FALL 2017 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 in1 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 2017 Fall were…

Marand Builders	Summit Contracting	TLC Tile Pros
Petticoat-Schmitt	Duval Asphalt	Balfour Beatty Construction
Stellar Group	Bold Homes	Marand Builders
Danis Construction	Builders Care	Baptist Medical Center
Landsouth Construction		

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	1	2			
Ability to think and reason logically	8	4	1	2		
Ability to understand and solve construction problems	5	6	2	2		
Ability to make sound economic decisions	5	5	3			2
Ability to communicate clearly and concisely, both oral and written	7	5	2	1		
Are computer literate and internet capable	9	6				
Knows and upholds ethical standards of the field	10	4	1			
Prepared for successful entry into the construction industry	7	5	1	2		
Potential to be a leader in the construction industry and in the community	7	3	4	1		
Overall Rating	9	3	3			

Observations and Conclusions

Some observations on the construction industry evaluations are:

- The students scored the highest in 'Ability to work with all types of people,' 'Ability to think and reason logically,' and "Knows and upholds ethical standards of the field.'
- Overall, the students scored More Than Satisfactory and Excellent in every category.
- There were no scores in the Unsatisfactory category.

Additional Industry Feedback

Improving the Intern's Performance & Professional Growth

- Gain knowledge of the industry through experience. He is on the path to get more experience that will come with time during his next few years.

- Our company has a very social atmosphere. The student tends to keep to himself during lunch when most people eat lunch together in the kitchen.
- Continue to learn how to analyze a construction activity like the student has done with the internship projects. This is vital in determining the scope of work to both estimate its value and to effectively communicate it to subcontractors.
- Begin to think of construction as a career, not simply a job to make money. When just 'making money' there is a lack of commitment. Focus on learning instead of earning and you will exceed your own expectations.
- Keep up the great work.
- Continue disciplined approach – be the first on the job in the mornings, Visit other projects and try to pick up on their techniques/methods of operations from other sites, Join local "young professionals" group/community involvement, OSHA 30
- It's clear the student has learned a lot at Stellar, and his internship has prepared him for entry into the industry. In all, his internship will be a major impact on his future career. He has a minor opportunity in improving his punctuality and time management.
- The student exceeded expectations that were required of him. His progression was visible each week that passed and continuing to do so with more work experience that will improve his overall performance.
- The student needs to gain field knowledge to better understand the industry. He needs to improve in plan-reading. The student is quiet by nature, but needs to learn to be more vocal and direct with contractors. The student also needs to improve on his organizational and follow-thru skills.
- Field experience: in order to visualize and work in preconstruction, you need first hand field experience. Overall, the student has done a great job in the limited time with us. I wish we had hired him as a sophomore or junior.
- The student is eager to learn and does so quickly. She was always willing to take on multiple tasks and proved to be adept to handle anything we asks her to do. She's incredible with dealing with people whether they are clients, subcontractors, or fellow employees. My only recommendation to her would be to be more confident in areas where she feels that she is not good at (math) or when trying something new. She actually was better at math than she gives herself credit for. She should not sell herself short in anything.
- The student does an excellent job is assisting with all activities requested of him. He is eager to learn and improve his value within our organization. He needs to continue to get the hands on training that will come with time and experience. The student will continue to take ownership of tasks that are assigned to him as this is the best way to get a full understanding of what he is doing and more importantly why he is doing the task.
- The student communicates well and is quickly learning how to contribute as a member of the team. He has a clear personal understanding on opportunities for improvement. Professional growth will come with experience in the industry.

- The student is a good guy, means well but like to overthink items on task. I think it's great if he wants to try new things but do it the way it's been done for years then come to me with a better solution, don't spend hours trying to solve it and then do it my way.

Improving the Internship Program

- Ask interns to schedule class field trips to their projects.
- Keep up the program. I believe in what UNF is doing.
- The company has a clear understanding of how to help incorporate the internship into education that the students receive at the University of North Florida. No suggestion on improving the internship program.
- The student always comes to work prepared each day. He was the first one on the job ready to work which set a very good example for other employees.
- Require the internship to be completed in their final year and not sooner. The industry has no problem hiring part-time students regardless of whether or not they are taking the internship course for credit.
- For our company, the intern program has been a great success! We think the students are well prepared. Because they are still going to school and we work around their schedules, sticking them in the field is difficult. I would continue to do field trips as often as possible.
- We have absolutely loved the internship program and have nothing negative to say. We are hopeful that our company will be able to be a part of the program next semester.
- The internship program is a very valuable experience for all students going through the program. I would like to see some sort of internship curriculum. Many times in this growing, hectic, fast paced industry interns can get lost in the mix. We have our own internal training programs that we implement but it would be nice to see some sort of guidance from the University as well.
- Our company has a clear understanding of how to help incorporate the internship into education that the students receive at UNF. No suggestion on improving the internship program.
- On the evaluation ask better questions, what did he or she learn? Maybe what you guys apply can teach them. Overall, I would put the student on my team. He is a hard worker.