



Engineer Career Development program

At WEC Energy Group, we train and develop our engineers to become key contributors to our electric generation and distribution operations.



Overview

Our Engineer Career Development program provides new college graduate engineers with a broad view of our business through a training program consisting of rotational orientation assignments in several skill-development areas.

Our engineering managers create hands-on experiences and provide meaningful feedback that help new engineers develop the skills necessary to become contributing professionals.

>> Engineer Career Development

Six- to 12-month assignments are made in several of the following areas:

Area planning

- » Short- and long-range planning of distribution system capital improvements
- » Voltage regulation, load analysis and forecasting
- » Problem resolution support for design, construction and operating personnel

Civil engineering

- » Design and analysis of steel, concrete and foundation structures
- » Develop site plans and storm water drainage plans

Materials and standards

- » Evaluate and approve overhead and underground electric distribution system materials and equipment
- » Develop maintenance recommendations
- » Perform technical training, field problem resolution and failure analysis

Planning development and operations support

- » Engineering hardware, software and database analysis development, administration and user support
- » On-site support to System Operations for outage coordination, switching procedures and contingencies

System protection

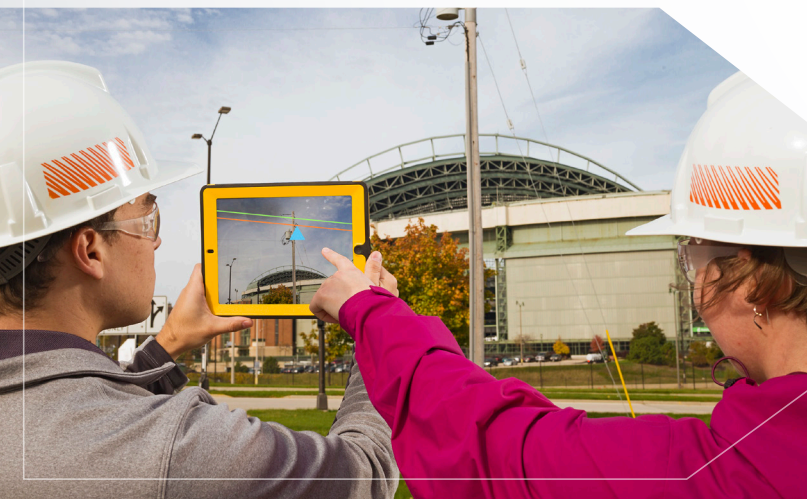
- » Specify protection systems and perform fault and coordination studies to ensure public and employee safety and minimize equipment damage

Reliability

- » Analyze and report distribution system outage causes
- » Develop reliability improvement programs

Substation engineering

- » Design engineering
- » Project permitting
- » Project management processes and tools



>> Requirements for opportunities outside engineering job family

- » Participation in formal management job posting process (application, testing, interview)
- » Bachelor's degree in engineering or other technical degree or related experience
- » Registration as professional engineer
- » Years of experience

Professional services

Engineers are encouraged to seek professional engineer registration. Paid absences from work are permitted for testing, and employees are reimbursed for training expenses such as:

- » Refresher course
- » License and test registration
- » Registration and license renewal
- » Mileage, travel and lodging expenses

Professional organization memberships

Membership in professional engineering organizations (IEEE, ASCE, ASME, ISA, etc.) also is encouraged. Annual membership costs are reimbursed at 75 percent. Meals and expenses related to attending membership meetings are fully reimbursed.

Cooperative Education Engineer program

The co-op program is open to engineering students who have completed their sophomore year of college and are able to complete multiple nonconsecutive work assignments in areas similar to new college graduates. This program gives students the opportunity to preview the work environment in their field of study and:

- » Apply classroom learning
- » Combine engineering science with communications and team-building skills
- » Receive hands-on experience

Our co-op program serves as a recruiting source for potential hires after graduation.

Continuing education

Continuing education for engineering professionals is important due to the rapid rate of technology change occurring in the utility industry. Work-related training is encouraged for engineering personnel.

Discussion groups, seminars and presentations are held periodically to share information and learn about new engineering practices. Topics include:

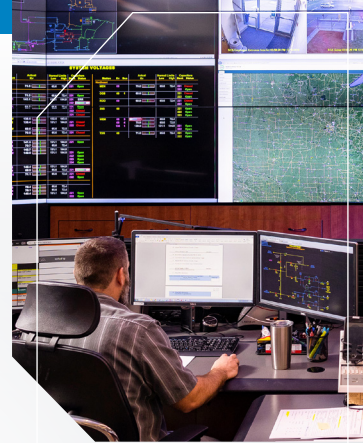
- » Distribution systems automation
- » Power quality
- » Distribution system reliability and planning
- » Substation design
- » Communications technology for distribution systems

Opportunities exist to participate in external seminars or conferences that address industry topics and issues such as:

- » Technical training from equipment manufacturers
- » Technical training for advanced engineering concepts
- » Project management
- » Performance competencies (communications, teamwork, etc.)

