



Achieving Institutional Goals with Micro-Internships

Kristin Schrader, Vice President of Partnerships

What are Micro-Internships?

Short-term, paid, professional projects completed by college students or recent graduates on behalf of busy professionals.



Short-term

- Typically 10-40 hours required to complete
- Deliverables due within a few days to a few weeks



Easy to Implement

- Do not require Micro-Interns to have deep industry knowledge or lengthy onboarding
- Not your employees, interns, or contractors, but subject to NDA



Cost-effective

- Fixed cost, typically \$200-600 per project with 90% to the Micro-Intern
- No setup, hiring, or conversion fees



Complementary

- Aligned to existing campus recruiting efforts
- Comparable to tasks given to summer interns or new hires



Flexible

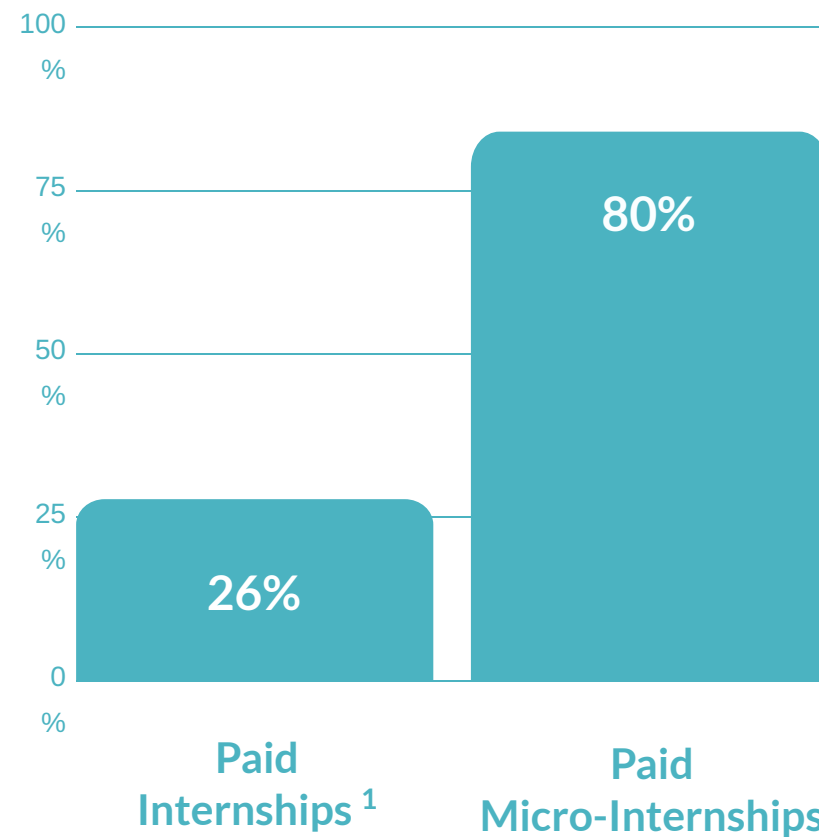
- Available year-round, on demand, and as needed
- Typically executed remotely

Over 98% of Micro-Internships exceed employer expectations.

