

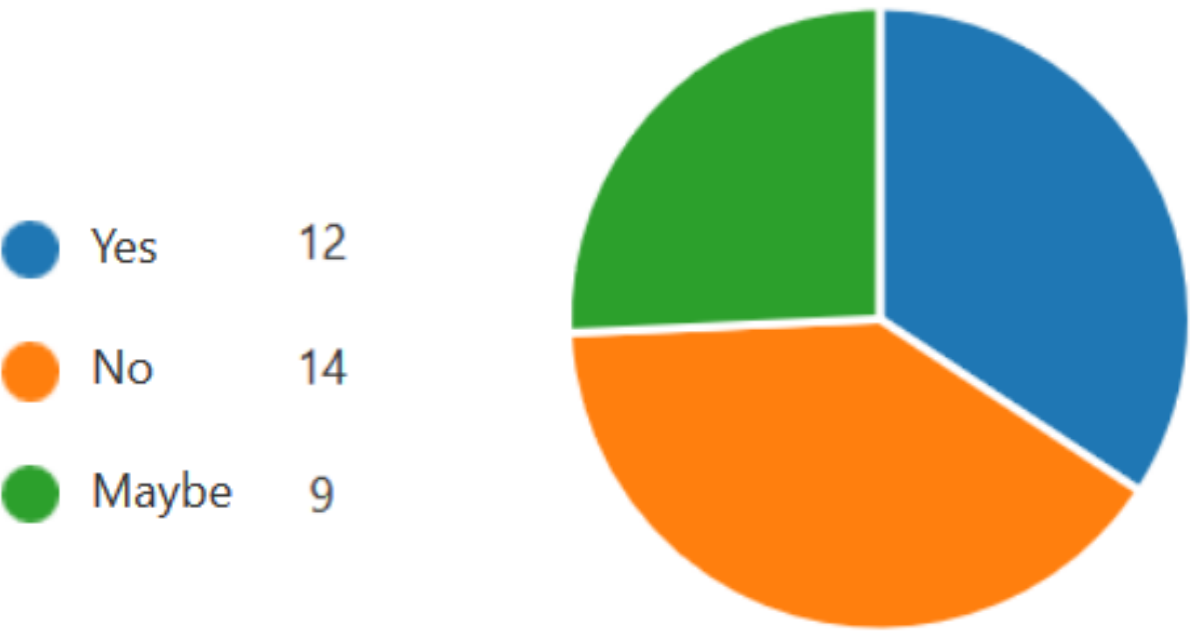
A Study of Interest in Construction Superintendency Amongst CM Students at Cal Poly San Luis Obispo



