



Internship Program



**Bring Your
Innovation**

Great River Energy **Internship Program**



Intern Program Overview

- 🏠 Purpose – Best Practice Overview & Description
- 🏠 The “How To” - Create a Meaningful Experience
- 🏠 Results: Benefits for GRE, the Intern and Education Institution
- 🏠 Program Requirements - School Selection and Selection Criteria
- 🏠 Program Requirements – Program Sponsor & Intern
- 🏠 Duration, Cost and Funding



Best Practice Overview

- 🏠 **Strategic goal: Must align to the company's mission, value & objectives.**
 - **KEY: Recognition, understanding and support of CEO, Senior Staff and BOD of workforce challenges.**
 - Part of the larger Great River Energy recruitment strategy, which is to “Attract and retain a skilled, diverse and an engaged workforce.”



Best Practice Overview

Business Case:

- Assist in preparing for the future labor pool trends by attracting and educating potential workers into careers in the utility industry.
- Regulatory Requirements
- Succession Planning & Business Dev.
- Demographics
- Competition – **If you wait, you lose...**



Meaningful Experience

- 🏠 **A well rounded program with exposure to:**
 - The business world
 - The utilities industry
 - GRE
- 🏠 **Positive experiences are critical to achieving the strategic and program goals**
- 🏠 **Mutually developed & agreed upon learning objectives**



Meaningful Experience Continued

- 🏠 **Challenging job responsibilities**
- 🏠 **On-going guidance and feedback**
- 🏠 **Interns will have the opportunity:**
 - To identify contributions they made to GRE
 - To provide input into their internship experience
 - To provide feedback to improve the Internship Program



Benefits for GRE

- 🏠 Identify **highly talented candidates** for current and future employment consideration.
- 🏠 **Additional support** for business goals and/or special projects”.
- 🏠 **Information Gainshare** - Provide an ongoing learning environment for students and existing staff – sharing knowledge and best practices
- 🏠 To **proactively target diverse candidates.**



Benefits for GRE Continued

- 🏠 Strengthen **stakeholder relationships**.
- 🏠 Support and **build relationships & partnerships with targeted educational institutions**.
- 🏠 To **bring innovation** to GRE.
- 🏠 To **educate students on GRE and the utilities industry**.
- 🏠 To **support the local communities** we serve.



Benefits for the Intern

- 🏠 Internship **experience with exposure to:**
 - The business world
 - The utilities industry
 - Great River Energy
- 🏠 Opportunity to **apply school concepts to real business situations**
- 🏠 Opportunity to **build a business network and explore career interests**
- 🏠 Opportunity to **increase knowledge, skills and abilities**



Benefits for the Educational Institution

🏠 **Affect curriculum & future workforce**

- Allows industry participation in curriculum development to target overall and specific needs.
- Students are knowledgeable and skilled in the right areas
- Accomplish goal of establishing and filling a pipeline of qualified applicants – placement rate

🏠 Help students **understand what Great River Energy and the utility industry need is looking for** in candidates & plan coursework accordingly



Program Requirements

- 🏠 **Competencies/Skills tied to GRE's Success Pyramid:**
 - Communication skills
 - Interpersonal skills & Teamwork
 - Innovative
 - Learning Objectives & performance
- 🏠 **Additional position requirements determined as part of the intern Selection Process**



Program Requirements Program Sponsor & Intern

🏠 **Supervisor Time Expectation**

- Interns need on-going guidance and feedback, and may require more direction,

🏠 **Providing on-going feedback:**

- Is critical to obtaining the highest level of contribution for GRE and to the intern's success

🏠 **Demonstrates Management & Supervisory Support**

- Alignment to strategic goals



Program Requirements Program Sponsor & Intern

🏠 Performance categories to be reviewed and potentially measured:

- Communication skills
- Interpersonal skills
- Teamwork
- Innovation
- Job responsibilities/expectations
- Learning objectives and
- An Overall Performance evaluation



Program Requirements Program Sponsor & Intern

🏠 **Internship Program Feedback Collection Process: (in development)**

- Intern's feedback captured via the Internship Program Questionnaire – Intern Version
- Intern Supervisor's feedback capture via the Internship Program Questionnaire – Supervisor Version

🏠 **to Determine Continuous Improvement Focus:**



Program Requirements Program Sponsor & Intern

🏠 **KEY: Staying Connected:**

- **Demonstrate a Supportive Culture:**
- **Keep Interns informed about ongoing developments & Opportunities.**
- **Career Development:**
 - Assist them in networking opportunities



Duration, Cost & Funding

🏠 **Duration: varies by position & business need**

- Internships vary amongst 2 year technical & craft programs as well as 4 year degree programs.
 - 3 Month Maintenance Mechanic
 - 3 and 9 month Electrical Technician
 - 15 month Operations Internship
- Example: A 3 month summer internship in engineering as well as a 9 month internships – January through August & May through December.



Duration, Cost & Funding

Information Gainshare -

- Opportunity to test organization's training program
- Opportunity to share new technologies
- Show how school & work fit together (Tuition Reimbursement programs)

Budgeting/Planning



Questions & Answers

🏠 Discussion, Questions & Answers



Experience GRE Teamwork