

Build your future with College Works.

College Works

Student Professional Program



Dear future intern...

College life can be overwhelming—juggling classes, extracurriculars, work, and friends while navigating your future. That's why, in 1993, we launched an internship program aimed to provide college students with hands-on business experience and leadership skills for real-world success.

Our program, while demanding, offers a professional experience like no other. It requires grit, focus, and dedication. It's not for everyone but if you're willing to work hard, you'll achieve success as an intern and beyond. This guide—crafted by former interns who know what it takes to make it—offers insights, expectations, and tips to help prepare you for our program. We're excited you're here. Let's dive in.

Sean Phelps
President
College Works

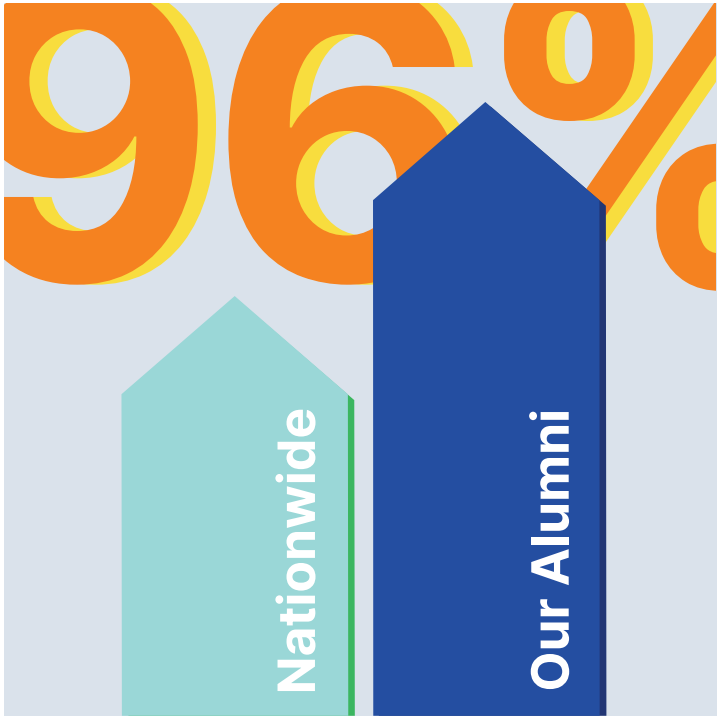


“The skills I acquired from College Works have been crucial in my role as a Senior Analyst at PwC. The program’s commitment to career advancement and practical experience gave me an edge in the job market.”

Sarah Thompson
Senior Analyst
PricewaterhouseCoopers

College Works goes beyond your ordinary internship program—it's the launchpad for successful careers.

As a College Works intern, you won't watch from the sidelines—you'll actually run your own business with unlimited earning potential. You'll gain hands-on experience and leadership skills that go far beyond what you'd find in a typical internship. **And you'll see why 96% of our alumni land high-earning jobs within six months of graduating.**



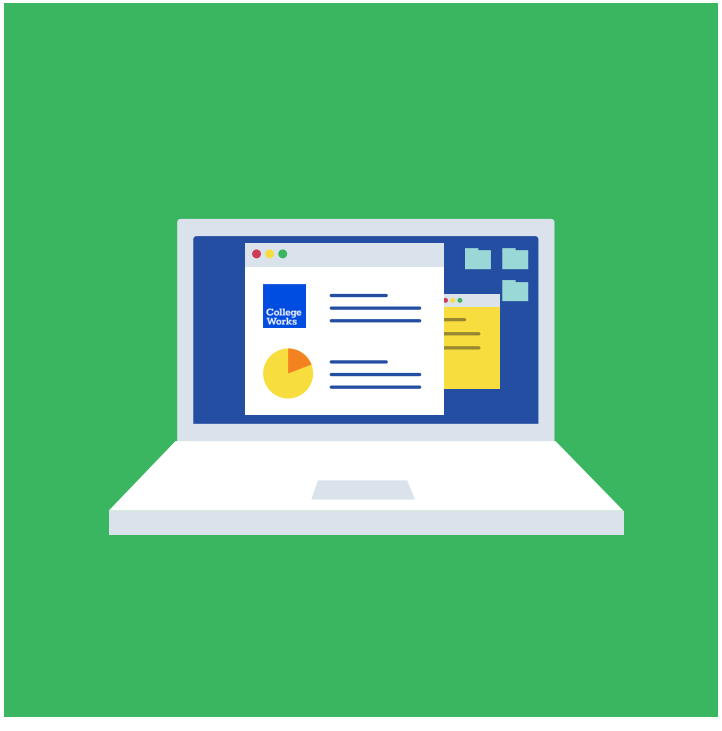
What makes our program stand out?

