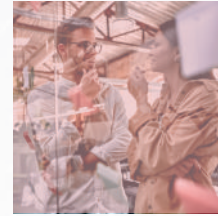# BUILD BRIDGES AT UTAH

Looking for a fresh perspective?

Have a back burner project you never seem to get to?

Appreciate a low-cost option to get the job done?

Eager to mentor students and pay it forward?

Bridges at Utah is a new platform for Eccles School employer partners to offer short-term projects from 4 hours to 40, paid by the hour, and directed by you.

Move your project to the right side of the checklist

- Describe your unique project
- *Or* use a Bridges template for common projects like analyzing data, website design, SEO analysis, research, or creating predictive models
- Enter details like start/end dates, project pay, and skills needed
- Designate a company representative to ensure work is completed to your requirements
- Select from students at all levels from freshman to MBA

Getting Started

Sign up for an account at Eccles.link/bridges. Once your account is approved, you'll be able to post projects, set application deadlines, and review student applications as they come in.

It's that simple!

You'll be amazed at how much you can get done by building Bridges at Utah.

For personalized advice, please contact your relationship manager,

call (801) 213-1062 or email Careers@Eccles.Utah.edu

David Eccles School of Business
THE UNIVERSITY OF UTAH

Bridges projects build a bridge to opportunity for students of the David Eccles School of Business and beyond to the University of Utah.

Bridges is a short-term project tool that provides employers and students with guided support as they work to complete company tasks. Here are guidelines to assist you in posting.

Hours

Typical projects take 40 hours or less to complete. An individual student may work on a project 5 to 10 hours per week.

Learning Objectives

What does the student gain from this experience?
• Well defined learning objectives can influence student interest and the number of applicants.

Compensation

Recommended compensation for undergrad students is $10+ per hour.
• Example: 40 hour project x $14 per hour = $560
Recommended compensation for grad students or more highly-skilled or experienced students is $20+ per hour.
• Example: 40 hour project x $22 per hour = $880
Paid/Unpaid Projects
• Non-profit organizations may offer unpaid projects. The project must meet the requirements of an unpaid internship as outlined by the Department of Labor (DOL) here.

Student Talent by Major

Explore skills available to you from our 9 undergraduate majors, 7 specialty master's degrees, plus MBA & PhD programs here.

Additional Notes

1. All projects must meet the Fair Labor Standards Act (see below).
2. An employer representative will instruct students and oversee the project work with an agreed number of touchpoints.

Create your account at eccles.link/bridges

How to Structure a Successful Project
1. Define the selection criteria for students.
2. Clearly outline the total hours planned to complete a project.
3. Set collaborative goals and learning objectives for the student.
4. Emphasize a unique job or career-related activity the student will work on.
5. Define expectations for the project plan and deliverables.
6. Establish and communicate timeline and milestones for completion.
7. Provide an overview of the organizational stakeholders and project team.
8. Clearly articulate goals and the anticipated impact.
9. Review the implementation plan, including budget and resources needed.
10. Designate a contact who is available and has oversight of project.
• Facilitate effective and consistent communication throughout each stage of the process.
• Connect early with the student. Schedule a meeting to review the project to ensure the student understands what needs to be done.
• Review progress and provide feedback or ideas for improvement that can be incorporated in the plan.

Reference Material
• Work experience or free labor? Learn what makes unpaid opportunities legal – here
• U.S Department of Labor Wage and Hour Division – Internship Programs under the Fair Labor Standards Act - here
• HR Newsletter – DOL Unpaid Intern Test: What Employers Need to Know - here
• Handy Reference Guide to the Fair Labor Standards Act – here