

College Works Painting Internship

2019 TOP INTERNSHIPS

#1 CAREER DEVELOPMENT

THE BUZZ

- “With hard work comes progress and personal fulfillment.”
- “Best opportunity to learn how to run a business with no financial investment.”
- “Be ready to work your tail off, but learn the most you ever have in your life.”
- “Entrepreneur development unlike any other.”
- “The most challenging, yet rewarding thing I've ever done.”

#42 TOP 50 INTERNSHIPS

- “Greatest internship to prepare you for the real world.”
- “Best learning experience a college student can have.”
- “Gain experience in running your own business in a risk-free and supportive culture.”
- “I learned how to be successful in the real world, not just the classroom.”
- “The most difficult internship with the most exciting opportunities and culture.”



FIRM INFO

INDUSTRY

Construction

LOCATIONS

National (U.S.)

COMPENSATION/BENEFITS

Academic Credit, Paid, Stipend

DURATION

3 to 6 months

NUMBER OF INTERNS

101 or more

ACADEMIC LEVEL

College Freshmen, College Sophomores, College Juniors, College Seniors

THE SCOOP

Today's college students face unprecedented challenges. Graduating from college or a university with a degree no longer means a guaranteed position in a high-growth career. College graduates now confront high unemployment rates and a highly competitive job market. According to a recent Daily Finance report published by AOL Money and Finance, only 57% of college degree-holders are currently working full time. Nearly half (43%) of graduates employed full time are working in positions that don't even require a four-year degree.

By better preparing these students to compete in the workforce, we're not only improving their lives—we're also improving our businesses, our communities, and our economy. College Works Painting provides college and university students a unique, life-transforming opportunity to build business management and leadership skills, hands-on. No other company empowers students to run their own local businesses, manage their own crew of people, and provide a much-needed service within their communities—while earning money as well as invaluable experience.

College Works Painting also provides students the opportunity to secure a paid internship for the summer in a current environment where paid internships are scarce. According to a recent Time article, an estimated 50% of internships do not come with pay. Ours does. This allows students to not only gain valuable work experience, but to help finance their college educations as well.

Participating students emerge from the experience with a greater understanding of what it takes to run a successful business, and with a competitive edge that sets them apart in a widening field of job applicants. We're building a stronger workforce, better prepared to create a stronger economy.

WHAT INTERNS ARE SAYING

- “The best part is being able to run your own business while in college and apply the things you learn in school to real world situations. There are only a handful of college students who have the experience I have. I will stand out in the application process no matter where I apply.”
- “Built confidence in myself and realized how much I am truly capable of. [I learned] how to create relationships with clients. Gained the skills to basically do anything in the business field.”
- “The best aspect of this internship is the complete hands-on nature. Unlike most internships where you sit and observe, this program pairs you with a mentor and allows you to gain firsthand, real-world experience in a number of different fields. In addition, the internship allows a student the opportunity to have an incredible amount of real world responsibility by putting you in charge of managing actual employees, clients, revenue, etc. Another great aspect of this internship is the one-on-one mentorship. Each intern is paired with a mentor who is there every step of the way to provide constant training and support. There is nothing in the internship which the intern



must 'figure out for themselves'; instead the mentor will first train the intern in each different stage of the internship before [they are] allowed to try for themselves. Finally, this program is something which both challenges and pushes you, forcing you to move out of your comfort zone and therefore spurring tremendous personal development and growth. I felt that not only was I able to grow my knowledge of business, marketing, etc., but I also had tremendous growth as a person with responsibility, accountability, drive, self-motivation, problem solving, and numerous other areas."

- "The culture, friendships, competitive atmosphere, encouraging mentors, incredible excursions, challenging obstacles and the personal control over one's success were the best aspects of this program."
- "The complete control you have. You are legitimately running YOUR business, and dealing with every aspect of it. Getting experience with every part of business exposed me to the parts I enjoy and also to what I don't. Personally, I loved learning how to manage people and motivate people. I feel I'll carry most of the lessons I learned through the internship with me for the rest of my life."
- "Some of the best aspects are the relationships you build with your mentors as well as the other individuals doing the program. I also enjoyed all of the responsibilities I was given and that you were basically learning how to run a business in a controlled environment that encouraged you to learn from mistakes."
- "The best advice I could give is to make sure you are ready to work hard. You can't coast through this program. This will probably be the hardest but most rewarding thing you ever do."
- "I think the most important thing to know about this internship is that it is very difficult and not for the faint of heart, but that is also why it is the greatest learning experience I have had in my entire life. This internship requires a large time commitment both during school and during the summer time, and beyond the hours themselves, it requires high effort and a real dedication to constantly improving yourself every step of the way. There are going to be times when you fail at certain things and have to learn how to deal with adversity, which in the end was probably the single most impactful thing that I took away from the program... More than anything, this internship forces you to move out of your comfort zone and constantly challenge yourself with new experiences. In the end, this internship is for the type of person that is very hard working, extremely dedicated to improving themselves, and wants to really set themselves apart from their peers..."
- "Be prepared to work. This is not an internship where if you simply show up you will be rewarded. You have responsibility of your own business, and your success will be based on the efforts and tactics you decide to implement to improve it. With that being said, you are provided with tools and district managers that will assist you in every way possible, so that if you work hard and consult them, you will be successful."
- "I wish I would have realized how much support I was going to have. I remember being so incredibly nervous to pursue this program and that nervousness hindered my growth the first few weeks, until I realized that my district manager, team members, general manager, and the company itself would always support and desire the best for me."

Hiring Process/Sample Interview Questions

- "What leadership experience do you have? How do I know you won't give up when things get hard?"
- "Why do you think you qualify for this internship? Here are our values, what do these values mean to you?"
- "Have you ever wanted to run your own business? What are your strengths and weaknesses?"
- "What aspects of your life have prepared you for this leadership role? What shortcomings do you see becoming a factor and how can you overcome them?"
- "What are the skills that you are looking to develop the most and why? -Why is it important for you to succeed in the internship while you are in the school?"
- "What's the hardest thing you've ever done?"
- "Why do you believe you have what it takes to work here? What have you done in the past that prepares you for this role?"
- "Describe a specific example of a time when you succeeded under pressure."

Day-to-day Responsibilities

- "Day-to-day activities change depending on what stage of the internship you're in. Never gets boring. Activities involve: marketing for leads, setting up sales appointments (estimates), design consultations, interviewing and hiring employees, project management, and employee management."
- "As an intern I managed a \$125,000 house painting business. I generated the revenue, sourced all of the leads, performed all of the sales, hired all personnel, and managed the production of the paint jobs I was contracted to do. During the spring semester, I focused on finding and scheduling clientele, then during the summer I managed my employees to complete the paint jobs entirely."
- "Through marketing and networking, I would find painting leads. I then called and met with those leads to convert them to estimates and complete the sales process of the estimate to hopefully book them. After a job is booked, I manage the project by working with our crews and company."
- "During the spring semester the goal is to launch and grow your business. There were usually one or two meetings during the week, and then a full schedule of appointments with clients each weekend. It was busy, but manageable with all of the help they provided. Summer is full time, working in the field managing your employees."
- "Throughout the internship, my duties included: creating a marketing campaign, implementation of said campaign, one-on-one customer sales, cold calling leads, sourcing and hiring employees, motivating and managing my employees, assigning hours and bonuses, leveraging appropriate punishments (sometime firing), removing road blocks for my employees, and a lot of hands-on customer service."