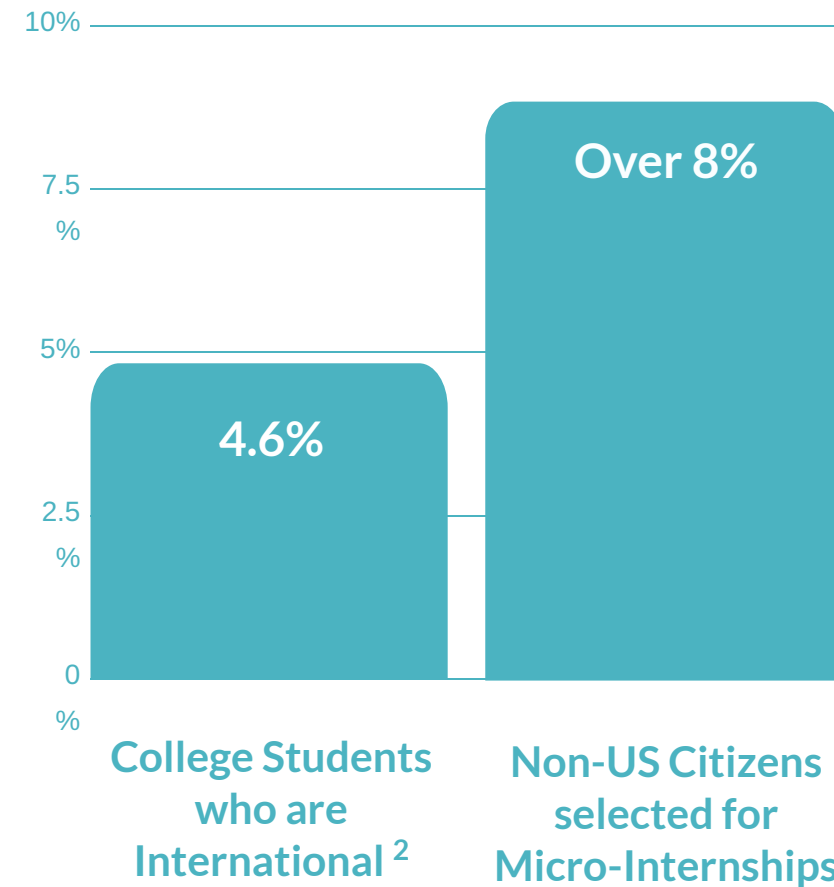


Data Showing the Impact of Micro-Internships

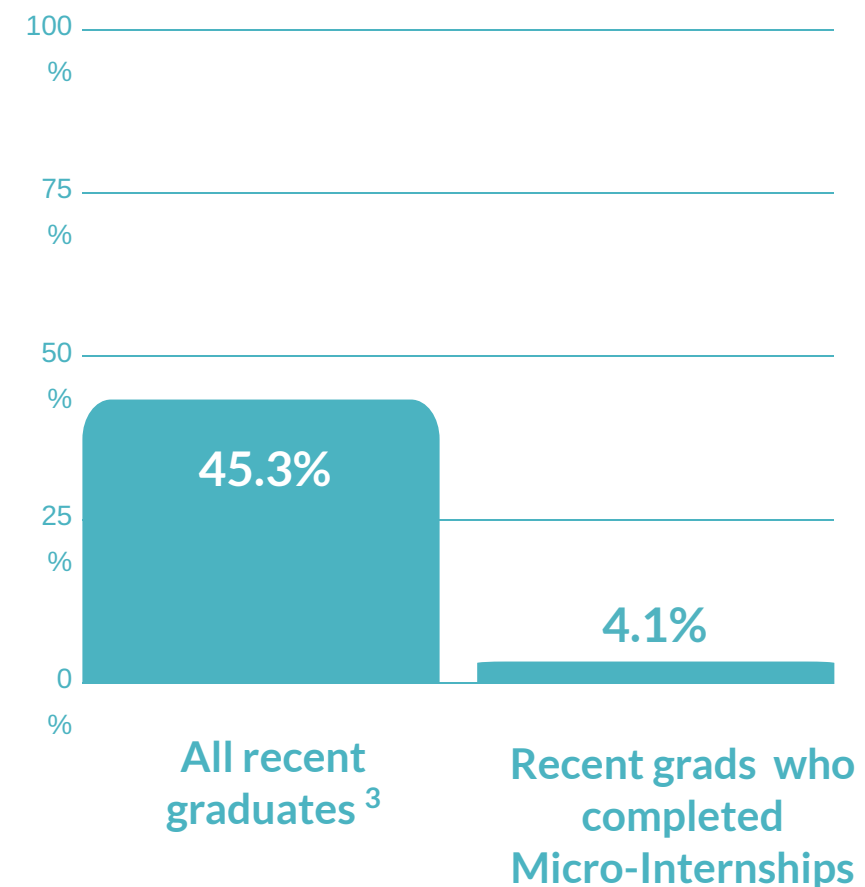
PAID EXPERIENTIAL LEARNING FOR UNDERREPRESENTED GROUPS



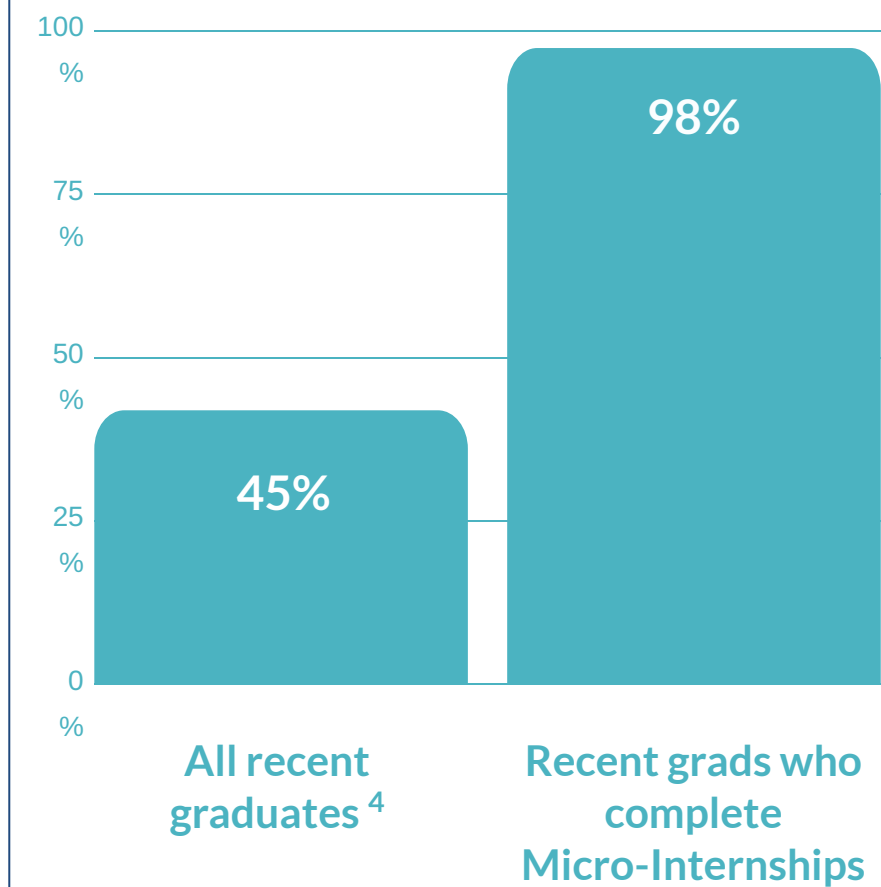
OPPORTUNITIES FOR INTERNATIONAL AND UNDOCUMENTED STUDENTS



% UNDER OR UNEMPLOYED UPON GRADUATION



FIRST YEAR RETENTION OF RECENT GRADS



¹ Source: National Association of Colleges and Employers (NACE) 2019 Student Survey Report.

² Source: BestColleges.com - based on 2020 - 2021 data

³ Based on averages compiled by the National Association of Colleges and Employers (NACE) 2018 Recruiting Benchmarks Survey.

⁴ Source: the U.S. Bureau of Labor Statistics National Longitudinal Surveys NLSY97.

Career Readiness Competency Reflection*



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

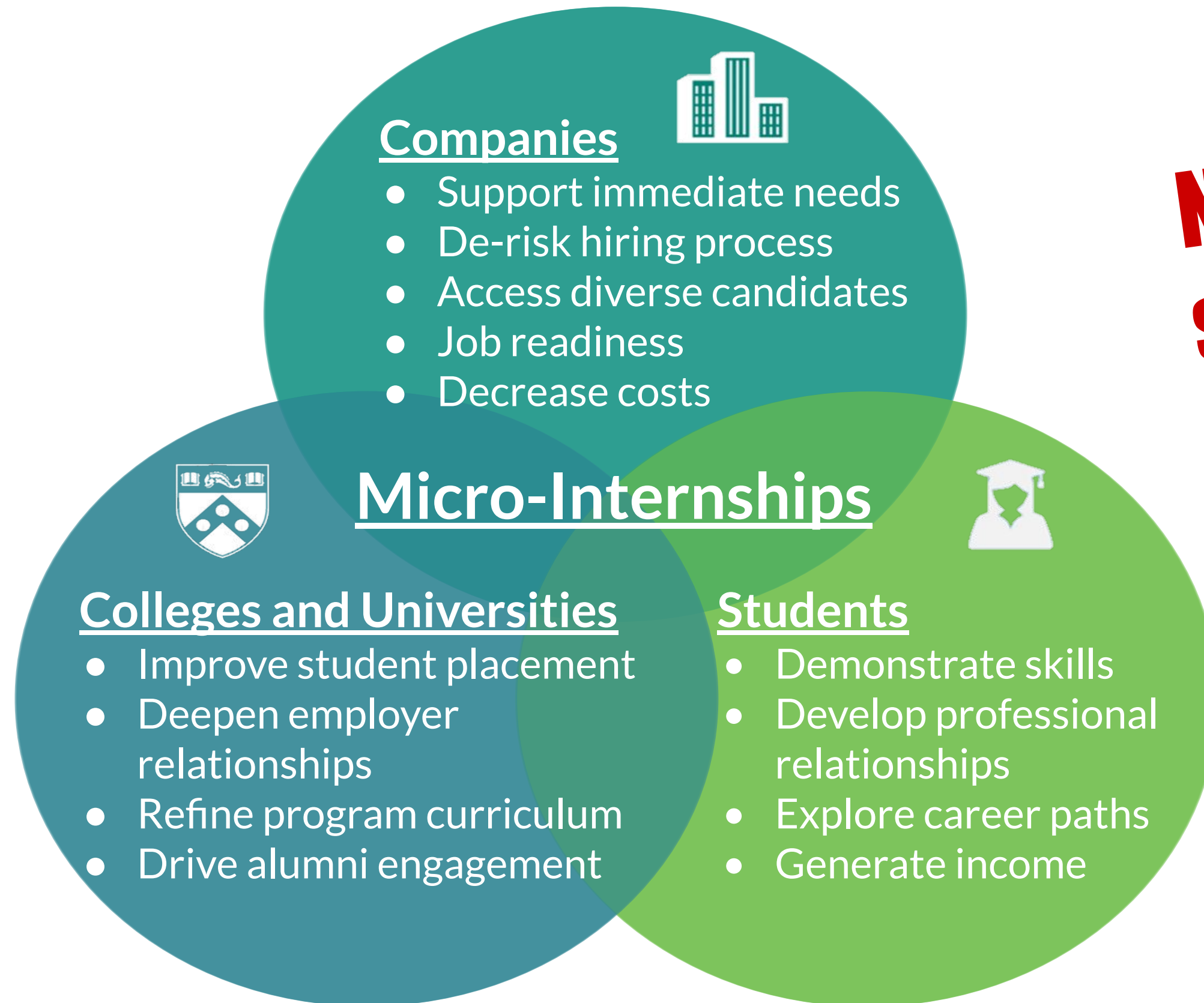
[Click here to read more \(updated May 2023\).](#)