What we offer:

- **Competitive edge:** Our program isn't for everyone. It's for those ready to push themselves to achieve greatness.
- **Elite status:** There's a reason why our name stands out to so many hiring managers. Completing our program is a testament to your dedication, skills, and potential.
- **Growth:** We prepare you for the real world with hands-on experience, mentorship, and skills for both professional and personal growth.

What we're looking for:

- **High-achieving**: You're not just good; you're great. You excel in school while balancing work and extracurricular activities or sports.
- **Time management:** You can handle a demanding schedule and prioritize tasks efficiently.
- **Focus:** You're motivated by a purpose and stay focused. When an opportunity arises, you seize it.
- **Determination:** Your hard work and dedication sets you apart and fuels your desire to succeed.
- **Willingness to learn:** You're open to new experiences and ready to become your best self.



No business experience? No problem.

We're here to teach, mentor, and support you, but your success depends on you. Bring a positive attitude and competitive spirit that aligns with our values.

What does a College Works intern do?

As an intern, we expect you to hit the ground running and give it your all. In return, we'll equip you with the skills for professional success, including:

- **Sales and marketing:** Learn how to pitch and sell
- **Estimates and schedules:** Gain planning and budgeting skills
- **Supply management:** Manage inventory and materials
- **Customer service:** Build successful relationships
- **Hiring (and firing):** Learn to build a successful team
- **Accounting:** Understand profit and loss
- **Territory organization:** Strategize your sales areas
- **Leadership skills:** Get hands-on experience leading a team
- **Time management:** Prioritize and manage tasks efficiently

Supporting your success.

We provide the necessary support and resources for you to focus on running a thriving business.

Startup capital: We provide training and start-up funds. Your investment is your time and effort in building your business.

Mentorship: Your district manager provides daily support, ongoing education, and mentoring for managing your business effectively.

Marketing: Receive essential tools and resources for marketing your business and increasing sales.

Equipment capital: We offer a credit line for buying safety gear, caulk, brushes, and other essential supplies. Plus, you'll receive discounts on paint.

Training: Ensure a safe work environment with our safety training and a dedicated safety inspector.

Permits and licenses: We cover licenses and insurance, so your business complies with regulations.

Business support: Receive forms for contracts, job applications, warranties, and manuals.

Payroll and bookkeeping: Mycollegeworks.com simplifies financial management for your jobs, handling tax filings, bank deposits, payroll audits, and profit updates.

Renowned program: Our licensed, bonded, and insured company provides peace of mind for your customers, and our program is recognized nationwide.

Program timeline.

Pre-season spring semester

- Two-day intro training workshop
- Weekly training with your district manager
- Set goals and create a business plan
- Begin marketing and sales to grow clientele
- In-field training

Plan for 20-hour work weeks following the intro training workshop

Spring break

- Paint training with a focus on job site and crew management
- Additional in-field training and seminars
- Intensive sales and marketing campaign
- Kick-off local PR campaign

Summer

- Full-day training and review of production and management techniques
- Begin production, organize job sites, and implement quality control
- Corporate-led painter training
- Payroll and all-hands meetings every other Friday
- Continue expanding your business through sales

A typical week.

We've developed a schedule that allows you to balance the demands of running a business with your school obligations.

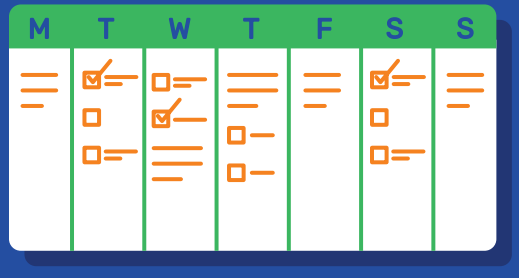
Every Monday
A 30-minute meeting with your district manager to review weekly objectives and goals, and plan for the next week.

Monday to Wednesday
Six hours of phone work spread over three evenings to accommodate your classes and workload. Your goal is to schedule estimates.

Thursday
15-minute drop-in call with your district manager, usually in the morning or early afternoon, to prepare for the weekend.

Friday
Arrive at your territory early Friday afternoon or evening to prepare for weekend estimate appointments.

Saturday & Sunday
Dedicate at least eight hours on Saturday and Sunday for meeting with clients, estimates, marketing, and hiring painters.



