**WBL INTERNSHIP FAQ**

**What is Work Based Learning?**

Work Based Learning (WBL) is an educational strategy that provides students with real-life work experiences where they can apply academic and technical skills to develop their employability.

**What is the goal of Carroll Daniel’s Work Based Learning program?**

The goal of the WBL program at Carroll Daniel is to recruit hardworking superior young talent from our local school systems to better the communities in which we serve.

We value education and the impact that it has in our world, which is why we partner with school work-based learning programs and career fairs to engage with and educate students on the importance of learning in the classroom and in the field.

We strive to be good mentors and stewards to our participants by providing them with real life experience in both the field and office setting, depending on their career goals. Upon completion of their WBL programs students are encouraged to apply for our apprenticeship or intern programs as well as future employment opportunities.

**What is the objective of Carroll Daniel’s WBL program?**

At Carroll Daniel we place a high value on employees and the culture they help us to create. Our desire is to retain and develop internal talent as much as possible. This begins at the intern level. We believe if we invest in our employees early on, they will have the desire to stay and grow with us and constantly maintain our pipeline of needed employees. The primary goal with our WBL interns is to feed the pipeline into our Apprenticeship program.

**What safety measures are put in place for WBL interns?**

All WBL interns are required to adhere to our company safety policies and Non-Negotiables guidelines. Every intern will receive safety training that is applicable to their job and field of interest.

Any student working in the field will be required to complete Day 1 Safety Orientation before entering the jobsite. They will also receive the required and appropriate training for tools and equipment. In addition, they will be offered OSHA 10 training.

**How do I apply for a WBL internship?**

Primarily, our WBL interns are recommended to us by the school system. If you are interested in applying, please send a copy of your resume along with your contact information to [training@carrolldaniel.com](mailto:training@carrolldaniel.com).

**What qualifications are required?**

All applicants must be at least 17 years of age and have their own reliable means of transportation. Students that work with us need to have a desire to learn and get hands on experience in the construction field.

Ideally, we prefer our students to be involved in their schools Construction, Engineering, or Architecture Pathway. We also look for experience in computer programs such as CAD or Revit.

**What will I be doing as a WBL intern?**

Depending on your career goals you will either work onsite in the field or at one of our office locations.

Students who are interested in later applying for our apprenticeship program and desire field experience will be placed on an active jobsite. These students will work under and shadow a member of our Field Ops team, typically a Superintendent. They will gain hands on experience and be exposed to all aspects of construction from daily reports to steel erection.

Students who are interested in areas such as Project Management or VDC will work in one of our office locations. Here they will shadow one of our active employees in their desired field of study.

**How will I be graded and evaluated?**

Each of our students are periodically evaluated based on their soft skills i.e., appearance, time management, etc. As well as specific objectives to their field of choice i.e., understanding and following our safety rules and regulations in the field, basic ability to read and understand blueprints, etc. These evaluations are only used internally and are not shared with the school system, unless requested.

In addition to their evaluations each student is required to compile and present a Capstone presentation at the end of their internship. This is simply a basic presentation of what they learned during their time with us and how it can be applicable to their future career goals.

The combination of these evaluations and Capstone presentation will be reviewed and considered for future acceptance into our Apprenticeship or Internship program.

**What can I expect upon completion of the program?**

Upon completion of your WBL internship with Carroll Daniel you may be considered for future employment opportunities. These opportunities would be contingent upon both good academic and professional standing, among other variables.

**Is it a paid internship?**

Yes, our program is a paid internship.

**Testimonials from past interns**

“My Experience as an intern for Carroll Daniel has been phenomenal! I work alongside an amazing team and I obtain new information every day in the field of construction. I am learning how to read plans, problem solve effectively, and watch how a jobsite is ran. Being an intern for Carroll Daniel has helped me so far with achieving my future career goals of becoming not only a Civil Engineer but to also, eventually, run my own Engineering firm.” -Warren Santiago

“Carroll Daniel’s Work-Based Learning program has been nothing short of amazing from the day I walked through their doors. Since I have been at Carroll Daniel, I have developed a multitude of skills. I have gotten hands-on experience with Architectural modeling as well as the construction design processes. Carroll Daniel has also provided me the resources on becoming certified and learning to fly our aerial footage drones. There is no doubt that what I learned through the Work-Based Learning program has helped me gain the skills I’ll use in my college and my professional career.” -Alec Borden

“Carroll Daniel Construction has taught me a lot of interesting things on the jobsite that will help further my career. They have taught me how to read blueprints more in depth. They even taught me how to figure up and pour concrete. I have also picked up several little things around the jobsite that are important to know for the career path I have chosen.” -Jean Francisco