Micro-Internships = Win-Win-Win

**Limited
budget**

**Need to
serve all
students**

**Limited
staff/time**





How Can Parker Dewey Make This Easy for You

With expertise in implementing large-scale Micro-Internship programs, Parker Dewey can help you quickly create Micro-Internship program (or scale existing ones) so that it's as low-lift for you as possible.

Expertise with Program Development

Customized Collateral/Resources to Market the Program

Operational Support for Students and Micro-Internship Hosts

Ongoing Data/Final Report to Measure the Impact



Expertise with Program Development

The Parker Dewey team will meet with you to discuss program goals and other logistics. Topics to consider include:

- **What students/organizations are you trying to support?**
 - Students from specific, under-represented backgrounds? Academic programs? Niche populations (e.g. student-athletes, first-generation students)?
 - Local organizations? Nonprofits/startups? Companies within a targeted industry? Etc.
- **What is your desired timeline for launching the program?**
 - Programs can be set up within a week of kickoff call with Parker Dewey team
 - Programs can also be set with specific start/end dates (e.g. Winter Break) or run throughout the year
- **What KPI's are you most interested in to determine the program's success/impact?**



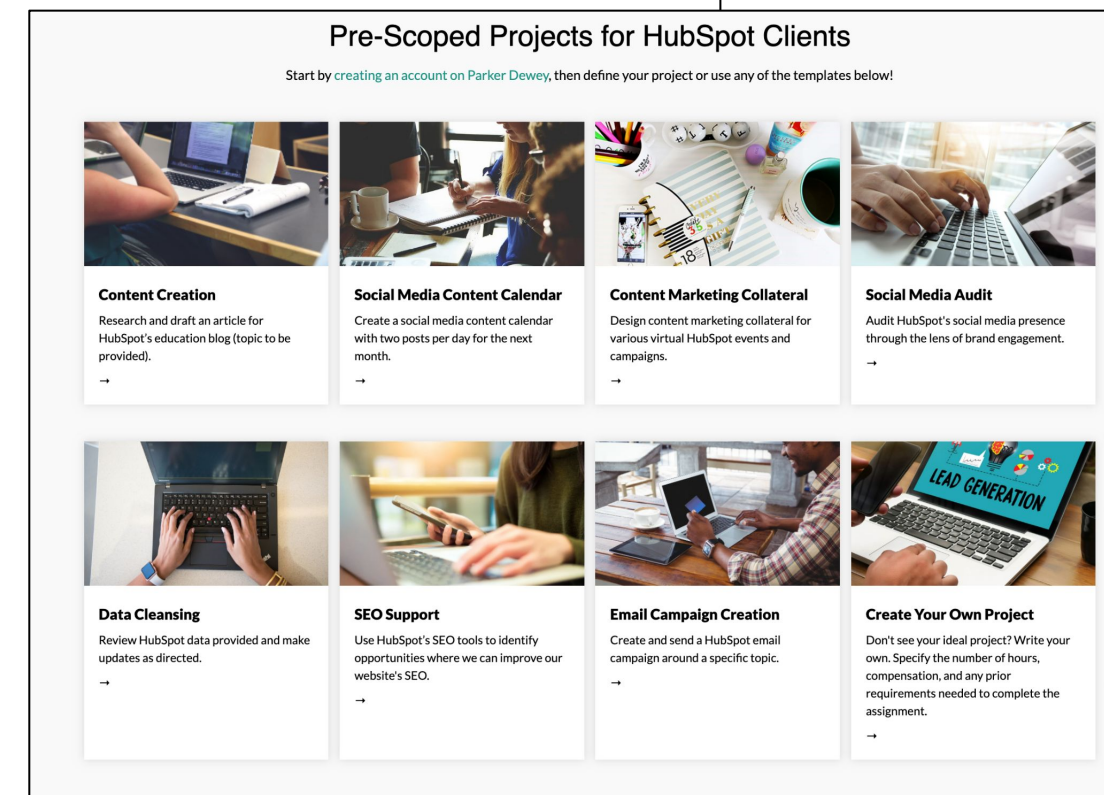
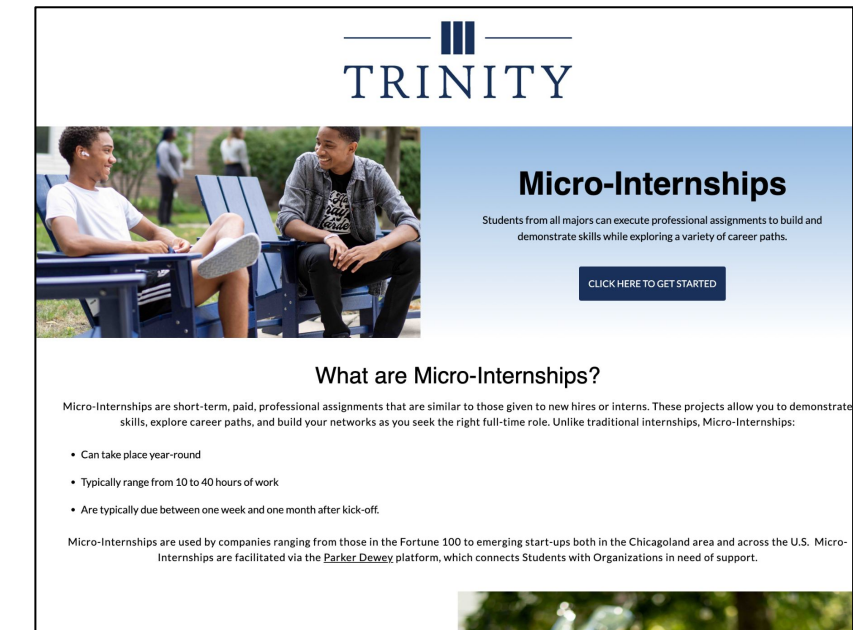
Customized Collateral/Resources to Market the Program

Parker Dewey designs custom landing pages for you to share the program with students and participating organizations.

For larger programs, we can also develop toolkits with additional customized collateral.

For example:

- [DeLuca Micro-Internship Program](#)
- [Kansas Micro-Internship Program](#)



Operational Support for Students and Micro-Internship Hosts

The Parker Dewey Client Success and Partnership Teams can run the program day-to-day so you don't have to!

This includes:

- Support with posting projects that align to program requirements
- Project kickoff collateral to ensure the project is off to a successful start
- Direct communication with students and organizations working on projects
- Surveys to students and organizations when the project is completed
- Payment to the students



The screenshot shows a webpage from Parker Dewey. At the top right is the Parker Dewey logo. Below it is a photo of a woman smiling at a laptop. To the right of the photo is a green box with the title "Micro-Internship Supervisor Success Checklist". Below the title is a congratulatory message and a "DOWNLOAD PDF CHECKLIST" button. Below the photo is a section titled "Set your Micro-Intern up for success" with two callout boxes: "UNDERSTAND YOUR ROLE" and "CONNECT WITH YOUR MICRO-INTERN".

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Micro-Internship Supervisor Success Checklist

Congratulations on selecting a Micro-Intern!
Here are a few tips for what to do next.

[DOWNLOAD PDF CHECKLIST](#)

Set your Micro-Intern up for success

UNDERSTAND YOUR ROLE

As a Micro-Internship supervisor, you're in a unique position to help your Micro-Intern *develop professional competencies* that will benefit them throughout their career.

[Career Competency Definitions](#)

CONNECT WITH YOUR MICRO-INTERN

Your Micro-Intern will reach out to you to set up an initial meeting. During this meeting, they have been encouraged to set SMART goals for the project and establish a schedule for checking in.

[SMART Goals Guide](#)

Ongoing Data/Final Report to Measure the Impact

To track and measure your program's impact, Parker Dewey can create:

- **Program Dashboard**

- Tracks projects posted, students selected, available budget, and other KPI's
- Shareable with anyone on your team who needs access

- **Impact Report**

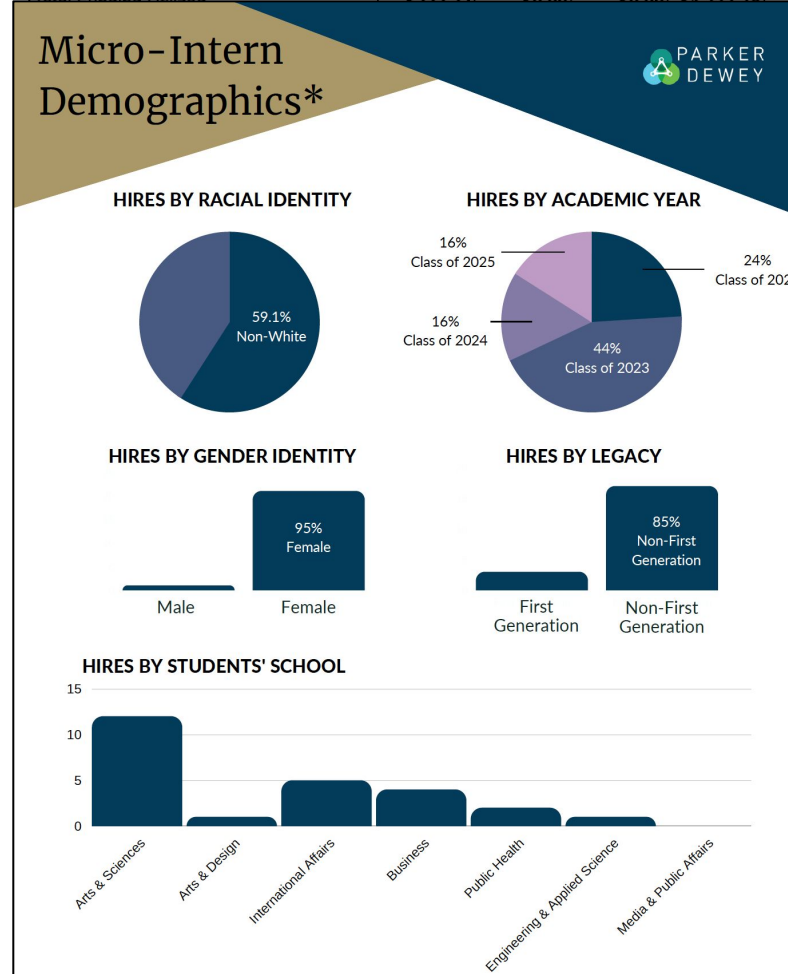
- Created by Parker Dewey at specific intervals or at the conclusion of the program
- Summarizes program outcomes based on goals
- Also includes feedback from participants and student demographics

Company Engagement Data	Jan	Feb	Mar	April	May	June	July	August	September	October	November	December	Total
Companies Posted Projects	1	1	0	3	0	0	0	0	0	0	0	0	5
Projects Posted	1	1	0	4	0	0	0	0	0	0	0	0	6
Projects Kicked Off	1	0	0	3	1	0	0	0	0	0	0	0	5
Projects Completed	1	0	0	0	2	1	0	0	0	0	0	0	4

Student Engagement Data	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Total with account on Parker Dewey	3	0	1	1	0	0	0	0	0	0	0	0	5
Total who applied for opportunities	0	0	1	0	0	0	0	0	0	0	0	0	1
Total accepted for opportunities	0	0	1	0	0	0	0	0	0	0	0	0	1

Students Selected by Academic Year	Jan	Feb	Mar	April	May	June	July	August	September	October	November	December	Total
2023	1	0	0	0	0	0	0	0	0	0	0	0	1
2024	0	0	0	1	0	0	0	0	0	0	0	0	1
2025	0	0	0	1	1	0	0	0	0	0	0	0	2
2026	0	0	0	1	0	0	0	0	0	0	0	0	1
Total	1	0	0	3	1	0	0	0	0	0	0	0	5

Budget	Jan	Feb	Mar	April	May	June	July	August	September	October	November	December	Total
Amount Allocated to Students	\$200.00	\$0.00	\$0.00	\$1,600.00	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,100.00
Total Funding Utilized	\$666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$12,666.67	\$10,333.33



STUDENT PERFORMANCE FEEDBACK OVERVIEW				
	EXPECTED MORE FROM AN INTERN OR NEW HIRE	AS EXPECTED FOR AN INTERN OR NEW HIRE	IMPRESSIVE FOR A CAREER LAUNCHER	EXECUTED LIKE AN INDUSTRY VETERAN
Overall Satisfaction	0	5	25	25
Timeliness	0	7	22	26
Communication	1	9	20	25
Quality/Accuracy	0	4	26	25
Presentation	1	10	19	25
Skill Level	1	9	21	24

How Much Does This Cost?