Why this schedule works

Our focus on time management training prepares you for success in our program and beyond. College Works alumni consistently outperform their peers, thanks to the time management skills they gained here.

- **Flexible timing:** Made to work around your classes and workload
- **Real-life experience:** Develop valuable business skills alongside your college education
- **Professional growth:** Scheduled mentoring sessions with your district manager



"College Works provided me with the experience to hire into top-tier internships and co-ops, as well as leadership and client-interaction skills—something I leverage on a daily basis."

Brett Fisher
Senior Manager
Deloitte

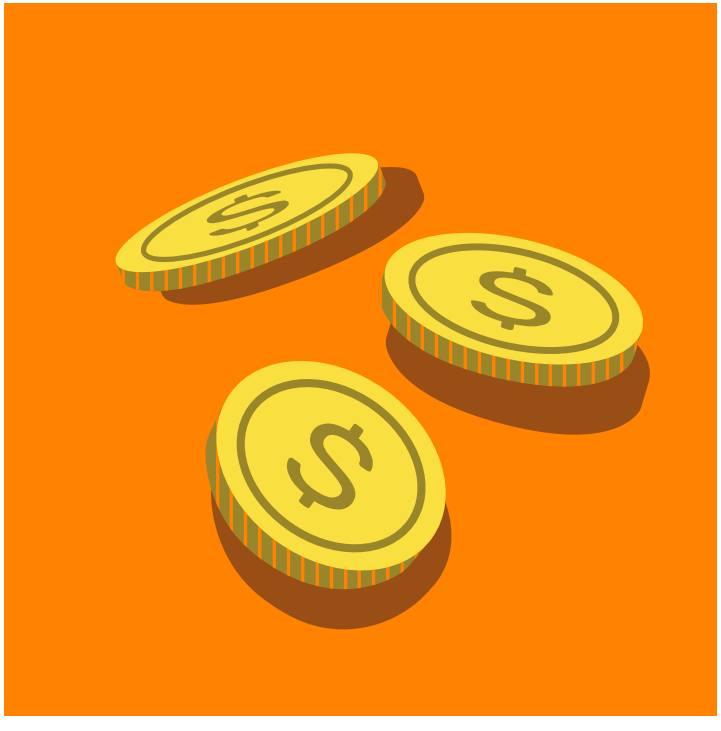
A day in the life.

Monday to Friday

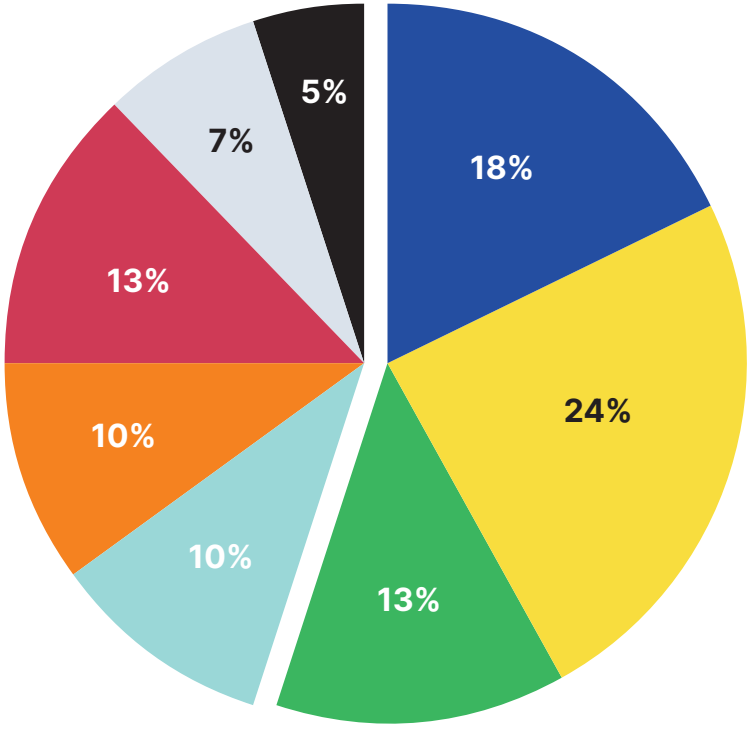
7:30 am	**Meet crew chiefs:** Set daily goals for your crews
8:00 am	**Train and supervise:** Prepare and supervise crew members
10:00 am	**Client calls:** Reach out to potential clients
12:00 pm	**Crew check-in:** Visit crews to monitor morning progress
2:30 pm	**Planning:** Prepare work orders and safety plans for jobs
4:00 pm	**Supervision:** Oversee work to ensure quality and completion
5:00 pm	**Client follow-up:** Collect payments and feedback from clients
6:00 pm	**Cold-calling:** Organize cold-calling session with employees
6:30 pm	**Estimates:** Prepare estimates for your clients' neighbors to expand customer base
8:00 pm	**Client calls:** Schedule estimates and design consultations with clients
8:30 pm	**Crew coordination:** Call crew chiefs to inventory supplies and review work orders
9:00 pm	**Payroll and production:** Enter employee payroll hours and update production calendar
9:30 pm	**Strategy meeting:** Call with district manager to strategize sales and production

