

Employer Feedback on Student

To be completed by the employer within two (2) business days following the work placement

This evaluation provides you with an opportunity to provide feedback on student performance. In order for a student to successfully complete their work placement they must receive a minimum of a "Satisfactory" rating on their overall performance.

STUDENT INFORMATION

Student Name: Lucas Roman Company: Project Blackbird
 Student's Position: Junior Developer Supervisor: Marc Scarfone
 Program: IT Programming Phone Number: _____
 Campus: IT Campus Date: 5/18/2023

INTEREST IN WORK

- ☒ High interest in job. Enthusiastic.
- ☐ Above average interest and enthusiasm.
- ☐ Satisfactory amount of interest and enthusiasm.
- ☐ Somewhat indifferent.
- ☐ Definitely no interest or enthusiasm.

INITIATIVE

- ☒ Self-starter. Asks for new jobs. Looks for work to do.
- ☐ Proceeds independently in most matters.
- ☐ Does all assigned work.
- ☐ Must be told what to do frequently. Relies on others.

ORGANIZATION & PLANNING

- ☒ Does an excellent job of planning and organization work and time.
- ☐ Usually organizes work and time effectively.
- ☐ Sometimes fails to organize and plan work effectively.
- ☐ Disorganized. Fails to plan work effectively.

ABILITY TO LEARN

- ☒ Learns work readily.
- ☐ Satisfactory in understanding work.
- ☐ Rather slow in learning work.
- ☐ Very slow in learning work.

ORAL COMMUNICATION

- ☒ Very good
- ☐ Satisfactory
- ☐ Unsatisfactory

WRITTEN COMMUNICATION

- ☒ Very good
- ☐ Satisfactory
- ☐ Unsatisfactory

- ☒ Thorough in performing work. Few errors, if any.
- ☐ Usually thorough. Few errors.
- ☐ Average. Has normal number of errors.
- ☐ More than average number of errors.
- ☐ Poor. Often makes errors.

QUANTITY OF WORK

- ☒ More than expected amount of productivity.
- ☐ Average productivity.
- ☐ Below average productivity.
- ☐ Low output. Slow.

JUDGEMENT

- ☒ Exceptionally mature.
- ☐ Very good. Uses common sense.
- ☐ Usually good in routine situations.
- ☐ Sometimes undependable.
- ☐ Poor.

DEPENDABILITY

- ☒ Can be depended upon in any situation.
- ☐ Can be depended upon in most situations.
- ☐ Dependable in routine situations. Somewhat unreliable. Needs to be checked up on frequently.
- ☐ Unreliable.

INTERPERSONAL SKILLS

- ☐ Excellent team worker. Contributes to group relationships & effectiveness.
- ☒ Congenial and helpful. Works well with others.
- ☐ Sometimes has difficulty working with others.
- ☐ Works poorly with others. Has an adverse effect on the group.

- ☒ Expresses appreciation and takes action on suggestions and criticism by supervisor.
- ☐ Willingly accepts suggestions and criticism.
- ☐ Accepts suggestions and criticism in a satisfactory manner.
- ☐ Reluctantly accepts suggestions and criticism.
- ☐ Resents suggestions and criticism.

ADAPTATION TO FORMAL RULES AND POLICIES (including safety guidelines)

- ☒ Excellent.
- ☐ Above average.
- ☐ Adequate.
- ☐ Poor. Refuses to recognize formal procedures and rules.

ATTENDANCE

- ☒ Regular
- ☐ Irregular

PUNCTUALITY

- ☒ Regular
- ☐ Irregular

OVERALL PERFORMANCE

- ☒ Excellent
- ☐ Above Average
- ☐ Satisfactory
- ☐ Below Average
- ☐ Unsatisfactory

Post-Placement Form

What are the student's areas of strength?

Lucas is a very hard worker, he is an independent self-starter when it comes to work. When Lucas comes across any problem, he tries his best to solve it on his own; if he can't, he's not afraid to ask for extra help. Lucas is a very dependable employee and team member, the team can always count on him to complete a task.

Every single day Lucas has been very focused on work and completes his tasks with a high-degree of quality and polish. Whenever Lucas is working on a feature with the other first years, I can always trust that he will deliver the results I am looking for.

Lucas spent the first couple of weeks learning the technology stack - he put a lot of effort to gain a deep understanding of our workflow to ensure that his work was of a high standard.

Are there any areas in which the student needs improvement?

I would like to see Lucas being more social with the team, and integrating himself more with other members. Lucas seemed very shy and closed off with the team, and we didn't really get a chance to know more about him. In the future, I hope that he gains the confidence to build relationships with his team members, and allowing people to get to know him.

Would you recommend this student to another employer? *Why or Why not?*

I would recommend Lucas to another employer. He is a very hard worker, self-sufficient, and the ability to learn new skills and knowledge in a short amount of time. Lucas produces great quality work with a high-degree of accuracy. He is very dependable and meets deadlines on-time or even earlier than expected.

If employment were available in the future, would you want this student to return to your company?

Yes!

SIGNATURES

This feedback is confidential and will only be discussed with the student with your consent. However, we encourage you to discuss this feedback with the student.

I, the undersigned, understand that this information may be shared with the student as appropriate for evaluation purposes.

Armand Kaufmann - Lead Developer

Work Placement Supervisor



Date: 5/18/2023