As a mission-driven organization, Parker Dewey strives to put as much money into the students' pockets as possible. The cost of the program depends mostly on the number of students the program will support and the level of support required by the Parker Dewey Team. Programs have cost as little as \$5,000 to support 25 students to \$1M+ to support 2,500+ students. **All program costs include payments to the students.**

Program costs include:

- **Per Project Fee (includes payment to the student; varies on # of participants, cost of projects). Students receive 90%**
 - 10-hour projects typically cost ~\$200/student (student receives \$180)
 - 20-25-hour projects typically cost ~\$500/student (student receives \$450)
- **Parker Dewey program management fee**
 - Typically between \$1,000 - \$5,000 depending on level of involvement needed for our team
 - Covers costs to develop program, host events, engage various Parker Dewey team members to help market/sell the program, day-to-day program management, data, impact report, etc.



Benefits of Parker Dewey Program Management

Program Stage	Components	Basic Program (No Program Management Fee)	Parker Dewey Program Management
Planning	Consultation with Parker Dewey Team on Program design, implementation	X	X
	Toolkit with materials to promote program to students, companies	Generic	Custom
	Custom project templates		X
	Custom program dashboard created and maintained by Parker Dewey		X
Launch	Webinar for students/companies	At Launch	2X/ year
	Parker Dewey Sales/Marketing Team Support to engage organizations		X
During Program	Payment to students	X	X
	List of students registered on Parker Dewey, selected for any Micro-Internship	Quarterly	Monthly
	Review of companies, posted projects to make sure they meet program criteria		X
	Ongoing project alerts to partner contacts		X
	Ongoing project alerts to eligible students		X
	Dashboard updates showing list of projects posted, students selected, etc.		X
Post-Program	Student/company success stories	Access to templates	PD support to collect data/write
	Impact Report		X

How to Get Started

Within a week, Parker Dewey can help you bring a Micro-Internship Program to your community.

- 1. Determine your program's goals:** who do you want to support through this program?
 - a. What students (majors, underclassmen, first-gen, athletes, etc.)
 - b. What employers (local businesses, nonprofits, ___ industry, etc.)
- 2. Designate or find funding.** Common sources include:
 - a. Grants
 - b. Department or Career Center budget
 - c. Donor (alumni, corporate, sponsor)
- 3. Establish the “rules” with Parker Dewey***
 - a. Who is eligible to participate (students AND employers)
 - b. Cost per project
 - c. Timeline
- 4. See the results!**

***Note:** Projects funded by your program will only be available to your targeted students and/or recent graduates.





**Building a
Micro-Internship
Program**

Engage Faculty

Engage Small Business Community

Engage Nonprofits/Government

Engage Alumni/Friends

Engage Corporate Partners

Engage Faculty: CincyTech

CincyTech, a Cincinnati-based startup incubator, is engaging local students on short-term projects with their portfolio companies.

CincyTech approaches faculty at local universities to recommend/engage students who would be a good fit for the projects.

Because of this program,

- CincyTech has made connections/promoted opportunities at local colleges & universities
- Students are gaining paid experience, becoming more aware of local opportunities, and receiving exposure to start-up culture
- Those start-ups are getting help

The logo for CincyTech, with "cincy" in grey and "tech" in orange.

[View CincyTech's Student Page](#)

[View CincyTech's Company Page](#)

“Without that backend support from Parker Dewey, it wouldn't have been possible to scale to more than 50 projects so far this year.”

-Carl Labanz, Venture Analyst, CincyTech

Highlights:

- Funding Source: Individual companies/CincyTech
- Career Services Involvement: None
- Status: Launched Fall 2020; running right now!



Engage Faculty: Trinity CAP Micro-Internships

The Community Alliance Program, is a new program developed by the Business Department at Trinity Christian College. It focuses on helping support local small businesses, particularly those led by individuals from under-represented communities and give students paid real-world experience.

Because of this program,

- Students from various majors have completed projects related to research, UX testing, social media, website updates, etc.
- Organizations from Chicago Prison Outreach and the Christian Association of Business have engaged their employer network
- Special emphasis on students completing tasks that generate revenue for businesses



[Press Release
Announcing Program](#)

[View the CAP Program
Company Page](#)

“The story of the Good Samaritan is....an example of how we should help our neighbors, and this program does just that.”

-Prof. Sundeep Vira, Dean of the Business Dept.

Highlights:

- Funding Source: Academic Department
- Career Services Involvement: None (so far) but hope is to expand to engage all students with Career Services’ help
- Status: Launched Fall 2022; recently expanded due to increase in funding and running right now!



Engage Faculty: HubSpot

The HubSpot Micro-Internship Program engages faculty who are part of the [Education Partner Program \(EPP\)](#) (a network that contains faculty from ~600 colleges/universities in the US and Canada). Students learn HubSpot in class and have opportunities to work with HubSpot customers.

Because of this program,

- ~300 students have worked on paid Micro-Internships putting their HubSpot knowledge learned in class to work
- 90+ students are completing projects for HubSpot customers after finishing a HubSpot-run 3-week bootcamp on AI tools
- Engaged a high number of students from HBCU's and HSI's



[HubSpot Page for Students](#)

[HubSpot Page for Customers](#)

“Our Micro-Intern was an absolute rockstar with an incredible work ethic.... Her particular knowledge and experience with HubSpot is scarce for someone so early in their career.”

-2022 HubSpot Micro-Internship Client

Highlights:

- Funding Source: HubSpot; customers self-fund 50% of second project
- Career Services Involvement: None
- Status: Launched Fall 2021; running right now!



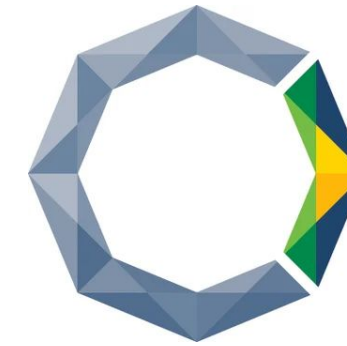
Engage Faculty: CPP Invests

Cal Poly Pomona (CPP) received grants from National Science Foundation and the Dell Foundation focused on experiential education and undergraduate STEM education at Hispanic-Serving Institutions. This program is designed to enhance recruitment, retention and graduation rates and features in-class Micro-Internships.

During the 2022-2023 academic year, the program was piloted with 13 students who completed 20-hour paid Micro-Internships as part of a required academic course.

Because of this program,

- 120+ students are completing in-class Micro-Internships with community partners
- Students are currently completing projects in physical education, plant sciences, geography, and communications



CalPolyPomona

[CPP Invests Program Website](#)

[Site for Organizations to Learn More](#)

“Having the opportunity to be in an internship where you can grow with your classmates as a teacher and as an individual has been one of the most meaningful academic opportunities I have received.”

