# overview
digital scholar program

At Chevron, we work to develop the energy that improves lives and powers the world forward. With the world constantly changing and the demand for energy growing, we are always looking to evolve the way in which we work. In 2018, Digital Innovation and Acceleration was identified as a corporate strategic imperative. To win in a fast-changing world, we sought the opportunity to empower employees to make better, faster decisions supported by digital technologies and a culture of innovation.

As part of this strategic imperative, Chevron developed a Digital Scholar Program designed to prepare our leaders for the future of digital innovation. We partnered with notable universities, namely Massachusetts Institute of Technology (MIT) and Rice University, to create a one-year Master of Science (MS) degree program focused on engineering, management and digital technology. Upon completion of the program, employees will have technology skills to accelerate the integration of digital tools into our business.

Chevron leveraged our academic partnerships with global technology leaders to develop this program. MIT was our inaugural academic partner for the Digital Scholar Program. Chevron has a sustaining membership in the MIT Energy Initiative and is also a sponsor of Low-Carbon Energy Center research. Digital Scholars participating in the program at MIT receive a MS degree in System Design and Management. In 2020, we expanded our Digital Scholar Program to Rice University. Chevron sponsors research and share insights as an industry thought leader via Rice University's Energy Forum with the James A. Baker Institute of Public Policy. Digital Scholars participating in the program at Rice receive a MS degree in Computer Science with a concentration in Data Science.

A call for applicants for the first cohort with MIT began in Q2 2019. The criteria to qualify as a digital scholar included full-time employees that were early to mid-career with a bachelor's degree or equivalent in a STEM field, and a strong performance history at Chevron. Importantly, applicants had to use technology in their role to solve business problems, aspire to support Chevron's digital transformation, and have a desire to acquire and apply new digital skills.

The first cohort of scholars was comprised of 16 employees from Australia, Nigeria and the United States. This first cohort enrolled as Master students in Systems Designs Management at MIT in Q3 2019. In Q2 2020, our second cohort of scholars was comprised of 37 employees from Argentina, Australia, Canada, Kazakhstan, Nigeria, Philippines, Scotland, Thailand and the United States. This second cohort of scholars enrolled at either MIT or Rice for a virtual fall semester due to the Covid-19 pandemic.
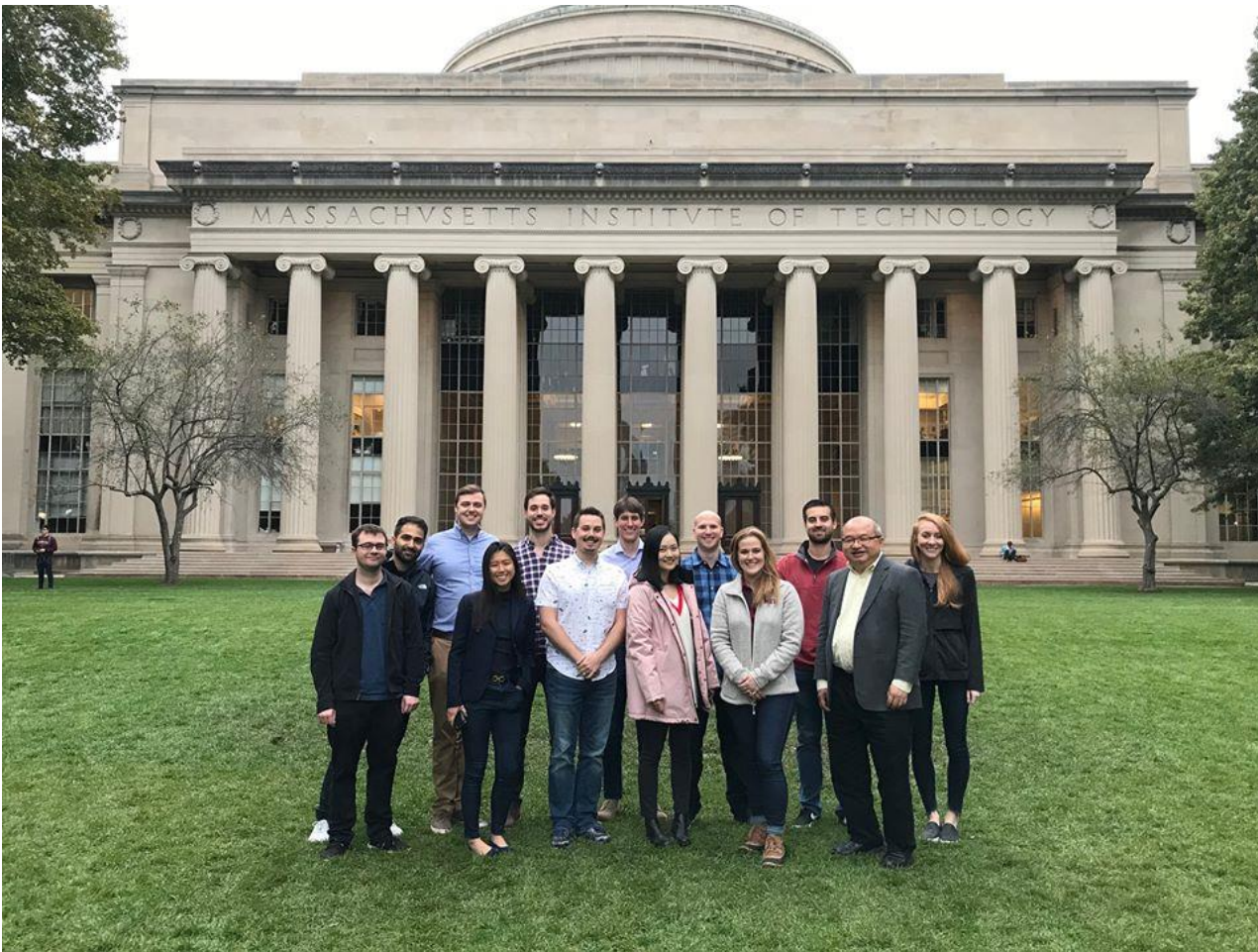
Chevron cohort 1 at MIT with Arthur Lee, Chevron Fellow and Senior Technical Advisor – Climate Change

This program grows Scholar's digital and business acumen by obtaining a tailored, multi-component master's degree developed in collaboration with Chevron and these premier academic institutions. Scholars also stay informed and connected to Chevron's digital strategy through the support of a multi-function Digital Scholar Program team comprised of HR, IT, Learning & Talent, mentors and technical advisors. Scholars are given a one-year education leave of absence to devote full-time to this learning experience, in residence at the location of the academic institution, while continuing to receive regular employee pay and benefits.

In September 2020, our first cohort graduates transitioned back to the business in a position and function that closely aligns with the focus of the program. The graduates have continuous support of the Digital Scholar Program team, their mentors and cohort to identify innovation opportunities and accelerate the integration of digital tools across our enterprise. For example, the recent graduates participated in a three-day virtual re-immersion program designed to support their transition back into the business. Scholars heard leadership expectations on their role within the enterprise digital transformation while building relationships with their supervisors and mentors. This re-immersion program was held in partnership with Chevron's Digital Scholar Program team and our Intercultural Group.

Chevron believes that employees are our most important resource. Investments in our employees through initiatives like the Digital Scholars Program ensures we are building our tomorrow by preparing our leaders to win in any environment.