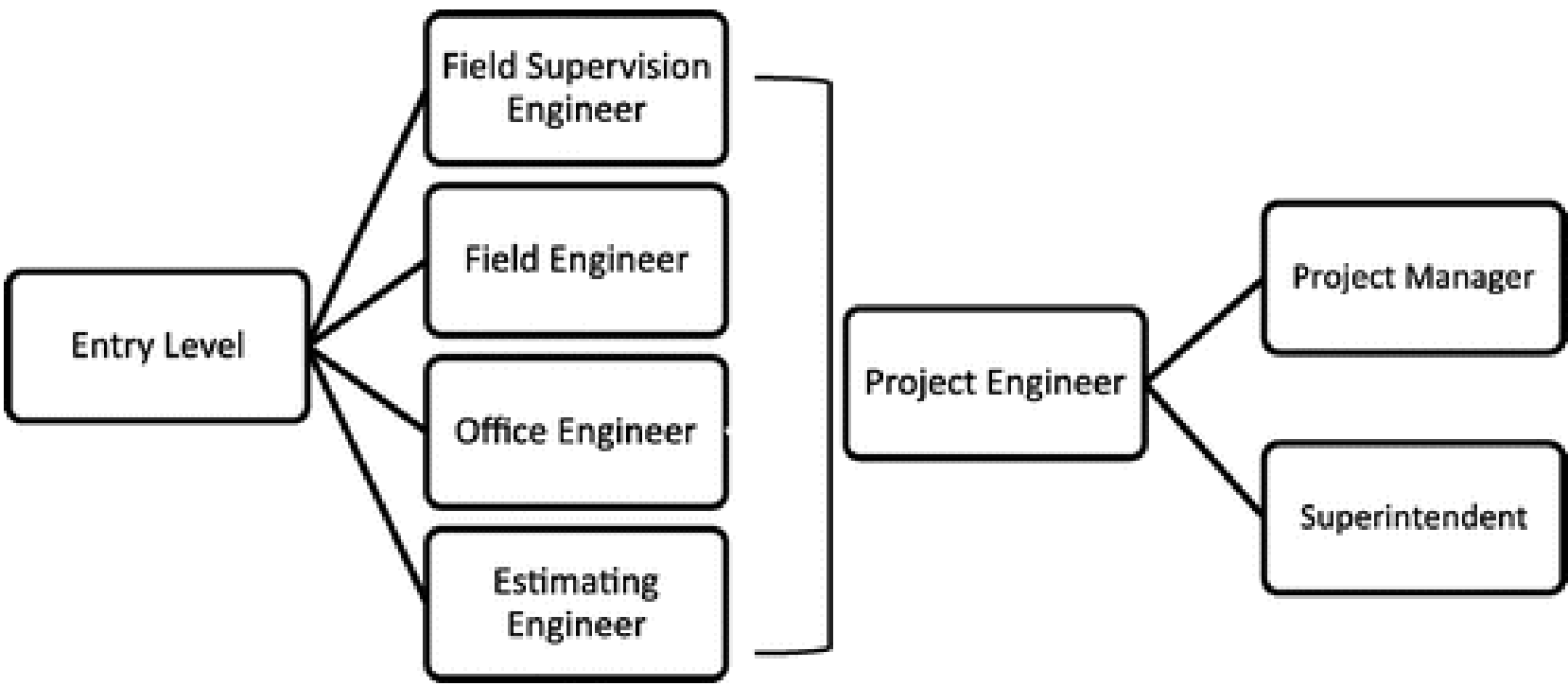
With the labor shortage being experienced in the modern construction industry, it is important that office and field management personnel stay balanced to support the gap in skilled labor. However, for the students of Cal Poly San Luis Obispo, there is a trend that students are more interested in pursuing a career path in Office management, specifically that of a Project Manager. This paper determined the lack of interest in field management career path choice, specifically that of a Superintendent, by surveying the Junior and Senior students to gauge their career interests. It is concluded that there is indeed a trend towards the Project Manager route as opposed to the Superintendent route. The influential factors for student decisions are identified as: industry experience, the Cal Poly Construction Management program curriculum, and job responsibilities of each position. Minor influential factors are also considered, such as parental backgrounds and student construction sector interest. Repercussions of the research results are discussed in conclusion, with future issues of safety, higher project costs, schedule issues, and office stress being the top concerns. Construction Management Skills Training is the main solution offered for these potential effects, and is discussed in the conclusion of this paper.



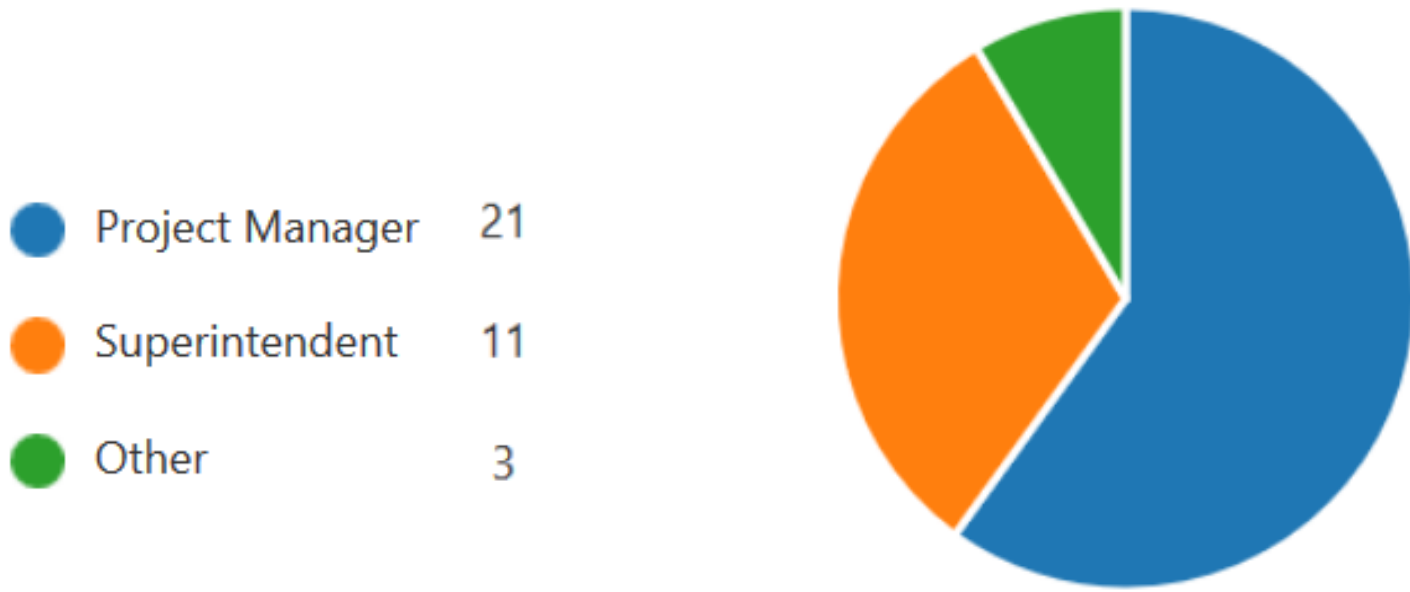
Has the Cal Poly CM program influenced you toward a particular career path?