-Juan C., Cal Poly Pomona student, Class of '23

Highlights:

- Funding Source: National Science Foundation grant
- Career Services Involvement: None; led by Center for Community Engagement
- Status: Scaling significantly in 2023-2024 academic year with additional grant funding

A Final Note About In-Class Micro-Internships*

To ensure that students are treated fairly, we have implemented the following policies for Micro-Internships that are part of an academic course:

Allowed



Funding for Micro-Internships is available for all students OR participation is optional



Micro-Internships must be paid fairly

Not Allowed



Micro-Internships are required for a class and funding is not available for all enrolled students



Unpaid Micro-Internships or rate of pay is below \$15/hour

***Note:** All Micro-Interns must be at least 18 years old. Micro-Internships also cannot involve students working directly with vulnerable populations (e.g. kids, patients in healthcare settings)



Engage Small Businesses: KMIP

The Kansas Micro-Internship Program funds Micro-Internships for Kansas-based employers who select a student attending a Kansas-based college or university. This program is intended to combat brain drain and support organizations and students across the state.

Because of this program,

- 1,900 students and 250+ employers have engaged with the program
- Engages all public postsecondary schools, nonprofits, companies, chambers of commerce with locations in Kansas
- Recent recipient of Strada Foundation funding that will focus on engaging students at community colleges by using Campus Liaisons and Student Ambassadors



[KMIP Page for Kansas Organizations](#)

[Student/Employer Panel Webinar Recap](#)

“This program seeks to help better serve Kansas families, Kansas businesses, and the state’s economic prosperity.”

-Dr. Tim Peterson, Kansas Board of Regents

Highlights:

- Funding Source: Local nonprofit DeBruce Foundation, Kansas Dept. of Commerce, Kansas Board of Regents, and (in 2023) the Strada Foundation
- Career Services Involvement: Promote to students, employers
- Status: Launched February 2021; running right now!



Engage Small Businesses: FIU Honors College

The Honors College at Florida International University initially offered Micro-Internships in collaboration with Miami-Based startup incubator, Shrimp Society, to align the fast-growing startup community with local talent. With support from the Dean of FIU Honors College, this growing program continues to support FIU Honors students and engage employers across the state.

Because of this program,

- 180+ Honors Students have created accounts, 80+ have been selected for/completed Micro-Internships
- Program has become a model for deeper collaboration tied to a [grant supporting the local startup community](#)



FLORIDA INTERNATIONAL UNIVERSITY

[Press Release About Expanding Program](#)

[Panel Webinar Featuring FIU and FAMU](#)

"I really just didn't have time for any other types of opportunities. I didn't even have time for my passions. Parker Dewey was really a blessing."

-Lydia Nunez De La Torre, FIU Honors Class of '24

Highlights:

- Funding Source: FIU Honors initially funded 5 projects, now projects are self-funded or funded through grant received by Parker Dewey
- Career Services Involvement: Promote to students, employers
- Status: Launched February 2021; running right now!



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Engage Nonprofits/Gov't: Wayfinders Program

John Carroll University's Center for Student Diversity and Inclusion (JCU CSDI) developed the Wayfinders Program after receiving a grant. The grant was to fund more equitable opportunities for students and alumni from historically excluded populations.

Due to the demanding schedules of these students, JCU CSDI turned to the flexibility of Micro-Internships.

Because of this program,

- In its first 2 years, 53 students from historically excluded populations engaged in the program
- 19 projects led to an additional or longer-term opportunity
- **In their grant application, the foundation awarded the program 50% more than requested due to the program's success!**



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[Program Success Story](#)

[Program Website](#)

"Some come to the platform looking for Wayfinders Program opportunities and secure projects outside the program, while others hear about Parker Dewey and then find out about Wayfinders. It works out well either way.."

-Daniela Flores, Wayfinders Program Coordinator

Highlights:

- **Funding Source:** Two-year grant from the Cleveland Foundation Fenn Educational Fund; renewed and expanded in 2023
- **Career Services Involvement:** None; Program is run by Center for Student Diversity and Inclusion
- **Status:** Launched March 2021; running right now!

Engage Nonprofits/Gov't: UD BlueHensWork

The University of Delaware Career Services created UD BlueHensWork as a way to introduce undergraduate students to careers in public service. Since most of the opportunities with these organizations are unpaid, UD Career Services funded Micro-Internships to provide a cost-effective and low-lift way for students to connect with Delaware-based nonprofits and state organizations.

Because of this program,

- State of Delaware HR hosted a couple of Micro-Interns, and due to that success, the program is now being offered to all state agencies
- One state agency is already working on funding projects on their own
- At least one student was hired permanently after doing several Micro-Internships. As the organization said, "She's a diamond in the rough."



[Testimonial from Participants](#)

[Program Organization Website](#)

"I knew that I wanted to do something for a nonprofit where I could take the things that I cared about and do the work that I was good at for them. And this was the perfect...match made in heaven!"
-Sarah Lutot, University of Delaware Class of 2022

Highlights:

- Funding Source: Career Services
- Career Services Involvement: Promote to students and eligible organizations
- Status: January 2022; running now and recently expanded



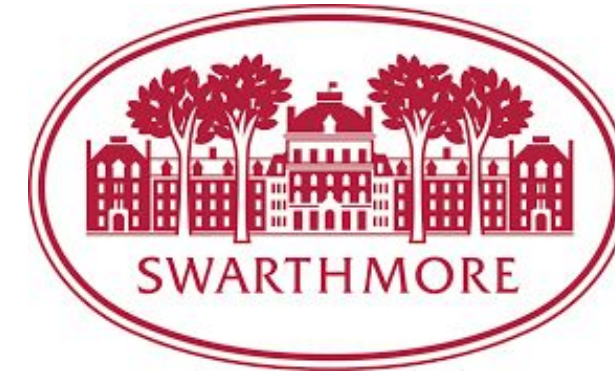
Engage Alumni/Friends: SwatWorks

Swarthmore College Career Services created a funded Micro-Internship program connecting students with projects supplied by alumni. Parker Dewey helped them scale the program with minimum impact to their team.

In Fall 2022, the program was restructured so that it now takes place during Winter and Summer Breaks so students can focus on classes and then on the project.

In its most recent iteration (Summer 2023), the program:

- Supported 64 students who engaged in Micro-Internships with 70 different alumni/"Friends"
- 11 additional students were selected for non-SwatWorks projects
- In the month since the program ended, 7 additional projects have been self-funded by alumni who wanted to continue to engage students



[Program Website](#)

[Program Impact Report](#)

**"[The SwatWorks Student] is an absolute pleasure to work with. Please don't hire her, so that we can continue to monopolize her availability."
-Swarthmore Alum**

Highlights:

- Funding Source: Swarthmore College Career Services
- Career Services Involvement: Promote program to students and collaborate with Alumni Affairs to engage alumni
- Status: Launched April 2020, but "powered by Parker Dewey since March 2021; gearing up for Winter Break 2024 right now"



Engage Alumni/Friends: GW Career Quest

When George Washington University's Center for Career Services had \$5,000 remaining in grant funding, they decided to put this into their students' pockets through paid experiential learning opportunities. To support as many students as possible, they offered 25, 10-hour Micro-Internships and focused on connecting students and alumni through these projects.

