

XL Construction Internship Program

Program Summary

XL is proud to have one of the best internship programs of any general contractor in the Bay Area. There are many aspects of the internship program that make it great. XL's program is designed to ensure the intern has a fulfilling, rewarding, and technically challenging engagement during their time with us.

Buddy System –

Every intern that works for XL is assigned a buddy their 1st day. The main purpose of the buddy is to provide each intern with a mentor that can assure they are receiving adequate training and assistance they need to enhance their learning experience...and have fun during their internship! Buddy's are responsible/expected to provide interns with:

- Training and assistance with daily activities...generally how to 'get around' a new business environment.
- The 1st week, each intern will set a few goals or expectations what they want to get out of their internship. Buddies will assist interns with follow through and achievement of these goals.
- Introduce interns to XL policies and procedures that they will be exposed to during their internship.
- Encourage interns to attend any XL University (XLU) or any other available training.
- Introduce interns to other XL projects and XL employees.
- Help interns complete items on their "Journey Card". Journey Cards are given each intern their 1st week containing recommended tasks that each intern should fulfill over their internship. Example tasks include participating in a group presentation, meeting with an executive, doing an activity with your buddy (SF Giants game, XL Bocce Ball games, or the like), visit different project sites, spend 1 day in each dept. to gain a sense about other aspects of our business, etc.

Internship Opportunities –

- Project Engineer Intern - Assisting XL Project Staff on a jobsite building a project.
- Cost Engineer Intern – Assisting with quantifying/estimating XL project cost evaluation
- Marketing Dept Intern – Assisting XL's Marketing Dept on internal and external communications
- Construction Technology/BIM Intern – Using 3D modeling software to assist our project teams
- Mechanical/Electrical Intern – Working with our Mechanical and Electrical coordinators assist our project teams
- Accounting Intern – Working in XL's accounting dept experiencing what corporate accounting would be like