

Where Micro-Internships Fit In For Employers

When an Employer Says	How Micro-Internships Help	What Students Have to Say
<p>I want to build my brand with your students.</p>	<p>Offer Micro-Internships to get through the noise, allowing students to learn about your organization.</p> <ul style="list-style-type: none"> • 95% of students want to connect with employers via real, paid work experience • 50% of college students attended a career fair 	<p>“I wasn’t familiar with Northrop Grumman at all before finding this Micro-Internship. Now I’ve accepted a full-time role.”</p> <p>Alex, University of California, Santa Barbara, Class of 2022</p>
<p>I need a more diverse applicant pool.</p>	<p>Use Micro-Internships to reach students who might otherwise be overlooked, while providing authentic connections with hiring managers.</p> <ul style="list-style-type: none"> • Over 80% of Micro-Interns come from backgrounds historically under-represented in the workforce • Students represent all majors, academic years, grad/undergrad and recent grads 	<p>“The time management I developed, especially as a student athlete, was crucial in delivering on Micro-Internships and I got to show that ability in a professional setting.”</p> <p>Raeven, Christian Brothers University, Class of 2021</p>
<p>I want to reach students earlier to build my talent pipeline.</p>	<p>Offer Micro-Internships specifically for first and second-year students to reach them when they are most interested in exploring career paths.</p> <ul style="list-style-type: none"> • 76% of students said they start thinking about career planning before sophomore year • 69% of students wished employers began to engage them earlier than they did 	<p>“My Micro-Internship was my first professional experience actually doing work...this was the first time I was actively contributing something.”</p> <p>Richard, Howard University, Class of 2024</p>
<p>I don’t need a student for a full-time role or internship.</p>	<p>Use Micro-Interns to get immediate help on those small projects that create value, but you don’t have time to address.</p> <ul style="list-style-type: none"> • All Micro-Internships are project-based so the focus is on what you need, not hours/weeks • Students are not your employees, Parker Dewey handles all payment to students and admin 	<p>“I don’t know that I would have been able to do any other type of internship because of my schedule.”</p> <p>Christina, University of Maryland Global Campus, Class of 2023</p>
<p>I have a limited budget, bandwidth to supervise a student.</p>	<p>Use Micro-Internships as a cost-effective way to engage and assess prospective candidates.</p> <ul style="list-style-type: none"> • You set the price for each Micro-Internships, with the average cost of \$435 (and 90% goes to the student) • No upfront costs, subscriptions, or other fees, leading to a 40-80% lower cost-per-hire 	<p>“It’s a real-life application without a long-term commitment. I can actually give back and my work will be used.”</p> <p>Mishwa, Illinois Wesleyan University, Class of 2023</p>
<p>We’ve already set our recruiting plans for the year.</p>	<p>Use Micro-Internships as a complement to what you have planned.</p> <ul style="list-style-type: none"> • Expand the pool for your traditional internship program • Maintain a relationship with outstanding interns who don't have time to continue a traditional internship during the academic year • With most projects filled within 48 hours, Micro-Internships can help you fill empty seats from reneges or unexpected openings 	<p>“I’ve done all the career fairs, the networking events, the dinners. I’ve done a ton of those. But none of them were as hands-on.”</p> <p>Emma, Kansas State University, Class of 2022</p>



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from students



Get started

About DeLuca-funded Micro-Internships

■ About Micro-Internships

A Micro-Internship is a short-term project that can typically be completed within 10-40 hours and is due within a few days to a few weeks. These projects require no onboarding and can be completed by a college student with minimal instruction. Micro-Internships are used by organizations to audition talent for long-term roles, build candidate pipelines, and reach students from underrepresented backgrounds—in addition to getting work done.

■ What is the cost?

Thanks to the generous support of the Frederick A. DeLuca Foundation, all 15-hour Micro-Internships that are part of this program are available at no cost to your organization. The student receives \$300 upon completion of your 15-hour project. This program is available through June 14, 2024.

■ What are the legal and administrative implications of Micro-Internships?

In short, it's easy as Parker Dewey handles it all. No HR burdens. No conversion fees. No questions about ownership or worries about confidentiality. Here are some key details:

- All consultants (talent) execute an NDA.
- Clients (you) own all of the work product.
- Clients have no formal relationship with the talent—they are not your employees, interns, or contractors. Each client's relationship is with Parker Dewey LLC.
- Clients set the fixed-fee price for the project (of which 90% is paid by Parker Dewey to the talent) and have no other costs or fees. We will bill you that amount, and we handle all of the transaction processing and paperwork.
- There is no cost or obligation associated with posting a project or seeing interested talent. Clients only pay when they select a specific candidate, and that payment is held in escrow until the project is completed to the client's satisfaction.
- After a project is completed, clients can hire the talent for full-time positions, internships, part-time roles, contract work, or anything else directly and without owing any additional fees. There are no other costs— and we love when we can help facilitate a mutually-beneficial professional relationship.

■ Does this replace traditional internship programs?

Micro-Internships are not meant to replace traditional internship programs but rather complement and even supplement them. Due to their short-term nature, Micro-Internships can be used year-round to find on-demand project support while simultaneously allowing you to engage and evaluate potential talent who may be a good fit for your internship program.

■ Are Micro-Internships on-site or remote?

The majority of Micro-Internships are remote, as this provides more flexibility and accessibility.

■ Who manages Micro-Interns?

The project manager will be a member of your team, whether that be a hiring manager, team lead, or another employee. At the start of the project, they will clarify specific expectations and share the information/materials necessary for the Micro-Intern to complete the project. From there, they can engage the student in whatever way works best, whether that be email, Zoom, etc.