Key Words: Superintendent, Project Manager, Training, Labor, Student



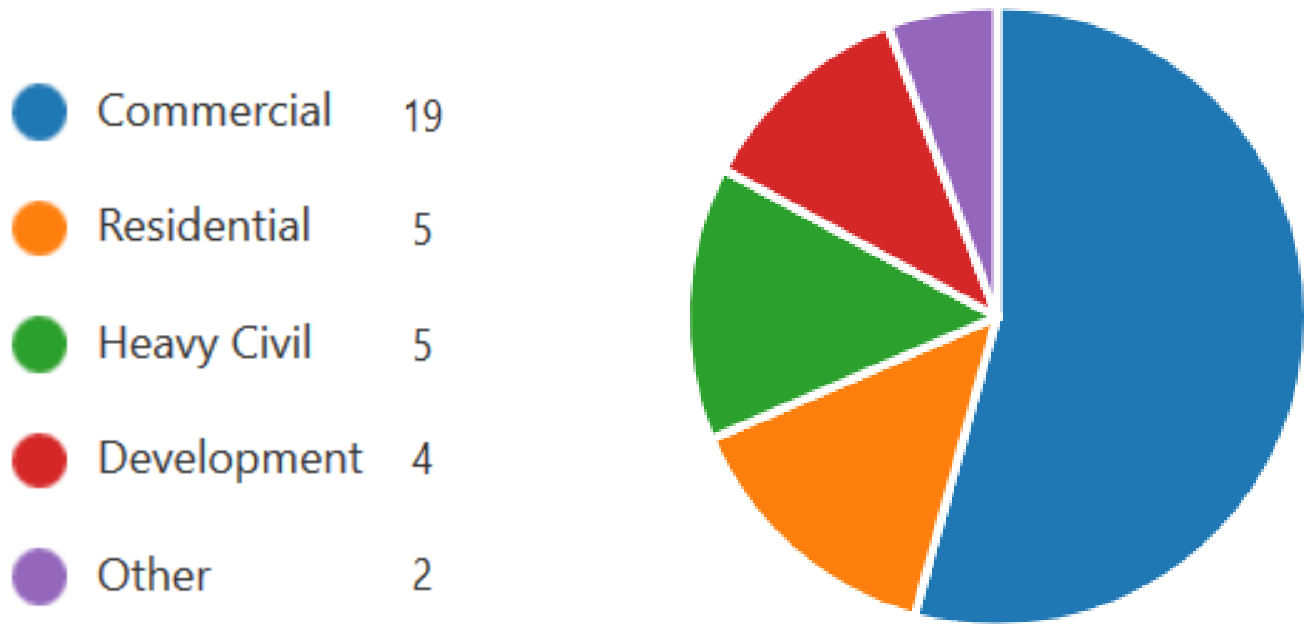
Are you more interested in the Project Manager or Superintendent career path?



