



## Eversource's Electric Power Utility Program

In 2004 Eversource, Bunker Hill Community College and the Utility Workers Union of America Local 369 worked together to launch the Electric Power Utility Program (EPUT). This accredited two-year academic, technical and on-site training experience provides opportunities to a diverse student body—from young men and women who recently graduated high school, to individuals refocusing their careers, including veterans.

The program has become highly competitive and selective with well over 200 applicants each year for 18 positions. In addition to the wide variety of courses taken at Bunker Hill Community College, students gain hands-on experience through weekly labs and paid internships at Eversource. Upon successful completion of the program, students are encouraged to apply for positions at the company.

EPUT stands out as one of the most successful and highly effective community college programs in Massachusetts:

- Over 189 students have enrolled in the program since 2004 and over 90% of the graduates have been selected for careers with Eversource;
- Of those hired, 95% are still employed in key operational roles working to safely deliver reliable energy and superior service to customers;
- 82% of the students in this program graduate within two years. This is considerably higher than the overall community college three-year graduation rate; and
- Some of the students have continued to pursue bachelor's degrees and have been successful in engineering positions.

Eversource attributes the program's success to several factors:

- The ongoing business need for diverse, capable talent to fill employee pipelines for the future;
- The commitment to the program of senior management and union leadership, especially in terms of leadership, and financial and human resources support;
- Quality resources fully dedicated to the students and the program. These include specialized program trainers and outstanding supervisors and employees who are selected to work with students;
- Academic standards the students are required to meet such as GPA in certain courses, class attendance, and successful on-the-job evaluations from Eversource supervisors and instructors;
- Managers compete for graduates to join their teams during the interview and selection process;
- The minimal program cost for the students. While they work on site, Eversource pays the students approximately \$12.00-\$13.00 per hour and contributes an additional \$2.00-\$3.00 per hour towards the students' tuition costs (making the tuition essentially no cost to the students); and
- Cohesive structure of the program—students attend classes and work together which provides a sense of teamwork, friendship and support.

Originally geared specifically toward overhead line work, the EPUT has evolved in alignment with Eversource's business need to include more disciplines such as underground line work, substation operations and other general utility roles.

The program has also recently expanded to include training on the natural gas system, a program component facilitated with the help of Eversource gas employees and members of the United Steelworkers Local 12004. Integration of these disciplines enables the graduates to become better rounded, highly qualified, and sought-after candidates for employment at Eversource.

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