



# Early Talent Identification

Build your best early-career talent pipeline with Parker Dewey Early-ID



Parker Dewey drives engagement of early-career talent when they are most interested in exploring career paths, fostering meaningful connections and delivering valuable insights for enhanced hiring outcomes.

## Why Micro-Internships Work

More than 75% of college students report they're thinking about their careers before or during their sophomore year. Micro-Internships provide an accessible touchpoint when they're most open to a variety of industries, organizations, and roles.

### ACCESS

Build awareness with candidates not yet considering your organization

### NURTURE

Provide opportunities to stay top of mind throughout their academic program

### HIRE

Keep candidates engaged to improve hiring, conversion, and retention outcomes



We posted the Micro-Internships and the students applied! This allowed us to reach students **before they settled on a professional path**, and without sending emails that weren't getting read. The result was a **5x increase in engagement!**



Micro-Internships allowed us to **stay engaged with students** who joined our on-campus events or were in our ATS. While we weren't yet ready to recruit them for internships or full-time roles, this **cut through the noise** and **kept us top of mind.**



Our hiring managers built real relationships with the students, and we **got insights on their skills before formal recruiting even began.** This helped us focus on the top candidates, leading to **record conversion levels** for both internships and full-time hiring!



Organizations across industries leverage Parker Dewey





# Engage and Nurture Candidates Before They're Eligible to Apply to Full-Time Roles

Easily leverage Micro-Internships for early identification:

- ✓ Access to nationwide candidate pool
- ✓ No HR / administrative burdens
- ✓ No conversion / temp-to-perm fees
- ✓ Company branded presence
- ✓ Onboarding & online support resources
- ✓ Custom projects aligned to full-time roles, designed to assess core skills
- ✓ Full candidate data
- ✓ Impact report
- ✓ Dedicated program support

Organizations that use Parker Dewey achieve exceptional results

## EXPAND REACH

# 5.7k+

Micro-Interns hail from over 5,700 academic programs, including more than 700 partner colleges, universities, and other training programs.

## LOWER COST

# 40-80%

Per-hire recruiting costs are cut by 40-80%, while a pre-screened talent pool reduces the time spent qualifying candidates.

## INCREASE DIVERSITY

# 80%

More than 80% of talent hired for Micro-Internships are from backgrounds underrepresented in the workforce.

Drive campus recruiting success

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