

**OSTO Workforce  
Recommendations / Synthesis  
Day 3  
12 November 2008**

- 1. National Registry of OSTO Internships**
- 2. Focused recruiting drive**
- 3. Target kids in middle and high school, make them aware of OSTO opportunities where there are jobs available. Include web efforts.**
- 4. Coordination of Fed Govt and Professional Society OSTO workforce develop programs including scholarship/fellowship programs**
- 5. Reinvigorating vocational/technical training**
- 6. Need to be able to transfer credits from community colleges; vocational/technical training to 4-yr colleges/universities**
- 7. Highlight examples of working programs.**

- a. NOAA uses scholarships, internships and the SCEP program to increase diversity – bachelors and above
  - b. Cape Fear CC marine technology, Long Beach CC – community college
  - c. MATE ROV competition – middle and high schools
  - d. MMS adopting a school
8. Develop simple “talking points” that convey importance of OSTO to society and economy – food, energy, fresh water. Stickers and slogans.
9. Better communicate needs, opportunities, and importance of ocean and ocean workforce
10. Provide detailed career pipelines / pathways (e.g., for ET, software developers, others ...).
11. Need to highlight and distinguish critical occupations needing only small numbers of people vs critical occupations with large number of employees

- 12. What do the academic institutions see the career paths of their graduates as?**
- 13. Is there a need for a bigger/different role of undergraduate degrees in oceanography? This warrants further investigation. What is the demand? Does it help with recruitment? Look at meteorology, geology and similar fields.**
- 14. Match the educational levels to the career opportunities – make a flow chart**
- 15. Better career counseling needed. Educate the guidance counselors. Connect them with employers.**
- 16. We need to consider the role of organized labor in this effort. It would be short-sighted not to.**
- 17. Potentially limiting occupations for IOOS: ship's crew, software engineers, electronics techs**
- 18. OSTO occupations into DOL if possible.**

- 19. Mass marketing / advertising; a la Raytheon 1-pager; SAIC Rob Lawson. Look at what nursing has done.**
- 20. MTS will send out an update on its educational and outreach activities.**
- 21. Professional societies should pursue a process as Tom Wiener laid out to determine whether there should be a certification program. All the involved parties should have a say at the “stop points”**
- 22. Can't have a one-size fits all certification. Need to identify relevant occupations and determine which occupations should be considered for certification**
- 23. List of existing educational certificate programs that are relevant to OSTO occupations**
- 24. Can we quantify, or at least qualitatively describe, benefits of existing professional certification programs to their fields. E.g., GIS certification has defined a body of knowledge that has helped**

**educational programs develop their curricula. Can we identify benefits to the employer, and employees?**

**25.**