

Spring 2022 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 2022 Spring were...

Architectural Finish Carpentry	Haskell	Pools N' Spas of Central FL
Batson Cook	Innovative Construction Group	Sauer Construction
Bird Dog	Live Oak	Scherer Construction
Carlton Construction	Manson Construction	Skyetec Engineering
Dana B. Kenyon Company	Marand Builders	Stellar
Danis	MasterCraft Builder Group	Summit Contracting
David Weekley Homes	Miller Electric	Virtual Contracting
Dream Finders Homes	Moore Electrical Contractors	Whiting-Turner
DSC Builds	Morales Construction	
Hathaway Construction Services	Morrow 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	25	5	3			
Ability to think and reason logically	17	10	5	1		
Ability to understand and solve construction problems	14	11	5	3		
Ability to make sound economic decisions	13	11	9			
Ability to communicate clearly and concisely, both oral and written	19	8	5	1		
Are computer literate and internet capable	20	7	6			
Knows and upholds ethical standards of the field	18	8	3			2
Prepared for successful entry into the construction industry	19	5	7	2		
Potential to be a leader in the construction industry and in the community	22	2	7	2		
Overall Rating	21	5	7			

Observations and Conclusions

Some observations on the construction industry evaluations are:

- Overall, the interns scored in the 'Excellent' to 'More Than Satisfactory' range in most categories. The students scored the highest in computer literacy, potential to be a leader, and ability to work with all types of people. 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

- The intern did a great job while with our company. The only thing I can think of for him to improve on is his communication on his scheduling and his available hours. He did an excellent job on all construction/engineering tasks assigned to him.

- The intern has been tasked with considering whether she would want to be a leader of a company or a strong supportive person of someone else's company.
- I have enjoyed the time that the intern has been with us. He is a pleasure to work with. I am very proud to have participated in his development. He will do great things!!!
- Continue to develop computer skills.
- Double check/triple check prior to submitting. Subcontractors follow up critical to our needs. Calls/emails are crucial in these times.
- The intern is a highly motivated and willing student. He produces visually appealing documents and genuinely cares about his work. He will benefit from additional exposure to real world experiences and gain a better understanding of assembling estimates when he sees the whole puzzle assembled. He would be well served to ask for specific instructions and methods to complete tasks. He does not seem to instinctively grasp the best way to format information or complete a task. For example, he did complete floor finish take-off but did not perform the wall material take-off and moved on to other estimates.
- Once the intern graduates, she will be making the transfer into a full-time employee as a superintendent. She has put in the time and hard work as an intern, and we feel she is ready to move up. She will be starting in a neighborhood with another superintendent so that there is someone to answer any questions as she is starting to take on the full scope of her new job.
- Continue education in construction means and methods.
- 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 to keep things moving.
- For his first internship the intern did well. There was improvement throughout the course of the semester. I would recommend interning in the field under an experienced superintendent next. The intern does best in the field. He is active, attentive, and a hard worker. As for office/APM internships, I would encourage the intern to ask more questions, listen in on all project related conversations when applicable and focus on the task at hand. Estimating can be a mundane task, but it is one of the most important. Through estimating, we learn how to level bids, actively read plans, understand project specifications, and build relationships with subcontractors and vendors.
- Needs more construction knowledge regarding means, methods, materials, and how all this goes together. Encourage deep dive training and education with multiple trades to gain further knowledge.
- Additional Excel training would be useful.
- Could do a bit better with the data delivery in some of the take offs but that is minor.
- Keep practicing scheduling programs and applying it with reasonable thinking toward construction obstacles.

- The intern has been exemplary and a true treasure to work with. Great work ethic, smart, motivated, and willing to do what it takes to get the job done. I have no doubt that the intern will be a success in whatever field he chooses to pursue in life – both professionally and personally.
- Needs experience in the field to compliment what he has learned in the office.
- The intern made an excellent addition to our team and will continue to be a valued member as he progresses. Time in the field and office experience will only further his capabilities.
- The intern has great potential and is on a path to a successful career. He is very professional and a quick study. However, he does need to be a bit more aggressive and ask more questions. Internship is a great way to gain the knowledge and experience as all projects are unique with its own set of challenges. Be a sponge and take initiative.
- Looking forward to the intern starting his career with us.
- The intern has done a great job during his internship time of completing tasks that were requested of him. As the intern continues his internship and ultimately transitions to gain some field experience, he will be more well-rounded and ready to lead in the construction industry.
- The intern has been great to work with and will be trying out an internship with a single-family builder this summer. I think the opportunity to gain some experience in the field and operations will help her expand on the things she learned in preconstruction.
- The intern has had a great start to his internship, and we look forward to getting him more field experience and understanding of construction practices. We will also be working with him on conceptual estimates.
- The intern recognized that she needed to gain more field experience and exposure in different segments of the industry so she will be taking a position with a commercial contractor. I think this will be a great learning opportunity and will help her in continuing to grow as she advances her career. She is destined to be a leader in the industry, and I look forward to seeing her take her next steps.
- All the intern needs is more time in the field. He's a hard worker and will be successful in whatever he does.
- The intern is ready for the real world and has the industry knowledge to make himself very valuable in the construction and home building field. The intern will be the top in the market as he continues to seek certifications, licenses, and real-world experience. His all-in mentality on understanding is exactly what will propel his performance after college. I am excited to help and watch him achieve milestones of his personal and professional growth.
- Time management, field time, attention to detail.
- Continued coursework on construction management and exposure/experience in the field.
- Fortunately, the intern needed very little guidance in this area.

Improving the Internship Program

- More (any) communication with the intern supervisor. What experiences are you looking for them to gain, focus on, etc.? How does what we do relate to current class work?
- Create a job portal for companies to post positions and needs.
- No specific suggestions. It is unclear what is performed by the faculty for the internship program outside of the general curriculum. Regarding the curriculum, students would benefit from knowing more Excel particularly in terms of generating formulas and breaking down estimates so that individual information can be obtained. For example, interior doors. It is important to know which are doubles, which are singles, quantity per floor, if any doors have any particulars.
- Give us a criterion of what specific things you want them to learn in the field so that we can hit all of the points.
- It would be helpful for us to know what items would be on the evaluation form sooner so we could make arrangements to get the intern exposed to those areas.
- Apart from reports turned in each week, maybe have interns give a final project. The requirements to have similar to Capstone projects but only the portion they are exposed. For example, if the intern is in estimating, then present on estimating. This will force them to ask questions to companies they are working with and understand the task/scope much better.
- Provide more practical field, management, and estimating exercises that expose them to the industry.
- The internship program should contact each sponsorship company and schedule at least one in-person meeting. The internship program should also highlight individuals and companies that provide these opportunities for UNF students.
- More hours, more structure, community events.
- Recommend accommodating full workday availability for progress, even if only two days a week. A full-time summer internship program offers substantially more opportunity for growth and development.
- Have real world field personal and Project Managers teach. The most glaring issue is the professors do not understand real world application of the courses they teach. A lot of what you show the students is not how it is done outside of the classroom.