

pepco®

“Start @ pepco” -
internship – mentorship program

01.17.2023

Where did we start?



Happy about our organized internships

Struggle of career advancement in company of small teams and flat organizational structure



How about internship-mentorship program?

Program which enrich internship experience for students as well as open opportunities for our employees to expand their experience to try out manager's role.



How did our vision look like?

Program that works on an international level

A dedicated Mentor for each Intern – unique networking link & support

"Hands on" - practical & valuable first steps towards career aspirations

Mentors

1. **Selection process** - final decision made together with the Senior & Middle Managers
2. **Preparation to be Managers** – specially designed and adapted induction & training process
3. **Support throughout the summer** – Internship program coordinators as their direct advisory "service" in any situation



Interns

1. **Recruitment** – final decision fully owned by the Mentors
2. **Induction** – individually created induction plan, adjusted to their specific department role
3. **Support and guidance** - Mentors as their managers/ advisors/ unique link to build their future network
4. **Bringing value to the company** - group project, that is fully owned and led by the team of Interns



SUMMER INTERNSHIP
PROGRAM IN
HR DEPARTMENT

Test drive
your future
career this
summer with
PEPCO!



MAKE AN IMPACT
by solving real business
case with a team.



MEET THE LEADERS
and start building your
professional network from
day one.



GET SUPPORT
from amazing PEPCO
mentors.



RELAX AND FOCUS
we got you covered.
Paid internship of
845 €/month gross.



JUST ENJOY
your 2 summer months
July - August 2022.



APPLY EASILY
reach out to us by
vakances@pepco.eu.

YOUR RESPONSIBILITIES WILL INCLUDE:

- Supporting the HR department in the recruitment process of store employees.
- Supporting the HR department in handling store documentation.
- Planning and organizing the trainings of new employees.
- Helping to prepare training materials.
- Other day-to-day activities.

IF YOU HAVE AT LEAST:

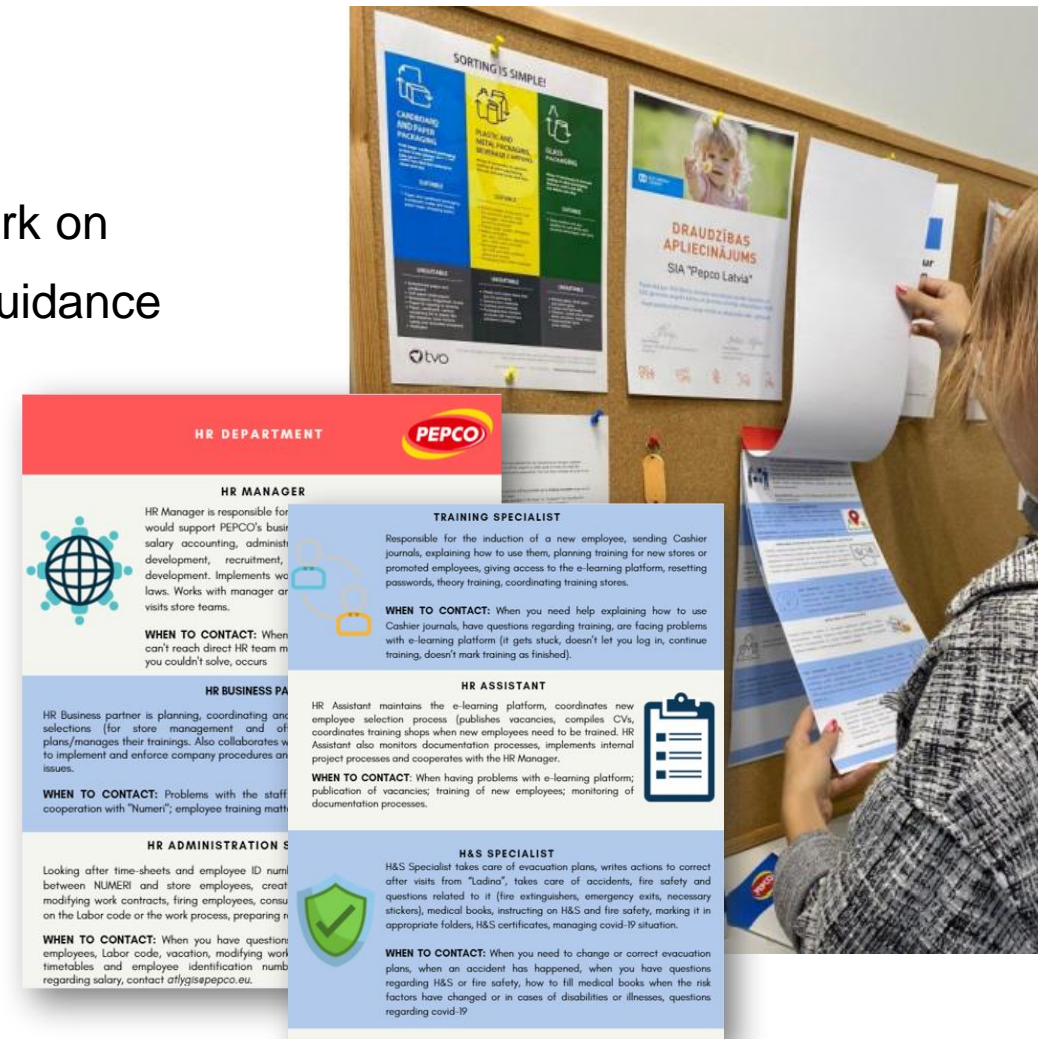
- An academic degree in HR, economics, management or other business related fields, or are in the process of obtaining it.
- Advanced English language skills.
- Very good knowledge of the MS Office software.

