



X John R. Walker
President, Walker Design

EXPAND YOUR BUSINESS
Benefit from the NKBA Intern Program

NKBA[™]
National Kitchen & Bath Association



NKBA INTERN PROGRAM

The National Kitchen & Bath Association's Intern Program supports, encourages and recognizes NKBA Member Firms that provide internships to students from NKBA Accredited Programs.

The NKBA will provide a listing of your available internship online and market that opportunity to NKBA Member Students at programs accredited by the NKBA. By taking part in the NKBA Intern Program, your company will help build an educated workforce, which benefits the entire kitchen and bath industry, but your firm will also enjoy many immediate benefits.

The NKBA recognizes NKBA Member Firms that participate in the program with a special certificate and recognition in the Association's quarterly magazine *Profiles*. In addition, companies that participate in the program will receive a program guide to plan for the arrival of their interns.

NKBA Accredited Programs

More than 50 colleges and universities across North America offer NKBA Accredited design curriculums specializing in residential kitchens and baths. Students in NKBA Accredited Programs learn everything from the fundamentals of residential

construction to advanced kitchen and bath design concepts. This enables students to plan a safe, healthy and functional kitchen or bath. These students can contribute to the success of your business right away. Some of the required learned competencies:

- Assessment of clients' needs using the NKBA Survey Form
- Proper measurements according to NKBA procedures
- Evaluation of structural considerations as related to the design process
- Hand drafting according to NKBA Graphic and Presentation Standards
- Computerized drafting
- Creation of client presentations
- Knowledge of kitchen and bath products
- Project management
- Sales techniques

Students seek NKBA Accredited Programs because they wish to pursue a career in the kitchen and bath industry. A list of accredited programs is found on the NKBA website under the Education tab. If your business is not located near an accredited program, note that many students are willing to travel to obtain a good internship opportunity.

The Benefits of Hosting an Intern

Flexible, Cost-Effective Hiring

Companies that participate in the NKBA Intern Program benefit from a proven, cost-effective way to recruit and evaluate potential employees. According to the National Association of Colleges and Employers (NACE), 22 percent of new hires previously served as an intern for their employer. Employers can also use the NKBA Intern Program to meet short-term needs for extra assistance.

Fresh Ideas

Interns offer a new perspective to your company, bringing fresh design and sales ideas that can increase your firm's revenue by appealing to new clients. Interns also add enthusiasm for kitchen and bath design that can reinvigorate you and your employees' passion for design, increasing the creativity of your company's work.

Current Knowledge

NKBA interns have studied the most up-to-date kitchen and bath design techniques and relevant building codes at accredited NKBA programs. These students are required to have an extensive knowledge of the latest information contained in the NKBA Professional Resource Library.

Industry Recognition

By participating in the NKBA Intern Program, your company will be recognized by the NKBA, your peers, customers and students as an industry contributor that's helping to ensure the development of a trained, professional workforce.

"Interns expanded the custom cabinet shop that my dad started in 1972 by opening my eyes to a missed market. Being a custom cabinetmaker, I can design and execute any detail in wood, but had limited knowledge of space planning. It was when we hosted an intern that we realized our high-end customers wanted to have a one-stop shopping experience. Now, we provide design services for the entire job."

David Ennis

Ennis Cabinets Inc.,
Big Lake, MN

"The NKBA Internship Program offers an excellent opportunity to assess future employees' skills and train them to meet your company's needs. We've hired seven of our nine interns and they've been fabulous."

Jeff Cannata

CMKBD, Designer's Showcase
Kitchens & Baths Inc.,
Carol Stream, IL

"American Woodmark has employed interns from NKBA Accredited Programs since 2001. They have worked on both simple and complex projects and have always exceeded our expectations. We've been very pleased with the students' level of skill and have extended job offers to many of them at the completion of their service."

Connie Edwards

CKD, CBD, American Woodmark,
Winchester, VA

Contact Information

Company Name: _____ Membership #: _____

Address: _____ City: _____ State: _____ Zip: _____

Contact Name: _____ Title: _____

Phone Number: _____ Fax Number: _____

E-mail: _____ Website: _____

The NKBA Internship Program is available only to NKBA member firms. Internships will be posted on the NKBA website at www.nkba.org/industry_jobs.aspx under the Internships job category between November 1 and September 1 and must be resubmitted annually.

Internship Information

Internship Start Date: _____

This is a paid internship *(if allowed by your school)*. Yes No Amount: \$ _____

Travel/housing assistance is available. Yes No Contingent on circumstances

Description of your business *(attach a separate sheet, if necessary)*: _____

Intern's job functions *(attach a separate sheet, if necessary)*: _____

Please Read Carefully

The information set forth above, including your company name (but excluding your member number) will be provided to students who contact the NKBA seeking information on available internships. The NKBA does not screen candidates for internship positions and makes no representations as to applicants' capabilities, background, work history or any other qualifications. You should interview all candidates and check references to make a determination as to that person's suitability for the

position offered. NKBA offers this service to notify students of possible internship openings. NKBA is not acting as an employment agency or referral service, but merely provides a listing of job openings to students. By signing below, you understand and agree to indemnify and hold NKBA harmless from any liability or responsibility in connection with your hiring of persons who may contact you through this service.

Name: _____ Title: _____

Signature: _____ Date: _____