



FLORIDA POLYTECHNIC
UNIVERSITY

**STUDENT INTERNSHIP EVALUATIONS
(RESULTS)
AY 2017-18**

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Introduction

Students at Florida Polytechnic University are required to have at least one internship while completing their degree program requirements. Companies where students complete their internship(s) are encouraged to provide the University with an evaluation about their performance. The evaluation is to be completed electronically by the supervisor or individual who is most closely working with the intern.

The evaluation form reflects the supervisor's perception of the student internship performance with respects to main responsibilities. Ratings are provided in specific skills, areas of excellence, opportunities for improvement, skills learned, and overall performance of the intern. Information collected through this evaluation process are used by University staff and/or faculty to assist students in developing their skills for personal and professional development.

The evaluation has a total of eight (8) questions; the complete evaluation is to be found in [Appendix A](#) of this report. Two (2) Likert-scales are used (1) to measure level of agreement from supervisor with specific statement related to intern's skills and performance, and (2) to rate overall intern's performance. Likert-scales are as follows:

Level of Agreement: 4 – Strongly Agree; 3 – Agree; 2 – Disagree; 1 – Strongly Disagree

Level of Quality: 5 – Outstanding; 4 – Very good; 3 – Satisfactory; 2 – Marginal; 1 – Unsatisfactory

Information presented in this report includes evaluations received from summer 2017 to spring 2018. Incomplete evaluations were excluded, as well as those where the student's name was not clearly identifiable. A total of 213 evaluations were received with a completion rate of 96%. On average the time to complete an evaluation is 21 minutes and 22 seconds (21.36 minutes). The duration of typical internships is about 4 months (on average), and mostly at companies in the state of Florida (93.6%). Florida Poly's student interns have received an average rating of 4.47 out of 5.00 on their overall performance (N=203) with 60.6% rated as outstanding and 29.1% as very good.

For information about results presented in this report, please contact the Office of Institutional Research at 863-874-8510 or email jinfante@floridapoly.edu.

Results

The following sections present an analysis of data collected from internship evaluations. Analysis has been completed at both an aggregate and major level.

Internship Details

93.5% of Florida Poly's students mostly intern at companies in the state of Florida. A complete list of companies can be found in [Appendix B](#). Out-of-state internships were located in various states including California, Tennessee, and internationally.

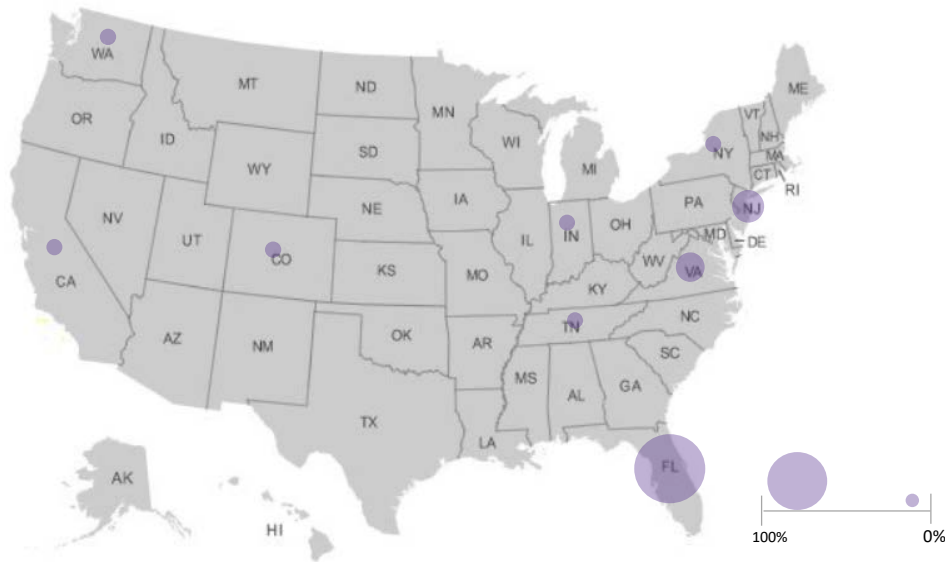


Figure 1: Internship location

Main Responsibilities of Florida Poly Interns

Florida Poly Interns' main responsibilities were grouped into seven (7) categories:

1. Data management/data analysis: analyzing specific data associated with a process or procedure, creating reports or data visualization, and working in solutions to collect, assess, or standardize information or documentation.
2. Hardware/engineering solutions: equipment troubleshooting and support. Working in development of sensors, fixtures, tooling, circuits analysis, and prototyping. CAD modeling and mechanical drawings and documentation.
3. Operations/process improvement: continuous improvement of process, applying industry tools/techniques to optimize operations, and updating workflows.
4. Programming, database/system development or management: creating software or databases to collect, track, or store information. Using programming coding to debug, architecture, develop applications, etc. Assisting with maintaining or managing data collection systems or company software.
5. Project management/professional service: planning of projects, creating proposals, communicating project plans and tasks, or general office assistance.
6. R&D/product testing: reviewing, researching, and participating in technology or engineering related activities. Collecting research-related data for analysis, testing equipment lifecycles, quality testing, and documenting research or testing procedures.
7. Web/software development and testing: developing software specification or resolving software-related issues. Creating website or website content, modifying communication protocols, test automations assets, or enhancing product features. Testing networks and/or applications.

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Most student interns carried out responsibilities in areas like R&D/product testing and web/software development and testing, 20.7% and 20.2% respectively. Figure 2 below shows the percent distribution of interns by category.

As evaluation data is analyzed by major, 62.5% of student interns in Computer Science carried out responsibilities related to web/software development, while 39.1% of student interns in Mechanical Engineering worked in R&D/product testing activities. Table 1 shows the distribution of student interns' by main responsibility category and program of study (percentages were calculated based on the total evaluations received for each program of study).

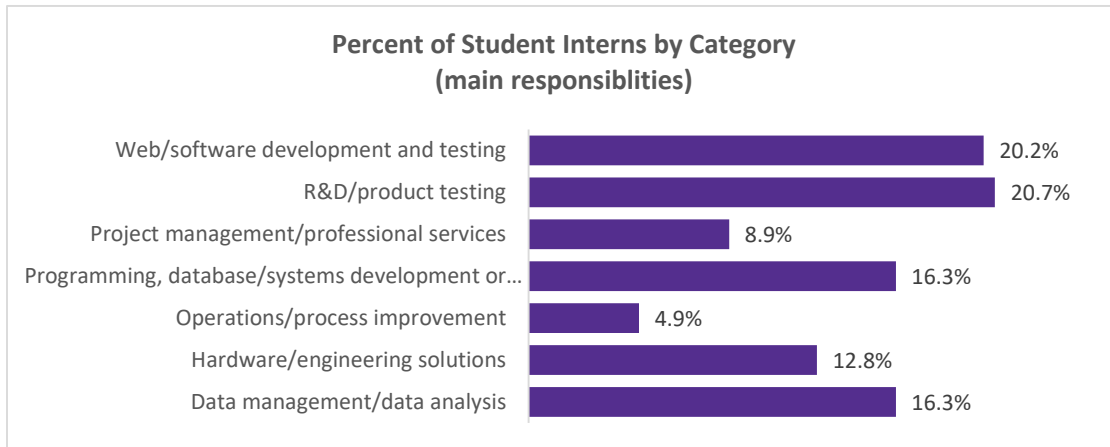


Figure 2: Interns' main responsibilities categories

Major (Degree)	Main Responsibilities Category							Grand Total
	Data management/ data analysis	Hardware/ engineering solutions	Operations/ process improvement	Programming, database/systems development or management	Project management/ professional services	R&D/ product testing	Web/software development & testing	
Advanced Technology (BS)	28.6%	21.4%	0.0%	42.9%	0.0%	7.1%	0.0%	100.0%
Computer Engineering (BS)	12.9%	0.0%	0.0%	29.0%	9.7%	12.9%	35.5%	100.0%
Computer Science (BS)	0.0%	12.5%	0.0%	12.5%	0.0%	12.5%	62.5%	100.0%
Computer Science & Information Technology (BS)	16.4%	12.3%	4.1%	20.5%	6.8%	12.3%	27.4%	100.0%
Data Analytics (BS)	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
Electrical Engineering (BS)	11.8%	29.4%	0.0%	0.0%	11.8%	41.2%	5.9%	100.0%
Innovation & Technology (MS)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Mechanical & Industrial Engineering (BS)	15.0%	15.0%	15.0%	0.0%	10.0%	45.0%	0.0%	100.0%
Mechanical Engineering (BS)	21.7%	21.7%	0.0%	0.0%	8.7%	39.1%	8.7%	100.0%
Science & Technology Management (BS)	20.0%	0.0%	26.7%	6.7%	26.7%	13.3%	6.7%	100.0%
Grand Total	16.3%	12.8%	4.9%	16.3%	8.9%	20.7%	20.2%	100.0%

