Program Spotlight: UD BlueHensWork

Building awareness of public service career pathways

Program Overview

The University of Delaware's BlueHensWork **addresses students' limited exposure to public service careers** while helping Delaware nonprofits and government agencies access emerging talent and project support. **Offered during school breaks,** paid 20- and 40-hour projects give students a flexible way to gain experience when they have greater availability, with **Parker Dewey providing the platform, expertise, and support to efficiently administer and scale the program.**

Goals

- Expand awareness of public service careers
- Create accessible, career-building experiences during school breaks
- Connect Delaware organizations with emerging talent and project support

Key Results

(as of August 2026)

100
unique students hired

>70%
students increased their awareness of an organization

2,600+
hours supporting local nonprofits and state agencies

97.4%
employers satisfied with their Micro-Internship experience

Impact

University of Delaware Students

- >98% of students found the Micro-Internship experience to be valuable and would recommend it
- Demonstrated growth in career-readiness including communication and critical thinking.

Delaware-Based Public Service Organizations

- Gained access to motivated local student talent to address meaningful business needs.
- Supervisors consistently rated students highly across all NACE career readiness performance measures.

University of Delaware

- Flexibility of Micro-Internship model enhanced relationships with 65 organizations.
- Expanded access to paid experiential learning at scale while generating measurable outcomes tied to career readiness.

"Parker Dewey makes Micro-Internships easy and accessible to everyone! **They've been invaluable partners, providing expert advice and ongoing support** as we launched and continue to expand our tailored Micro-Internship program."

~Amy Rees, Associate Director, Career Events & Experiences,University of Delaware Career Center

Lessons Learned

- **Host an employer onboarding session for all participating organizations:** Ensures compliance with program requirements, especially timeline.
- **Model creates value for both students and employers:** Students gain paid experience, employers receive meaningful positive support, and both reported strong satisfaction rates.
- **Micro-Internships conducted during school breaks can broaden participation:** Supported students across class years including first-generation and Pell-eligible students.