

## OGE Learning & Development

### **Summary**

To position the OGE Workforce for the future we are focused on developing a workforce with the skills and expertise to operate our business safely while also meeting the needs of our customers. We recognize that the skills, experience and expertise embodied in our Members\* are the most powerful lever for innovation and growth in today's economy. We provide Members a range of training on the knowledge and skills required to perform their jobs safely using approved tools and work procedures.

### **Accountability**

Professional development is the responsibility of every Member at OGE. The Learning & Development group, in collaboration with Subject Matter Experts (SME's), is accountable to design, develop and optimize all learning solutions for Members.

To ensure input from the tactical, daily operations perspective, the Learning & Development group has established Learning Councils. These groups of Members meet with the Learning & Development group to provide insight into emerging needs, changes in work practices and provide feedback on customer service and support.

### **Learning Opportunities and Training**

OGE offers a variety of field, classroom and online training opportunities throughout Members' careers to support their ongoing success on the job. OGE Members in general spend over 30 hours each year participating in various training and professional development programs.

We invest in our Members through a variety of learning and development opportunities such as: leadership development programs, internships, on-the-job learning, apprenticeship programs for key field operations jobs or a rotational engineering program.

**Note:** Many of the Ethics, Environmental, Regulatory and Safety Training programs are required annually for all Members and/or have an established cadence to maintain compliance and/or business continuity.

Annual training required for all Members:

- Ethics/Compliance Training which include the following;
  - Anti-Corruption
  - Human Rights
  - Code of Ethics/Standards of Conduct

- Cyber Security and Conduct
- Regulatory Compliance
  - Environmental
  - FERC topics
  - NERC topics

### **Tuition Reimbursement**

In addition to numerous internal professional development opportunities, OGE offers a tuition reimbursement program to full-time Members. Currently, eligible Members may receive tuition reimbursement for their completed college courses.

\*We call our employees “Members” and have been doing so for a very long time as a reflection of our culture.