Table 1: Main responsibility categories by major

Interns’ Abilities & Skills

By completing the internship evaluation, supervisors provide their perspective on skills and abilities where the interns excel and opportunities for improvement. In general, there seems to be consensus among supervisors with the three top areas of excellence: (1) willingness and ability to learn new concepts, (2) professionalism, and (3) quality of work being accurate and timely.

Statements	Overall Interns Abilities				Average Rating
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	
The intern regularly demonstrated professionalism (punctuality, attitude, presentation)	74.9%	22.2%	1.5%	1.5%	3.70
The intern’s quality of work was regularly accurate and timely.	72.9%	21.2%	3.9%	2.0%	3.65
The intern demonstrated initiative.	71.4%	22.2%	4.9%	1.5%	3.64
The intern is willing and able to learn new concepts.	78.3%	19.2%	1.0%	1.5%	3.74
The intern’s communication skills were regularly strong.	59.6%	34.0%	3.9%	2.5%	3.51
The intern’s academic preparation was sufficient for this internship.	61.6%	30.1%	5.9%	2.5%	3.51

Table 2: Supervisors ratings on interns' abilities (all programs)

Strengths

Student interns also excel in areas like reliability, technical skills, problem-solving skills, and research and investigation. Other areas specified by supervisors include interns Florida Poly interns as being quick learners, hard workers, and all-around professionals. As data was reviewed and analyzed by program, no major differences were observed from the overall or general results presented in Figure 3. Table 3 shows the percent of responses received for each skill and ability by program of study.

