

Micro-Internships for Employee Resource Groups

Parker Dewey's Micro-Internships for ERGs program allows companies to drive the effectiveness of diversity hiring initiatives, while also enhancing the experiences of existing employees from underrepresented populations. These short-term, professional assignments enable current employees to build authentic relationships with career launchers. As ERG members engage with highly motivated college students from backgrounds similar to their own, companies demonstrate their commitment to creating authentic, equitable pathways to professional careers.

Benefits For ERG Members

- **Valuable** way to get immediate support on projects that aren't the best use of their time
- **Opportunity** to engage with college students and recent graduates with backgrounds similar to their own
- **Appreciation** for the importance of diversity, equity, and inclusion within their company

Benefits For Campus Recruiters

- **Early access** to diverse, highly-motivated college students nationwide
- **Effective** way to "get through the noise" to communicate the value proposition of the organization
- **Improved** hiring and conversion outcomes, as authentic relationships help candidates visualize themselves at the company



Parker Dewey makes it easy to leverage Micro-Internships for ERGs

- 1 DEFINE GOALS**
Identify specific populations, matriculation, geography, and other key attributes
- 2 INTRODUCE THE PROGRAM**
Parker Dewey will create a custom portal for ERG members, host introductory webinar(s), and develop additional content
- 3 RUN THE PROGRAM**
Parker Dewey provides complete support to ensure candidate engagement, employee satisfaction, and program outcomes
- 4 SEE THE RESULTS**
Parker Dewey provides an Impact Report highlighting reach, schools, student performance, and other key data