



PARKER DEWEY

Parker Dewey is an experiential recruiting platform that helps employers connect with high-potential early-career talent via Micro-Internships.

These short-term, paid, professional projects

- offer access to traditionally overlooked candidates
- reduce bias through real-work evaluation, and
- generate insights that build more effective, equitable pipelines

The result? Stronger hiring outcomes

At Parker Dewey, we're not just filling positions — we're building bridges between education and employment one Micro-Internship at a time.







What are Micro-Internships

Micro-Internships are **short-term**, **paid**, **professional projects** that can be completed **on-demand** by highly motivated early-career talent.

- → Short-term: Typically a total of 10-40 hours of work by the Micro-Intern
- → Paid: Fixed cost to make it simple, usually \$300-\$600 per project
- → **Professional:** Similar to what would be assigned to an intern or new hire
- → **Projects:** Involves a specific deliverable, as opposed to ongoing tasks
- → On-demand: can be done year-round, with no administrative burdens (payroll, legal, etc.)

Micro-Internships provide a valuable way to access, engage, assess, and hire for traditional internships and full-time roles.



Benefits for Early Career Talent



Accessibility



Career Exploration



Experience



Resume/Portfolio Building



Flexibility



Possibility of longerterm engagements



Networking



Pay



Career Readiness Competency Reflection*



*Based upon Core Competencies defined by the National Association of Colleges & Employers.

Benefits/Uses for Companies



Easy



Build a Talent Pipeline



No Commitment, Low Risk



Brand Building on Campus



On-Demand



Access New Demographics / DEI



Cost Effective



Job Auditioning / Drive Conversions

Transforming a Role Into Targeted Micro-Internships

Job Description: Entry-Level Data Marketer

Assist in gathering, analyzing, and reporting marketing data to drive campaign strategies and measure effectiveness. Support content strategy and marketing initiatives through data-driven insights, competitor analysis, and performance metrics.

Provide recommendations based on key findings to enhance campaign

performance and strategic direction.

Project Ideas

Data Clean-Up and Visualization

Verify and standardize marketing data entries to maintain accuracy, supporting reliable analysis and campaign planning

Skills: Attention to detail, data validation

Content Performance Reporting

Compile and interpret content engagement data, offering actionable insights to refine and optimize marketing strategies.

Skills: Basic reporting, Excel proficiency, critical thinking

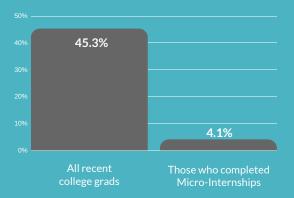
Competitive Campaign Analysis

Research competitor marketing campaigns to identify effective tactics and provide recommendations on how to strengthen our competitive edge.

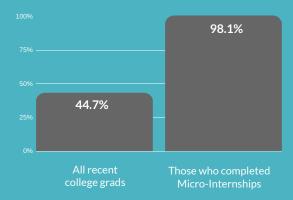
Skills: Market research, creative thinking, presentation skills



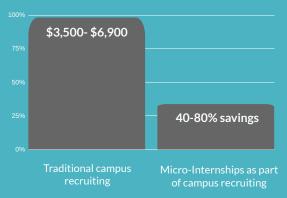
UNDER & UNEMPLOYMENT OF RECENT COLLEGE GRADS



EMPLOYER RETENTION OF RECENT COLLEGE GRADS



COST PER HIRE FOR CAMPUS RECRUITING





Access to over 11 million college students and recent graduates who want to work on Micro-Internships.



Over 80% of Micro-Internships completed by students from underrepresented populations.



55% of college grads leave their job within first year, while 98% of grads who complete Micro-Internships remain at same company.



Over 97% of clients report the Micro-Interns exceeded their expectations when completing the project.



Why You Should Share Micro-Internships with Your Employers

By sharing Micro-Internships as a recruiting tool, you're supporting the goals of employers and driving engagement, while students gain valuable, real, professional experiences that help them launch their careers.

Specifically, Micro-Internships can help you:

- → Enhance Employer Involvement in Career Services Activities
- → Deepen Relationships with Existing Employer Partners
- → Engage Employers Who Aren't Currently Recruiting on Campus
- → Create more Opportunities for your Students

Employers Decide Who Sees Projects

Companies can choose to have projects be open to all, or feature the opportunity exclusively to schools of their choice.

In the last 12 months,

42.8%

of projects that kicked off were open-to-all.

This means that

more than half

were featured *exclusively* to specific institutions.

Why Companies often Choose to Feature Projects:

- Longer-Term Hiring Goals
- Geographic Location
- Pre-Existing Relationships at a School
- Desire to hire from a niche program (example)
- Awareness that the school's students are active on Parker Dewey
- Program Funding If a school is covering the cost of projects for designated employers, the resulting projects are only visible to that school's students and recent graduates.



