



Parker Dewey Partnerships

FAQ's & Strategies for Success

Agenda

- **Part 1: Parker Dewey Overview**
 - What is Parker Dewey?
 - How does it work for Students
 - How does it work for Companies
- **Part 2: Bringing Micro-Internships/Parker Dewey to your community**
 - How to get started
 - How to create a Micro-Internship Program
 - Case studies



Challenges faced by students & recent grads



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Legend F.

- Filtered out from other opportunities based on GPA
- Unsure of what to do with major



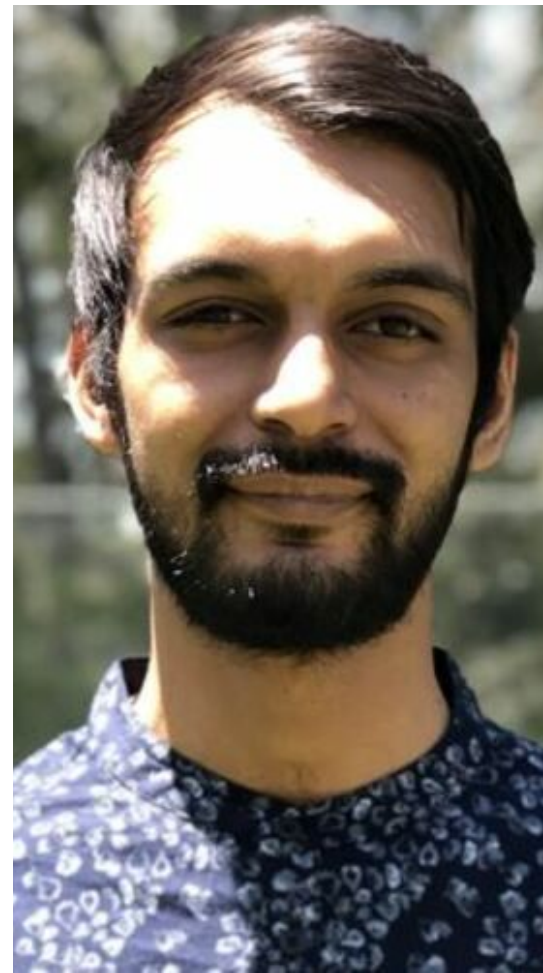
Adila G.

- Student-Athlete
- Graduated with MBA, but lacked relevant experience



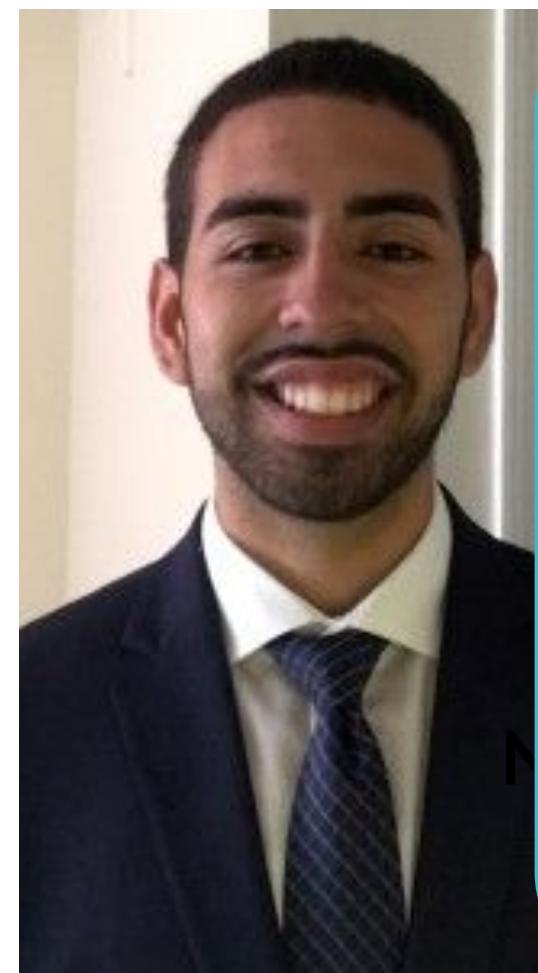
Yayra T.

- Juggling work and school as a PhD student
- Couldn't afford to do unpaid opportunities



Darren B.

- Overwhelmed by options in field of choice
- Not enough time to explore



Noel A.

- First generation student
- Struggled to make connections at career fairs

What Do Employers Want?

Engage students earlier or to align with strategic goals

NORTHROP GRUMMAN

TRANE
TECHNOLOGIES

Get through the noise

 **Staples**TM

Lenovo

Build or enhance “employer brand”

xylem

HubSpot

Develop relationships to improve outcomes

 **Microsoft**

 **PEPSICO**

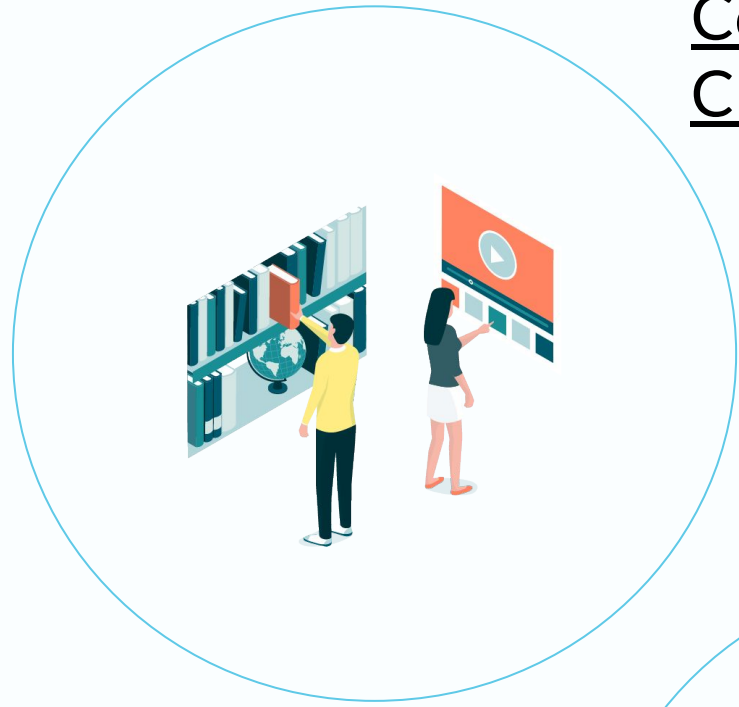


What is Parker Dewey?

- Mission-driven organization committed to creating equitable opportunities to bridge the gap between college and career
- Created the Micro-Internship in 2015
- Headquartered in Chicago, IL
- Partnered with 700+ colleges/universities and nonprofit organizations nationwide
- Connected thousands of students/grads to Micro-Internship opportunities with organizations nationwide



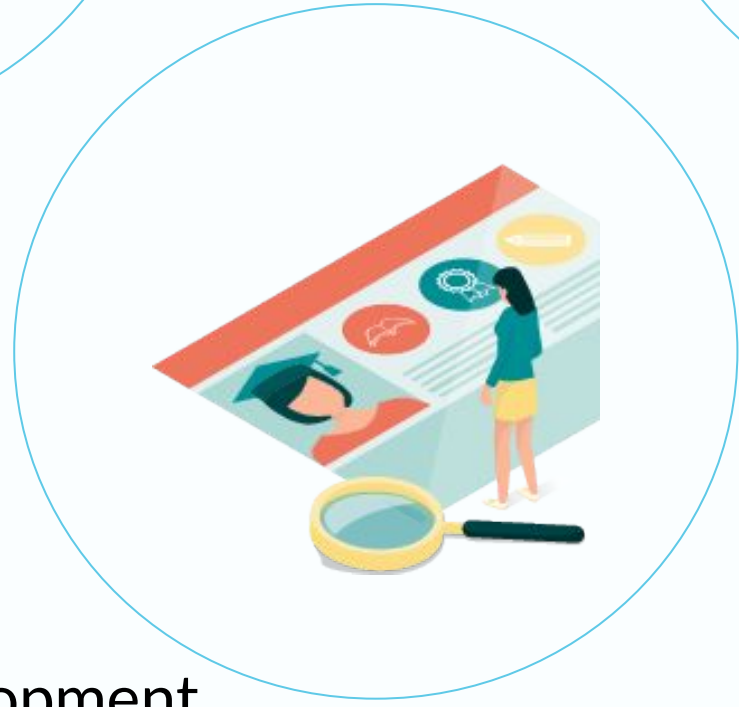
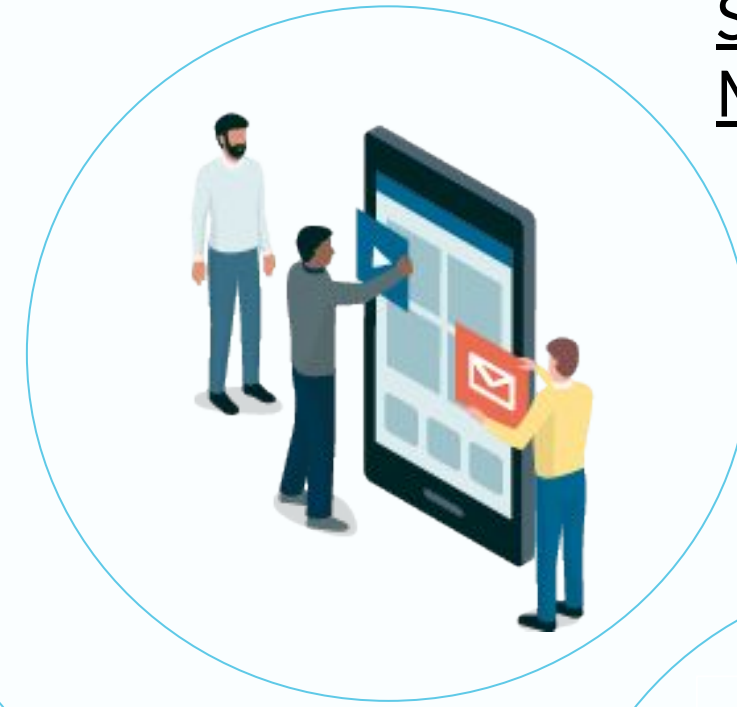
Content
Creation