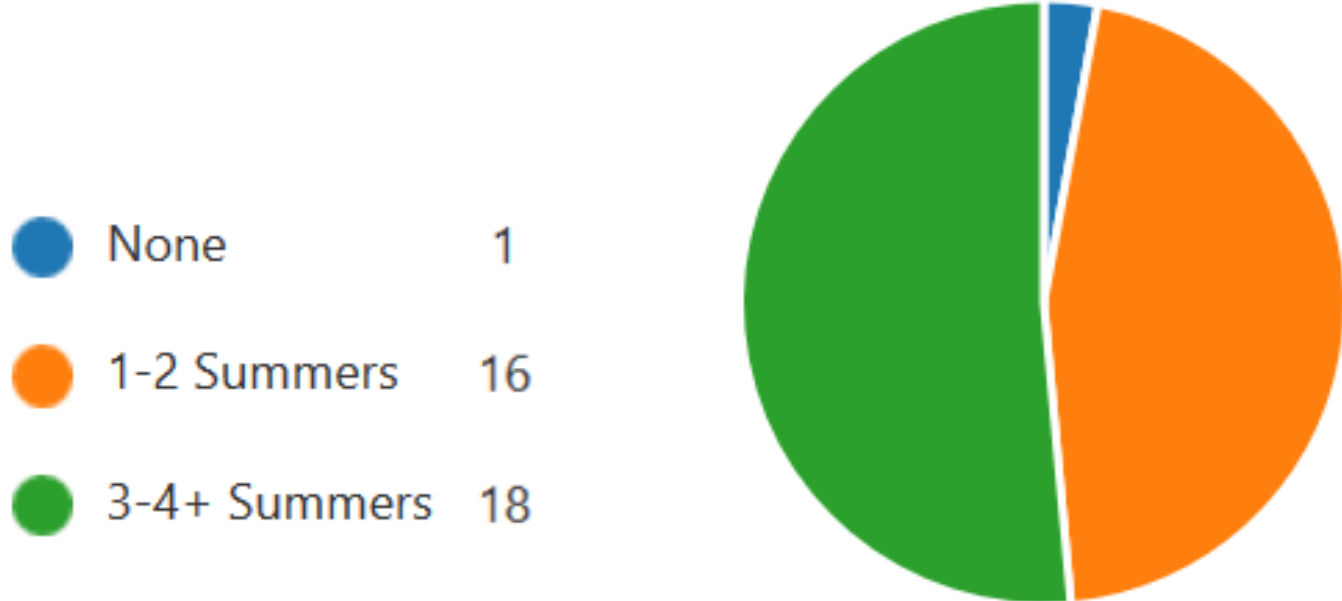
Survey Questions

1. What year are you at Cal Poly?
2. Please select the option below that best describes you: (Freshman CM, Transfer, or Change of Major)
3. Do you have family with a professional background in construction related fields?
4. If yes, how are they related to you?
5. What is the highest level of education achieved by your female parent or supporter?
6. What is the highest level of education achieved by your male parent or supporter?
7. What sector of the CM industry interests you most?
8. Are you more interested in pursuing a field position, an office position, or something else?
9. How much internship experience have you had?
10. Was your internship experience more geared towards the office of the field?
11. Are you more interested in the Project Manager or Superintendent career path?
12. What factors influence your intended career path choice?
13. Has the Cal Poly CM program influenced you toward a particular career path?
14. If you answered yes or maybe above, please explain how the Cal Poly CM program influenced you, and towards what path.

What sector of the CM industry interests you most?



How much internship experience have you had?



Key Findings

1. There is a trend towards the Project Management career path as opposed to the Superintendent Career Path
2. Top 3 Influential Factors Include:
 - i) Industry Experience
 - ii) Cal Poly Construction Management program curriculum
 - iii) Job responsibilities of each position

Recommendations

- Construction Management Skill Training
- Active program used by Shawmut Design and Construction
 - Three, one-year assignments for New Graduates
 - a) Assistant Project Manager
 - b) Assistant Superintendent
 - c) Assistant Estimator
 - Allows employees to gain vital project experience
 - Assists graduates in discovering their strengths
 - Assists graduates in choosing the best career path for them
 - Helps to define a career path and goals to achieve it for graduates