For more information visit our website:
www.pepco.lv/karjera/prakses

Apply until 24.06.

Group project

1. Mentor initiated project ideas
2. Freedom for interns to choose the project they work on
3. Project was fully in hands of interns with a bit of guidance
4. Solution offer to the organization
5. Continuity of the project

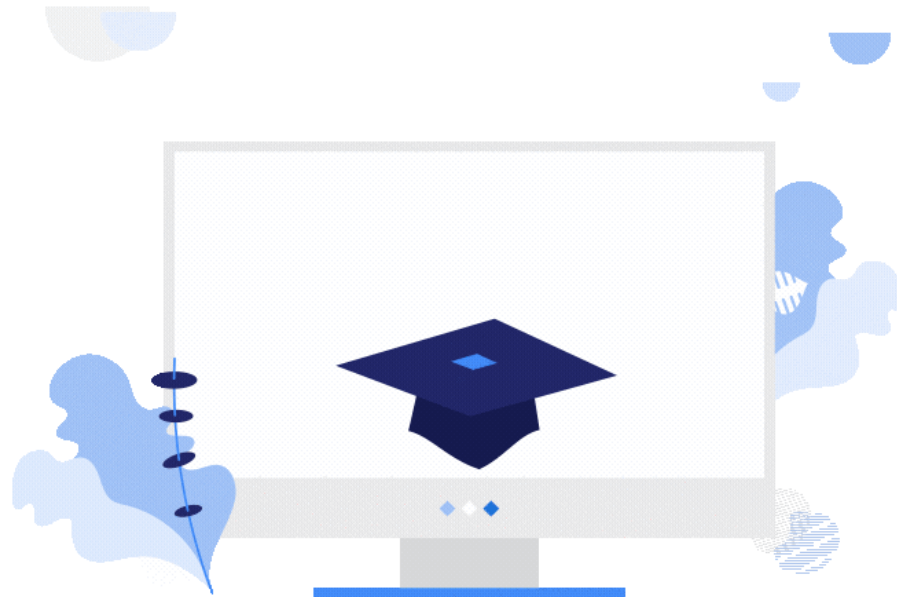


Lessons learned after 1st year

1. **The group project** – not enough time for the group to start working as a team solo.
2. **Department Managers** – overinvolvement into Mentor's responsibilities.



1. **Introduction of Project Manager role** – new opportunity for our employees.
2. **HR Business Partnering model** – internship coordinators become HR BPs for Mentors.



To continue or not?



Mentors gained useful experience and insights about themselves.

Teams working outside the silos.

Internship buzz = viral joyful experience for everyone.

Company is benefiting from group projects.

Managers learning to grow managers.

Some interns staying in Pepco.

Interns bring impact to the business.

Thank you!

Ieva Cīrule – HR Specialist

Simona Katauskytė – HR Business Partner