Competitive
Analysis

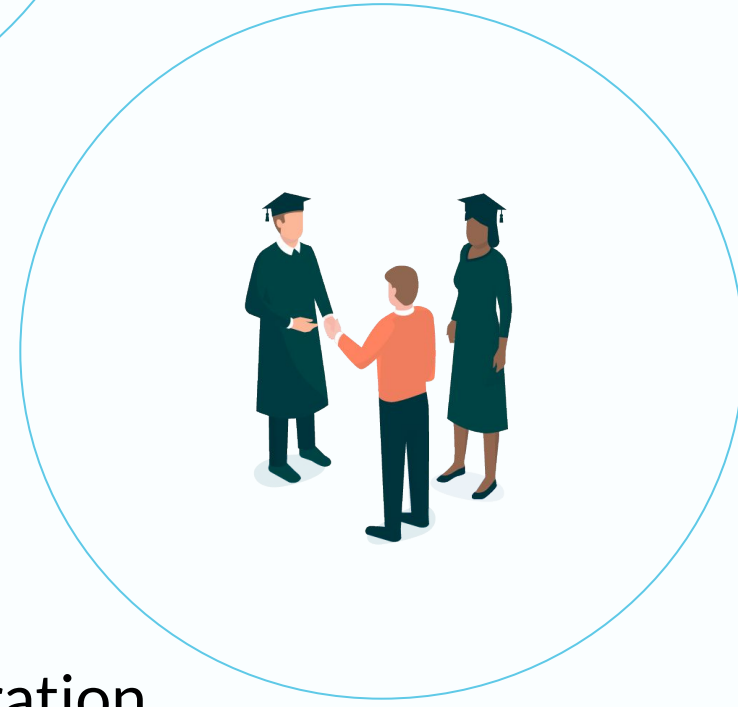


Social
Media Content

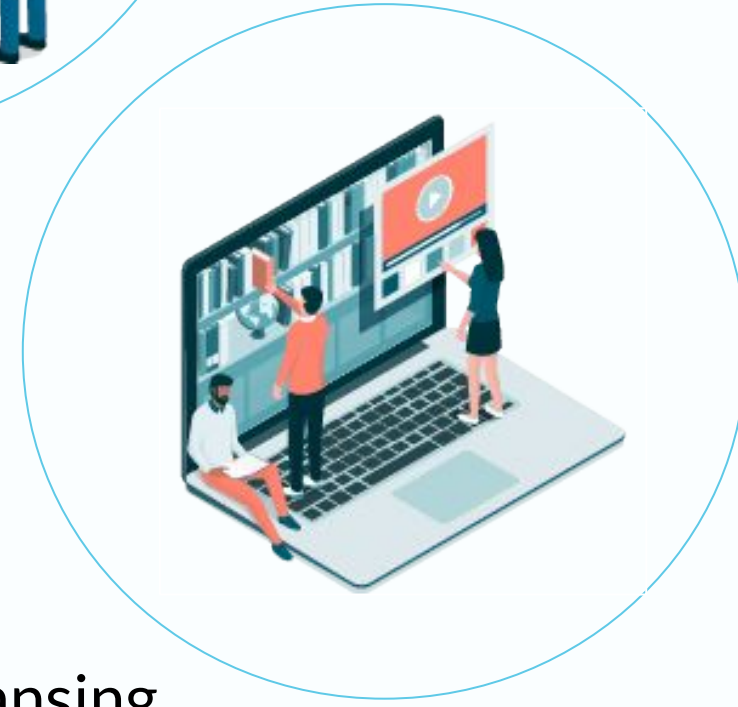


Website Development

Lead Generation



Data Cleansing



What are Micro-Internships?

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

[View our
Project Library](#)



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Fast Facts About Micro-Internships

[View our Project Library](#)



Length

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



Easy to Implement

- Easy for Career Launchers to apply
- Quick for companies to post/review candidates
- Not the company's employees, interns, or contractors, but under NDA



Paid/Cost-Effective

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



Professional

- Comparable to tasks given to summer interns or new hires, but don't require time-consuming onboarding
- Over 98% of Micro-Internships exceed employer expectations



Flexible

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



Complementary

- Aligned to existing campus recruiting efforts
- Increases access/opportunity



How Much Does it Cost?

FOR STUDENTS?

- **THE PLATFORM IS *FREE* AND OPEN FOR ALL STUDENTS**
 - Students can create accounts/complete projects regardless of whether student's university is a "partner" of Parker Dewey
 - Includes international students with appropriate authorization (more about this later)
- **All projects are paid**

FOR SCHOOLS/NONPROFITS?

- **PARTNERSHIP IS *FREE* AND INCLUDES:**
 - Custom landing page with your logo, colors, messaging
 - Marketing materials to launch and grow program
 - Access to data about student utilization and employer engagement
 - Sharing best practices from other partners via newsletter and events



How it Works for Students/Grads

1

Create a Profile

Takes <10 minutes and is open to all students AND alumni. No single sign-on or IT integration.

2

Apply to Projects of Interest

Students see active projects and relevant details about the opportunity.

3

If Selected, Complete the Project

Work directly with the hiring manager to complete the project. Paid by Parker Dewey upon completion.

Parker Dewey's role:

- Vetting projects:
 - Is it professional?
 - Is it paid fairly?
- Project administration (HR, legal, payroll)
- Support materials for student success



Create a Profile



Complete basic information



Add Experience, Education



Optional: Upload resume, other documents



[View example landing page](#)

[Create your own account to see what students see](#)

A screenshot of the profile creation form. On the left is a navigation menu with options: PROFILE, EDUCATION, EXPERIENCE, RESUME/CV, DOCUMENTS, DEMOGRAPHICS, and PREVIEW. The main form is divided into two sections. The top section, titled 'Profile', includes a 'Profile' header, an 'Add Photo' box, and input fields for 'First Name', 'Last Name', and 'Email'. Below this is the 'CURRENT LOCATION' section with fields for 'City', 'State' (a dropdown menu), and 'Zip'. The bottom section, titled 'Experience', includes a 'Personal Statement' text area, an 'Affiliations' section with a note to identify associations, and an 'Experience' form with fields for 'Organization Name', 'Role', 'City', 'State' (dropdown), 'First day' (calendar), 'Last day' (calendar), and a checkbox for 'I am working on this now'. A 'Brief description of your role' text area is also present. At the bottom of the form are 'SAVE' and '< Cancel' buttons.

Apply to Projects of Interest

Search projects

Sort By: Update Date

Featured Projects

These projects are featured because the organization who posted it is specifically looking for students or recent grads from your school or affiliation.

- Blog Posts #3 | Atlanta, GA**
BY: Institute for Better Capitalism, Inc
DEPARTMENT: Social Media
START DATE: 08/08/2023
- Develop social media marketing materials (TikTok)- SwatWorks | Lanham, MD**
BY: CHADD
DEPARTMENT: Marketing & Conference
START DATE: 08/04/2023

All Open Micro-Internships

- GoDaddy to GSuite Transition | Dover, DE**
BY: Robin Hood Israel Foundation
DEPARTMENT: Information Technology
START DATE: 08/07/2023
- Social Media (IG, LI, maybe TT) and E-Mail Hands-On Manager. | Santa Barbara, CA**
BY: EcoMedicine
DEPARTMENT: Marketing
START DATE: 08/21/2023

Prezi

BY: Prezi
DEPARTMENT: Marketing
START DATE: 03/21/2022

START DATE: 03/21/2022
DUE DATE: 04/01/2022
EST. HOURS: 20
ON-SITE/REMOTE: Remote
PAYMENT: \$350.00
DESIRED SKILLS: HubSpot

Job Description

We are looking for somebody to take an existing email nurture series and re-write it for an A/B test to see if we can improve open rates and click through rates. We will discuss the specifics upon kickoff.

Company Description

Founded in 2009, and with offices in San Francisco, Budapest, Riga, and Berlin, Prezi now fosters a community of over 100 million users around the world. Our investors include Accel Partners, Spectrum Equity, and TED conferences.

CONNECT ONLINE: LinkedIn, Twitter

APPLY FOR THIS PROJECT

otentu

Student Engagement Strategy | New York, NY
BY: Otentu
DEPARTMENT: Marketing

To apply for this position, please answer the following questions

Why do you think we should select you for this opportunity?

In a few sentences or less, briefly share one example of a group you would target, why, and how you would engage them.

Briefly describe your experience with similar efforts if any.

SUBMIT APPLICATION

ABOUT THIS ROLE

Otentu is a new marketplace platform empowering art and design students to sell their creations. As part of our launch in May, we are looking for someone to develop a strategy to help engage design and students who may be interested in learning about our platform as a way to sell their work while in college. For this project, prepare a brief document that outlines ways to engage these students - this may include (but should not be limited to) clubs, social media, and other creative ways to capture the attention of students. Once that strategy is developed, identify any relevant individuals, specific messaging, etc. to execute upon the strategy including examples / samples. Your document should answer the questions 1. what are the best messages to attract students to the platform? 2. what will be the right channels / methods to deliver the messages? Should there be mutual interest following this project, there may be the

- Projects are “Featured” based on student’s school/affiliation
- PROJECTS CYCLE QUICKLY
- Many projects are filled by multiple students who work and are paid individually

Application Process = Quick for Students, Easy for Companies

Why do you think we should select you for this opportunity?

Emma

I have had a passion for medical device sales ever since I found out about the industry in high school. I have proven my place in the industry as a student by being involved in almost every sales opportunity that is offered through the university and outside of it. You will find me to be very hardworking and goal-driven in everything that I do. I have a big passion for working with people and believe that I will be a huge asset to the company.

VS

Wyatt

I have experience cold calling and door to door sales. I also have experience developing a sales strategy for a commercial cleaning company.

