

# BIA WANTS TO SOLVE YOUR WORKFORCE PROBLEMS HELP YOU

## IT'S A NO BRAINER

Many of your labor needs can be solved by providing paid industry internships to 16 -24 year olds. This process gives you the opportunity to develop your future workforce pipeline.



## WHAT WE'RE DOING

The BIA has invested \$150,000 in matching funds into our Foundation's internship program to stretch the program's reach and help you fill your workforce needs.



## MEMBER\$ BENEFIT

Put your BIA membership to work...literally. BIA members who host interns are eligible to receive a 50% reimbursement for wages paid to interns during their first 160 hours.



## CONTACT

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# FOUNDATION INTERNSHIPS

## PROGRAM DETAILS

## WHY INTERNSHIPS

The solution to the labor shortage is working with an untapped source of workers - the next generation of builders. Working with 16-24-year-olds through industry internships, the Foundation has found that after positive, paid industry work experiences, interns are more likely to continue to work for their mentors and promote the industry to others.

## HOW IT WORKS

**BIA Members only pay half.** All internship are paid, however, BIA members are eligible for a 50% discount on wages paid to interns for the first 160 hours. You get an intern for 160 hours for \$10 per hour, and that includes administrative fees, worker's comp, and FICA cost.

**There is no liability to the host company.** We act as the employer of record to release intern hosts from liability, worker's comp, and other obligations.

**Host as an individual company or share the experience.** Builders, Contractors, and other Industry Employers can provide a paid 160 hour work experience for one or more interns between June 4th and August 10th or as a group of companies, work together to provide a shared learning experience for the intern to gain a wider experience about various trades and how the home building industry works

## NEXT STEPS

Contact the Foundation's Program Administrator, Elizabeth Goldsmith at [elizabethg@northstatebia.org](mailto:elizabethg@northstatebia.org) or (760) 963-3528 to discuss how you can get involved with the internship program.

**BIAWORKFORCE.COM/INTERNSHIPS**