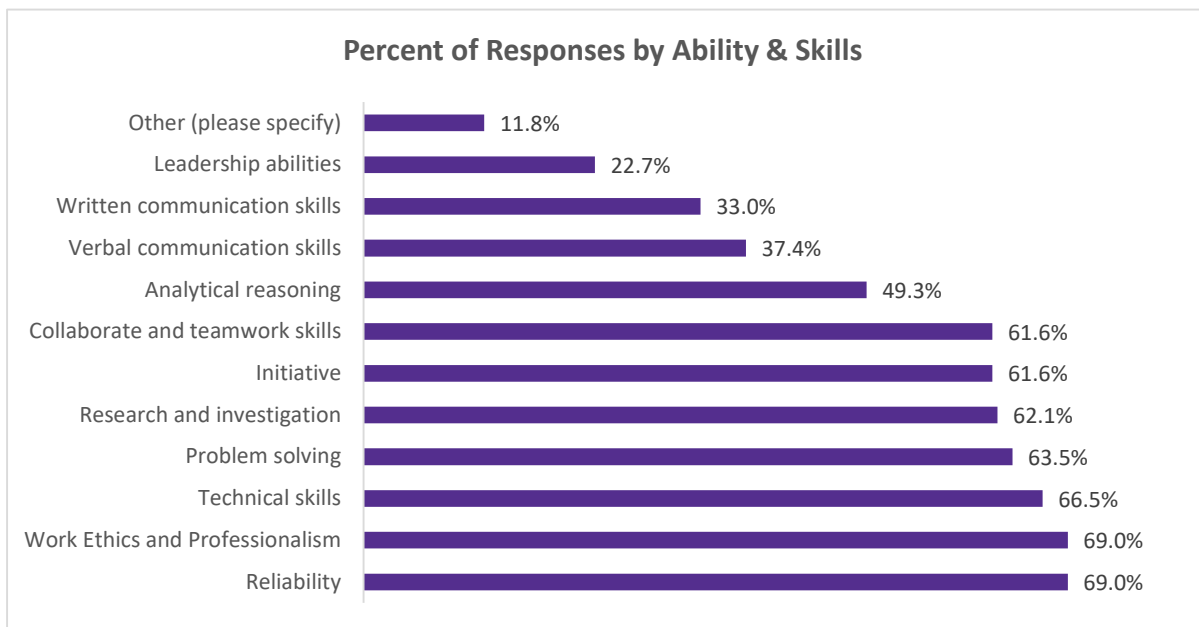


Figure 3: Percent of responses by interns’ abilities and skills

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Percent of Responses for Skills & Abilities by Program of Study (areas of excellence)													
Program of Study	Reliability	Initiative	Work Ethics and Professionalism	Written communication skills	Verbal communication skills	Analytical reasoning	Problem solving	Leadership abilities	Technical skills	Collaborate and teamwork skills	Research and investigation	Other	Sample (N)
All Programs	69%	62%	69%	33%	37%	49%	64%	23%	67%	62%	62%	12%	203
Advanced Technology	79%	64%	71%	36%	43%	57%	79%	50%	79%	64%	86%	14%	14
Computer Engineering	58%	45%	58%	23%	29%	42%	61%	16%	65%	61%	68%	10%	31
Computer Science	75%	50%	50%	25%	38%	50%	63%	38%	63%	75%	50%	13%	8
Computer Science & Information Technology	67%	55%	71%	33%	38%	47%	64%	16%	62%	53%	56%	10%	73
Data Analytics	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	1
Electrical Engineering	59%	71%	65%	18%	18%	41%	53%	12%	65%	59%	53%	0%	17
Innovation & Technology (MS)	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	1
Mechanical & Industrial Engineering	75%	80%	70%	30%	45%	65%	60%	25%	70%	80%	65%	20%	20
Mechanical Engineering	83%	83%	83%	48%	48%	48%	65%	35%	74%	61%	70%	17%	23
Science & Technology Management	73%	73%	80%	60%	40%	67%	73%	27%	80%	73%	60%	20%	15

Table 3: Abilities and skills by program of study

Opportunities

The survey results demonstrated that areas for improvement include written communication skills, verbal communication skills, and leadership abilities. This observation has been validated as multiple questions in the evaluation make reference to these areas. Additionally, supervisors' comments suggest interns need to be more professional in their writing style, such as correcting errors/typos in written reports. With respect to verbal communication skills, interns need to have

more confidence while presenting information, and general public speaking skills. Supervisor’s comments recognize that leadership skills will be developed over time as students mature in their professional careers.

Student Growth with Internship

The 2017-18 internship evaluations have shown that Florida Poly student interns have experience a growth in their professional careers. Our student interns were able to learn and enhance computer programming expertise, apply competencies learned in the classroom to a real-life environment and professional setting, and enhance other technical-related skills. The word cloud below is a representation of phrases and word as shared by interns’ supervisors in their comments.



Figure 4: New skills learned (supervisors’ comments)

Overall Performance

Florida Poly interns have been highly rated by their supervisors. On a scale from 1 to 5, students have been rated at 4.47, with 60.6% of the interns receiving an outstanding rating.

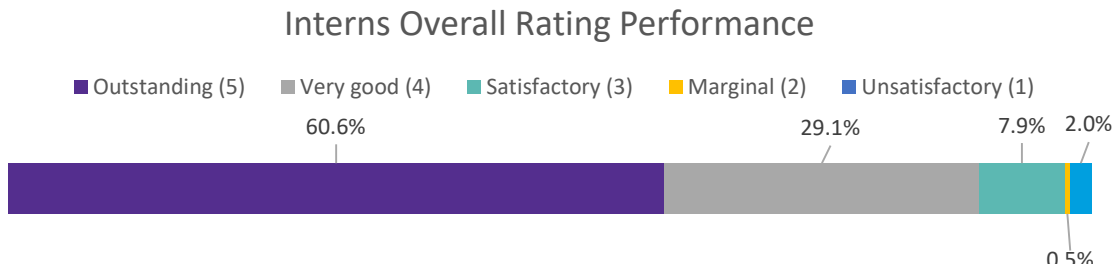


Figure 5: Overall rating

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As data is analyzed by program of study, no major differences are observed from the overall rating. Interns with a major in Science & Technology Management, Advanced Technology, and Computer Science were rated as 100% outstanding or very good and had an average rating of 4.73, 4.64, and 4.63, respectively. Student interns from engineering programs were rated between 82.4% and 91.3% as outstanding or very good. Table 4 below shows the distribution of ratings by program of study and Likert-scale values, with average rating, and sample size.