Other examples

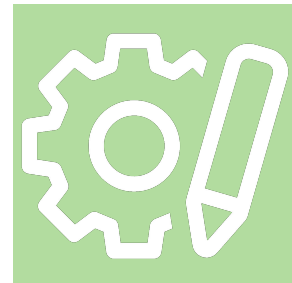


The Work Gets Done



Kickoff conversation with supervisor

Company and student connect real-time via phone, Zoom, etc. to share whatever needed materials (templates, examples, etc.)



Students use available resources

Micro-Interns use resources available to them such as in-class examples, faculty, alumni mentors, etc.) and through Parker Dewey to complete the projects



Inherently motivated

Over 98% project success rate as students strive to exceed expectations and projects are scoped to be appropriate for college students/recent grads



Ongoing support, including Success Checklists

Parker Dewey's Client Success team is available to answer questions at any time. Parker Dewey also administers each Micro-Internship: payroll, HR documents, taxes (if needed), etc.



Benefits for Career Launchers



Accessibility



Career Exploration



Experience



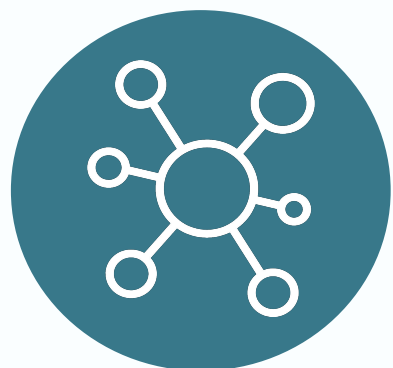
Resume/Portfolio Building



Flexibility



Possibility of longer-term engagements



Networking



Pay

Impact/ Student Voices



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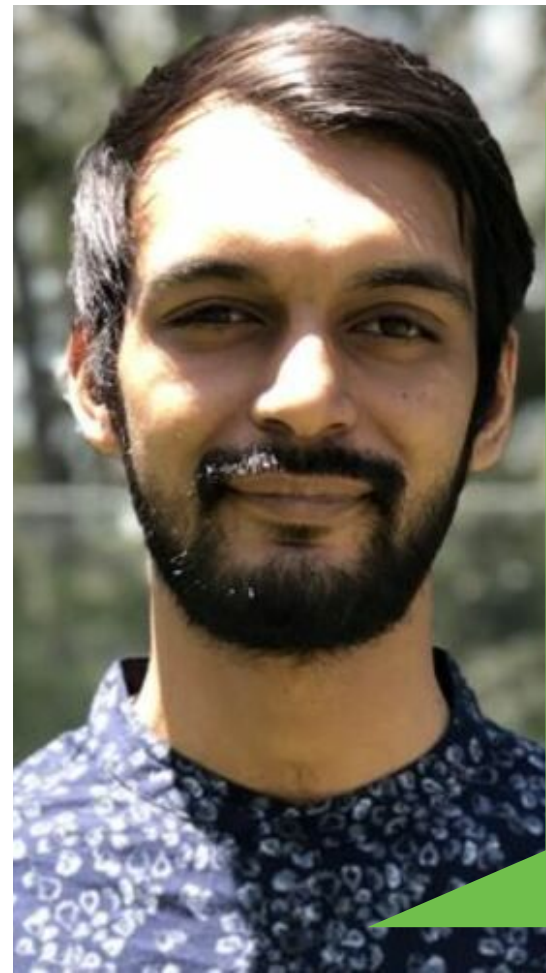
“Working on Micro-Internships meant there were less barriers. I could jump right into a project and I got to know what their expectations were sooner instead of being filtered out by my GPA.”



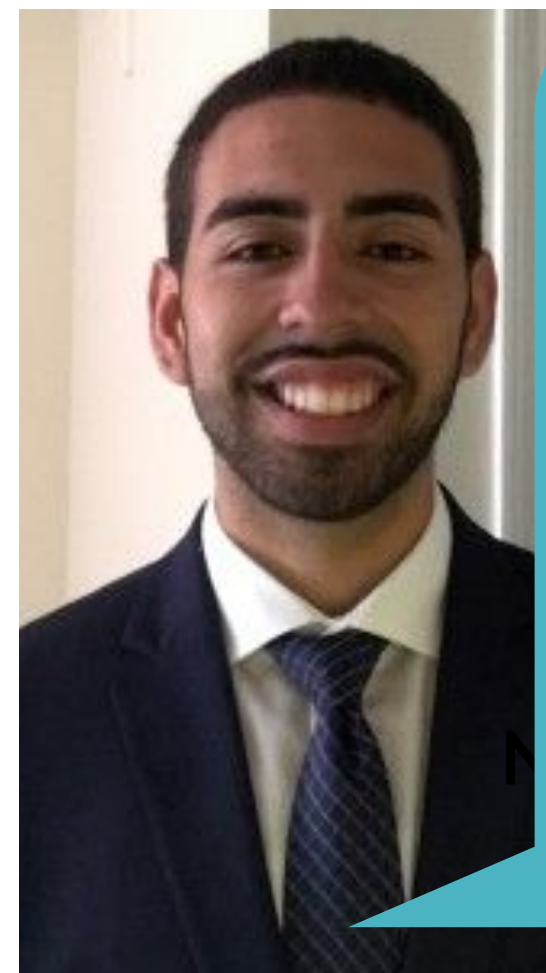
“Even though I was pivoting, Micro-Internships were a perfect transition into either a new role or just to explore and see what you are capable of.”



“From an HR perspective, it’s a great way to get diverse people into your organization. Being a student, it’s a good way to get experience, network, and make money too.”



“It’s hard to focus on learning and career development at the same time while you’re in school. Parker Dewey allowed me to actually see what we’d been talking about applied.”



“At a career fair, my classmates had long conversations with recruiters while I was being told not to leave my resume for consideration. Micro-Internships gave us something to talk about.”

Can International Students Complete Micro-Internships?

- Yes through CPT, OPT, or a work visa (usually OPT)
- If selected for a project, an international student:
 - Receives information stating that they must have appropriate work authorization in order to complete the project
 - It's up to the university to verify their eligibility
- Custom information for international students can be added to university partners' landing pages upon request
- We can provide an **offer letter** at the student's request, if needed
- Please note that some Micro-Internships require U.S. citizenship. This will be noted in the project description



Congratulations, Kristin!

You have been selected to work on the Test Micro-Internship for ABC Corp.

Your point of contact for this project will be:

Client Name: Mickey Mouse

Client Email: MMouse@abccorp.com

Next Steps

1. Reach out to the client **ASAP** using the contact information above to confirm you are still available. You should also set up a kickoff meeting to review the project, discuss expectations, and receive any materials you'll need to get started. Check out our [Kickoff Meeting Tips and Resources](#) for additional guidance.
2. **PAYMENT INFORMATION:** Parker Dewey currently uses two secure payroll systems. Signing up for these systems only have to be completed once and there are no costs to you. Please follow the instructions below carefully and check out our [Payment FAQs](#) for more info.
 - If you are a US citizen or international student and have a valid Social Security Number (SSN) or an Employer Identification Number (EIN) then sign up on [Gig Wage](#).
 - If you are not a US citizen and have a valid Individual Taxpayer Identification Number (ITIN) then Parker Dewey will pay you via Melio. [Please click here to complete the invite request form.](#)
 - If you do not have a U.S. bank account, please email support@parkerdewey.com ASAP.
3. Review our [Terms of Service](#) and email a signed copy to tos@parkerdewey.com. If you've submitted this before, you do not need to do so again.
4. If you are an international student (e.g. F-1 Student Visa), please connect with your school's International Students Office to confirm your eligibility.



Date:
To: [UNIVERSITY]

Parker Dewey LLC would like to offer [STUDENT NAME] the opportunity to serve as an Independent Contractor to support one of its clients. Following is key information related to the student's responsibilities as an Independent Contractor on this assignment.

Company Name: Parker Dewey LLC

Physical location: The student is expected to complete this assignment remotely

Remuneration: \$[450] upon completion of the assignment
As an Independent Contractor, the student has evaluated the requirements of the assignment and determined that the remuneration is appropriate.

Total estimated number of hours to complete the role: [20]
Please note, this is an estimate of the total time to complete the assignment. Based upon the criteria of the assignment, this will not be a full-time role and is expected to require less than [10] hours of work per week.

Can Undocumented Students Complete Micro-Internships?

- In many cases, yes even without DACA or TPS
- If selected for a project, all students receive the congratulations email pictured at right
 - In order to be paid, undocumented students are instructed to confirm that they have a valid SSN or ITIN before beginning the project
 - These numbers are collected via a secure system so that we can process payroll and, if needed, provide a 1099 for the students to file their taxes
- Information about how to obtain an ITIN can be added to your school's landing page ([here's an example](#))
- Please note that some Micro-Internships require U.S. citizenship. This will be noted in the project description

Congratulations, Kristin!

You have been selected to work on the Test Micro-Internship for ABC Corp.

Your point of contact for this project will be:

Client Name: Mickey Mouse

Client Email: MMouse@abccorp.com

Next Steps

1. Reach out to the client **ASAP** using the contact information above to confirm you are still available. You should also set up a kickoff meeting to review the project, discuss expectations, and receive any materials you'll need to get started. Check out our [Kickoff Meeting Tips and Resources](#) for additional guidance.
2. **PAYMENT INFORMATION:** Parker Dewey currently uses two secure payroll systems. Signing up for these systems only have to be completed once and there are no costs to you. Please follow the instructions below carefully and check out our [Payment FAQs](#) for more info.
 - If you are a **US citizen or international student and have a valid Social Security Number (SSN) or an Employer Identification Number (EIN)** then sign up on [Gig Wage](#).
 - If you are **not a US citizen and have a valid Individual Taxpayer Identification Number (ITIN)** then Parker Dewey will pay you via Melio. [Please click here to complete the invite request form.](#)
 - If you do not have a U.S. bank account, please email support@parkerdewey.com ASAP.
3. Review our [Terms of Service](#) and email a signed copy to tos@parkerdewey.com. If you've submitted this before, you do not need to do so again.
4. If you are an **international student (e.g. F-1 Student Visa)**, please connect with your school's International Students Office to confirm your eligibility.