Because of this pilot program:

- 25 students received paid, real world experience, and an **additional 23 completed open Micro-Internships**
- 25 organizations (11 alumni-connected) have tried Micro-Internships at no cost, and many are continuing to self-fund additional projects
- **At least one student was hired full-time at EY.** Read more about this student's experience [here](#)
- Program restarted in Fall 2023 with new funding



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**THE GEORGE
WASHINGTON
UNIVERSITY**

WASHINGTON, DC

[Program Website](#)

[Program Impact Report](#)

“To me, it’s incredible that I’ve gone from applying to something on a whim during a study break to being a full-time employee.”

- Patricia Díaz Galliano, GW Class of 2022

Highlights:

- Funding Source: Grant received by Career Services
- Career Services Involvement: Promote program to students and minimal engagement with employers/alumni
- Status: Initial program ran in 2022; running now

Engage Corporate Partners: FAMU

Students at Florida A&M University are in very high-demand. FAMU offers Micro-Internships as a way to provide an employers with an additional option to connect with students and build their brand. It is also a low (or no) cost way for local employers and nonprofits to connect with FAMU students.

Because of this program:

- 149 students have completed Micro-Internships (or are currently working on some); 67 have participated in multiple projects
- >\$115,000 earned in 2023 by FAMU students through Micro-Internships!!!
- Hosted 2 employer webinars with >300 organizations requesting info or posting projects
- Multiple employer partners posting FAMU-exclusive projects as a way to amplify recruiting efforts



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FLORIDA A&M UNIVERSITY

CAREER AND PROFESSIONAL DEVELOPMENT CENTER

[How FAMU Promotes PD on Employer Website](#)

[Employer Micro-Internships Website](#)

“Micro-Internships are an equalizer. Many first-generation college students do not have the luxury of having a car and often look to work on campus for experience and pay during the semester. Given most Micro-Internships are virtual, students can gain valuable experience while working from campus.

- Dr. Bill Means, Director of FAMU Career & Prof. Develop. Ctr.

Highlights:

- Funding Source: FAMU CPDC funded 3 projects for a FAMU alum; now projects are self-funded or funded through grant received by Parker Dewey
- Career Services Involvement: Promote program to students and employers/alumni
- Status: Employer engagement began in October 2021, ramp up in 2023

How FAMU Promotes Micro-Internships

FAMU CAREER AND PROFESSIONAL DEVELOPMENT CENTER

Micro-Internship Spotlight

I took advantage of an unique learning experience as a Micro-Intern with the Microsoft company. I would rate my experience as extremely valuable.

<https://info.parkerdewey.com/famu>

Micro-internships are short-term paid projects

I was hired as an UX Researcher. My job was to compile two case studies of large SAAS companies using Adobe and Salesforce platforms.

FAMU FLORIDA A&M UNIVERSITY CAREER AND PROFESSIONAL DEVELOPMENT CENTER

Micro-Internship Spotlight

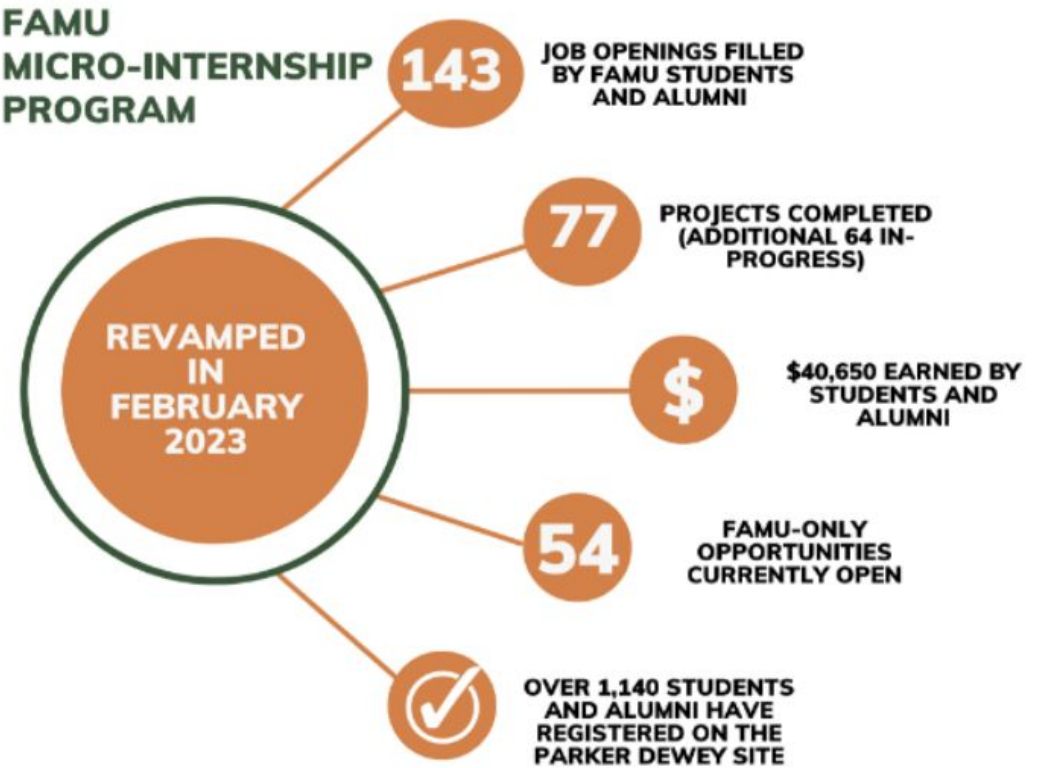
Being selected for a Micro-internship was a great opportunity that I enjoyed. The process from applying all the way to the submission time was very organized. There's many for all majors. I would definitely apply for another one and recommend these Micro-internships to my peers.

Ashlee McCrary

Freshman
Information Technology major
Class of 2026



FAMU MICRO-INTERNSHIP PROGRAM



REVAMPED IN FEBRUARY 2023

- 143 JOB OPENINGS FILLED BY FAMU STUDENTS AND ALUMNI
- 77 PROJECTS COMPLETED (ADDITIONAL 64 IN-PROGRESS)
- \$40,650 EARNED BY STUDENTS AND ALUMNI
- 54 FAMU-ONLY OPPORTUNITIES CURRENTLY OPEN
- OVER 1,140 STUDENTS AND ALUMNI HAVE REGISTERED ON THE PARKER DEWEY SITE

Get to Know America's #1 Public HBCU

For the 4th consecutive year, FAMU has been ranked the #1 Public HBCU by U.S. News and World Report. We have exceptionally intelligent and inquisitive students. The Frederick A. DeLuca Foundation has created an avenue by which we can "gift" businesses and non-profits five paid micro-internship at no cost to them. We are offering you the opportunity to create a project, hire one of our students, and the expense will be covered by us.

To get started, click [here](#) to view various Micro-Internships that have all been pre-scoped to take approximately 15 hours of work for the student to complete. You can click on one of the sample projects or choose the "Post a Custom Micro-Internship" to create a project of your own. The grant will cover your first 5 Micro-Internships or have as many as 5 students work on a single project.

