

Now that we have identified important issues and challenges in the OSTO workforce, and we have discussed how to attract people to that workforce and prepare them for OSTO occupations, we would like to discuss what to do with OSTO workers once we've got them.

- What are the best practices for continuing professional development and for retention?
- What are the paths for advancement and promotion?
- How can we facilitate OSTO workers finding new positions that take advantage of their special knowledge and experience when for funding or other reasons, they need to change jobs?

Should we have a Professional Certification program	Challenging Workforce Conditions / Cultural Differences	Developing the Incumbent Workforce
How can professional certification be used to enhance confidence in the knowledge, skills and accomplishments of employees and perspective employees?	How will incipient challenges such as the expansion of 24/7 operations associated with ocean observing systems be addressed? How does spending time at sea affect employee retention?	How best to keep up with rapidly developing technology, and how to deal with employees in occupations that are becoming obsolete.
What occupational areas and levels should be considered as potential candidates for certification?	Challenges associated with specific geographic areas, such as the Gulf Coast	Mentoring, on-the-job training, and sending employees to outside courses offered by commercial or academic establishments.
How can certification be used to improve the education system for ocean-related careers?	Challenges associated with specific occupational areas, such as numerical modelers and engineers	Relationships between private or government employers and educational institutions
How can certification enhance professional development through continuing professional development requirements?	Cultural difference among academic, industry, and government organizations that might make it difficult for workers to move comfortably between these types of employers	What role professional certification continuing professional development requirements might play in workforce development.