How it Works for Companies/Organizations

1

Post a Project

Think about the tasks that need to be done, but don't have the time for or aren't the best use of time.

2

Select an Applicant

Organizations will only see candidates who have proactively applied to the project.

3

The Work Gets Done

The organization and the student have a kick-off meeting, and then communicate as needed based on the project.

Parker Dewey's role:

- Assist in posting projects
- Notify partners and assist in student selection
- Student support and payroll
- As-needed support



Post a Project



What needs to be done



Deadline



Any other details

Browse Micro-Internship Templates

- Most Popular
- Finance & Accounting
- Sales & Business Development
- Human Resources
- Research & Strategy
- Marketing
- Operations

[See example of an employer-specific landing page](#)



[View project library](#)

RUTGERS
Rutgers Business School
Newark and New Brunswick

Micro-Internships. Maximum Impact.

With Parker Dewey Micro-Internships, everybody wins!

Micro-Internships allow your company or organization to get on-demand, 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](#)

How it Works

On-Demand project support is only a few steps away!

- Step 1: Create Your Parker Dewey Account**
Creating your account takes less than 5 minutes, and there's no cost to set it up or post your project!
- Step 2: Post Your Micro-Internship Project**
These paid projects can be posted year-round, typically requiring 10-40 hours of work and a specific deliverable.
- Step 3: Choose from Applicants**
Access diverse talent from over 5,000 schools, including Rutgers Business School. You will only receive an invoice once you select your Micro-Intern.
- Step 4: Your work gets done!**
Engage with the Micro-Intern in whatever way works best for you, while Parker Dewey handles all admin!

How to Post a Project

Edit Project

Description

Project Name	Department
<input type="text" value="Project Name"/>	<input type="text" value="Department"/>
Start Date	End Date
<input type="text" value="08/21/2023"/>	<input type="text" value="09/02/2023"/>

Description

Sans Serif B I U

Location

City	State	Zip	Remote	On-site
<input type="text" value="City"/>	<input type="text" value="AL"/>	<input type="text"/>	<input checked="" type="radio"/>	<input type="radio"/>

Applicants

Estimated Hours	Amount student will receive	Amount you pay (per Micro-Intern)
<input type="text" value="10"/>	<input type="text" value="\$ 200"/>	<input type="text" value="\$ 222.22"/>
<small>Total # of hours of work by the Micro-Intern expected to complete your project.</small>	<small>Fixed cost student will be paid upon completion, typically implying \$20-\$25/hour.</small>	

Schools & Affiliations/Programs

Limit to applicants of specific schools and affiliations/programs

This feature is to ensure that only eligible students/recent grads apply. **Leaving these fields blank will provide the broadest reach, allowing your project to be seen by all students and recent graduates on the platform.**

By including specific Schools or Affiliations/Programs in this section, your project will only be visible to those with those schools or affiliations/programs on their profile. **If you are participating through a program, make sure to add the program name in the Affiliations/Programs section.**

Schools

Use this field to limit your Micro-Internship exclusively to students or recent graduates from one or more specific schools including colleges, universities, and boot camps.
Optional

+ Add

Affiliations/Programs

Use this field to limit your Micro-Internship exclusively to participants of specific community or non-profit programs.
Optional

+ Add

- Company specifies project scope, cost, timeline, target schools/affiliations
- No cost to post a project

Select the Micro-Intern

Company Tutorial: See how the whole process works for companies

Only see candidates that have proactively applied

View student profiles, resumes, and portfolio documents

Review short-answer questions to quickly make a decision

This screenshot shows a list of three candidate profiles. Each profile includes a profile picture, name, university, major, application date, graduation date, and degree level. The first candidate, Abbey D, is from the University of Kansas, majoring in Elementary Education, with an application date of 10/04/2021 and a graduation date of 05/20/2022. The second candidate, Brooklyn H, is from Florida International University, majoring in International Business, with an application date of 11/04/2021 and a graduation date of 04/30/2022. The third candidate, Adaisa G, is from Florida A&M University, majoring in Pharmacy, with an application date of 10/25/2021 and a graduation date of 05/21/2025.

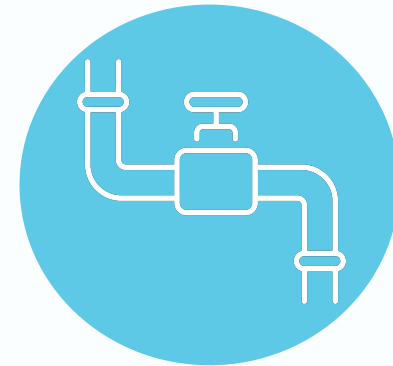
This screenshot shows a detailed profile for Noel A. The profile includes sections for Education (Florida International University, Honors College), Work Experience (Amazon, Dancing Supplies Depot, Zeki Learning), Extracurricular Activities (The Office of Social Justice & Inclusion, FIU Peace Corps Prep), and Skills (Microsoft programs, Academy of Leaders). It also features a photo of Noel A. and a background image of a building.

This screenshot shows a candidate's response to a short-answer question. The candidate is Adaisa G. from Florida A&M University, majoring in Pharmacy. The question asks, "WHY DO YOU THINK WE SHOULD SELECT YOU FOR THIS OPPORTUNITY?" and "IN TWO SENTENCES OR LESS, BRIEFLY DESCRIBE ONE IDEA YOU WOULD LIKE TO EVALUATE AS PART OF THIS PROJECT." The candidate's response is: "I think I should be selected for this opportunity as I have successfully completed my first micro-internship with Parker Dewey. Not only has the opportunity increase my financial circumstances, it has also expanded my resume. With that being said I am a huge advocate for Parker Dewey. One idea I would like to evaluate would be creating an Instagram or TikTok reel to reach more students. To promote the reel it might be best to partner up with the FAMU Peer Mentors and the Academic Coaches." Below the response are buttons for "APPROVE APPLICANT FOR THIS PROJECT", "UNHIRE", and "COMPLETE". There is also a "SEND THEM A MESSAGE!" button and a note: "Have questions before you approve this candidate?"

Benefits/Uses for Companies



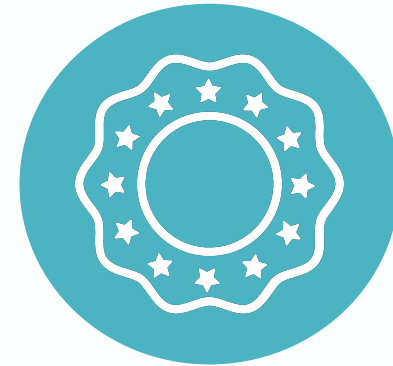
Easy



Build a Talent Pipeline



No Commitment,
Low Risk



Brand Building on Campus



On-Demand Help



Access New
Demographics



Job Auditioning



Give Back
(Local Employers/Alumni)

Company 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 to access a handout with these testimonials or use the link below to view these and others online.

[EMPLOYER TESTIMONIALS](#)

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Client Success

Recruiting is a competitive advantage; that's why we don't disclose client names. However, we're proud that many companies have publicly shared their efforts to improve early-career hiring outcomes by working with Parker Dewey.

Supporting the needs of first-generation college students	Encouraging career exploration for diverse candidates	Expanding candidate reach and fostering connections	Attracting talent to the banking industry
Auditioning candidates and gaining multiple perspectives	Launching a product with Micro-Intern support	Providing student support for customers and partners	Seeing work ethic in action for early-career candidates
Pivoting to remote with project-based internships	Getting a head start on attracting early-career talent	Supporting career prep through hands-on experiences	Building relationships with candidates through experiences
Pairing foreign nationals with U.S. based college students	Evaluating soft skills with Micro-Internships	Revolutionizing early-career recruiting	Using gigs to drive access and build relationships
Using mentorship to attract top talent	Attracting a new generation to the steel industry	Converting candidates for hard-to-fill roles	...and thousands more utilize Micro-Internships to support campus recruiting, diversity, and other strategic initiatives.

New Resource: Where Micro-Internships Fit In for Employers

What challenges/pain points are you hearing from employers?

This print-ready flyer shares where Micro-Internships can help and includes data and student testimonials to prove that it works!

[ACCESS FLYER](#)



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Where Micro-Internships Fit In For Employers

When an Employer Says	How Micro-Internships Help	What Students Have to Say
I want to build my brand with your students.	Offer Micro-Internships to get through the noise, allowing students to learn about your organization. <ul style="list-style-type: none">95% of students want to connect with employers via real, paid work experience50% of college students attended a career fair	"I wasn't familiar with Northrop Grumman at all before finding this Micro-Internship. Now I've accepted a full-time role." Alex, University of California, Santa Barbara, Class of 2022
I need a more diverse applicant pool.	Use Micro-Internships to reach students who might otherwise be overlooked, while providing authentic connections with hiring managers. <ul style="list-style-type: none">Over 80% of Micro-Interns come from backgrounds historically under-represented in the workforceStudents represent all majors, academic years, grad/undergrad and recent grads	"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." Raeven, Christian Brothers University, Class of 2021
I want to reach students earlier to build my talent pipeline.	Offer Micro-Internships specifically for first and second-year students to reach them when they are most interested in exploring career paths. <ul style="list-style-type: none">76% of students said they start thinking about career planning before sophomore year69% of students wished employers began to engage them earlier than they did	"My Micro-Internship was my first professional experience actually doing work...this was the first time I was actively contributing something." Richard, Howard University, Class of 2024
I don't need a student for a full-time role or internship.	Use Micro-Interns to get immediate help on those small projects that create value, but you don't have time to address. <ul style="list-style-type: none">All Micro-Internships are project-based so the focus is on what you need, not hours/weeksStudents are not your employees, Parker Dewey handles all payment to students and admin	"I don't know that I would have been able to do any other type of internship because of my schedule." Christina, University of Maryland Global Campus, Class of 2023
I have a limited budget, bandwidth to supervise a student.	Use Micro-Internships as a cost-effective way to engage and assess prospective candidates. <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	"It's a real-life application without a long-term commitment. I can actually give back and my work will be used." Mishwa, Illinois Wesleyan University, Class of 2023
We've already set our recruiting plans for the year.	Use Micro-Internships as a complement to what you have planned. <ul style="list-style-type: none">Expand the pool for your traditional internship programMaintain a relationship with outstanding interns who don't have time to continue a traditional internship during the academic yearWith most projects filled within 48 hours, Micro-Internships can help you fill empty seats from reneges or unexpected openings	"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." Emma, Kansas State University, Class of 2022



