will:
 - Attend a program kickoff meeting scheduled at a mutually convenient time
 - Promote the program to students and employers
 - Both during and after the program, provide feedback to Parker Dewey about opportunities to improve the program
- Commit to engage employers with active/ongoing early career hiring needs who are seeking new ways to engage students and assess their fit for longer-term roles
- Commit to engage students who may not otherwise have access to unpaid experiential learning opportunities.

Preference will be given to institutions that demonstrate the capacity to utilize all 30 funded Micro-Internships by March 1, 2027.

Employer Eligibility Criteria

As part of this program, participants agree to engage employers who actively recruit and hire college students and recent graduates. Parker Dewey will collaborate with participating schools and organizations to co-design a program for the intended outcomes.

- Employers can be for-profit, non-profit or government organizations.
- Employers do not need to be current or past Parker Dewey clients.
- Employers can host one or multiple Micro-Internships and can engage one or more students on a single project.
- Employers will receive support of the Parker Dewey team to scope the projects to align to their hiring goals.
- Micro-Internships cannot be hosted as on-campus projects that benefit the school.

Student Eligibility Criteria

As part of this program, participating schools and organizations agree to engage students who may not otherwise have been able to access paid, career enhancing opportunities. This may be due to barriers such as:

- Academic program does not offer many paid internships
- Work or family obligations
- Athletics schedule

Student eligibility can be determined by the participating school or organization. Students can complete one or multiple Micro-Internships funded through this program with one or multiple participating employers. Eligible students may include:

- Undergraduate and/or graduate students
- Part-time or full-time students including non-degree seeking students
- Alumni

International students are eligible if they are legally authorized to work in the United States or able to obtain CPT or OPT from their school. They should confirm their eligibility by checking with their school's international student office before applying for any Parker Dewey Micro-Internships.

Undocumented students must have valid US work authorization or Individual Taxpayer ID Number (ITIN).

Timeline

- **June 2026:** RFP Submission opens
- **July 31, 2026:** RFP Submission deadline
- **August 15, 2026:** Award recipients notified
- **September 1, 2026:** SIGNALS Micro-Internship Programs launched
- **March 1, 2027:** All SIGNALS Micro-Internship Programs must be completed*

*Students must be selected for all SIGNALS-funded projects no later than March 1, 2027. Any Micro-Internships that do not have students selected will be forfeited and will not be available for future disbursement or carryover.

Total Program Funding

Selected partners will receive funding for up to 30 Micro-Internships exclusively available to their students. There is no cost for selected schools/organizations, students or employers to participate. The funding that each selected school/organization will receive includes:

- Payment to participating students for completing up to 30, 15-hour Micro-Internships. Student payment will be \$300 upon successful completion of a SIGNALS program-funded Micro-Internship
- Per-program administrative fees (\$33.33 per Micro-Internship) which covers the cost of student payment and relevant tax forms
- Parker Dewey program management
- Parker Dewey+ access

There is no obligation for the school/organization to provide funding to continue the program after the SIGNALS Micro-Internship Program has concluded.

Success Metrics

The SIGNALS Program seeks to achieve measurable outcomes for participating students and employers. Participating institutions should demonstrate how they will support these goals:

- Increase access to paid career exploration opportunities for students who may face barriers to traditional internships.
- Increase student confidence in obtaining employment aligned with their career goals.
- Expand employer engagement with students through project-based experiences that support hiring decisions.
- Facilitate meaningful connections between students and employers that may lead to interviews, internships, or full-time employment opportunities.

Selected institutions may be asked to participate in surveys, outcome reporting, and program assessments to evaluate progress toward these goals.

Proposal Requirements

Complete proposals must contain the following:

- **General Information:**
 - Name of School/Organization
 - Name of Department Submitting Proposal
 - Program Point(s) of Contact (include name and email address)
- **Target Student Population:**
 - What students do you plan to target for this program?
 - Why does this population fit the SIGNALS program criteria?
- **Target Employer Population:**
 - What employers do you plan to target for this program?
 - Why are you targeting these employers?
 - What specific strategies will you use to recruit employers for this program?
- **Applicant Goals and Plans:**
 - Why do you want to participate in this program?
 - What challenges do you anticipate, and how will you address them?
 - How will your participation continue to support students after the grant period ends?

Proposals must be submitted via email to partners@parkerdewey.com no later than 5 pm Central Standard Time on Friday, July 31, 2026.

Evaluation Criteria

Proposals will be scored based on the following criteria:

Criterion	Weight
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Alignment with SIGNALS target population	35%
Employer engagement strategy	30%
Ability to recruit and support students	20%
Program implementation capacity*	15%

*This includes existing employer partnerships, identifying a program point of contact dedicated to employer engagement and demonstrated capacity to use all 30 Micro-Internships by the program deadline.

Data Sharing and Privacy

Micro-Internships are subject to Parker Dewey's standard [Terms of Service](#), which includes the following key points:

- All Micro-Interns execute non-disclosure agreements
- The Client owns all work product
- Micro-Interns have no formal relationship with the client for the duration of the Micro-Internship (i.e., they are not the client's employees, interns, or contractors)
- There are no additional costs or fees if the participating company wants to directly hire or retain the Micro-Intern upon completion of a Micro-Internship (including, but not limited to, as an employee, intern, apprentice, or contractor)

Students participating in this program are subject to Parker Dewey's [Contractor Terms of Service](#) which includes the following key points:

- Students must be 18+ years of age
- As a Micro-Intern, students are classified as a contractor of Parker Dewey, NOT an employee, contractor, or intern of the host organization
- Students cannot disclose anything confidential about the project, including the name of the client company, unless you are given permission
- The client owns all rights to the work the Micro-Intern creates
- Upon completion, the Micro-Intern will be paid directly by Parker Dewey at the end of month
- Parker Dewey maintains the right to deactivate a student's account at its discretion, including for the [inappropriate usage of AI tools](#) or other violations of Parker Dewey's [Micro-Intern Performance Expectations and Policies](#)
- No data is needed from the student's college or university in order for a student to participate in this program or any Parker Dewey Micro-Internship

Aggregate reporting will be shared with the GitLab Foundation. This data will not include personal information for any participating students or employers. Participant quotes will not be shared without permission. All data will be shared in adherence with [Parker Dewey's Privacy Policy](#).