

# National Grid Information Session with theDream.US

September 26, 2019



Our People

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# Introductions



**Valerie Rollo**  
**Manager**  
**Campus to Careers**



**Kelsey Kennedy**  
**Resourcing Specialist**  
**Graduate Development**  
**Program (GDP)**



**Hailee McDonald**  
**Associate Resourcing**  
**Specialist**  
**Graduate Development**  
**Program (GDP)**



**Rachel Blankenship**  
**Resourcing Specialist**  
**Intern Program**



**Allie Nadeau**  
**Associate Resourcing**  
**Specialist**  
**Intern Program**

# Safety Message

## THE THREE TYPES OF DISTRACTED DRIVING AND HOW TO AVOID THEM

 <p><b>VISUAL</b></p>	 <p><b>MANUAL</b></p>	 <p><b>COGNITIVE</b></p>
		
<p>Keep your <b>eyes on the road.</b></p> <p><b>Pull over to read</b> directions.</p> <p>Put your <b>phone</b> in “<b>Do Not Disturb</b>” mode.</p>	<p>Keep your <b>phone out of reach.</b></p> <p><b>Make all adjustments</b> before driving.</p> <p><b>Don't reach</b> for items while driving.</p>	<p><b>Avoid phone calls,</b> even hands-free.</p> <p><b>Stay focused</b> on the road.</p> <p>Keep your <b>emotions in check.</b></p>

# What We'll Cover Today

## *Summer Gridtern Program*

- Overview of the Summer Gridtern Program
- Candidate Requirements/Qualities
- Selection Process & Timeline