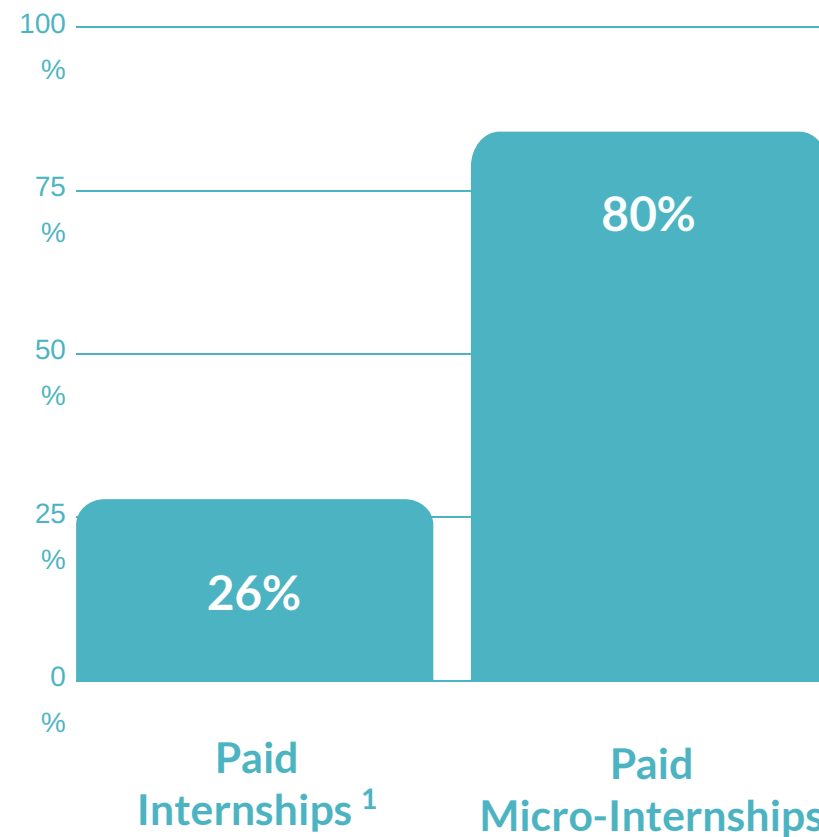
Read more from students



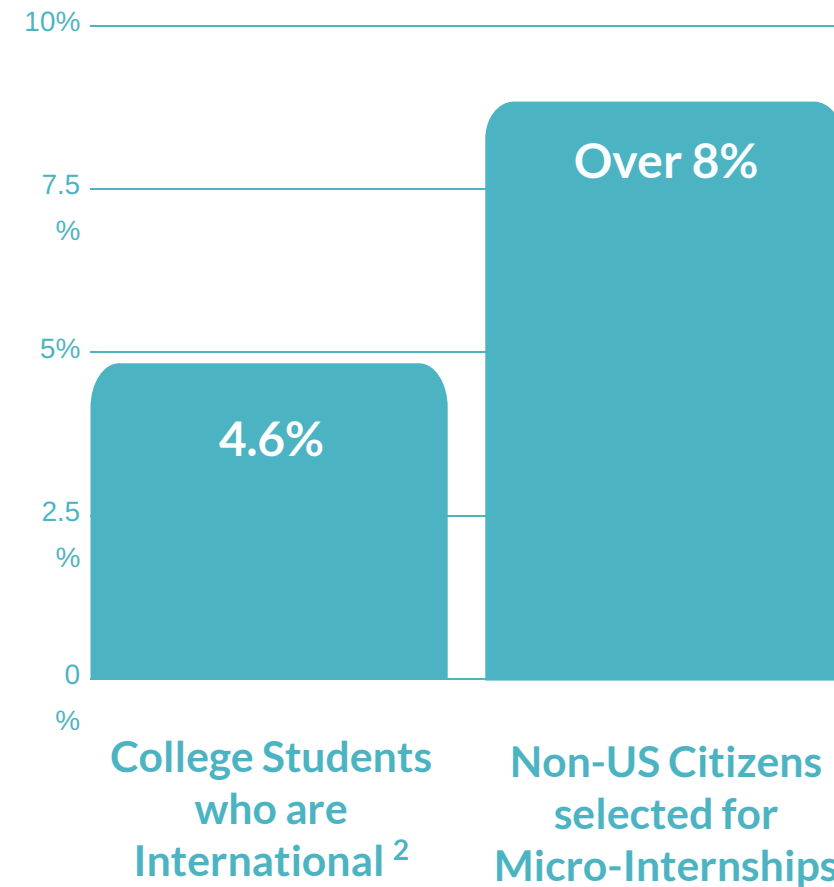
Get started

Data Showing the Impact of Micro-Internships

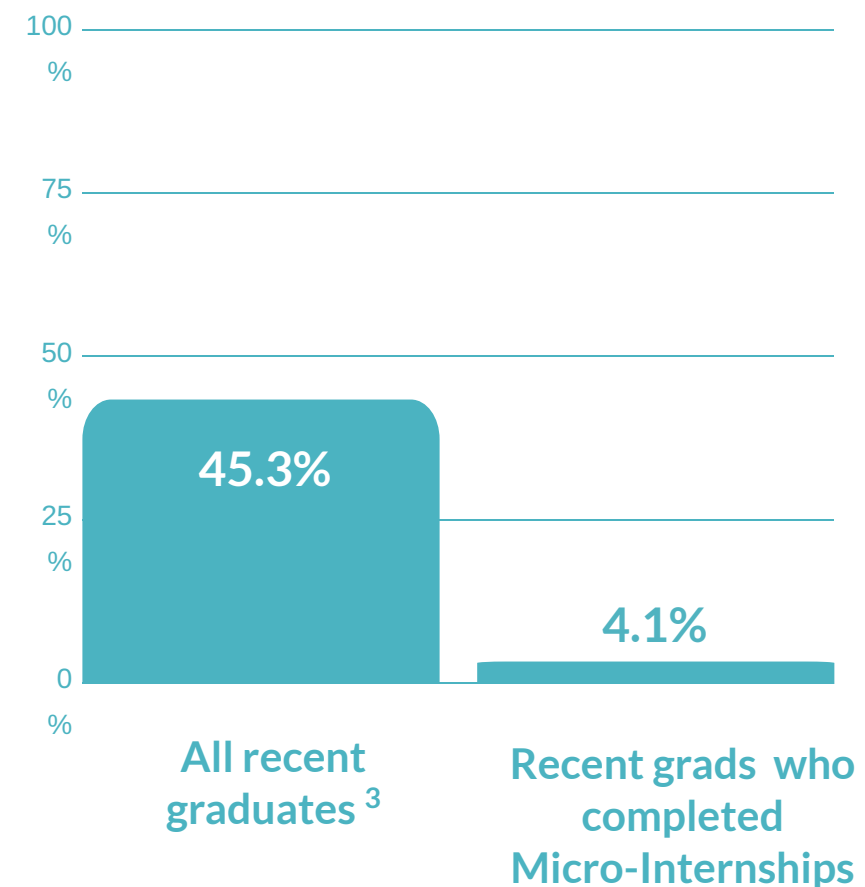
PAID EXPERIENTIAL LEARNING FOR UNDERREPRESENTED GROUPS



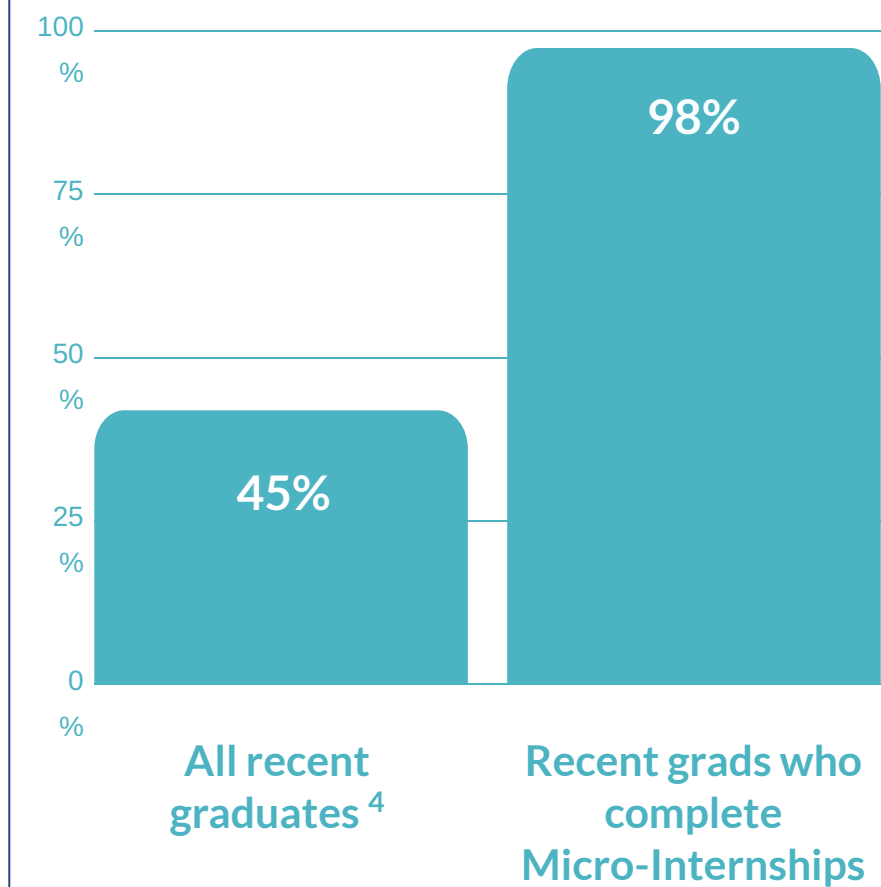
OPPORTUNITIES FOR INTERNATIONAL AND UNDOCUMENTED STUDENTS



% UNDER OR UNEMPLOYED UPON GRADUATION



FIRST YEAR RETENTION OF RECENT GRADS



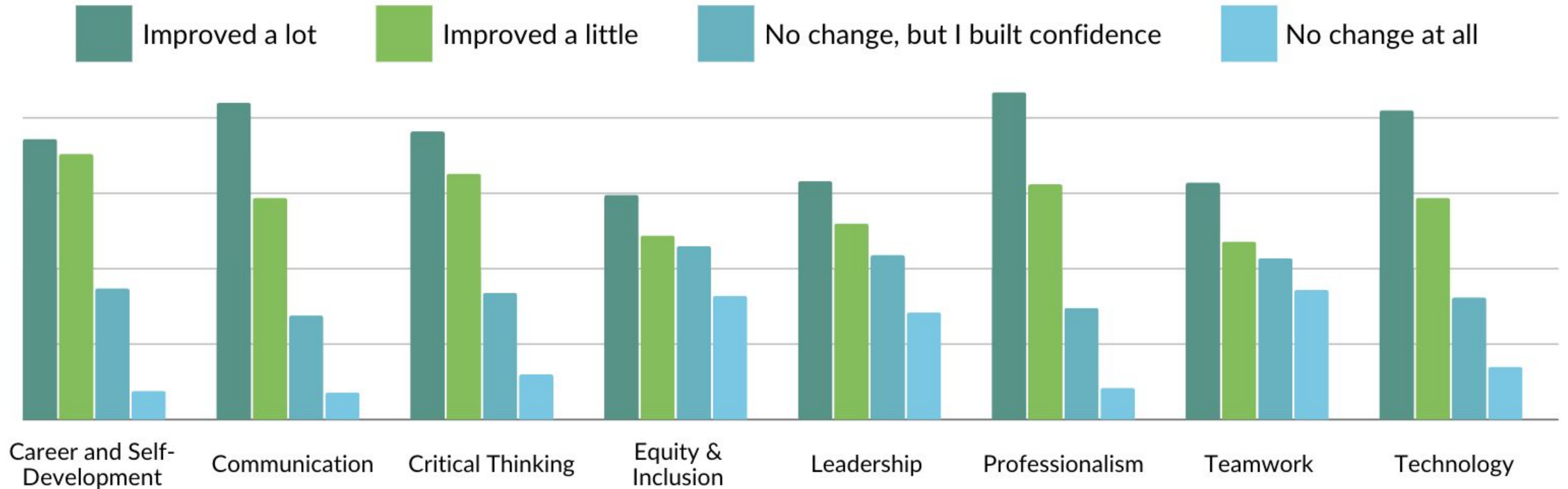
¹ Source: National Association of Colleges and Employers (NACE) 2019 Student Survey Report.

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

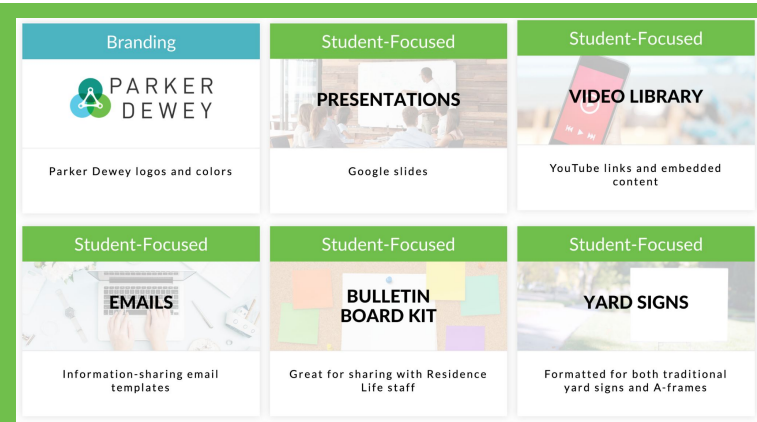
Become a Parker Dewey Partner

Start promoting Micro-Internships in days, not months



Plan Your Launch

- Connect with the Partnerships Team to identify goals
- Customized page with your messaging to reach your target audience(s)
- Best practices for sharing with stakeholders



Marketing Collateral

- Engage your target audience: students, faculty, employers, alumni, etc.
- Content contains social media, emails, newsletters, digital signage, and more
- Follow our Career Launcher LinkedIn page for timely posts to share



Ongoing Support

- Consultation with Partnership Team to strategize best practices, case studies
- Payment to Micro-Intern upon completion of the project
- HR and legal support for companies

UserID	First	Last	Email	Num of Projects		Num Logins	Last Login	Sign
				Applied to	Selected to			
23818	Joshua			0	0	2	2/3/2020	
23702	Justin			0	0	1	1/29/2020	
23396	Katherine			0	0	3	2/2/2020	
23159	Emily			4	0	7	1/31/2020	
22843	Coretta			0	0	1	1/3/2020	
22201	Zachary			0	0	4	12/26/2019	
20999	Euniquica			0	0	1	11/7/2019	
20201	Ricco			1	0	3	10/16/2019	
20197	Syed			0	0	1	10/13/2019	
20173	Natalie			0	0	6	11/28/2019	
19727	Clifford			0	0	1	10/3/2019	
19121	Rochelle			5	1	5	1/31/2020	
18401	Abdoulaye			0	0	2	11/21/2019	
23844	Dylan			0	0	1	2/3/2020	
23819	JOHN			0	0	1	2/1/2020	
23817	Brittini			0	0	1	2/1/2020	
23777	Elliott			0	0	1	1/31/2020	
23687	imani			4	0	1	1/28/2020	

Measurable Data

- Reports containing students/grads who have signed up, applied, been selected
- Identify who has worked with your students, hours worked, compensation received
- Expand your recruiting database or engage alumni in a new way

Note: Items described above are part of a basic Parker Dewey Partnership and is at no-cost to the partner. Data is available upon request up to four times per year.

How to Help Your Students Succeed?

Share Micro-Internships with Others

Engage
Your Alumni



Engage
Employer
Partners



Engage
Local
Businesses,
Nonprofits



Engage Your
Grant-
Writing
Team



Support
Your Own
Team



[View Case Studies](#)



Available *in addition*
to Parker Dewey's
standard no-cost partnership

Parker Dewey's Micro-Internship Program Management

Micro-Internships exclusively
for your students/grads in an
easy-to-implement program.



Note: Micro-Internship Programs with the elements listed above require a Program Management Fee assessed based on the level of involvement required by the Parker Dewey Team. [Reach out to Parker Dewey](#) to learn more.



Customized Micro-Internship Portals

A resource for organizations to quickly post Micro-Internships and students to learn about the program and apply.

Benefit

Easy to introduce to both students and employers and customized with the specifics for your program.



Featured Employers

Join these innovative organizations for short-term projects, where you'll have the opportunity to explore different roles and company cultures as you gain valuable experience.

[APPLY FOR MICRO-INTERNSHIPS](#)

Available Micro-Internships

