At 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. We welcome your feedback and ideas as well!

### 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.

---

**POWER EMPLOYEE LIFE CYCLE**

1. **1 recruit**
2. **2 on board**
3. **3 retain**
4. **4 develop**
5. **5 exit**

- **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
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
• POWER Learning Center (PLC)
• View the list of external training providers on PLC