Comparison: Impact of Consistent Promotion to Employers

In the last 12 months:	Has Promoted to Employers Stats from a public college	Inconsistent / Minimal Promotion to Employers Stats from a public college in the same state
Employer Page Views	468	0
Companies that Created Accounts from their Page	13	0
# of Projects That Selected Their Talent	13	1
\$ Earned	>\$3,500	\$300
Employer Feedback	100% Met or Exceeded Expectations	No feedback to share





How to Engage Employers



Build Awareness of Micro-Internships as a Recruiting Tool

Invite Parker Dewey to Connect with your Employers

Invite your Employers to Connect with Parker Dewey

Share Timely Parker Dewey Content

Involve your Faculty and Alumni



Build Awareness of Micro-Internships as a Recruiting Tool

Having Parker Dewey collateral readily available makes it easy for you to share with employers.









Employer-Focused Landing Page

Where Micro-Internships Fit (Flyer)

Client Success Examples

Consider Upgrading Your Partnership



Employer-Focused Landing Page

This page, tailored to employers and their needs, makes it easy for them to understand the benefits of Micro-Internships, create an account, and post templated projects.

This page should be shared in the following places:

- Your employer-facing web page (introductory language)
- Email responses to recruiters interested in your students
- Presentations about recruiting options (<u>template</u>)
- Anywhere else that recruiting resources are shared with employers and established alumni.
- TIP: Keep track of where you've shared this link in our Partner Checklist.

NOTE: Your URL likely changed recently. When convenient, please update wherever posted.





Micro-Internships. Maximum Impact

With Parker Dewey Micro-Internships, everybody wins!

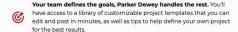
Micro-Internships allow your company or organization to get ondemand, professional project support from talented students and recent graduates without having to take on administrative burdens like processing payroll or managing tax forms.

Micro-Internships are also an easy, cost-effective, and proven method for accomplishing recruiting goals, as they allow organizations to engage early career talent in a way that is accessible and appealing to students.

Create An Account



After creating your free recruiter account on Parker Dewey, we'll be there to support you every step of the way!





After the project, you have all of the candidate data, skills insights, and recommendations to keep high-potential candidates engaged.

Where Micro-Internships Fit In for Employers

This print-ready flyer shares where Micro-Internships can help and includes student testimonials to prove that it works. You can also customize it with your logo/colors and link to your landing page.

This flyer is perfect for sharing during employer visits, on-campus employer events, or during career fairs.

ACCESS FLYER

LINK TO CUSTOMIZE
THIS FLYER





Employer Success Stories

The PDF pictured at right highlights just a handful of Parker Dewey clients who have spoken publicly about their experience with Micro-Internships and how these projects have helped with their unique needs related to recruitment, talent development, and on-demand project support.

Click on the PDF image to the right to access a handout with these testimonials, or use the link below to view these and others online.

EMPLOYER TESTIMONIALS



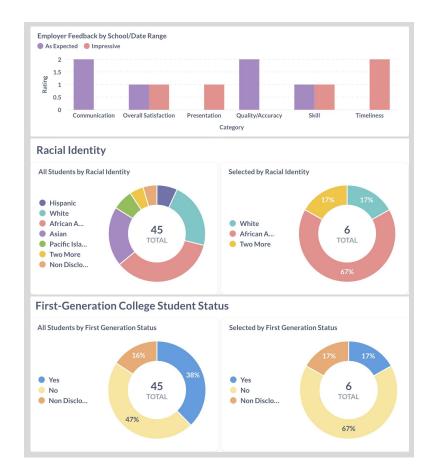


Upgrade to Parker Dewey+

This new, premium level of partnership is a \$2,000/year subscription, and includes:

- Employer engagement data
- A Micro-Intern to help you promote the concept to employers and peers
- Student usage information
- Impact reports that allow you to demonstrate the diversity of your students and recent graduates who are interested in Micro-Internships.

LEARN MORE





Consider a Program

Whether you're looking to engage alumni, create opportunities for your students in a specific sector, or address the issue of brain-drain in your geographic area (and more!), funding projects *exclusively* for your students via a program can help.

You choose the organizations you want the students to work with and the students you want to support, and Parker Dewey handles the rest.



LEARN MORE

WEBINAR REGISTRATION





Invite Parker Dewey to Connect with your Employers

As the Micro-Internship experts, we're happy to connect directly with your employers. Below are just a few opportunities to include us:



Employer Events



Chambers of Commerce/Workforce Development Meetings



Entrepreneurship/Small Business Centers

Employer Events

Whether you're hosting an employer summit, advisory board session, employer appreciation event, or any other sort of employer-focused gathering, we'd love to join you (virtually)!

