

GRADUATE ENGINEERING TRAINEE PROGRAM

Offering high potential engineering graduates an opportunity to build a career in steel

Eligibility: Graduates with a four (4) year degree in Chemical, Mechanical, Electrical, Civil or Materials/Metallurgical Engineering

Duration: 12 month structured learning program commencing in May/June;
Opportunity for placement in permanent role upon successful completion

Program Highlights:

Nine (9) value chain rotations

Rotation through key departments (operating and support services) shadowing supervisory and technical roles

Special Projects

Minimum one (1) major project assignment

Classroom Training

Weekly process and technical training

Management / Leadership Development

Interactive sessions and activities designed to develop leadership skills

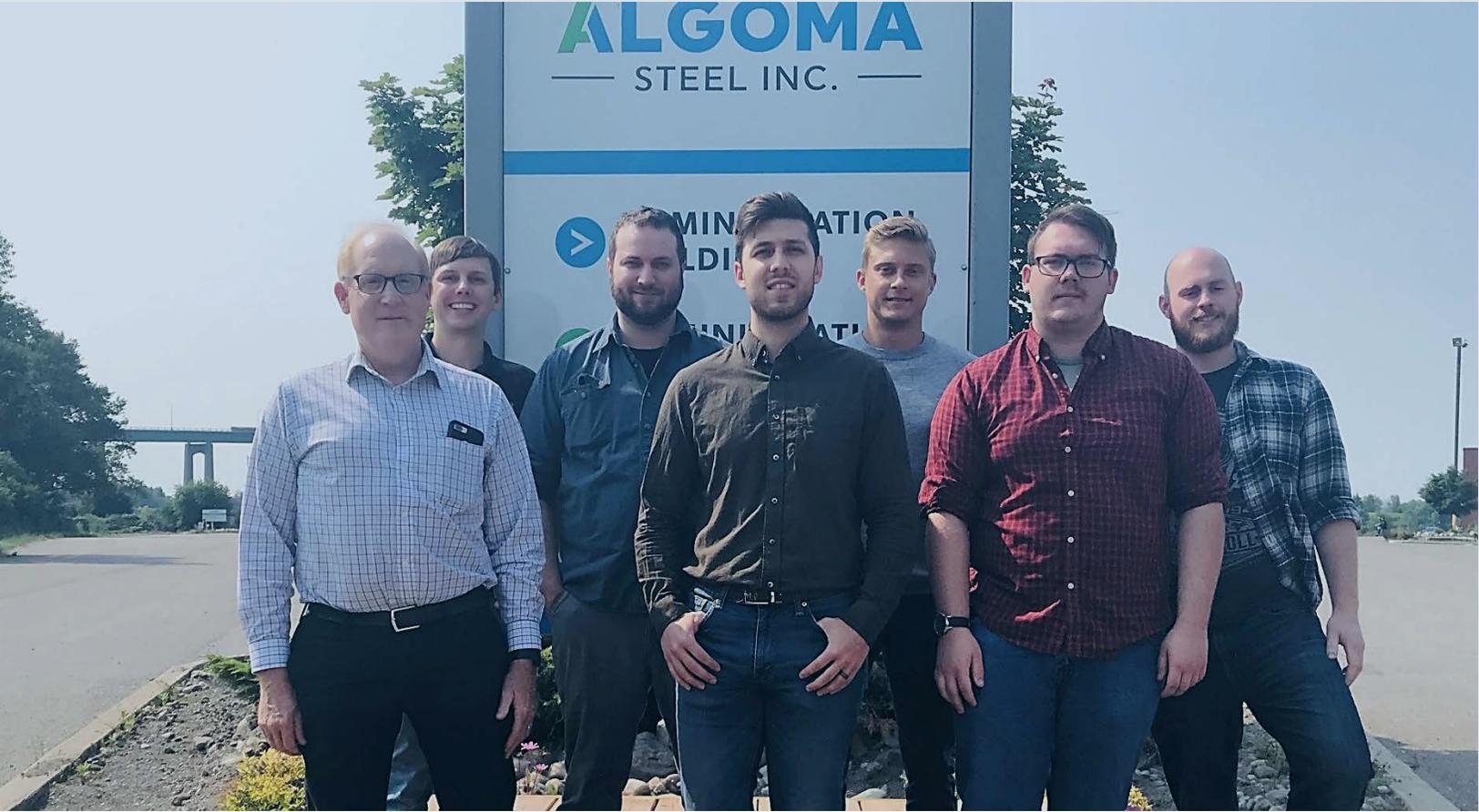
Networking Opportunities

Numerous group oriented social and professional platforms to facilitate team building and the exchange of ideas with associates and senior leadership

Presentations and Assessments

Mid-point and year-end presentation of observations and recommendations to the executive team





“The chance to understand the process of making steel, from raw materials to the final product as well doing projects that directly involve the process is amazing. I could have not asked for a better job coming out of university. Being a GET has pushed the boundaries of my professional development as well as refining technical skills I acquired in school. This program develops the best person you can be and keeps asking for more.”

- **Matt Lacasse, Graduate Engineer** | Electrical | [GET 2019](#)
Hometown: Sault Ste. Marie, Ontario

“I cannot give the GET program enough praise. The program allowed the ability to learn outside of my original (mechanical engineering) skillset and the experience provided me the foundation required to be successful. It was invaluable for my career growth at Algoma by understanding the entire process, building networks and extensive training. My overall experience in the GET program was extremely rewarding and enlightening.”

- **James Smykaluk, Department Engineer** | Plate & Strip Hot Mill Maintenance | [GET 2018](#)
Hometown: Hamilton, Ontario

“The GET program was an amazing and unique opportunity to become involved with Algoma Steel. The program allowed me to gain experience leading cross-functional teams in various departments to achieve meaningful process and reliability improvements. I was also able to develop my analytical and technical skills on various mechanical systems in a large manufacturing industry environment.”

- **Chad Leask, Superintendent** | Cold Mill Operations | [GET 2014](#)
Hometown: Grandville, Michigan



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