

COMPANY

UI Engineer Development Program Selected as Best Practice

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The Class of 2016 interns at United Illuminating. Chances are, some will make it to the Engineer Development Program.

Ask United Illuminating Lead Engineer **Tonya Buddie** how she was able to reach a leadership position and you'll get a quick answer.

"The Engineer Development Program, in my opinion, played a significant role in jumpstarting my success," she said. "One of the best decisions I made."

New engineers across the AVANGRID operating companies will soon be exposed to what Buddie experienced five years ago. The Engineer Development Program (EDP) has been designated as an AVANGRID best practice and **Joseph Ryzewski**, UI Manager of EPE Competency will be the team leader responsible for integrating the program across AVANGRID.

All this comes on the 10th anniversary of the program. The EDP program takes newly hired engineers, some of them former interns, and rotates them over two years through various engineering departments.

"By working with multiple groups, we gain a better understanding of each department's role in the company," said Engineer 2 **Marc Rodriguez**, who graduated from the program in 2010. "We are able to develop working relationships with many people both internal and external that allow us to perform our jobs better."

For Ryzewski, the program is part of an integrated effort that tackles issues like an aging utility workforce and developing a competent workforce ready to tackle the opportunities that lay ahead.

"The whole point is this is the pipeline," he said. "The program has allowed us to 'grow our own' for departments like Transmission Planning and Substation/Transmission engineering. The program has allowed us to proactively address the challenges our industry faces and position AVANGRID to capitalize on the new demands and opportunities that await."

Over the past 10 years, the EDP program has welcomed 41 new graduate engineers and 55 summer interns. The program graduated 32 engineers, of which 27 were interns. Some have since advanced into supervisory positions.