Item 4.3: Recruiting Update

Michelle Hoskins
Manager, Recruiting

Board of Directors Meeting
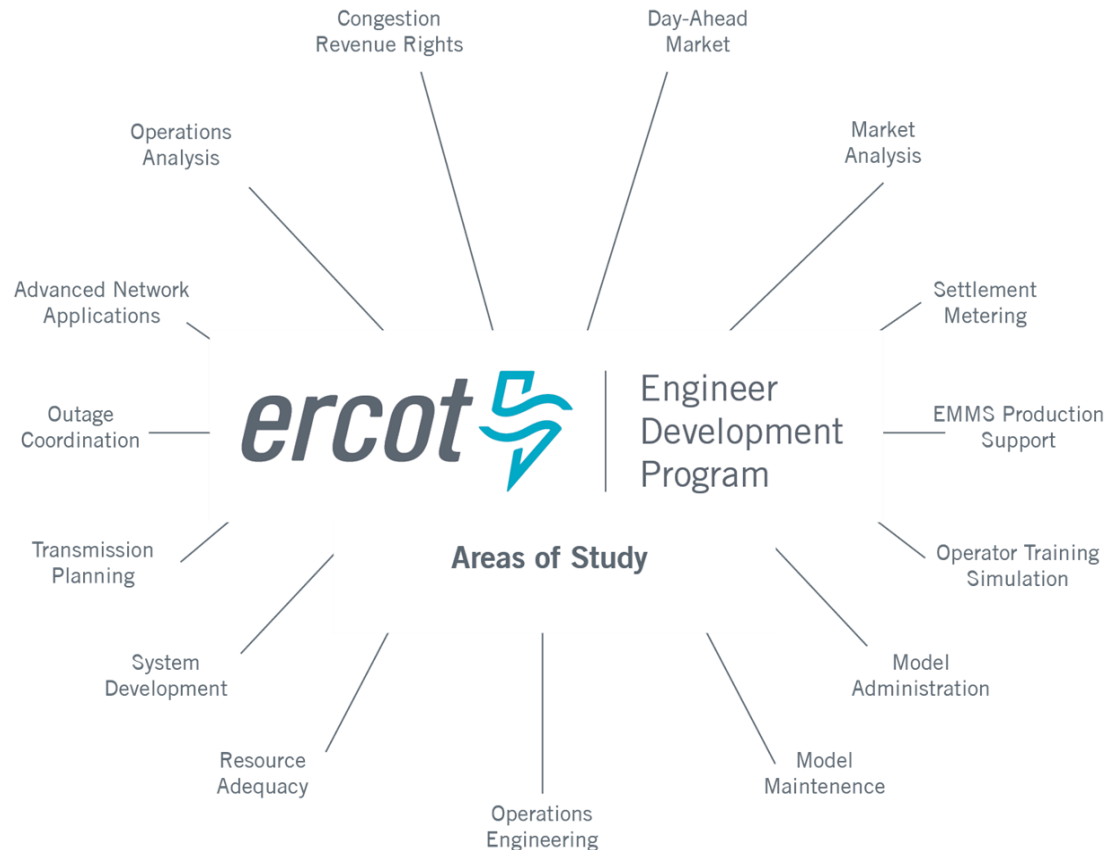
ERCOT Public
August 8, 2017

College Recruiting Schedule Fall 2017

Date:	University:	Majors:
9/06/2017	Texas A&M University	Science, Technology, Engineering & Math
9/12/2017	University of Texas – Austin	Engineering
9/14/2017	University of Houston	Engineering
9/20/2017	Baylor University	Science, Technology, Engineering & Math
9/20/2017	Texas Tech University	Science, Technology, Engineering & Math
9/26/2017	Texas State University	Science, Technology, Engineering & Math
9/29/2017	Arizona State University (Virtual)	Engineering
10/05/2017	LeTourneau University	Engineering

Engineer Development Program (EDP)

The objective of the Engineer Development Program is to build our own talent by developing specific skills and competencies. The intensive 12-16 month program advances career development by exposing entry level power engineers to 15 different engineering teams. Upon graduation from the program, EDP Engineers are placed on one of these teams.

Areas of Study — Congestion Revenue Rights, Day-Ahead Market, Operations Analysis, Market Analysis, Advanced Network Applications, Settlement Metering, Outage Coordination, EMMS Production Support, Transmission Planning, Operator Training Simulation, System Development, Model Administration, Resource Adequacy, Operations Engineering, Model Maintenence

Engineer Development Program (EDP)

Program started in 2012
 - First graduates in 2013

21 graduates as of July 2017
 - 19 of them still at ERCOT
 - 90.47% retention rate on graduates

7 currently active in program

BITS Program (Building Information Technology Staff)

Launched in January 2015

Recruited two BITS Application Developers per year

Experience gained in software development, data management, business analytics, and cyber security

Graduates placed in Application Development positions

2017 emphasis on alignment with intern program