Rating Performance by Program of Study							
Program of Study	Outstanding (5)	Very Good (4)	Satisfactory (3)	Marginal (2)	Unsatisfactory (1)	Average Rating	Sample (N)
All Programs	60.6%	29.1%	7.9%	0.5%	2.0	4.47	203
Advanced Technology	64.3%	35.7%	0.0%	0.0%	0.0%	4.64	14
Computer Engineering	58.1%	25.8%	12.9%	0.0%	3.2%	4.39	31
Computer Science	62.5%	37.5%	0.0%	0.0%	0.0%	4.63	8
Computer Science & Information Technology	58.9%	31.5%	5.5%	1.4%	2.7%	4.44	73
Data Analytics	0.0%	0.0%	100.0%	0.0%	0.0%	3.00	1
Electrical Engineering	41.2%	41.2%	17.6%	0.0%	0.0%	4.24	17
Innovation & Technology (MS)	0.0%	0.0%	0.0%	0.0%	100.0%	2.00	1
Mechanical & Industrial Engineering	70.0%	20.0%	10.0%	0.0%	0.0%	4.60	20
Mechanical Engineering	69.6%	21.7%	8.7%	0.0%	0.0%	4.61	23
Science & Technology Management	73.3%	26.7%	0.0%	0.0%	0.0%	4.73	15

Table 4: Performance rating by program of study

Conclusion

In conclusion and based on supervisors' evaluations, Florida Polytechnic University's student interns have an outstanding performance, excel in areas that involve technical skills, reliability, work ethics, and professionalism. Areas where our interns could improve are focused on verbal and written communication, as well as leadership. Some of these areas are ones where students will learn and expand as they progress in their professional career; in others, the University is looking at ways to help students enhance their skills via professional and career development workshops.

Appendix A: Florida Poly Internship Evaluation

Welcome!

The Student Interns Evaluation provides you the opportunity to share your feedback about performance of the Florida Poly's student intern at your company. Information collected in this evaluation might be shared with the student by University officials as a way to help the student's progression in a professional career.

This evaluation form should be completed by the internship site supervisor or the individual who is most closely responsible for supervising the intern's work assignments. All question require a response in this evaluation.

Thanks for sharing your feedback.

Click NEXT to continue...

Q1. Student Intern Information:

First Name _____
 Last Name _____
 Internship Position Title _____
 Internship Start Date (mm/dd/yyyy) _____
 Internship End Date (mm/dd/yyyy) _____

Q2. Internship Site Supervisor Information:

First Name _____
 Last Name _____
 Company's Name _____
 Internship Site State _____
 Internship Site City _____
 Department _____
 Supervisor Email Address _____
 Supervisor Phone (xxx-xxx-xxxx) _____

Q3. What were the main responsibilities for the intern? (Open-ended)

Q4. Please share your agreement with the following statements:

	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
The intern regularly demonstrated professionalism (punctuality, attitude, presentation).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intern's quality of work was regularly accurate and timely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intern demonstrated initiative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intern was willing and able to learn new concepts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intern's communication skills were regularly strong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intern's academic preparation was sufficient for this internship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5. In which areas did the intern excel? Check all that apply and add comments for each selected area as applicable.

- | | |
|---|--|
| <input type="checkbox"/> Reliability_____ | <input type="checkbox"/> Problem solving_____ |
| <input type="checkbox"/> Initiative_____ | <input type="checkbox"/> Leadership abilities _____ |
| <input type="checkbox"/> Work ethics and professionalism_____ | <input type="checkbox"/> Technical skills _____ |
| <input type="checkbox"/> Written communication skills _____ | <input type="checkbox"/> Collaborate and teamwork skills _____ |
| <input type="checkbox"/> Verbal communication skills_____ | <input type="checkbox"/> Research and investigation _____ |
| <input type="checkbox"/> Analytical reasoning_____ | <input type="checkbox"/> Other (please specify)_____ |

Q6. What are the intern's opportunities for improvement? Check all that apply; please comment for each selected as applicable.