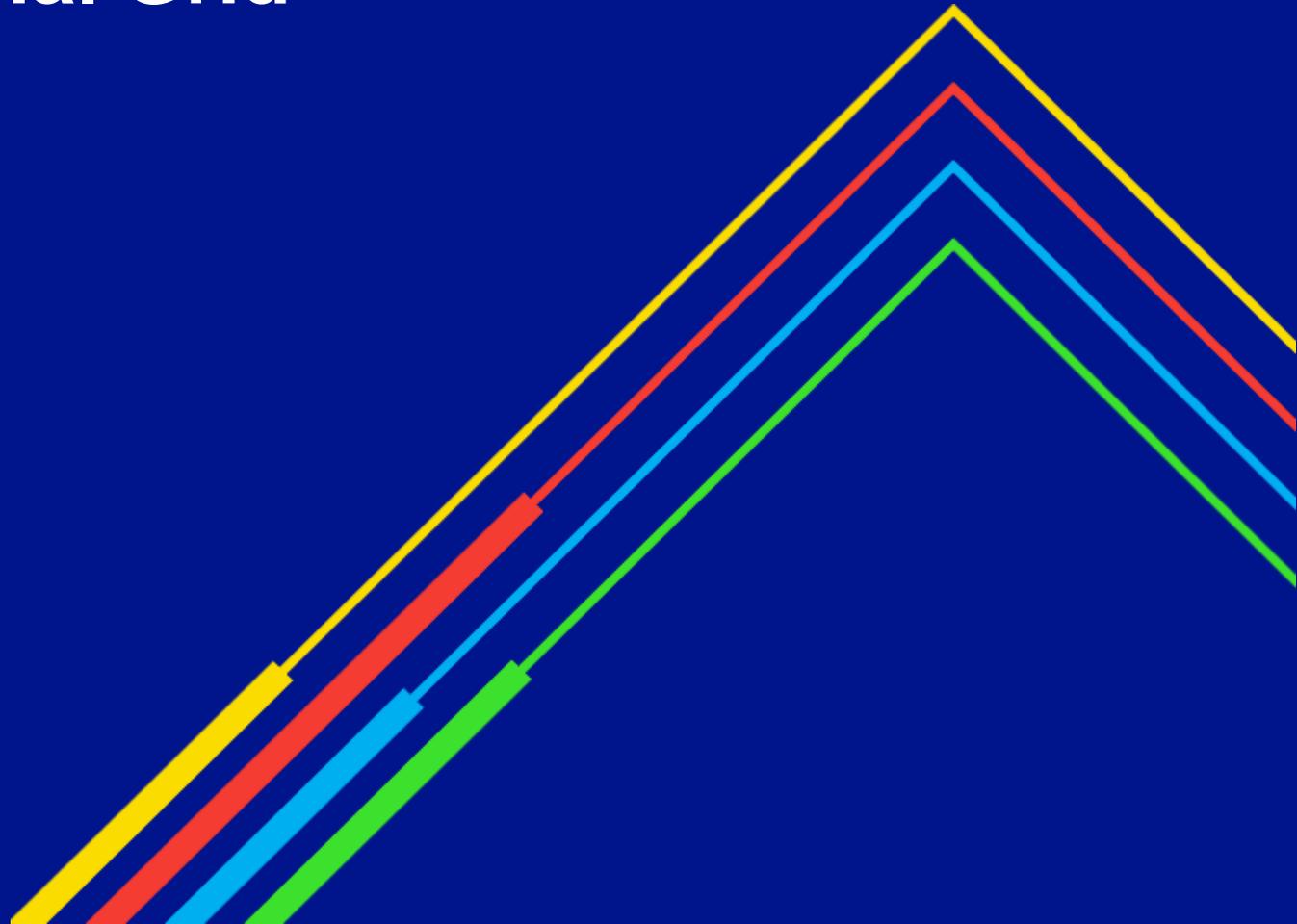
## *Graduate Development Program*

- Overview of the Graduate Development Program
- Candidate Requirements/Qualities
- Selection Process & Timeline



## Q & A

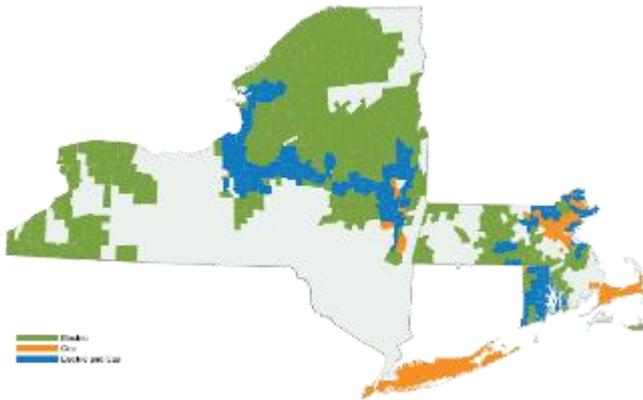
# About National Grid



national**grid**

# National Grid: A Leading Player in Energy

NGUSA - regulated electric and gas utility



**7M** customers  
**15k** employees  
**\$13B** revenue



## National Grid Ventures

- Unregulated competitive business
- Energy services
- Renewable development
- Venture capital



# What Motivates Us

## PURPOSE

Why we exist

**Bring Energy to Life**

## VISION

Where are we going

Exceed expectations of customers, shareholders, and communities today and make possible the energy systems of tomorrow

## VALUES

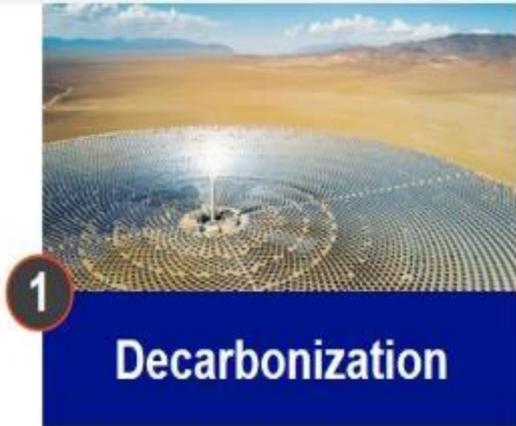
What we believe

How we behave

Do the right thing &  
Find a better way

# An energy system in transition

*Three fundamental shifts we're seeing*



*Three primary opportunities in response*

**PERFORM** better

**GROW** our Asset Base

**EVOLVE** our Business

# A Great Place to Work

At National Grid, we are committed to offering a comprehensive benefits program that supports the health & wellbeing of our employees. Our benefits are competitive and innovative, providing choice, flexibility, and balance to employees in all stages of work and life. Benefits of interest to recent graduates include:

- Student Loan Repayment Program
- Tuition Reimbursement Program
- 3 Weeks Paid Vacation w. Buy/Sell Option
- Electric Vehicle Incentive purchase program
- 401(k) Plan
- Parental Bonding Leave
- Employee Stock Purchase Plan
- Fitness Reimbursement
- Volunteer Opportunities / Employee Giving Program

# 2020

## Summer Gridtern Program

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# Summer Gridtern Program Overview

National Grid's Summer Intern Program takes place from May – August with up to 200 interns participating.

Internships are located in: New England (Massachusetts & Rhode Island), Downstate New York (Long Island & Brooklyn) or Upstate New York (Syracuse, Albany & Buffalo).

Interns take advantage of a wide range of technical and operational opportunities through meaningful work experiences, acquire critical insight into the company & industry, and develop a valuable network to help prepare for future career opportunities.



“The main reason I’m here is to learn, and it would have been impossible not to. I learned what engineers do at National Grid, how the company functions day-to-day, not to mention all the technical knowledge I gained from immersion in the company.”

“My favorite part of the summer was making connections with my team, other full time employees and other Gridterns. I had a lot of opportunities to shadow other employees, go on site visits and see all the different sides of National Grid.”

# Summer Gridtern Program Components

## Gridtern Orientation

Interns start their careers at National Grid with a one day Orientation. Interns spend time networking with one another, learning more about National Grid, & hearing all the different opportunities that will be available to them for the summer.

## Lunch & Learn Sessions

Throughout the summer, Gridterns attend a series of Lunch & Learn Sessions to provide an overview different departments/ opportunities at National Grid.

## Site Visits

Gridterns have the ability to physically attend National Grid field sites.

## Volunteer Opportunities

Volunteer opportunities are offered in all jurisdictions to allow Gridterns to network with other employees and to give back to their community.

## Gridtern Summer Showcase

Gridterns networked with different members of the business and provided them the opportunity to showcase their knowledge, improve their public speaking skills, and network with others.



# What makes a Summer Gridtern?

National Grid seeks high quality student talent for the Summer Intern Program.  
As such, the following are the minimum qualifications:

- Pursuing a college degree from an accredited Institution
- Enrolled in school as a full time student for both Spring 2020 & Fall 2020 semesters
- Cumulative GPA of 3.0
- Must be 18 years of age or older
- Demonstrated effective communication, problem solving and interpersonal skills
- Proven leadership experience in at least one of the following:
  - College leadership position (e.g., student government, clubs, athletics)
  - Leadership and/or volunteer experience, in and/or out of the college environment
  - Experienced a full or part-time job or internship while at college and acquired relevant work experience

# Intern Selection Process & Timeline

Apply Online **NOW** at

<https://careers.nationalgridus.com>

**Positions are posted by location & functional area.**

- Ex. Summer Intern – Business/Finance/Other, Waltham MA

## **Timeline:**

- Applications close: October 27, 2019
- Interviews: November 11 – November 29
- Offers Made: No later than January 8, 2020
- Start Dates: May 26 & June 8



# 2020

## Graduate Development Program

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# Graduate Development Program Overview

- 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 positions.
- 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



# Graduate Development Program Orientation

- Graduates start their careers at National Grid with an 8-week Orientation. Graduates will spend time learning the core functions of the business, networking with our Executive team, and traveling to our different jurisdictional areas.
- By the end Orientation, Graduates have an in depth understanding of who National Grid is as a company and how we do business. They have also formed a network with their fellow Graduates as well as many business contacts, which will only help them in their full time roles.



# Graduate Development Program Additional Components

## 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

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 Executives who provide the project scope & deliverables

# What makes a Graduate?

**As the purpose of the GDP is to hire high potential individuals into the business, there are minimum qualifications:**

- Bachelor's or Master's degree from an accredited institution
- Graduated between May of 2019 and May of 2020
- Earned a cumulative GPA of 3.0 or higher
- Has a valid driver's license with safe driving history
- Demonstrate effective communication and interpersonal skills
- Proven leadership experience
- Ability to begin the National Grid Graduate Program **June 1, 2020**
- Applicants for GDP must have work authorization that does not now or in the future require sponsorship of a visa for employment authorization in the US.



# GDP Selection Process & Timeline

Apply Online **NOW** at

<https://careers.nationalgridus.com>

## Timeline:

- Applications accepted until October 27, 2019
- Phone Interviews: November - December
- In Person Interviews: January 6 -10, 2020
- Offers Made: By January 24, 2020
- Cohort Start Dates: June 1, 2020 & June 22, 2020

# Campus to Careers Contact Information

## Summer Gridtern Program

**Rachel Blankenship**

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**Allie Nadeau**

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## Graduate Development Program

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