INVITE PARKER DEWEY TO PRESENT





Chambers of Commerce/Workforce Development Meetings

These organizations are also focused on supporting local employers who may not have an early-career recruiting team. We regularly see that <u>local</u> organizations love working with local students.





INVITE PARKER DEWEY TO PRESENT













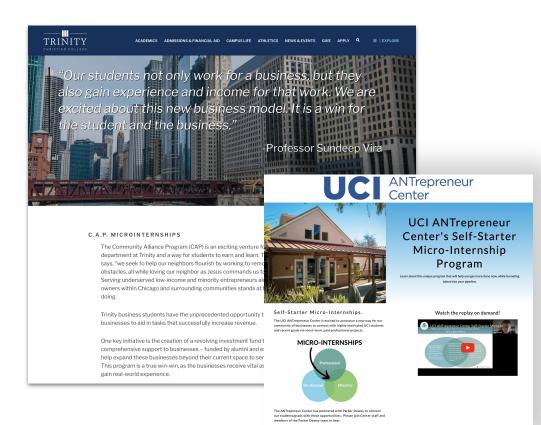
Entrepreneurship/Small Business Centers

Small businesses have lots to accomplish and often too few hands to take it all on. We love explaining how Micro-Internships can help!

Don't forget about on-campus Entrepreneur Centers too.

Small Business Centers can even sponsor Micro-Internships on behalf of its members (like <u>Trinity Christian College</u>) or for its own needs (like the <u>UCI ANTrepreneur Center</u>).

INVITE PARKER DEWEY TO PRESENT



how these paid, short-term projects create equitable access.













Invite Employers to Connect with Parker Dewey

We host regular webinar events designed to inform, engage, and encourage your employer partners to post Micro-Internship opportunities for your students:

Host a Webinar

Invite Employers:

Connect with the Parker Dewey team

Invite Employers:

Micro-Internship Overview Webinars for Companies

Invite Employers:

Other Regularly Scheduled Parker Dewey Events

Host a Webinar

Host a webinar specifically for your employer partners letting them know how they can post Micro-Internships for your students and recent grads.

We prepare the webinar content, create the registration page, and even customize the promotional materials for you. All you need to do is <u>contact us</u> to schedule a date and time, and commit to sharing the invitation with at least 1,000 employer and/or alumni contacts.

EXAMPLE WEBINAR: UNIVERSITY OF DENVER

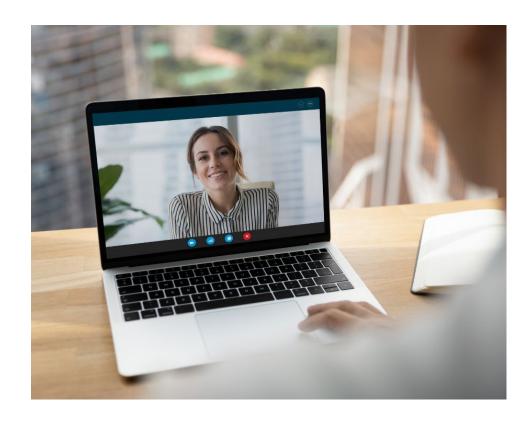


Invite Employers: Connect with the Parker Dewey Team

Our team is always happy to meet with your employers, discuss their individual needs and goals, and highlight how Micro-Internships can help.

Because every employer is unique, we've found that a one-on-one conversation is often the best way to help them get started. Get the exchange started by inviting your employers to connect with us.

EMAIL TEMPLATE



Invite Employers: Micro-Internship Overview Webinars

During these monthly 30-minute webinars, your employers can expect to learn:

- how Micro-Internships work,
- examples of the types of projects students can complete, and
- how easy it is to get started



Micro-Internships Overview for Employers

Join us to learn how you can post a Micro-Internship in five minutes!

INVITE YOUR EMPLOYERS (Email Template)

INVITE YOUR EMPLOYERS (Newsletter Insert)

REGISTER YOURSELF



Invite Employers: Other Parker Dewey Events

In addition to our monthly overviews, Parker Dewey also regularly hosts the events listed below. Keep an eye on our 'upcoming events' emails for details, and invite your employers.

- State of Campus Recruiting Webinars: Rotating topics facing early career recruiting.
- Micro-Internships & Target Demographics Series: Previous highlights have included student-athletes, first and second-year students, nontraditional students, liberal arts students, and first-generation students.

Not getting our event emails?

Reach out to schools@parkerdewey.com to be added to the list.

