

Graduate Development Program

Introduction

National Grid's Graduate Development Program (GDP) is the company's flagship pipeline program, targeting recent college graduates joining the company in entry-level full time position. The GDP is designed to prepare early career professionals for future leadership roles within the organization, aims to support Graduates in developing as leaders, guide their career, and increase their business talents and skills. It provides opportunities for Graduates to explore a broad range of disciplines across our functions and locations, work on a variety of projects, and expand their network. The Graduate Development Program starts in June of each year.

Orientation

The Graduate Development Program begins with an 8-week Orientation period which provides an opportunity for Graduates to meet and be presented to by members of the Executive Team, senior business leaders, key GDP stakeholders and GDP Alumni.

During the Orientation, Graduates receive an overview of the organization, including presentations on Ethics, Inclusion & Diversity, Wellness, Regulatory & Pricing, IS, Customer, Process Excellence, and hands on experience in our Electric and Gas organizations. Graduates also spend time in each of our Jurisdictions, which will consist of customer and sub-station/power plants visits, touring the Electric and Gas Control room, an overview of FERC, and meeting with our Jurisdictions Presidents. Upon completion of the Orientation, Graduates report to their pre-determined full-time roles within the business.

Rotations

Several business areas have their Graduates rotate within different areas of their function following the Orientation period.

- Information Services: 18-month rotational program with three 6-month rotations
- Electric Process & Engineering and Gas Process & Engineering: 18-month rotational program with three 6-month rotations. Note: This is a pilot program and participation will be limited.

Quarterly Development Sessions

Throughout the first year, the Graduates will attend a series of strategic training sessions aligned to National Grid's leadership qualities and core values and technical training courses.

Capstone Project

The Capstone Project begins at the end of the Graduates' first year with the company. This project aims to accelerate the Graduates' understanding of the whole company, allows them to utilize the networks built during Orientation and their first year of service, and strengthens the skills needed for working in business teams. The Capstone Project is sponsored by two Executives who provide the topic area and project outline. Graduates are divided into teams to explore the topics with the assistance of an Advisory Committee and GDP Alumni mentors. Graduates are typically given three months to conduct research at the conclusion of which they present their findings to the GDP cohort, their Executive Sponsors and Senior Managers.