

Zenghaoyu Zhang (1044243)

2021 - Fall - Computer Science / W-4 Work

Jr. Technical Analyst - Ministry of Transportation (Transportation Safety Solutions Delivery Branch)

EMPLOYER EVALUATION DETAILS

Confirmation of Evaluation Provider

Name (full name, ie. John Smith)	Xiaoshu Chen
Title	Manager, Product Manager
Organization	Ministry of Transportation
Contact Information (phone or email)	xiaoshu.chen@ontario.ca

Next Work Term

Have you offered to re-employ the student for their next scheduled work term? No

If yes, was your offer accepted or declined?

If the student has accepted, please confirm the work term dates (ie. May 6/19 - Aug 30/19)

Work Performance Evaluation Questions

1. Quality of work: accuracy, attention to detail, thoroughness, timeliness, neatness, etc.

Harry has been able to work very effectively alongside senior developers (10+ years), delivering a most complex technology upgrade project, doing nearly a good job as other team members, whether timeliness, quality of work, attention to detail, thoroughness.

Harry (Zenghaoyu) has demonstrated great deal of determination and strive in contributing to our tight-deadline and most complex technology transformation initiative - infrastructure cloud refresh.

It has been an extremely challenge delivery (real battle) undertaking for a 9 month tight schedule, ~2000 man days of development work, with 25+ Java developers. The initiative impacts 30+ business critical applications, requires a massive effort to rationalize technology & application debts piled up in the last 15~20 years.

It is the first time we are piloting (with doubts / finger crossed) to assign a Co-Op student (i.e. Harry) to this type of project, with production-focused programming deliverables. No doubt it is more than overwhelming to a student, whether the steep learning curve with legacy technology / framework much beyond the school curriculum, complex enterprise Java constructs & approaches, software development tooling, rigid solution development life cycle best practices, or picking up new technology as part of refresh, or sheer pressure (and mental

Question 1 Rating

2. Productivity: quantity of work in relation to expectations

stress) of fast paced project cadence, meeting deadline and quality standards,

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Very Good

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Outstanding

Question 2 Rating

3. Organization and Planning Skills

Question 3 Rating

4. Decision Making and Judgement Skills

Question 4 Rating

5. Oral and Written Communication Skills

Question 5 Rating

6. Ability to Work with Others

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Good

sufficient for the assignments

In Process

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Question 6 Rating
7. Ability to Learn

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Question 7 Rating

8. Demonstrated Initiative

Question 8 Rating

9. Reliability and Dependability

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Outstanding

exceeding the learning goals

Question 9 Rating

10. Student's progress toward attaining their work semester learning goals (created early in the work term by the student as per Co-operative Education requirements).

Question 10 Rating

11. Please make suggestions for the student's personal and professional development. Consider academic preparedness, career suitability, etc.

Outstanding

Keep up with the good work and have full confidence to embrace whatever future challenges / opportunities.

Shift the focus to new Cloud-native technologies, where possible.

We are looking forward to re-hire Harry in his future Co-Op terms.

12. Please give your overall assessment of the student's job performance. Note: Please do not select "In Process".

Very Good

Student Evaluation Comments: