

- 1. Monitoring**
- 2. What problem are we trying to solve that more/better data might help us solve?**
- 3. First determine why monitor, to what end, what workforce component to monitor. This will determine how to monitor.**
- 4. Important to know basics: number of employees, salaries, occupations, educ background, etc.**
- 5. Monitor (determine effects of our efforts) vs measuring (do this first)**
- 6. How reliable are the survey results?**
- 7. Trade journals = surrogates for where jobs are, where occupations are going, etc.**
- 8. Dollars on data collection are dollars not available for other workforce efforts.**
- 9. Maybe bring in workforce data/analysis/monitoring/prediction experts (e.g., workforce economics people)? Or is this too expensive?**
- 10. Only collect data for an identified need that data can help address.**

- 11. What need is being addressed?  
Developing OOS workforce for future OOS.  
What workers, who, where, when, with what skills, etc. Similar question and answers for other components of the OSTO workforce.**
- 12. 2006 DOL study: involved people with data access, occupational classification, etc.**
- 13. Is there a lack of capable people? If so, how do we document that (with what data)?**
- 14. How do we market OSTO occupations without data? What data do we need to do this marketing? How can this data help us market for all aspects of OSTO, not just our own aspect.**
- 15. Need data to identify what really needs to be fixed, and what are the highest priorities? Are the perceived problems the real problems? Data can help us answer these questions.**
- 16. What are the key specific questions we want to answer? The answer will help us determine what data to collect.**
- 17. Douglas Westwood Assocs. Sell data on ocean industry. Look at their work to see**

**what they can provide us, lessons we can learn from them.**

**18. Is there a need for an annual review of the OSTO field and, in particular, the OSTO workforce?**

**19. Get data from individual companies that they have already collected (e.g., from Oceaneering).**

**20. Get buy in from data providers by showing them how they will benefit from our data analyses.**

**21. Useful data: military workers entering civilian workforce, with what skills. Likewise for retirees who remain in workforce as consultants, or with other types of employers (e.g., govt worker to private sector consultant). Work with Ray Toll on entraining AGs, other former METOC into OSTO workforce.**

**22. Qualitative data can be very useful, and maybe easier to get than quant data. But formal standardized quantitative data is a critical complement.**

**23. Need to be really sure that you are collecting the right data, since getting all the**

**data we want would be hard, expensive. But maybe the benefits of the data and analyses can justify the cost, since they would provide a significant part of the business basis for the overall effort (e.g., the IOOS effort). Need to get the workforce right if the business is going to succeed.**

**24. We (e.g., educational system) are producing workers. Need data to know that we are producing the right workers, in the right amounts. So need to know market for the workers we are producing.**

**25. Learn lessons from other workforces (e.g., nursing, health industry workforces).**