

Where Micro-Internships Fit In For Employers

When an Employer Says	How Micro-Internships Help	What Students Have to Say
<p>I want to build my brand with your students.</p>	<p>Offer Micro-Internships to get through the noise, allowing students to learn about your organization.</p> <ul style="list-style-type: none"> 95% of students want to connect with employers via real, paid work experience 50% of college students attended a career fair 	<p>“By posting a Micro-Internship, you can attract individuals who are eager to gain practical experience, showcase their skills, and demonstrate their potential.”</p> <p>Aminur, California State Polytechnic University Pomona, Class of 2024</p>
<p>I need a more diverse applicant pool.</p>	<p>Use Micro-Internships to reach students who might otherwise be overlooked, while providing authentic connections with hiring managers.</p> <ul style="list-style-type: none"> Over 80% of Micro-Interns come from backgrounds historically under-represented in the workforce Students represent all majors, academic years, grad/undergrad and recent grads 	<p>“A Micro-Internship is a fair opportunity for you to meet trainable, talented individuals with diverse backgrounds and skill sets.”</p> <p>Brian, Wayne State University, Class of 2023</p>
<p>I want to reach students earlier to build my talent pipeline.</p>	<p>Offer Micro-Internships specifically for first and second-year students to reach them when they are most interested in exploring career paths.</p> <ul style="list-style-type: none"> 76% of students said they start thinking about career planning before sophomore year 69% of students wished employers began to engage them earlier than they did 	<p>“Parker Dewey is a perfect way to interact with students going into the workforce in a couple years. It prepares the company in regards to interacting with younger employees, and it benefits students seeking to build industry skills.”</p> <p>Andrea, Aurora University, Class of 2025</p>
<p>I don't need a student for a full-time role or internship.</p>	<p>Use Micro-Interns to get immediate help on those small projects that create value, but you don't have time to address.</p> <ul style="list-style-type: none"> All Micro-Internships are project-based so the focus is on what you need, not hours/weeks Students are not your employees, Parker Dewey handles all payment to students and admin 	<p>“Micro-Internships are a good way to get help with short-term projects and learn from people.”</p> <p>Bladen, University of North Carolina Chapel Hill, Class of 2025</p>
<p>I have a limited budget, bandwidth to supervise a student.</p>	<p>Use Micro-Internships as a cost-effective way to engage and assess prospective candidates.</p> <ul style="list-style-type: none"> You set the price for each Micro-Internship, with the average cost of \$435 (and 90% goes to the student) No upfront costs, subscriptions, or other fees, leading to a 40-80% lower cost-per-hire 	<p>“Micro-Internships are a great opportunity to discover new talents for much less than the cost of adding a full-time employee or intern without seeing what they have to offer.”</p> <p>Varencka, Florida A&M University, Class of 2025</p>
<p>We've already set our recruiting plans for the year.</p>	<p>Use Micro-Internships as a complement to what you have planned.</p> <ul style="list-style-type: none"> Expand the pool for your traditional internship program Maintain a relationship with outstanding interns who don't have time to continue a traditional internship during the academic year With most projects filled within 48 hours, Micro-Internships can help you fill empty seats from reneges or unexpected openings 	<p>“Not every student who is eager for experience can commit to traditional internships, but that doesn't mean that they should be counted out. Micro-Interns are thirsty for experience.”</p> <p>Rachael, University of Florida, Class of 2024</p>



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Get started

About Micro-Internships

■ What is a Micro-Internship?

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

■ What is the cost?

You set the price for each project. All projects are fixed-fee, and most are listed between \$200-\$600, typically implying \$20-25 per hour. 90% of this fee goes directly to the Micro-Intern, and there are no obligations or other fees including if you want to hire the Micro-Intern for a longer-term opportunity.

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

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

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

■ Does this replace traditional internship programs?

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

■ Are Micro-Internships on-site or remote?

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

■ Who manages Micro-Interns?

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

■ Can I post projects exclusively to students at a specific school?

Yes. When posting a project, you'll have the option to limit applicants to specific schools, affiliations, or programs. While keeping projects open to all applicants will create the broadest reach, limiting applicants is a great way to give back to an alma mater or connect with students from a designated group.