

SPRING 2016 INDUSTRY EVALUATION OF INTERN PERFORMANCE

Construction Management Program Assessment – Recent Intern Evaluations by Construction Firms

Introduction

In the spirit of self-assessment and continuous improvement, beginning in the fall 2002 the CM student intern performance evaluations were modified to include the CM Educational Outcomes. The construction firms with Interns are asked to assess CM students based on their job performance versus the CM Program Expected Educational Outcomes. This is a direct overall measure by the construction industry of the effectiveness of the CM academic program in training students to meet the CM Program Expected Educational Outcomes.

CM Expected Educational Outcomes

The Expected Educational Outcomes for the CM academic program are...

1. Have the ability to work with all types of people.
2. Have the ability to think and reason logically.
3. Have the ability to understand and solve construction problems.
4. Have the ability to make sound economic decisions.
5. Have the ability to communicate clearly and concisely, both oral and written.
6. Are computer literate and Internet capable.
7. Know and uphold ethical standards of the field.
8. Are prepared for successful entry into the construction industry.
9. Have the ability to lead in the construction industry and community.
10. Overall Rating of Intern

Participating Construction Firms

The firms sponsoring these CM Intern students in 2016 Spring were...

| | | |
|----------------------|--------------------------|---------------------|
| Scherer Construction | Ajax | BASF Wall Systems |
| Batson Cook Company | Brasfield & Gorrie | CalAtlantic Homes |
| DaKenna Development | Danis Construction | David Weekley Homes |
| DR Horton | Dream Finders | FaverGray |
| Marand Builders | Security & Sound Systems | Stellar |
| Tom Barrow Company | | |
| | | |

Summary of Construction Industry Evaluations

| | Excellent | More than Satisfactory | Satisfactory | Needs to Improve | Unsatisfactory | No Answer |
|--|-----------|------------------------|--------------|------------------|----------------|-----------|
| Ability to work with all types of people | 12 | 4 | 2 | | | |
| Ability to think and reason logically | 14 | 3 | 1 | | | |
| Ability to understand and solve construction problems | 11 | 6 | | 1 | | |
| Ability to make sound economic decisions | 8 | 7 | 1 | 1 | | 1 |
| Ability to communicate clearly and concisely, both oral and written | 9 | 6 | 2 | 1 | | |
| Are computer literate and internet capable | 16 | 2 | | | | |
| Knows and upholds ethical standards of the field | 14 | 3 | 1 | | | |
| Prepared for successful entry into the construction industry | 12 | 4 | 1 | 1 | | |
| Potential to be a leader in the construction industry and in the community | 12 | 3 | 1 | 1 | | 1 |
| Overall Rating | 14 | 3 | 1 | | | |

Observations and Conclusions

Some observations on the construction industry evaluations are:

- Overall, the evaluation demonstrates a strong rating in the all categories, with the majority of industry feedback ranking the students as excellent or more than satisfactory.

Additional Industry Feedback

Improving the Intern's Performance & Professional Growth

- Overall, the student far exceeds typical interns coming out of a college construction program. He is very knowledgeable in the industry and will excel in his career. Suggestions of areas to work on would just be to pay closer attention to detail, work on being specific in writing and verbal communication and in completing professional documentation.

- Keep up to date with new software, codes, and construction systems
- Keep accepting challenges – adapt and overcome, never take “no” for an answer from subs/suppliers/building officials, seek out opportunities to learn, challenge what you know, you can never know it all so hire a good team to develop a successful project
- Projects that incorporate leadership skills and hot to effectively motivate team members to work at their fullest potential
- The student spent the majority of her time in preconstruction. I think if the student were to spend a little time in operations/the field it would help tremendously
- Gaining everyday experience with this industry, having opportunity to solve construction issues and bring prompt resolutions and issuing clear directives to the team, getting involved in pay applications and accounting systems
- Continue to look for new, more challenging opportunities to take on, ask questions, get involved in new processes, never a shortage of opportunities for learning
- Student demonstrated a clear understanding of the role of the job with the goals of the business, student quickly gained respect in work environment, quick learner and able to manage territory and customers
- Continue to understand/learn the main components of project management, field time dedicated to a specific project
- The students is an industrious worker and has met our expectations. I am impressed with the student’s work ethic and desire to grow.
- Continue learning keys to project management including all components of cost (estimating, tracking, forecasting), schedule (preliminary, 2 week look ahead, overall, etc.)
- Field time assigned to a project upon graduation
- Focus on practical field experience, work on concise “to the point” communication, be more outgoing and network with peers
- Plan reading and written communication
- The student shows pride in their work, thorough, not afraid to ask for help, and has shown eagerness to take on more. The only improvement I can note is that I would like to see the student more vocal at staff meetings about the task they are working on and not gloss over accomplishments
- Most marks that are “need to improve” are due to just lacking the experience at this point, take charge on the tasks given and ensure that they are thought through and complete before moving on
- More confidence in understanding construction documents, work on punctuality on completing assignments

Improving the Internship Program

- Great program with excellent and capable interns
- We appreciate the partnership with UNF. Please keep us informed of opportunities to get involved with the program, academics, and industry outreach. We are happy to help strengthen the quality of the UNF program by participation in the internship program and other capacity.
- Providing an outline of specific goals/topics that UNF would like to see interns learn while working with the company

- Schedule classes so students are able to work more 8 hour days
- No complaints really, well structured, flexible, able to work almost full time hours is very productive
- It would be nice to hear what other interns experience with other companies, for example a year end presentation the students give in class that internship employers can attend
- Focus on detailed estimating and scheduling, stress importance of professionalism with work and school deliverables and personal appearance (dress professional when interviewing)
- Focus on estimating and scheduling, state importance of professionalism when interviewing (proper dress and grooming)
- More involvement from UNF Faculty, maybe site visits during internship or office visit to speak to intern supervisors
- Great program, no need to change!
- The intern program has provided our company with several outstanding future team members
- More consistent full-time work hours are always more helpful to the employer
- More classwork on construction documents