

Fall 2021 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 2021 Fall were...

Danis	Interior Buildouts, Inc.	ICG Homes
Williams Industrial Services	E. Kelly Enterprises Inc.	Scherer Construction
Warden Construction	Stellar	FG Building Products
Marand Builders	Haskell	Architectural Finish Carpentry
Sawgrass, Inc.	Morrow Construction	David Weekley Homes
ICI Homes	Innovative Construction Group	Wharton-Smith Inc.
Pools N Spa of Central Florida		

Summary of Construction Industry Evaluations

	Excellent	More than Satisfactory	Satisfactory	Needs to Improve	Unsatisfactory	No Answer
Ability to work with all types of people	14	6	1			
Ability to think and reason logically	14	3	4			
Ability to understand and solve construction problems	10	4	5	2		
Ability to make sound economic decisions	8	5	7			1
Ability to communicate clearly and concisely, both oral and written	13	3	4	1		
Are computer literate and internet capable	14	3	4			
Knows and upholds ethical standards of the field	15	2	3			1
Prepared for successful entry into the construction industry	11	6	4			
Potential to be a leader in the construction industry and in the community	12	3	4	2		
Overall Rating	11	8	2			

Observations and Conclusions

Some observations on the construction industry evaluations are:

- Overall, the interns scored in the 'Excellent' to 'More Than Satisfactory' range. The students scored the highest in ability to work with all types of people, ability to think and reason logically, computer literacy, and ethical standards. The area that needs the most improvement is the ability to make sound economic decisions.

Additional Industry Feedback

Improving the Intern's Performance & Professional Growth

- Time. The student needs time on the job. He is given more responsibility as he continues to show he can handle his workload and current assignments. The more time he spends with us the more he learns and grows into new responsibilities.

- Keep doing what he is doing. Learn as much as possible. Take everything that you have learned from everyone and create your own path. What works for others might not work for you. Improve on the way you focus your work. Get a better strategy. Needs to improve on understanding plans. The easier you learn how your buildings are built the easier it will fail less inspections.
- The intern has a great attitude and has grown as a professional over the last two semesters during his internship. I have spoken with the intern about the items he needs to work on to improve. They are as follows: time sensitivity – prioritizing and understanding the time sensitivity of tasks and how they will affect a project; self-starting – not waiting to be told what to do, understanding the needs of projects and working independently to start and complete tasks; water/wastewater specific knowledge – spending time to learn water and wastewater systems. The industry is diverse, and the learning never stops; scheduling – the intern will be required to assist in building and updating schedules in the future. Learning P6 will be a critical tool as a construction manager; communication – learning to clearly organize information for others to easily understand for buyouts. The intern completed a project for me recently providing a list of items for a buyout with pricing; he did a great job. I have observed the intern's growth in taking constructive criticism and applying it. The intern has learned not to take things personally.
- Continue gaining experience with multiple types of projects so to grow your knowledge base. You have done a great job and will do great in your construction career!
- Continue to ask questions. Experience the field when you can. Do not over think every detail and remember, most knowledge comes from doing and being in the industry. It's okay to not always know the answer, but make sure you know how to find the answer/who to ask.
- Your program has prepared the intern well. Thank you for allowing our company to be part of his education.
- Our company has been very pleased with the intern's performance this past year. We recently finished his annual performance review and gave him a commendable rating. In fact, we offered him, and he accepted, full time employment upon graduation. We're confident that his performance professional growth will improve as he gains both continued office experience and upcoming field experience. No shortcomings are noted. He is well on his way to a promising career. Time and experience will offer him the challenges he needs for professional growth, and the logistics group is committed to mentoring him on his journey.
- The intern is a talented and sharp construction management professional. He has been an asset within our company and has a bright future ahead.
- Recommend improving communication and presentation skills. The intern had a great attitude, work ethic, attention to detail, and learned skillsets and software quickly, however at times more clear communication could be improved. Overall, will do great in the industry and would be happy to have him on the team at Haskell.
- Great intern!
- The intern will need more field experience to be truly successful in the industry. He has shown great effort understanding the activities given to date. We have expedited an offer to him to join our team due to the effort shown thus far.
- Work on proactively getting to the next step.

- As his knowledge grows so will his ability to get things done. He is on the right road. Keep up what he's doing.
- Continue to absorb knowledge from peers at work to learn effective ways to execute tasks assigned and meet expectations. Continue to develop oral and written communication skills. Focus on following up and being proactive in anticipating upcoming tasks.
- Intern will slowly take on more and more responsibility as internship progresses. Will start submitting their own truss, architectural, and metal walks under assigned Superintendent.
- Very good overall performance. Intern will need to learn the ins and outs of preparation before starting a project. Ensuring materials/staff needed are ready and in line. This will come with time. Very good understanding of how the construction process works and doing what is needed.

Improving the Internship Program

- I would probably have him stick with one person through the whole time. Learning with multiple people will confuse anyone.
- I had very little interaction with the program outside of the weekly reports that the intern is required to do therefore I do not have any critiques for the program itself.
- Making sure that students know that subcontractor internships are just as valuable to the overall development of skillsets as it exposes them to the other side of the business.
- Require internships earlier in the program. Look for diverse opportunities for students to experience different fields in the construction industry.
- The internship program has been an important part of our company's growth over the years. Our company currently has a need for more interns to support our growing workload. Our logistics/distribution group needs to find two this spring. The biggest improvement from my perspective is for UNF to find a way to attract more students to the program and get them involved with internships early in their studies.
- The program is well-designed and gives UNF graduates a critical leg up entering the workforce with relevant construction experience.
- Recommend improving more on BIM-related skillsets transferrable to the industry, Revit software skillsets primarily along with Navisworks clash detection. Bonus skillsets would be knowledge of laser scans and working with point clouds, more surveying fundamentals, drone mapping techniques, and model-based quantity takeoff with Revit and Assemble plug-on.
- Great program!
- Have the university reach out to the company. We have more positions available. Also, to check on the status of the students.
- Nothing. It has always been a good proving ground for us.
- I think it's working out fine.
- The internship is a good time for students to continue developing professional skills that will be needed after graduation. Continue to focus on disciplines of learning how to communicate, understanding expectations from task assigners and the importance of meeting deadlines.
- I have no suggestions for improving the intern program, as it allows the intern the flexibility to learn and reflect on their daily duties.
- Give us a criteria of what specific things you want them to learn in the field so that we can hit all of the points.