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Micro-Internships

Mental Floss
Editorial Internship
<https://app.parkerdewey.com/projects/12516>

Synergy 818
Blog Creation Project
<https://app.parkerdewey.com/projects/12662>

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Engage Corporate Partners: UCI

The University of California Irvine ANEntrepreneur Center launched its Self-Starter Micro-Internships Program in August 2022. The idea is to align the needs of local startups with the training the center is providing to UCI students. By working on “real-world” projects, the students are gaining valuable experience while also supporting the local community.

Program is expanding to engage the local CEO Leadership organization. UCI Micro-Interns were also recently selected to create social media for UCI’s Giving Day resulting in the most successful campaign to date!

Because of this program:

- >680 students have created an account who are connected to the ANEntrepreneur Center
- >100 students tied to this program have been selected for or completed Micro-Internships



PARKER DEWEY



[Press Release Showcasing Program Results](#)

[Employer Micro-Internships Website](#)

“This program builds off of the programming the ANEntrepreneur Center provides throughout the year to teach students the marketable skills that start-ups need. By teaching students these skills and then giving them opportunities to practice them in a real-world setting, we are preparing students to become successful founders.”

- Ryan Foland, Interim Director of the ANEntrepreneur Center

Highlights:

- Funding Source: Various: the ANEntrepreneur Center has funded projects for their own needs, and many are also self-funded by hosting company
- Career Services Involvement: None; hosted by school startup incubator who engages students and companies
- Status: Began in August 2022; running now



Building a Micro-Internship Program

Engage Faculty



Engage Small Business Community



Engage Nonprofits/Government



Engage Alumni/Friends



Engage Corporate Partners



What's Next?



Book a meeting



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Get the presentation



FAQ's from Students

- **What types of opportunities/companies are on Parker Dewey?**

Micro-Internships are project-based opportunities similar to what students complete during a summer internship or an early career professional role. Most Micro-Internships range from 10-40 hours of work by the student and are typically completed within a few days to a few weeks. Micro-Internships have been posted in all industries and types of organizations including nonprofits, for-profits, start-ups, and government agencies.

- **What times of year are these projects posted?**

Micro-Internships are posted year-round with very little variability throughout the year.

- **Can Micro-Internships be completed remotely?**

Yes! While they can be completed onsite, well over 95% of Micro-Internships are completed as remote assignments.

- **How much are Micro-Interns paid?**

Each project is priced with a fixed amount that typically ranges between \$15-\$25/estimated hour of work. Every project's rate of compensation is different, and it is a fixed-fee assignment so students are paid for completing the assignment not based on the total number of hours that they worked.

- **How are Micro-Interns paid?**

Micro-Interns are paid upon completion of their project. For all projects posted on Parker Dewey, they are paid by Parker Dewey. When they are selected for a Micro-Internship, the student receives information about how to set up their account on Parker Dewey's payroll system.



FAQ's from Companies

- **Does a Micro-Intern count as my employee or contractor?**

No. The Micro-Intern is an independent contractor of Parker Dewey. Your organization pays a fixed fee to Parker Dewey to execute the assignment and Parker Dewey will pay the Micro-Intern upon completion of the assignment. Given our >98% project success rate, we know that Micro-Interns are inherently motivated to exceed expectations (and if they don't, your organization can select a different student or receive a full refund).

- **How long does it take to post a project?**

You can post a project in under five minutes using our library of pre-defined Micro-Internships. Additionally, companies can either create custom assignments or can use our project templates to adapt existing projects. After posting the project, interested candidates can be reviewed and selected quickly—and the timeline for deliverables is up to you.

- **Can I post an unpaid Micro-Internship on Parker Dewey?**

No. While unpaid internships can be valuable professional development opportunities, they are not accessible to students who cannot afford to work for free. At Parker Dewey, our mission is to provide opportunities from all backgrounds, and unpaid experiences (including Micro-Internships) goes against that mission.



FAQ's from Companies

- **In addition to the amount that goes to the student, what other fees should I know about?**

Beyond the cost of the assignment, Parker Dewey charges an administrative fee to cover expenses of paying the Micro-Intern and other project administration. Beyond this, there are no additional fees including the cost to register for the platform. Furthermore, should an organization wish to hire a Micro-Intern for an internship or other role in their organization, they can do so at no-cost! We LOVE it when this happens!

- **How does the payment process work?**

No payment is required to create a Parker Dewey account or post a Micro-Internship. Payment is made to Parker Dewey only once the Micro-Intern is selected. Parker Dewey holds these funds in escrow until the project is completed, and once the project is approved by the organization, the student will be added to that month's Parker Dewey payroll.

- **What about confidentiality?**

All Micro-Interns are subject to the Nondisclosure and Assignment agreements included in the Terms of Use. If you would like to supplement this with your organization's own Nondisclosure and/or Assignment agreements, your organization may do so directly with the Micro-Intern.



FAQ's from Career Services

- **Can Micro-Internships be done for credit?**

While some of our education partners offer Micro-Internships as an option for receiving credit, every school is different and most students are pursuing Micro-Internships not for credit.

- **How likely are students to be selected?**

Micro-Internships on Parker Dewey are competitive. We typically see students succeed after ~5 high quality applications, and we are happy to share best practices to help your students be as successful as possible such as [this list](#) of student application responses.

- **What is the cost to become a Parker Dewey partner?**

We partner with 600+ colleges, universities, and nonprofit organizations throughout the United States. This includes creating a custom portal for your Micro-Internship Program; marketing materials to share best practices; and data to help you measure your program's success. This is all at no-cost to your institution/organization.

- **When should students start applying for Micro-Internships?**

Most Micro-Internships begin within a few days or a few weeks of being posted. For students who are interested in and available to complete Micro-Internships as soon as possible should start looking now. If they are not available now, they should start looking within a few weeks of when they would want to start their Micro-Internship.



FAQ's from Career Services

- **Who supervises Micro-Interns?**

Every Micro-Internship has a point of contact at the client company/organization. The student will receive that individual's contact information and will work with that contact to execute the project. The student can receive feedback from the project supervisor so that they can learn about their strengths and opportunities for improvement for future assignments. This feedback is not shared with other organizations who are seeking Micro-Interns on Parker Dewey.

- **Can Graduate Students complete Micro-Internships? Alumni?**

Yes to both! Micro-Internships help students gain experience to launch their careers. Once someone has been working in their target field for a year or more, they will likely no longer find Micro-Internships to be of interest.

- **Can international students complete Micro-Internships?**

International students can complete most Micro-Internships provided that they have appropriate work authorization (a work visa, CPT or OPT). It is recommended that international students visit their school's international student service office to confirm that they are able to complete Micro-Internships. As the employer of record, Parker Dewey is happy to provide the student with an offer letter or other documentation needed when the student is selected for a Micro-Internship.

- **Can undocumented students complete Micro-Internships?**

Since Micro-Internships are independent contractor assignments, many undocumented students can complete projects even without DACA if they have a valid ITIN or EIN.

