



Career Catalyst Internship FAQs

How long are the internships? Internships are 40 hours/week for 6 weeks.

How much are interns paid? Interns are paid \$18/hour by the employer.

What is the commitment required from the employer? Please see the [Expectations of Employers & Interns](#) document.

What support does Hope Renovations provide during the internship? Hope Renovations provides the candidates for interview and makes the matches between employers and interns. Hope staff will check in midway through the internship, ask for feedback via a survey at the end of the internship, and is available to address concerns at any point during the internship.

What skills and experience levels can I expect from the interns? Internship candidates are prepared for entry-level positions in the skilled trades and construction industry. They have completed Hope's 9-week Trades Training Program, including hands-on classroom instruction, on-the-job learning, and professional development. During the program, they earn OSHA10 certification and the [NCCER Core: Introduction to Basic Construction Skills](#) certification. This curriculum prepares individuals for entry-level positions on project sites by providing the basics in safety, hand and power tools, construction math, materials handling, construction drawings, and employability skills.

Does Hope Renovations employ the intern? No. Participating companies employ interns as temporary W-2 employees.

How does the \$5/hr subsidy work? At the conclusion of the internship, Hope Renovations reimburses the employer for \$5/hr for the intern's time.

Who provides the intern's tools? The employer must provide the tools necessary for the intern to complete assigned work.



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What kinds of internships are available? Employers with internships in hands-on positions related to commercial and residential construction and trades are encouraged to apply.

How are matches made? Hope Renovations makes the match based on the preferences of the employer and intern. Employers do not offer the internship directly to candidates. All parties must follow this process:

1. Employers apply to host an intern.
2. Candidates review internship opportunities and select their top 3 choices.
3. Hope shares candidate resumes with employers.
4. Employers interview candidates.
5. Employers share their rank choice of candidates with Hope.
6. Hope matches employers and candidates based on the preferences of each.
7. Hope announces matches!

Can I hire the intern after the internship ends? Yes! We love it when an internship ends in permanent employment. It's a win-win!

Additional questions? Email training@hoperenovations.org.