

Refugee Development Center

Fall 2025 General Internship Application



Our Fall 2025 Internship runs from **August 25th, 2025 - December 18th, 2025**

About the Organization: The Refugee Development Center (RDC) is a vital 501(c)(3) organization that was created in 2002 to provide a unique, unduplicated service in the mid-Michigan area. As a small grassroots organization, we have grown to be the “go-to” agency for working with refugees in the region. By providing formal and informal learning opportunities, the center aims to be an open and inclusive place for refugees to learn and locate the resources they need to flourish as residents and citizens.

Our Mission: The mission of the RDC is to cultivate a welcoming, thriving community that collaborates with refugees and newcomers through education, engagement, and support. Learn more at www.refugeedevelopmentcenter.org.

Overview: RDC is looking for motivated interns who will participate in indirect and direct service responsibilities during RDC programming for Fall 2025. This internship will offer a comprehensive experience in refugee post-resettlement programming at the RDC. Interns are placed across RDC programs to provide support in the classroom, assist in program management administrative duties, and be a welcoming face at the center. **This internship is in-person and takes place out of RDC's Newcomer Center in south Lansing.**

**This is an unpaid internship. We are able to partner with academic institutions offering credit for internships. If applicable, please include any academic requirements in your application.*

Hours: The RDC runs programs Monday-Thursday 9:00-7:30pm; interns must have availability within this timeframe that corresponds with the program they are applying for. Fridays are administrative days typically reserved for staff and team meetings, plus data work. Nights and weekends may be required depending on the internship. Hours vary depending on the internship and the individual.

On average, 8-15 hours per week *(option to add more hours to fulfill requirements are available).*

General Qualifications:

- English language fluency
- Basic Computer Skills
- Ability to work with adults from a diverse background
- Demonstrated cross-cultural sensitivity
- Speakers of Arabic, Dari, Farsi, French, Haitian Creole, Kinyarwanda, Pashto, and Swahili are encouraged to apply
- Reliable form of transportation

To apply: Fill out this [google form](#) and email resume and cover letter to Savanna at shamed@rdclansing.org. Applications will be accepted and reviewed until **Sunday, July 27 2025 at 11:59PM**. Incomplete applications will not be considered. Interviews will be conducted virtually starting the week of July 21st; positions will be filled on a rolling basis.

Available positions (see below for descriptions):

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| • Youth Development (K-12) | • Welcome Desk |
| • Childhood Development (Ages 0-5) | • Transportation Support |
| • English Teaching (ESOL) | • Health and Housing Navigation |
| • Student Success | • Digital Literacy Learning (DLL) |



Internship Program Descriptions

Youth Development (K-12)

Youth Development Interns will be involved in indirect and direct service responsibilities for K12 after-school and mentoring programs. This program is a vital educational and social resource to newcomer youth transitioning to life in the US, in addition to their families in which they help navigate for. Youth Development Interns will assist in facilitating and planning these learning experiences that align with the program pillars of education, career readiness, and integration. In programming, Youth Development Interns will help students integrate into the US social and education systems, address educational gaps, and provide a safe space to learn and practice English. These services help newly arrived refugee students through activities and lessons including English, homework support, socio-cultural immersion, sports, and arts.

Responsibilities:

- Assist teachers of English language learning students during lessons
- Lead small groups of students in activities
- Assist in preparing curriculum and materials for classroom activities
- Recording and analyzing class data and attendance

Program specifics: After-school programs take place Monday-Thursday from 3:30-5:30 and 5:30-7:30pm. Youth Development Interns must be available to provide direct service during some youth programming. Youth Development interns should be comfortable with creating lesson plans. Strong writing and interpersonal skills are expected. **Individuals looking to grow leadership and relationships-building skills are encouraged to apply*

Childhood Development (Ages 0-5)

Childhood Development Interns will be involved in indirect and direct service responsibilities in our First Steps early literacy program (ages 0-5). This is a unique opportunity that allows individuals to engage with the entire family while supporting little ones to meet developmental milestones. Childhood Development Interns will have the opportunity to engage in parent education, assist with lesson planning, and participate in RDC programs. Opportunities exist to work alongside partner organizations and programs such as: Ingham ISD, Parent and Child playgroups, and childhood music.

Responsibilities:

- Assist teachers of early literacy students during programming; managing safe play, crafts, learning
- Lead small groups of students in activities
- Assist in program management administrative duties, including recording and analyzing class data
- Assist with all RDC programs as assigned

Program specifics: First Steps programs take place Monday-Thursday from 9:30am-11:30am and 12:00pm-2:00pm. Child Development Interns must be available to provide direct service during first steps programming. **Ability to work with youth ages 0-5 from a diverse background is required.** Child development interns should be comfortable playing and being silly with children. **HDFS, Child Development, and similar majors are encouraged to apply!*



Internship Program Descriptions

English Teaching (ESOL)

English to Speakers of Other Languages (ESOL) Interns will work as a teacher's assistant in adult ESOL classes. Interns will be expected to tutor clients and lead small group conversations, assist in creating lesson plans, materials and activities, assist in leading and managing volunteers, and maintain program data and general administrative assistance. Opportunities available to gain experience teaching in the classroom.

Responsibilities:

- Assist client needs, track trends, and produce growth reports
- Assist during lessons and preparing curriculum and materials for class
- Independently lead small groups of students in activities
- Assist in program management administrative duties
- Assist with all RDC programs as assigned

Program specifics: Adult ESOL programming takes place Monday-Thursday from 9:30am-11:30am, 12:00pm-2:00pm, and 5:30pm-7:30pm. ESOL Interns must be able to commit to at least two classes/week during the morning, afternoon, OR evening class times. Additional hours for planning and data support will be on Fridays or as the intern's schedule permits. **Individuals with experience or interest in teaching English language learners are encouraged to apply!*

Student Success

Student Success Interns will assist Student Success Specialists with a variety of tasks. Interns will conduct standardized pre/post testing of adult English language learners using computer tests. They may also conduct interviews to evaluate language proficiency for classroom placement. Interns may assist students in pursuing higher education opportunities. Interns should be computer proficient and enjoy working with a variety of platforms (training will be provided).

Responsibilities:

- Assist Student Success Specialist with proctoring pre/post testing of Adult English Learners
- Manage administrative duties, including recording and analyzing data
- Work individually with students and conduct interviews to assess Language Proficiency
- Assist with all RDC programs as assigned

Program specifics: Student Success programming runs concurrently with Adult ESOL programs (Monday-Thursday from 9:30am-11:30am, 12:00pm-2:00pm, and 5:30pm-7:30pm). Student Success Interns must be available to provide direct service during ESOL programming. Student Success Interns should be comfortable working with computer programs, data and spreadsheets (excel/google sheets). **Individuals with strong computer skills and interest in data are encouraged to apply!*



Internship Program Descriptions

Welcoming and Intake

Welcoming and Intake interns serve as a friendly and welcoming face, greeting students as they arrive at RDC's Newcomer Center. Welcoming and Intake interns are tasked with new-student registration, collecting vital information during the intake process, and are responsible for ordering supplies, making copies of materials, and other necessary functions associated with running the Welcome Desk and Teatime program. Welcoming and Intake interns will assist with scheduling, monitoring of procedures, and identifying gaps in the Welcome Desk and Teatime process.

Responsibilities:

- Support intake of new students
- Manage and maintain Welcome Desk and Teatime supplies (copies, orders, organization)
- Communicate needs and gaps to leadership team
- Assure correct identification and paperwork completion for all new students and family members
- Assist with all RDC programs as assigned

Program specifics: The Welcome Desk operates Monday-Thursday 9:00am - 7:30pm. Welcome Desk interns must be available to provide direct service during some program hours. Evening hours are preferred but not required. **Individuals who excel in a fast-paced working environment encouraged to apply*

Transportation Support

Transportation Support interns will work alongside the Digital Literacy Learning team to assist students looking to improve their driving skills. Transportation Support interns will become familiar with RDC's driving simulator; they will support students during lessons and help train volunteers in this program. Transportation support interns will help create and adapt new resources for driving programs to help students progress through lessons.

Responsibilities:

- Create materials to support driving simulator lessons and driving program workshops
- Operating the driving simulator. Assist volunteers and students with driving simulator
- Identify gaps within driving program; identify resources to aid driving lessons
- Track attendance and data related to driving simulator and driving lessons

Program specifics: Transportation Support interns must be available during driving simulator program times to provide direct service: 2:15-7:00pm Monday-Thursday. Virtual Friday hours available upon approval. **Individuals with education backgrounds, who are organized, patient, and have strong attention to detail are encouraged to apply*



Internship Program Descriptions

Health and Housing Navigation

Navigation interns will support Health and Housing Navigators in completing health and housing case management tasks. Navigation intern will assist the Health Navigator in resolving RDC clients' questions related to medical and dental care, health insurance, and MDHHS benefits. The navigation intern will assist the Housing Navigator in developing an updated list of affordable housing units available in Ingham County.

Responsibilities:

- Meet with clients at the Drop-in center when they request assistance
- Resolve client's minor problems with bills, health insurance, benefits, and housing Contact affordable housing providers in Ingham County to determine pricing and availability of units; record information in a working spreadsheet
- Connect clients to local social services and resources as needed
- Record case management interactions in case notes

Program specifics: Navigation programs run concurrently with RDC programs (Monday-Thursday, 9:00am-5:00pm). Navigation interns must be available to provide direct service during Navigation hours. Navigation interns must demonstrate interest in social services or case management. **Bachelor's or Social Work (BSW) or Master's of Social Work (MSW) students preferred and encouraged to apply.*

Digital Literacy and Learning (DLL)

Digital Literacy and Learning (DLL) Interns will be involved in indirect and direct service responsibilities to support RDC's DLL program to ensure refugee families receive assistance as they transition into the American workforce and school system. The goal of the program is two-fold: to provide a bridge to a broader array of career preparation services; and to lead to self-sufficiency through improved English language acquisition, digital skill development, and social integration. DLL Interns will work with the DLL Team to assist youth and adult individuals enrolled in the DLL program.

Responsibilities:

- Working with the RDC students to assist with client enrollments, including data tracking, reporting, and follow-up communications
- Planning and facilitating workshops on digital learning platforms and other DLL topics, followed by debriefing and offering feedback for future events
- Working alongside DLL team to provide high quality case management to meet families goals and needs

Program specifics: DLL interns work to support RDC programs during regular program times (Monday-Thursday 9:00-5:00pm). Interns should be comfortable working with computer programs, data and spreadsheets (excel/google sheets). Virtual Friday hours available upon approval. **Individuals with strong computer skills and interest in data/IT work are encouraged to apply!*