Run the numbers.

Residential paint job The total revenue generated from a single job.	**$6,000**
Overhead Fixed costs associated with running the project, such as administrative expenses.	**$2,700**
Labor and burden Wages paid to the workers completing the job and any associated labor costs.	**$1,440**
Materials The cost of paints, brushes, and other consumables used in the job.	**$840**
Profit The remaining amount after all expenses have been deducted.	**$1,080**



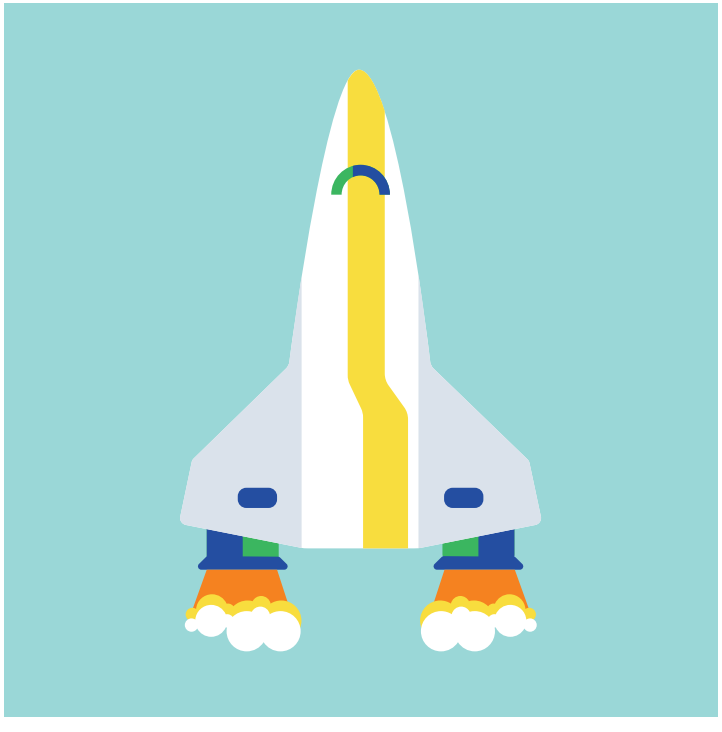
This financial breakdown outlines a residential painting job managed by a College Works intern. It explains the commission setup and how your work can translate into earnings.



Learn real-world business financials.

This chart explains the commission structure and breaks down the calculation for each project.

18%	Your commissions
24%	Labor
13%	Paint & materials
10%	Projected company profits
10%	Recruiting/training/marketing
13%	Admin & safety teams
7%	District manager compensation
5%	Trips, events & bonuses



"Competition for a full-time offer at Amazon was very fierce. If I didn't have the experience at Russell Investments, which College Works helped me get, I would've never been considered."

Andrew Pittman
Financial Analyst
Amazon

Boost your earning potential.

Accurate estimates: Your earnings begin with accurately estimating jobs. Getting your forecasts right leads to higher profits. With our estimating standards, you can ensure your jobs are priced correctly.

Management skills: Effective supervision is key to keeping projects on track and within budget. Strong management skills will help you stay organized, stay ahead, and boost earnings.

Incentives: Meet or beat project goals to unlock extra incentives. These bonuses can give your earnings a nice bump. Aim high and go the extra mile to maximize your potential rewards.

Through our training, you can anticipate converting half of your estimates into clients by the time summer arrives. Prioritizing quality work and earning referrals from happy clients are key to marketing your business effectively.

Bring your A-game.

Our interns are guaranteed a minimum of $6,000 after successfully finishing the summer program and meeting all requirements. But it's the teamwork and dedication that really pay off. Put in the work, and you could earn uncapped commissions. Work together with your team to boost branch success, and you could qualify for an International trip and up to $10,000 in bonuses.

