



Construction Industry Workforce Initiative (CIWI)

SUMMER 2024 Internship Program

WHAT IS CIWI?

- CIWI is a fiscally sponsored project of Community Initiatives (a 501c(3)) and privately funded initiatives targeted to young urban adults from lower-income households, many of which are first generation college students.
- CIWI Summer 2024 Internship Program is committed to providing career development opportunities for students with an interest in Construction, Real Estate Development (Housing/Affordable Housing), Architecture and Engineering, Civic Engagement and Urban Design
- Since 2012, CIWI has delivered over 160 internships—majority BIPOC/first generation college students



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WHO ARE CIWI INTERNS?

- In general, 18 to 23 years old
- Enrolled in a two- to four-year college
- BIPOC young adults, majority first generation college students
- College students pursuing majors in: CM, Engineering (Civil, Structural, Mechanical/Electrical), Business Administration, Real Estate Development, Architecture/Sustainability, Economics, and Community Development/Urban Studies)

WHAT HAS CIWI DELIVERED FOR OUR BIPOC YOUNG ADULTS?

- Provide direct construction/real estate/sustainability industry work experience
- Implement an extensive Civic Engagement+Sustainability (CE+S) program including project site tours, guest speakers, sustainability training, and special assignments
- Exposure to the Bay Area's largest and most impactful real estate and community development projects



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WHAT WILL CIWI DELIVER FOR OUR INTERNS, SUMMER 2024?

- Up to 280 hours of participation, including:
 - **Career Development Scope (Technical Skills).** Sponsor Time (240 HOURS)
 - **Civic Engagement+Sustainability Scope (Community Development)** CIWI Intern Time Together (Up to 40 HOURS)

WHAT ARE SOME OF THE PERTINENT THINGS I NEED TO KNOW ABOUT CIWI 2024?

Duration:	JUNE - AUGUST: 12 wks
Time Investment:	25 HR/wk (Up to 40 HRs)
Hourly Pay:	\$22/HR
Overall Program:	MAX of 280 hours



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CIWI SUMMER 2024 PROGRAM COSTS/SPONSORS

- CIWI Program costs per summer intern placement is \$11,000. (P/T Scenario. 25 Hrs/Wk)
- Intern Onboarding Scenarios:
 - Sponsors Onboard Intern Directly to Payroll and Invest \$4,000 in CIWI
 - Sponsors fund CIWI's fiscal sponsor directly (\$11k) and interns are employees of fiscal sponsor

THANK YOU!

Monte Wilson, Program Director

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CONSTRUCTION INDUSTRY
WORKFORCE INITIATIVE

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Image includes the full 2023 CIWI Team (including Sponsor/Funders, Key Industry Partners, Key CBO and Educational Partners)

**Construction Industry Workforce Initiative
2023 Team**

The 2023 CIWI team consists of the following organizations:

- CAHILL**, **Wow**, **PROLOGIS**, **SKANSKA**, **dome CONSTRUCTION**, **DB**, **BUILDGROUP**, **OALCAL**
- MONTEZ GROUP**, **nibbi**, **Hathaway Dinwiddie**, **PACIFICRIDGE BUILDERS, INC.**, **Gilbane**, **GUZMAN**, **EMERSON**, **UCSF**, **WEBCOR**
- David Friedman Household**, **SFF San Francisco Foundation**, **THE JOHN STEWART COMPANY**, **San Francisco**, **DesignElectric**, **SARES | REGIS**, **John R. Cahill Fund**, **Palley Household**, **BRAYER ELECTRIC**
- DAVIDSON COLLEGE**, **Jim O'Brien Household**, **XL CONSTRUCTION.**, **100 BLACK MEN of the Bay Area, Inc.**, **Peter Cusack Household**, **GOLDENSTATE.**, **Irwin Household**, **ELLIS PARTNERS**
- HOUSING COALITION**, **Roberto Noguera Household**, **BuildOUT CALIFORNIA**, **Laura Barbosa**, **Factory_US**, **Dean Ellison Household**, **ELLIS PARTNERS**, **SPUR**, **PACIFIC COAST SCHOOLS DEVELOPMENT**
- CollegeTrack**, **EMERSON COLLEGE**, **SJSU SAN JOSE STATE UNIVERSITY**, **COLLEGE PROMISE COALITION**, **OAKLAND PROMISE**, **BERKELEY CITY COLLEGE**, **BERKELEY COLLEGE**, **MESA**, **MISSION HIRING HALL**, **UNIVERSITY OF CALIFORNIA**
- MONTE WILSON**, **MAULTSBY + LUTE**

Construction Industry Workforce Initiative, based in the Bayview, is a program of **Community Initiatives**