Tuition reimbursement program

We offer tuition reimbursement to all regular full- and part-time employees who meet program requirements.



» Engineer Career Development for experienced engineers

Our Engineer Career Development program also can be customized for experienced engineers, based on the individual's background and interests. Engineers with seven or more years of engineering work experience may participate in development assignments within any of the areas listed for new engineers, plus:

- » Distribution automation
- » Field applications engineering
- » Startup engineering

Engineering promotion opportunities

Associate engineer to engineer:

(Performance reviewed every six months)

- » Complete two years as associate engineer
- » Demonstrate skills of fully qualified associate engineer and provide direction to others
- » Plan and conduct work requiring independent evaluation and substantial adaptation or modification of standard techniques and procedures

Engineer to senior engineer:

(Performance reviewed annually)

- » Have five to seven years of engineering experience
- » Demonstrate use of advanced techniques, theories, precepts and practices of the field
- » Apply sound and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields
- » Carry out complex or novel assignments requiring the development of new or improved techniques and procedures

Senior engineer to principal engineer:

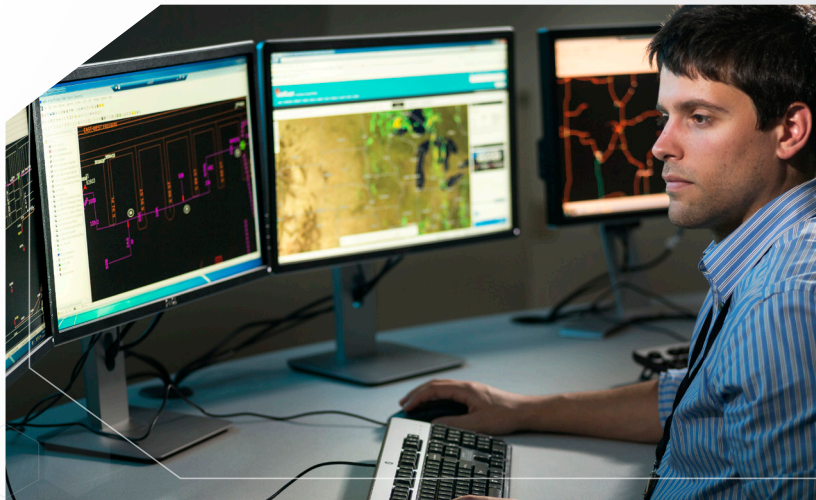
(Performance reviewed annually)

- » Have 10 to 15 years of engineering experience
- » Acquire professional engineering registration
- » Plan and develop engineering projects addressing unique or controversial problems
- » Conduct research in problem areas of substantive scope and complexity

Engineering manager:

(Performance reviewed annually)

- » Have 10 to 15 years of engineering experience
- » Professional engineering registration required
- » Plan, organize and supervise work of staff of engineers and/or other staff
- » Demonstrate responsibility for performance management planning of staff



We're committed to delivering world-class reliability and the very best customer care – anywhere. We value and develop our employees, who are making a difference in a mission that matters.

WEC Energy Group wecenergygroup.com



We are one of the nation's largest electric generation and distribution and natural

gas delivery holding companies, serving approximately 4.5 million customers in Wisconsin, Illinois, Michigan and Minnesota. Our principal utilities include Peoples Gas and North Shore Gas in Illinois, Minnesota Energy Resources, Michigan Gas Utilities as well as We Energies, WPS and Upper Michigan Energy Resources.

We Energies we-energies.com



Based in Milwaukee, We Energies delivers electricity and natural gas to more than 2.2 million customers in Wisconsin.

Wisconsin Public Service wisconsinpublicservice.com



Based in Green Bay, Wisconsin Public Service (WPS) delivers electricity and natural gas to more than 776,000 customers in Wisconsin.

Upper Michigan Energy Resources

uppermichiganenergy.com



The newest of our energy companies, Upper Michigan Energy Resources delivers electricity and natural gas to more than 42,000 customers in Michigan's Upper Peninsula.

Learn more about our career opportunities

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