	Bad branch	Below Average branch	Average branch	Good branch	Great branch	Excellent Branch	Top Branches	Top Few Branches
Sales	$60,000	$90,000	$100,000	$125,000	$150,000	$200,000	$250,000	$300,000+
Potential Commission	$8,000	$17,000	$19,000	$24,000	$30,000	$42,000	$55,000	$67,000+
Bonuses	-	-	Company Trip	Company Trip + $2,000	Company Trip + $4,000	Company Trip + $6,000	Company Trip + $8,000	Company Trip + 10,000

Spring time incentives		
$100 **35 leads** the weekend after training with DM verification the following week	**$100** **10 estimates** within 4 weeks of trained date	**$250** **25 estimates** within 8 weeks of trained date

$250 **$25,000 sales** within 8 weeks of trained date with deposits	**$500** **$60,000 sales** within 12 weeks of trained date with deposits	**$500** **$80,000 sales** within 12 weeks of trained date with deposits	**$500** **$100,000 sales** within 12 weeks of trained date with deposits

CollegeWorks



At College Works, many of our leaders started their careers in the same place you are today. You'll gain invaluable experience and essential business skills in your first year as an intern. By excelling in your role, you open doors to potential growth within College Works, leading to more responsibilities and preparing you for a successful career post-college.

"Not only did I pay my way through school but I also learned valuable business lessons that have followed me throughout my career."

Andrew Reid
Strategic Partnership Development Manager
Google

Dare to succeed.

Explore the career progression path at College Works:

Year 1: Intern
Role: Run your own College Works branch
Team: 2-8 employees
Revenue: $40,000 – $250,000

Year 2: Executive intern
Role: Grow your business with a bigger marketing budget
Revenue: $100,000 - $500,000

Year 2-3: District manager
Role: Mentor 8-12 interns and manage ~30 employees
Revenue: $500,000 to $2 million

Year 4: General manager
Role: Oversee 2-4 district managers and their teams
Revenue: Up to $5 million

Year 5: Co-vice president/vice president
Role: Lead an entire division or state
Revenue: Up to $10 million



"If you are truly driven, you must go above and beyond to succeed. I challenge you to find an experience that will allow you to put your leadership potential to the test."

Christopher Nassetta
President and CEO
Host Marriott Corporation

Your questions answered.

Why choose College Works over other internships?
Most internships offer limited responsibility and low pay. At College Works, you'll lead a team, run a business, and gain real-world experience. These skills in leadership, stress management, and work discipline will benefit any career path.

What industries do College Works interns pursue after the program?
Former interns explore various industries after graduation, including finance, marketing, sales, project management, and entrepreneurship. Many quickly move into leadership and management roles within 1-3 years.

How does commission work?
The target commission is around 18%, depending on your estimates and cost management.

What are the risks? Could I lose money or be sued?
Our program is designed to protect you from financial and legal risks while you run your business. College Works provides insurance and worker's compensation coverage to shield interns from potential business-related lawsuits. This way, you can concentrate on growing your business without the stress of legal liabilities.

What does College Works get out of this?
College Works generates profits from successful branches to cover operational costs. The interview process and training program brings in top talent, supporting interns' success and building a strong talent pool for future team members.

Do I have to paint?
No. You'll manage sales and operations and hire painters to paint. Students from all majors gain valuable life and business experience through the program.

To qualify for the minimum guarantee, you need to: (1) complete 70 estimates by season end, with 40 done before production starts; (2) achieve $40,000 in sold work; (3) avoid level three safety violations; (4) resolve all client complaints before season end; (5) return all company property like paint sprayers, ladders, and power washers when leaving CWP; (6) refrain from illegal business practices.

Profiles of success.

Many College Works alumni are now working at top companies like Google, Amazon, Facebook, and Deloitte, or they're running their own successful businesses. Check out more of their stories at alumni.collegeworks.com.





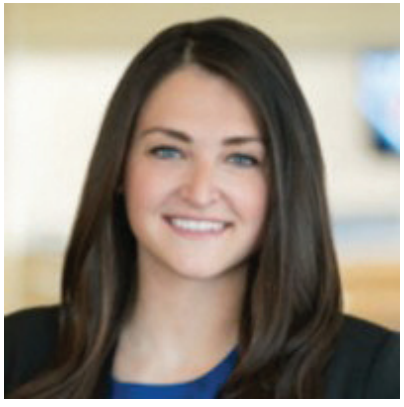
Omar Zarabi
CEO
Port53

"Immediately after graduation, I was able to find a position in the tech sales field. Three months later, I was the top performing rep, and it is simply because of the skills and work ethic I developed with College Works."



