

## **ABSTRACT**

### **Creating work force for EMS – A pipelining approach**

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By: Jon Wirtz, Westar Energy  
Murali Boddeti, ERCOT  
Ramesh Hariharan, CompuSharp

Energy Management Systems (EMS) need appropriate personnel to manage on-going activities that include specifications, design, on-going maintenance, training operations staff, etc. Additional pressures are imposed by compliance efforts, new integration requirements with Smart Grids, etc. These tasks usually require a Masters level Electrical Engineering degree and training on various aspects related to EMS. There is a shortage of EMS engineers and many positions are left unfilled by the utilities.

Although universities are producing such graduates, there simply are not sufficient numbers of them. Also, there appears to be a wide gap between the needs of the industry and the readiness of the new graduates.

Some utilities have taken the approach of cross-training engineers from other disciplines like Planning, Protection etc to fill the needs in the EMS area. Even though this has resulted in gaps in areas from where the engineers were sourced, it seemed to provide a temporary relief in the EMS area.

This presentation attempts a boot-camp approach to create a pipeline for generating staff for EMS positions. It incorporates a curriculum for utilizing existing materials, packaging and delivering by using creative technologies. It would produce with a short turn-around time appropriate EMS staff who can readily be absorbed into the utility environment.