

Outline
<ul> <li>The BC Hydro Context</li> <li>How far have we come?</li> <li>How did we get here?</li> </ul>
<ul> <li>Reletitiess rectaining</li> <li>Attraction and retention of young engineers         <ul> <li>Co-ops and EITs</li> <li>Joint Venture with UBC</li> <li>Real courses from power engineers</li> </ul> </li> <li>Retention of our senior engineers</li> </ul>
<ul> <li>Commitment to integration of new and foreign engineers</li> <li>Mentoring and training</li> <li>Talent management</li> <li>The obsolete perceptions of our work</li> </ul>
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## How did we get here?

## Mentoring

- Team up one of our new employees with an experienced employee
   Not all good engineers are good teachers
- > Allow plenty of overlap between retirement of a senior engineer and their replacement to pass on the tacit knowledge
- > Arrange for buddies/peers for young and foreign trained engineers
- > Training of managers on coaching skills
- Training
  - > Formal training in power systems; have curriculum of topics
  - > Informal training, tours, sharing of knowledge amongst Newbies

BChydro 🛛

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