



# POWERING MY FUTURE

INTERNSHIP COHORT

## PURPOSE

Dairyland Power Cooperative offers internships to give college students the opportunity to apply classroom learning in a real work setting. The internship is a structured experience where each student is paired with a mentor or supervisor and assigned a meaningful project that supports Dairyland's mission, vision and values. Interns collaborate with their mentor, their department team and other interns across the organization.

At the end of the internship, the mentor or supervisor completes an evaluation and provides constructive feedback to help the intern strengthen skills and plan next steps in their education and career. Interns are also expected to deliver a Powering My Future presentation to the Executive Vice President and leadership group, highlighting key learning, accomplishments and takeaways from their internship experience.

Internships strengthens Dairyland's long-term workforce needs by building a pipeline of early-career talent for the electric utility industry. Interns contribute real work to current priorities while gaining experience that can prepare them for future opportunities at Dairyland, though employment after graduation is not guaranteed.

## INTERNSHIP PROGRAM SCOPE

The Powering My Future Internship Cohort (PMFIC) places college students in a variety of business and operational departments across Dairyland. Many participants are entering a professional workplace for the first time, and the program is designed to provide structured support and clear expectations.

Interns are limited to the total number of hours they can work during a calendar year, as outlined in the section below.

## Participating Departments

Interns may have the opportunity to work with teams across Dairyland, including, but not limited to:

- Accounting
- Administrative Services
- Business Development
- Communications and Member Services
- Economic Development
- Engineering Services
- Environment and Compliance
- Facilities
- Finance
- Generation
- Health, Safety and Security
- Human Resources
- IT and Information Services
- Legal Services
- Organizational Effectiveness
- Powered Printing
- Power Supply
- Project Management Office
- Records and Information Management
- Resources Planning
- Risk Management
- Strategy Planning
- Supply Chain
- System Operations
- Transmission
- Treasury



### INTERN EXPERIENCES SOPHIE GRANER - Intern, HR

#### What made you choose Dairyland for your internship over other companies or organizations?

Their reputation. I grew up fairly close Dairyland coal plant on Alma, WI and have heard nothing but great things. The culture and the people are what drew me in.

#### What did you like most about working with us?

The dedication to my growth and learning! I came to Dairyland knowing very little about the professional world, but my team members and even those outside my team took time out of their day to teach me a wide range of new skills and concepts. Their patience and willingness to collaborate meant a lot to me and still does.

#### What experience did you gain during your internship and how has it helped you grow your knowledge?

I had the opportunity to support our HR Business Partners with recruiting and employee relations, the then Manager of HR and Labor Relations with union matters like negotiations, grievances, and contract updates, and the then Benefits Specialist with benefit enrollment and payroll reporting. Getting exposure to several areas of HR helped me broaden my knowledge and figure out what aspects of the field I enjoy most.



## WORK LOCATION AND ON-SITE EXPECTATIONS

In-person work is an important part of the intern experience at Dairyland. Being on-site supports day-to-day coaching from mentors and supervisors, hands-on learning, timely collaboration with teams and exposure to operational priorities and workplace routines that are difficult to replicate remotely.

## ELIGIBILITY

Students who wish to qualify for Dairyland's PMFIC must meet the following criteria:

1. Must be sophomore, junior or senior standing and be enrolled in a college program
2. Must have a current cumulative grade point average (GPA) of 3.0 or higher (student must submit a copy of the most recent grade report showing cumulative GPA)
3. Must be able to provide an updated transcript
4. Must be able to work on-site at a Dairyland location for the duration of the internship, fully remote work is not available

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## RECRUITMENT OF INTERNS

The Human Resources Business Partner (HRBP) is responsible for posting open internship positions at various colleges. Once the hiring manager (HM) completes the selection process and chooses three to six student applicants, the HRBP will assist in setting up interviews and work with the HM on developing an interview guide and navigating the selection process.

## TIME PERIOD OF INTERNSHIP PROGRAM

The length of the internship varies based on the student's school schedule and the organization's needs. The internship duration shall not exceed 1,000 hours per calendar year.

## TRANSITION TO A FULL-TIME POSITION

Intern employees who have successfully completed their education and are interested in full-time employment are eligible to apply for current openings. Applications can be submitted through Dairyland's applicant tracking system (Workday). The HRBP can provide direction to intern employees regarding the recruitment process.

### INTERN EXPERIENCES

Cory Redfield - Intern, Electrical Engineering

#### What made you choose Dairyland for your internship over other companies or organizations?

Dairyland Power Cooperative stood out as a top company to work for as they have been powering my home and community for my entire life. When the opportunity to intern for them appeared, I jumped at the chance to give back while gaining valuable industry experience.

#### What did you like most about working with us?

I greatly enjoyed the relaxed-but-professional atmosphere at Dairyland. I felt an emphasis on personal growth and comprehension of the work material, rather than a simple focus on results only. With this management approach, I was able to learn quickly and become a productive team member faster than I expected.

#### What experience did you gain during your internship and how has it helped you grow your knowledge?

I gained valuable experience in power system design, including control and protection schemes for electrical substations. Upon my return to school in the fall, I had a much greater grasp of the concepts in my curriculum. My internship at Dairyland "connected the dots" between theoretical concepts and real-world application, and boosted my understanding of, and passion for, electrical engineering.





## DAIRYLAND POWER COOPERATIVE

3200 East Ave. S. • PO Box 817

La Crosse, WI 54602

608-787-1465 fax

608-788-4000

[www.DairylandPower.com](http://www.DairylandPower.com)