## Spring 2020 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 1 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

- 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 a


- Continue to stay organized and take notes, write everything down. Focus on critical thinking and what resources you already have that will help you solve problems/find the answer. Take initiative/ownership of tasks. Follow up and follow through. Keep up the **goodlwork!** a

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- The intern has been an excellent example of being dependable, responsible, and showing leadership.
- Continue to seek a deeper understanding of processes, keep the big picture in mind when performing even the most basic task, don overwhelming. Construction can seem to be very big and nebulous, however it can be boiled down to the four major construction types: site, structure, skin, and finishes.
- Continue observing the normal day to day problems that come up in the field. Ask lots of
  - current with relevant technology and software (i.e. Procure and Bluebeam).
- The industry rewards self-starters, problem solvers, and always fall in your lap; problems may occur and one of us are mind readers. Let those
  - but rather how to find them and do so quickly and efficiently. Being prepared, organized, and ready before people ask is always good practice. Find your passion within this industry and chase it. Passion always reflects well, is hard to miss, and difficult to fake.
- The intern would benefit most by more exposure and a greater understanding of the plans. With more time and understanding of all drawings architecture as well as other
- Ability to reason and think logically was satisfactory but could use more field time to better understand means and methods as to why/how things are done. Understand and solve construction problems does not have enough experience pushing subs and vendors for a resolution. Several items were left open for a long time. Prepared for successful entry into construction needs to be given more opportunities to run a project from start to finish. The intern was only exposed to bits and pieces of the process. It would be best to be on a job from start to finish before he enters it on his own. Leader in construction industry the intern is soft spoken and very agreeable with others. Contractors/vendors/coworkers need to see more push back and passion every now and then to get behind a leader. The intern needs to find his inner voice and use it.

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- conducted in the office but needs more exposure to job are making provisions for this to happen.
- The intern understands the construction process and will continue to gain knowledge with more experience. The intern needs to work on completing tasks 100%. He does a good prioritizing.
- The intern could benefit from better familiarizing herself with the project plans. Generally, her understanding of the plans is adequate but her ability to locate the correct plan for the task at hand is lacking. This improvement will not only further her understanding of the project details but will also make her a more effective team member.