- | | |
|---|--|
| <input type="checkbox"/> Reliability_____ | <input type="checkbox"/> Problem solving_____ |
| <input type="checkbox"/> Initiative_____ | <input type="checkbox"/> Leadership abilities _____ |
| <input type="checkbox"/> Work ethics and professionalism_____ | <input type="checkbox"/> Technical skills _____ |
| <input type="checkbox"/> Written communication skills _____ | <input type="checkbox"/> Collaborate and teamwork skills _____ |
| <input type="checkbox"/> Verbal communication skills_____ | <input type="checkbox"/> Research and investigation _____ |
| <input type="checkbox"/> Analytical reasoning_____ | <input type="checkbox"/> Other (please specify)_____ |

Q7. What new skills would you consider the intern gained during this experience? (Open-ended)

Q8. Please rate the intern's overall performance:

- Outstanding (5)
- Very good (4)
- Satisfactory (3)
- Marginal (2)
- Unsatisfactory (1)

Appendix B: List of Internship Companies

Companies		
Accusoft	Grote Industries	Publix Supermarkets Inc.
Aerosonic	Guardian ad Litem	Purple, Rock, Scissors
Air Force Research Laboratory	Harris Corp	Reed Elsevier Tech Services
Alstom	Hub Steel	Rooms To Go
Amazon.com	IGT (International Game Technology)	Saddle Creek Logistics Services
AOC Resins	Image Matters LLC	Sarasota County Schools - Booker HS
Belle	Impulse.com	Sead Software
BEM Engineering	Insurance Care Direct	SEAD Software LLC
Binary GmbH	International Treats I, ltd	Shared Knowledge Solutions Ltd
Booz Allen Hamilton	Inzata	Shorebreak Security
BRIDG	iQor	Soaring Eagle Consulting
Broward County Public Schools	Ironrock Software	Sofidel America
Broward Sheriff's Office	Jabil	SOFWERX (Doolittle Institute)
CableLabs	JBT Corporation	Sparxoo
Captive Aire	JC Machine, Inc.	State of Florida
Citrus Connection	JL Marine Systems	Steamroller Studios, LLC
City of Haines City	Joe Goldsmith Construction, Inc.	StratusCube LLC.
City of Lakeland	John J. Jerue Truck Broker, Inc.	Stream Recycling Solutions
Cogint	Kelley Buick GMC	Talbots Inc
COGISTICS Inc	kidsPACK	Tax Collectors Office For Polk County
COGISTICS Transportation LLC	Labvantage Solutions, Inc.	The CPI Grpoup
Coleman Aerospace	Lakeland Regional Health	The Great Fish Company
ConnectWise	Lockheed Martin	The MITRE Corporation
CPlux USA	Longbow	The Potomac School
Createch Machine and Design	MCO Inc	Trivantis
Crossmatch	Mid Vinyl Atlantic Products	Universal
DataFirst Corporation	MIDFLORIDA Credit Union	USAID Colombia
Dean Bushey Enterprises	NANOCANOPY LLC	USpharma Ltd
Dense Networks	NASA	Vistamax
Exzeo	National High Magnetic Field Laboratory	W. S. Badcock Corp
Fiteq	Northrop Grumman	Walt Disney Parks and Resorts
FLC Machines	Orlando Health Inc.	Walt Disney World
Florida Department of Transportation	Orlando Waves	Washington Prime Group
Florida Polytechnic University	Parseval	Wesgarde Value-Added Services
Foundation Mercury	Pasco County Utilities	West Pharmaceutical Services INC
General Dynamics Information Technology	Phacil	Winter haven Economic Development Council
Grasslands Golf & Country Club	Pop's Painting Inc	Wolfcreek Consulting
GRAYABYSS, LLC.	ProPak Software LLC	Zimmerman Advertising