The following are just some of the organizations that are currently seeking college students and recent graduates for short-term, project-based roles. To view more details and apply, create a free account on Parker Dewey and be sure to fully complete your profile before applying.



Lenovo



Positive Support Systems



Northrop Grumman
Get a head start on your career goals by joining a team that values creativity, passion, and big ideas.



Xylem
Xylem is a leader in developing innovative water solutions through smart technology. Micro-Internships



SpartUp Incubator Micro-Internships

Connect with SJSU tech talent at no cost to your organization through Micro-Internships.

Micro-Internships are also a great way to support the SJSU community while also getting on-demand support. Through these projects, SJSU students gain valuable, professional experiences to help launch their careers.

All associated costs, including payments of up to \$300 to each Micro-Intern, will be funded by the Frederick A. DeLuca Foundation and processed by Parker Dewey.

[Create my project](#)



Micro-Internship Templates

You can have any of these projects completed by a current college student or alum, making it easy to give back and stay productive. Clicking the project name will take you over to the Parker Dewey platform and allow you to make edits before posting your project request. Please note that sponsored projects are subject to approval.



Post a Custom Project

Click on the link above to create your own project. You can determine the project scope, deadlines, and other details. If you need help, please contact info@parkerdewey.com.

[Post now →](#)



Pitch Deck Support

Have a student help develop or refine your pitch deck by fleshing out the details or refining the deck's design.

[Post now →](#)



Website Updates

Make various changes and updates to a website. This may include making formatting tweaks, revising text, changing images, and more.

[Post now →](#)



Lead Generation

Conduct comprehensive user experience testing on your site and that of your competitors highlighting the strengths and weaknesses of your UX.

[Post now →](#)



Content Creation

Research and draft an article/blog on a specific topic that you provide. It will also reference relevant outside sources, and the final product will be carefully edited.

[Post now →](#)



Market Research

Create a market analysis for an industry that you specify. The student will name existing companies in the space and identify key drivers of success or failure.

[Post now →](#)



Social Media Content Calendar

Create and plan out multiple social media posts on various platforms geared towards target audiences.

[Post now →](#)



Marketing Collateral

Have a student create a few pieces of marketing collateral or updating existing collateral for a new campaign.

[Post now →](#)





Marketing Collateral

Ready-to-use program-specific resources that have been proven to effectively engage various stakeholders. Includes emails, flyers, social media, and more.

Benefit

No need to create any resources from scratch with the ever-growing library of marketing content.





Day-to-Day Administration

Ensure that projects align with the program's criteria (and/or grant specifications) and that projects and the program stay on track.

Benefit

Easily launch/scale your program without an additional burden to your team.



Kansas Micro-Internship (KMI) Program Employer Survey

Thank you for posting a Micro-Internships project. By completing this brief survey, you will help us improve and expand the program so that more Kansas students and employers might benefit from these paid, short-term, projects.

kristin@parkerdewey.com [Switch account](#)

Not shared

How did you learn about the KMI program?