Joel Grachan
Private Client Advisor
JP Morgan

"After graduation, I immediately started to build a business as a financial advisor. From day one, most of the techniques and experiences from College Works applied directly."



Michaela Young
Associate
Morgan, Lewis & Bockius LLP

"I was told on numerous occasions how rare it is to find a young law student who has strong leadership and management skills, and how important this is in the legal market."



Kareem Mohamednur
Director
PricewaterhouseCoopers

"College Works taught me how to operate autonomously and be comfortable in ambiguity, and gave great stories to tell through the interviewing cycle. It also provided me with a solid foundation for how to be a leader."

A reputation that speaks for itself.

College Works is known for its innovative approach, award-winning operations, and entrepreneurship. We have received multiple awards for outstanding customer service and workplace satisfaction.

Newsweek 2026: America's Greatest Workplaces: College Works was named one of America's Greatest Workplaces in two categories, Entry Level and Leadership, recognizing employers that give people real responsibility early and develop them into leaders from within.

The Talk Award 2026: College Works won the Talk Award for Service Excellence for the 16th consecutive year, based on customer satisfaction feedback collected directly from clients.

Best of Houzz Service 2026: College Works earned Best of Houzz for Service for the 10th consecutive year, decided by homeowner reviews and ratings on the Houzz platform.

Vault 2025: Dedicated to providing insights for successful careers, College Works was rated #1 nationwide in Career Development, Real-Life Experience, and Networking.

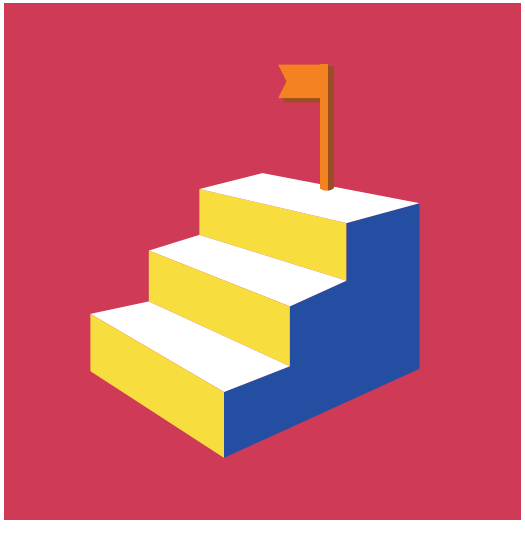
In the news: College Works has been featured in national media, including CNBC, American Express Open, New York Daily News, Inc., Yahoo Finance, BBC, Los Angeles Times, and CNN Money. Read more news at collegeworks.com/news.

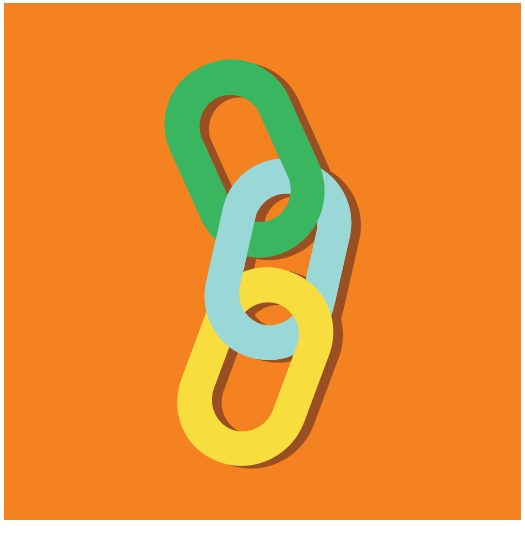
Build your future.

Unlock your potential with College Works.

Join our team at College Works to transform your future. Gain practical skills, receive personalized mentoring, and lay the foundation for a successful career in business and leadership.







Our mission

Transform the next generation of leaders by equipping them with the skills and opportunity to build a successful career.

Our values

Built on relationships
Every interaction is a chance to create new opportunities—for you, your team, and your community.

Integrity is everything
We uphold the highest standards and ensure every interaction is marked by transparency and respect.

Embrace the mindset
Success takes effort. Joining us means you're ready to excel and achieve real results.

Prioritize your future
Stay focused on your goals. We tackle challenges head-on and avoid distractions.

Dare to succeed
We believe in the boldness of ideas and the courage to chase them.

College Works

Success is in session.

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