Item 8: ERCOT Operations Training Overview

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ERCOT Public
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Items for Discussion

1. Operator Training
2. EDP - Engineer Development Program
3. BITS – Building Information Technology Staff

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Operator Training

The Operations Training Group consists of a Manager, 6 trainers, and 2 specialists.

- 8 weeks Black Start simulation Training
  - Approximately 100 ERCOT and Market Participant personnel per week

- 6 weeks Operations Training Seminar
  - Approximately 100 ERCOT and Market Participant personnel per week

- 4 x 6 week cycles with classroom instruction and system simulation
  - Approximately 55 ERCOT operators per cycle

- 6 weeks of Winter Storm or Hurricane Drill
  - 500 ERCOT and Market Participant personnel annually

- 2 days of GridEX
  - 75 ERCOT personnel

Approximately 35,000 FTE-hours of training a year

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Engineer Development Program (EDP)

- The EDP was created in 2012 to provide a environment where ERCOT could train new engineers for placement throughout ERCOT.

- Engineers in the EDP complete modules in 15 different departments and are tested on core competencies and skills.

- Several of the EDP Engineers were first hired as interns.

- Upon completion of the program, Engineers have a broad skill set that can be effective in multiple departments. The 12-month program has graduated 13 engineers and placed them in multiple engineering departments across ERCOT.

- EDP focuses ERCOT's University recruiting effort into a single program that can be used as a recruiting tool to help attract top talent.

Building Information Technology Staff (BITS)

- The BITS Program was implemented in 2015 as a rotational development program for entry-level IT staff, leveraging best practices from Engineer Development Program (EDP).

- BITS application developers complete rotations through 13 different departments and are evaluated on technical and soft skills.

- Upon completion of the fifteen-month program, the BITS application developers have broad knowledge and enhanced skillset for their placement into an IT development or operations role.

- The two active, and initial, BITS application developers are set to graduate in March 2016. Two new developers have been recruited with a start date of January 2016.

- The BITS Program aligns ensuring a reliable grid and efficient electrical market with strategy to recruit, develop, and retain top talent.