- From the Kansas Board of Regents or one of the Kansas colleges or universities
- From the Kansas Department of Commerce

Hi [employer],

Thank you so much for participating in the Frederick A. DeLuca Micro-Internship Program! I noticed you've selected [NUMBER] students and posted/completed [NUMBER] Micro-Internships with [COMPANY] so far. In an effort to evenly distribute this generous grant funding we ask that you do not post another project through the program without first consulting our team.

If you have an immediate need, you are welcome to post a Micro-Internship at any time on Parker Dewey and self-fund the project. There is no cost to post a project, and you will only receive an invoice for the amount that you listed for the project if you select a student. As a previous Micro-Internship host, you understand the value that students can bring to your organization, and this can be a great way to continue to support college students (and shorten your to-do list) all year long.

If you have any questions, please reach out to me directly at annie@parkerdewey.com.

Have a great day,

Annie

--

Annie Uzar (she/her/hers)
Partner Program Specialist

[It's Time to Officially End Unpaid Internships](#)

p: 954-634-2615 | e: annie@parkerdewey.com

[Click here to schedule an appointment](#)





Program Dashboard

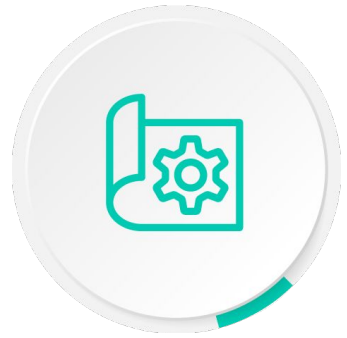
Track the status of your program with dashboards measuring your specific KPI's. Data includes list of all projects posted, students selected, and more.

Benefit

Provides access to key data about who is engaging with your Micro-Internship Program to stakeholders on your team.

Company Engagement Data	Pre-2024	Jan	Feb	Mar	April	May	Jun
Projects Posted							
Projects Kicked Off							
Projects Completed							
Projects Canceled							
Student Engagement Data	Pre-2024	Jan	Feb	Mar	April	May	Jun
Total with account on Parker Dewey							
Total who applied for opportunities							
Total accepted for opportunities							
Students Selected by Academic Year	Pre-2024	Jan	Feb	Mar	April	May	Jun
2024							
2025							
2026							
2027							
Total							
Budget	Pre-2024	Jan	Feb	Mar	April	May	Jun
Amount Allocated to Students							
Total Funding Utilized							
Funding Remaining							
Program Budget		\$					

Company	Project Name	Hours	Rate	Project Link	Start Date	End Date	Status
Three Moons Consulting	Customer Project - Salesforce I	20	\$444.44	https://app.parkerdewey.com/projects/12396	10/14/2023	10/19/2023	11/28/2023
Common Sense Media	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/12421	10/16/2023	10/27/2023	11/16/2023
WPP	Email campaign - Salesforce E	20	\$444.44	https://app.parkerdewey.com/projects/12427	10/17/2023	11/1/2023	
Development Consulting F	Download Public Business Dat	20	\$444.44	https://app.parkerdewey.com/projects/12442	10/17/2023	10/25/2023	12/22/2023
Development Consulting F	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/12443	10/17/2023	10/25/2023	11/16/2023
Common Sense Media	Flow Enhancements - Salesfor	20	\$444.44	https://app.parkerdewey.com/projects/12504	10/23/2023	11/2/2023	12/13/2023
Motorola Solutions	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/12789		11/8/2023	
Vectr Solutions	Lead Generation - Salesforce E	20	\$444.44	https://app.parkerdewey.com/projects/12858		11/10/2023	
Office of Celebrity Chef Di	Lead Generation - Salesforce E	20	\$444.44	https://app.parkerdewey.com/projects/12923		11/15/2023	11/17/2023
Moving on It	Sales navigator Set up	10	\$222.22	https://app.parkerdewey.com/projects/12973		11/28/2023	12/1/2023
Common Sense Media	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/13134		11/29/2023	12/1/2023
Skills4Today (dba Diane C	Create sales process with emai	20	\$444.44	https://app.parkerdewey.com/projects/13333		12/5/2023	
Moving on It	Purchase Order - Customizatio	10	\$222.22	https://app.parkerdewey.com/projects/13440		12/12/2023	12/12/2023
Common Sense Media	Data Archiving - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/13479		12/13/2023	12/13/2023
Common Sense Media	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/13477		12/13/2023	12/15/2023
Moving on It	FIELDS IN SALES FORCE QU	20	\$222.22	https://app.parkerdewey.com/projects/13600		12/19/2023	12/19/2023
Development Consulting F	Data Cleansing - Salesforce Ex	20	\$444.44	https://app.parkerdewey.com/projects/13644		12/22/2023	
Development Consulting F	Download Public Business Dat	20	\$444.44	https://app.parkerdewey.com/projects/13643		12/22/2023	12/23/2023
Moving on It	Clone and reset applications	10	\$222.22	https://app.parkerdewey.com/projects/13671		12/27/2023	12/27/2023
Moving on It	Sales console user set up	10	\$222.22	https://app.parkerdewey.com/projects/13716		1/2/2024	1/2/2024
Development Consulting F	marketing- Content /Bloggng /	10	\$222.22	https://app.parkerdewey.com/projects/13650			draft
Common Sense Media	Flow Enhancements - Salesfor	20	\$444.44	https://app.parkerdewey.com/projects/13478			draft
Development Consulting F	Salesforce SMB Config	75	\$2,333.33	https://app.parkerdewey.com/projects/13653			draft
Three Moons Consulting	Data Entry	10	\$222.22	https://app.parkerdewey.com/projects/12499			draft

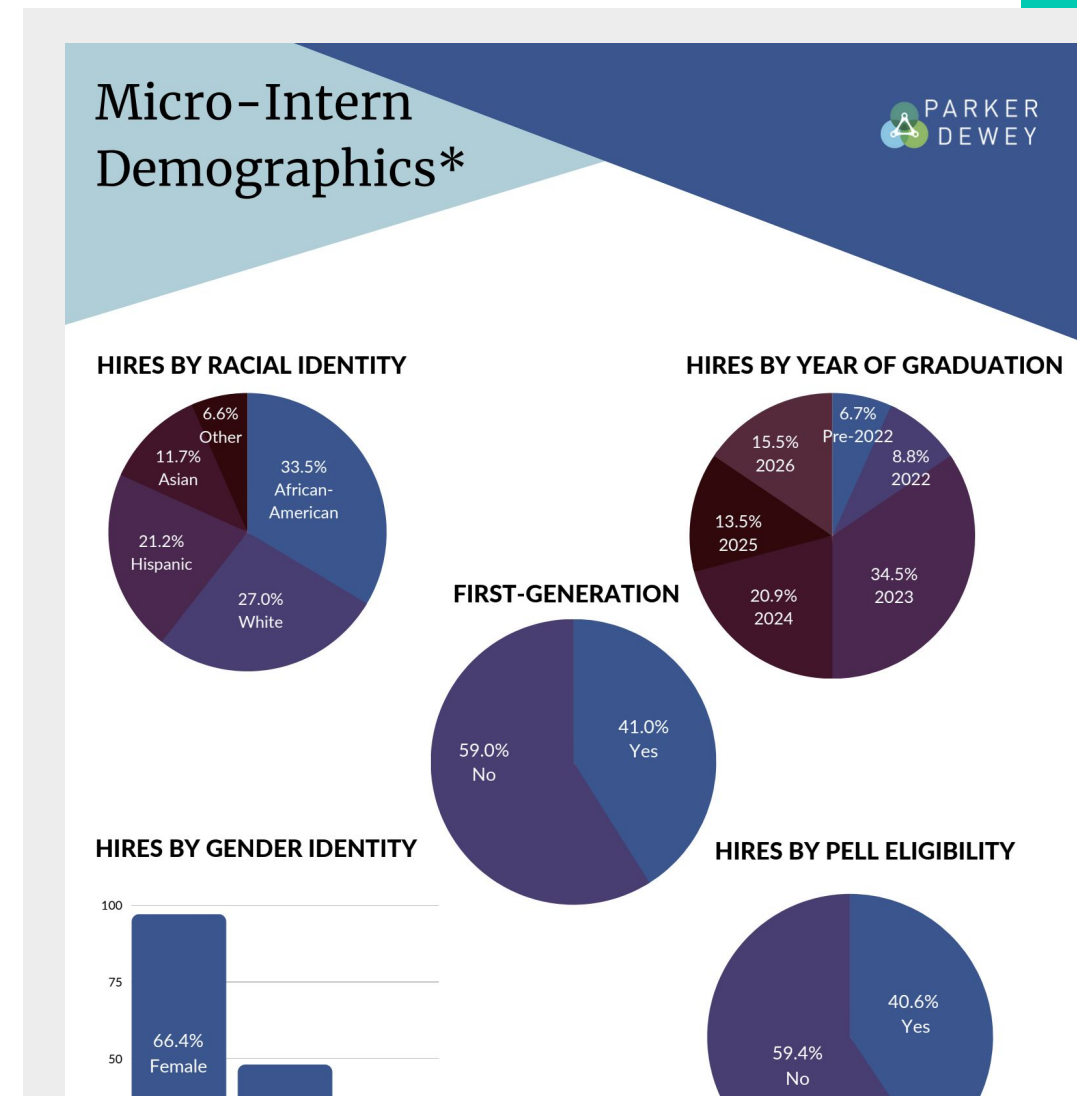


Impact Report

In depth report highlighting the key results of the program aligned to your goals.

Benefit

Includes insights and outcomes that demonstrate the success of the program, with recommendations to plan for future program expansion.



