



HOURIGAN

Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name: Hourigan

Please provide a brief overview about your company:

Hourigan is a fully integrated construction management and development firm. For 30 years, we have served the state of Virginia and the Mid-Atlantic region. We manage complex construction projects in a variety of market segments, such as commercial, healthcare, higher education, hospitality, and multi-family. We're focused on establishing partnerships with our clients and trade partners based on collaboration, trust, and respect.

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

Our internship program at Hourigan is designed to provide an enriching experience for students majoring in construction management and engineering. Our focus is on equipping interns with a comprehensive understanding of the construction industry's core elements, encompassing field management, project management, and preconstruction. By doing so, we aim to offer students invaluable real-world exposure that not only complements their academic pursuits but also propels them toward successful careers in the field. We are committed to nurturing and cultivating the next generation of construction professionals by offering a well-rounded, hands-on internship experience.

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

At Hourigan, we take pride in offering a distinctive internship experience that provides a holistic view of construction management. What sets our program apart is the opportunity for interns to participate in rotational experiences across project management, field management, and preconstruction. We understand that each intern comes with their own set of goals and objectives, so we tailor their summer experience to align with their aspirations.

Moreover, our commitment to mentorship and continuous feedback ensures that interns receive personalized guidance and support throughout their internship. We believe in investing in our interns' growth, which is why we provide professional development and training opportunities. Beyond the work itself, our interns have access to a range of social, networking, and volunteering activities, as well as educational job site tours. Perhaps most uniquely, they have the chance to engage directly with Hourigan's senior leadership, gaining valuable insights and building meaningful connections.

In essence, Hourigan's internship program is not just a summer job; it's a platform for students to explore, learn, and grow in the construction industry while enjoying a rich array of experiences and opportunities that extend beyond the traditional scope of internships.

What kinds of work assignments are interns/apprentices responsible for at your company?

At Hourigan, our interns engage in a diverse array of hands-on activities that mirror the dynamic nature of the construction industry. In this ever-evolving environment, interns can expect each day to bring new challenges and learning opportunities. Here's an overview of the key responsibilities our interns take on in each of our program's core areas:

Field Management

Interns will be...

- Gaining insights into maintaining a safety-first jobsite
- Supervising trade partners to ensure both work quality and safety standards
- Understanding the activities essential for delivering projects on time and within budget

Project Management

Interns will be...

- Managing and maintaining contract documents
- Developing submittal schedules
- Handling Requests for Information (RFIs) and Change Order requests

Preconstruction

Interns will be...

- Assisting with the preparation of comprehensive bid packages and the evaluation of subcontractor bids
- Thoroughly reviewing project specifications and drawings
- Executing precise material take-offs

Our interns are at the forefront of our project teams, actively participating in and contributing to the success of our projects. They gain a well-rounded and immersive understanding of the construction process while working alongside our experienced professionals.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Begin your internship program with intentionality, clearly defining its objectives and the desired skills for participants. Designate a capable program manager to oversee its development and implementation. Establish and communicate clear expectations for all involved parties, including roles, responsibilities, and performance criteria. Create a structured program that combines hands-on work, mentoring, training, and education to ensure participants gain valuable skills and experiences while contributing to your company's goals. A well-orchestrated internship program can add value to your organization and provide valuable learning experiences for all individuals involved.

Contact person (for those who want to reach out to you to talk about your program):

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