



# POWER UNIVERSITY



## CONNECTING: TO THE TRAINING RESOURCES YOU NEED

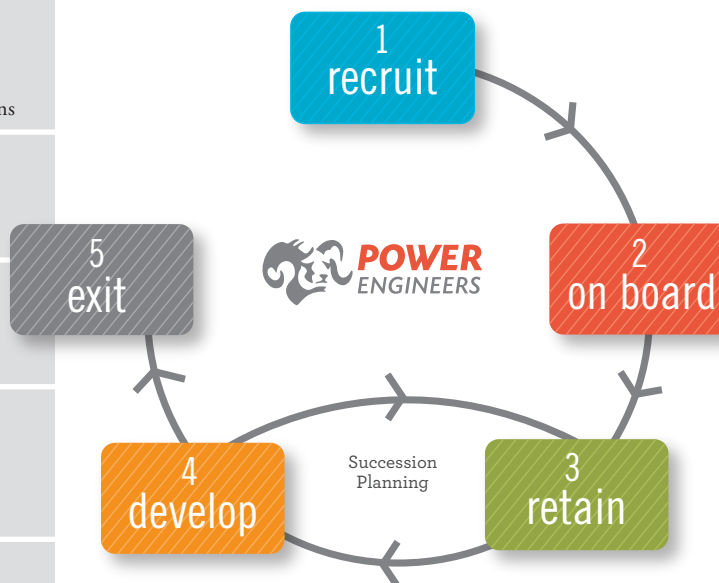
**A**t POWER, we don't make and sell widgets—we sell our services. Therefore, we recognize that our employees are our greatest assets. To help you be successful, challenged, and grow your skills, we offer a variety of resources through POWER University. Take a few minutes to look through this page to learn about what's available now and what's coming in the near future.

If you don't find what you need or have questions, please contact us at [training@powereng.com](mailto:training@powereng.com). We welcome your feedback and ideas as well!



## POWER EMPLOYEE LIFE CYCLE

- 1 Compensation  
Competitive Benefits  
Corporate Website  
Company History/Traditions
- 2 Orientation Program  
Social Tools  
Company Culture  
Training Buddy/Mentor
- 3 Mentor/Buddy  
Continuous On-boarding  
Goal Setting  
Rewards
- 4 Performance Reviews  
POWER University  
Professional Development  
360 Reviews  
Career Planning
- 5 Exit Interview  
Survey



## COURSE DISCIPLINES

### LEADERSHIP

Management Training,  
People Management, MicroMBA

### ETHICS AND COMPLIANCE

Harassment Prevention, Safety,  
Regulatory Programs

### PERSONAL DEVELOPMENT

Business Communications,  
Etiquette, Time Management

### POWER

Culture, Support Staff Conference

### BUSINESS DEVELOPMENT

Winning Work, POWER's Proposal  
Process, Marketing Tutorials

### TECHNICAL

Lunch and Learn Sessions,  
Substation Tutorials, POWER Design  
and Delivery Conferences

### PROJECT MANAGEMENT

Project Manager/Project Engineer  
Training, Lead Engineer

### BUSINESS PRACTICE

Risk Management, Negotiations,  
Financial Plans

Disciplines are areas of study deemed important for building a shared culture and knowledge base. Challenge yourself! Take courses in disciplines that may not be in your comfort zone! Courses are categorized by Discipline on PLC.



## TRAINING: EMPLOYEE DEVELOPMENT

### IACET

POWER Engineers is an IACET (International Association for Continuing Education and Training) accredited provider. Learn from your peers and earn CEU credits for attending qualified internal POWER University training programs.



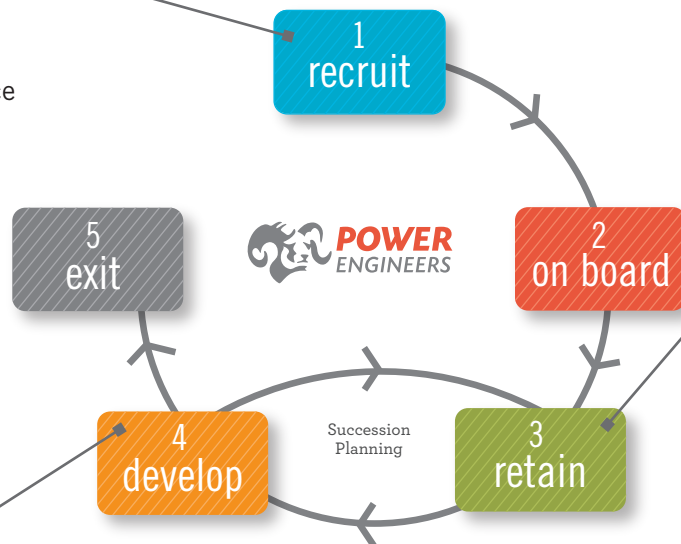
### RECRUITING

Attracting new, qualified employees is a competitive arena. POWER University shows our recruits that we are dedicated to providing opportunities to advance in technical, managerial and leadership knowledge.

- » In-house CEU certified training
- » Training opportunities with well-known third party providers
- » POWER sponsored conferences (PDDC, staff support conference)

### DEVELOPMENT

- » **CAREER PATHS**  
Provide managers training guidelines for moving employees up the career ladder at POWER.
- » **TRAINING TRACKS**  
Provide managers a skill development path. Training tracks help you identify the recommended coursework to achieve skill development goals.



### RETENTION

Once an employee is hired and begins work with POWER, the integration into “The POWER Way” continues beyond the first day, week or even month.

- » POWER conferences
- » New hire community
- » Buddy/Mentoring program

## RESOURCES

- Training Team – [training@powereng.com](mailto:training@powereng.com)
- POWER Learning Center (PLC)
- View the list of external training providers on PLC