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	10	76	124	72
Timeliness	11	74	75	121
Communication	4	99	107	71
Quality/Accuracy	31	70	80	100
Presentation	40	60	100	81
Skill Level	23	90	75	93

Feedback from Supervisors

beyond our expectations....The project required research, clear writing, and which Michael demonstrated. He was efficient, communicative, and careful to have had the chance to work with him. - Birds of Vermont

job for us. You were wonderful to work with and the product you delivered. We appreciate your communication skills, thoughtfulness, graphic design **asked all the right questions, kept us informed, and needed little support** a mile by including pictures of each college and revising your design many work and your great ideas. Thank you so much! - College Equity First

h testing and comments. Dylan did an excellent job learning specialized especially appreciated his thorough and timely completion of our software roll out a new version to our cloud platform. - Conveyal

ling a logistical problem methodically, and strong communication - frequent, ted. ~CPower Energy Management

rk with. Prompt. Reliable. - Deep Coaching Institute

beyond with excellent attention to detail and communication, and **completed task to high standards.** - Department of Politics, Princeton University

was an excellent intern. She is responsible, a clear communicator, and very straightforward to work with. Her work was high quality and she responded well to feedback. **She has a lot of potential to succeed in policy, law, or whatever else she wants.** - Department of State Subnational Policy Unit

on did a remarkable job researching and synthesizing a large amount of information in an industry she was initially unfamiliar with. She completed the project on time and it was well-organized and thought through. We were so impressed by how much she was able to accomplish in a short amount of time. **We are considering future projects she could help us with** - and would enjoy working with her again. - Dream See Do

at work! Thanks so much for jumping right in, working so diligently, and getting so much done in a short time! The work you did will be very useful to us. Much appreciated!!! - Florida Health Justice Project

did an excellent job in a new area for her. - Hawaii and Pacific Basin Area Health Education Center

To Learn More About Funded Programs

For more case studies and ideas, join us live or watch the recording.



Join us live:
Thurs, June 13, 2024
at 1 pm ET



In this 1-hr webinar, members of the Parker Dewey team will share examples of how you can identify and address unique institutional goals by implementing Micro-Internship Programs.

These ideas are designed to be **low-lift for your team while maximizing available budget to support as many students as possible**. Below are just the goals Parker Dewey has helped other institutions accomplish:

- Engaging alumni;
 - Creating opportunities for your students in a specific sector (e.g. nonprofit, government);
 - Addressing the issue of brain-drain in your geographic area.
- Be forward to highlighting the above case studies and how you can bring your institution!

Achieving Institutional Goals with Micro-Internships

Case Studies from Successful University-Led Programs

Join us on Thursday, November 30th, 1pm

Live webinar won't fit in your schedule?

Check out the [recording](#) and [slides](#) from our last presentation or you can complete the form below to receive the recording after the session.

First name*

Last name*

Job title

Please Join Us (And Invite Your Students/Employers)

Career Launcher Resource

FAQ
Webinars



Career Launcher FAQ Webinars (Monthly)

This student-focused webinar covers how Career Launchers can set themselves up for success when applying for Micro-Internship experiences.

“This was among the most informative as well as encouraging webinars I've attended.”

- Recent attendee

Career Launcher Resource

Student
Office Hours



Student Office Hours (Monthly)

For those students who have already created an account and applied to projects, these events are an opportunity to have their profile and responses reviewed.

Employer Webinar

An Introduction to
Micro-Internships
for Employers

(30 min)

Introducing Micro-Internships for Employers (Monthly)

This employer-focused webinar shares what Micro-Internships are, project examples, and how companies can post projects for your students today!



PARKER DEWEY

What's Next

1

Identify Your Goals

Remember, most successful programs engage students AND employers

2

Connect with Us

Continue the conversation 1:1 to share additional examples, best practices

3

Share Micro-Internships with Stakeholders

Parker Dewey has lots of collateral to make this easy

Colorado State University

Micro-Internships

Students from all majors can execute professional assignments to build and demonstrate skills while exploring a variety of career paths.

APPLY FOR MICRO-INTERNSHIPS POST MICRO-INTERNSHIPS

For Students/Recent Grads

When you are launching your career, Micro-Internships provide a tremendous opportunity. Not only can you explore different career paths and work on interesting assignments, you can also demonstrate your abilities to potential employers while building your professional portfolio and network. Beyond that, your academic experience will improve as you apply what is taught in the classroom to the real world (and vice versa). Oh, did we forget to mention that you get paid for all of this?

CREATE AN ACCOUNT

RUTGERS
Rutgers Business School
Newark and New Brunswick

Micro-Internships. Maximum Impact.

With Parker Dewey Micro-Internships, everybody wins!

Micro-Internships allow your company or organization to get on-demand, 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

How it Works

On-Demand project support is only a few steps away!

- Step 1: Create Your Parker Dewey Account**
Creating your account takes less than 5 minutes, and there's no cost to set it up or post your project!
- Step 2: Post Your Micro-Internship Project**
These paid projects can be posted year-round, typically requiring 10-40 hours of work and a specific deliverable.
- Step 3: Choose from Applicants**
Access diverse talent from over 5,000 schools, including Rutgers Business School. You will only receive an invoice once you select your Micro-Intern.
- Step 4: Your work gets done!**
Engage with the Micro-Intern in whatever way works best for you, while Parker Dewey handles all admin!

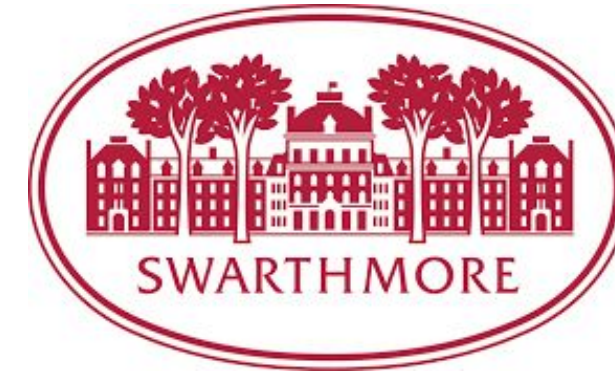
Case Study: Engage Alumni/Friends

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 SwatWorks program was restructured so that it now takes place during Winter and Summer Breaks to 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 Employer 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
- 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



FLORIDA A&M UNIVERSITY

**CAREER AND PROFESSIONAL
DEVELOPMENT CENTER**

How FAMU
Promotes PD on
Employer Website

Employer
Micro-Internships
Website

“Micro-Internships are innovative and revolutionized the way I envision my career. ... My students get the opportunity to earn money while applying theory to practice. They are learning professional etiquette from great employers, from Fortune 500 to start-ups. I’ve also used this opportunity to integrate myself into the local community exposing them to our exemplary students.”
- William Kornegay, Experiential Learning Coordinator.
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

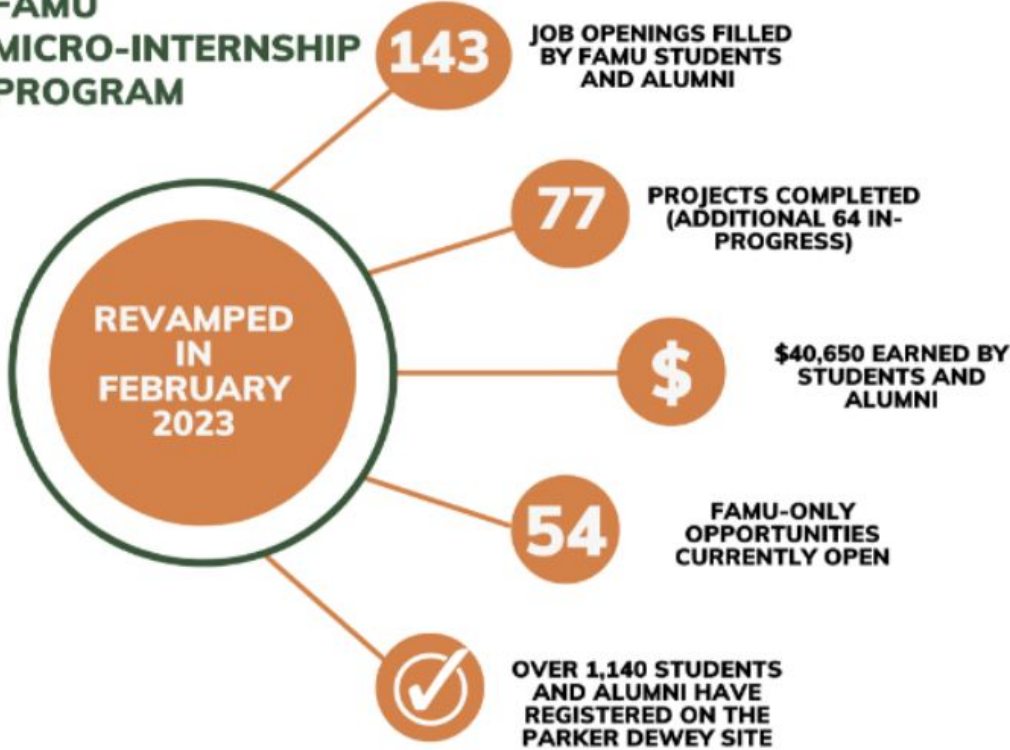
Being selected for a Micro-internship was a great opportunity that I enjoyed. The process from applying all the way to the submission time was very organized. There's many for all majors. I would definitely apply for another one and recommend these Micro-internships to my peers.

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.

FAMU FLORIDA A&M UNIVERSITY CAREER AND PROFESSIONAL DEVELOPMENT CENTER

Micro-Internships

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

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

November 7, 2023
Edition

Center for Access and Student Success, Suite 309
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Micro-Internship Sponsorship Program

Example*: \$5,000 Sponsorship

- \$2,500 to College/University
- \$2,500 to Fund 5 Micro-Internships

*Sponsorship package can be set up however you wish

Benefits to Students

- Micro-Internship Experience
- Income
- Connection to Employer sponsor

Benefits to Sponsoring Company

- Micro-Internship support
- Increase brand awareness virtually
- Branding on school's student Micro-Internship page

Benefits to College/University

- Sponsorship revenue
- Deepen employer engagement
- More opportunities for your students

[Click here](#) to download our Employer Sponsorship toolkit.



Engage Small Businesses: Trinity CAP Program

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 Small Businesses: 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!**



PARKER DEWEY



[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 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 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 Grant Writers: 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

**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: Donation from Emeritus Board member
- Career Services Involvement: Promote program to students and minimal engagement with employers/alumni
- Status: Initial program ran in 2022; running now



Support Your Own Team

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 expanded 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:

- >580 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