The Generator Program

-- Bianca Rice --
Overview

• What is the Generator Program?
• Our Professional Development Programs
• Achievements & aspirations
• Benefits
• Testimonials
What is the Generator Program?

An undergraduate and graduate university entry-level program for aspiring engineers, technical and professional staff

We offer:

- 4 Scholarships
- 8 Internships
- 7 Cadetships
- 10 Graduate Positions
Current Rotations

ISG
• C&M
• Project Services
• Transport & Drainage

Planning & Development
• Development Assessment

Water & Waste
• Water Project Services
• Civil Assets

Finance & Business
• Information Technology
• Human Resources
Professional Development

• “Grow our Own”

• Pathways to RPEQ registration

• Rotations

• Mentoring programs

• Internal program
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<thead>
<tr>
<th>Year</th>
<th>Topic</th>
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<tr>
<td>First Year *</td>
<td>• Behavioural, motivators and EQ profiling</td>
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<td>• Customer service</td>
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<td>• Building positive relationships</td>
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<td>• Toastmasters (where reasonable)</td>
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<td>Second Year</td>
<td>• Cross cultural communication</td>
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<td>• Job application and interview skills</td>
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<td>• Business writing skills</td>
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<td>Third/Fourth Year</td>
<td>• Finance/budgets</td>
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<td>• Public speaking</td>
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<td>• Motivating teams</td>
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Achievements & Aspirations

• Recruitment of 6 Positions
• EA Agreement refreshed/Pathway RPEQ
• Program Charter Document
• Internal Development Program
• Structured Rotations
• Mentoring
• New Ideas to Enhance?
Benefits

• ‘Growing our own’
• Pathways to employment
• Professional qualifications and development
• Sharing of knowledge and contributing to the team
• Retention rates
• Pipeline for key roles - succession planning
Testimonials

“The Generator Program has been an invaluable way to start my Civil Engineering career and contribute to meaningful and challenging work.”

- Shium Reza, Graduate Engineer 2013

“The Generator Program provides a facilitated learning experience to help prepare me for my future career in Engineering in a supportive and friendly environment”.

- Megan Stark, Cadet Engineer 2014

“…Thanks to the Generator Program, I found the career path that I would like to pursue and now have the experience required to cement a position within TRC.”

- Campbell Olsen, Scholar 2009, Cadet 2011 & Graduate Engineer 2014