Recent Event

Gen Z's New Rules for Hiring:
Student Sentiments

Recorded May 29th, 2025

on Campus Recruiting



PARKER DEWEY

WATCH THE REPLAY





Share Timely Parker Dewey Content

Unlike traditional internships, Micro-Internships can be leveraged by your employers year-round. Use this content to keep Micro-Internships front of mind.



Monthly Content Customized for the Time of Year



Incorporate Micro-Internships into your Career Fairs



Follow Parker Dewey LinkedIn Pages



Review our Marketing Toolkit

Monthly Content

Every month, Parker Dewey points of contact receive recommended content to share..

This content may include easy-to-share social media posts, newsletter inserts, email templates, etc.

To view this content, email schools@parkerdewey.com
to be added to the email list, or review our blog for the latest.

REVIEW MONTHLY CONTENT



Planning Ahead: Partnership Packages

Incorporate a Student Ambassador Micro-Intern into Partner or Sponsorship Packages

Each partner company would select one of your students for a 10-hour Micro-Internship highlighting the company brand and opportunities to their peers. This Micro-Internship could include social media posts, conversations with their peers, brief presentations in extracurricular club meetings, etc.

\$1,000 Sponsorship Example

- \$777.78 to School
- \$200 to the Micro-Intern (one of your students)
- \$22.22 to cover the admin (Parker Dewey's typical 10% of the total Micro-Internship cost)

Benefits to the Company:

- Brand building
- Authenticity
- Engagement

Benefits to the Micro-Intern:

- Pay
- Experience
- Connections

Benefits to your Institution

- Incentive to Partners
- Student Opportunity
- Employer Satisfaction



Planning Ahead: Career Fairs

Help Employers Boost Career Fair Outcomes

Highlight Micro-Internships in your next Fair invitation, and in reminders to registered employers:

RESOURCE: SUPERCHARGE CAREER FAIRS WITH MICRO-INTERNSHIPS

LANGUAGE:
INTRODUCE THIS STRATEGY
TO EMPLOYERS





Parker Dewey LinkedIn Pages

Parker Dewey has two LinkedIn pages. As employer-facing points of contact, we encourage you to follow both, and share content from the employer-facing page.

What you'll find on the Employer-Facing Page:



- Timely content to repost for the benefit of your employers
- Reminders about upcoming events for employers
- New Parker Dewey partner announcements

FOLLOW THE PARKER DEWEY EMPLOYER PAGE

What you'll find on the Student-Facing Page:



- Timely content to repost for the benefit of your students
- Reminders about upcoming student events
- Highlighted perspectives from recent Micro-Interns

FOLLOW THE PD CAREER LAUNCHER PAGE

Looking for Something Specific? Review our Marketing Toolkit

While we try in our emails to highlight needs that are most salient, you may be on the lookout for content that addresses a unique challenge or in a format we haven't highlighted recently.

If this is the case, check our larger Marketing Toolkit. Here you'll find a wide range of pre-made content in a variety of formats.



REVIEW MARKETING TOOLKIT



Involve your Faculty and Alumni

Faculty often engage with employers, and we've found alumni to be some of the most active Micro-Internship posters.



Faculty

They can spread the word to students and their employer contacts. Our <u>Faculty Launch Toolkit</u> makes it easy to keep them in the loop. We also encourage you to invite them to our <u>Parker Dewey overview for faculty and staff</u>.





Alumni

For alumni, Micro-Internships are a win-win because they are not only getting a project done, but also mentoring and supporting a student from their alma mater.



Tips for Engaging Alumni

- Include established alumni in the invitations and reminders to employers
- Invite us to present at Alumni Board/Council Meetings
- Highlight Micro-Internships in alumni newsletters and other alumni-targeted communications using the customized content below:

ALUMNI-SPECIFIC NEWSLETTER CONTENT

ALUMNI-SPECIFIC EMAIL TEMPLATES

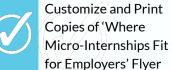


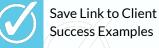
The Playbook

START WITH OUR PARTNER CHECKLIST

Build Awareness as a **Recruiting Tool**

Request and Share an **Employer-Facing** Parker Dewey **Landing Page**





Consider Upgrading vour Parker Dewey Partnership



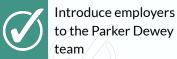


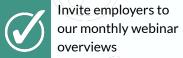
Chamber of Commerce/ Workforce Development Meetings













Share Timely Parker Dewey Content

Monthly Content customized for the time of year



Follow Parker Dewey LinkedIn Pages



Involve your Faculty and **Established** Alumni

Use the Faculty Launch Toolkit

Invite faculty to our overview for faculty and staff

Include Alumni in **Employer Invitations/** Communication

Invite us to Alumni Council/Board Meetings

















