



NOAA Education

Educational Partnership Program
with
Minority Serving Institutions

OSTO Workforce Workshop

November 10-12, 2008



Workforce Planning



- Challenge:** Ensure NOAA current and future staff has necessary competencies in order to accomplish mission.
- Greatest impact of retirement eligibility on mission critical occupations (through 2014):
 - Meteorology – 733 employees (28%)
 - IT Specialist – 455 employees (41%)
 - Fishery Biology – 298 employees (32%)
 - Hydrology – 96 employees (35%)
 - Oceanography – 121 employees (44%)
 - Budget Analyst – 60 employees (36%)
 - General Physical Scientist – 232 employees (36%)

Education Contribution

Student Pipeline into NOAA

- NOAA provides financial support for Scholarships, Fellowships and Internships for hundreds of students every year
- Educational Partnership Program, Hollings Scholars, Knauss Fellows, Undergraduate and Graduate Scholars, Nancy Foster Scholars, Coastal Management Fellows, Student Career Experience Program, etc.
- NOAA runs 55 programs that provide student opportunities including:
 - 9 High School
 - 23 Undergraduate
 - 17 Graduate and
 - 6 Post Docs



2007 NOAA UNDERGRADUATE INTERNS



Hiring and Recruiting



Challenge: Ensure NOAA efficiently and effectively recruits a diverse workforce with the necessary competencies

- NOAA is a major employer and averages about 100 new hires every month
- NWS, NMFS and OMAO accounted for more than two thirds of new NOAA hires in 2007

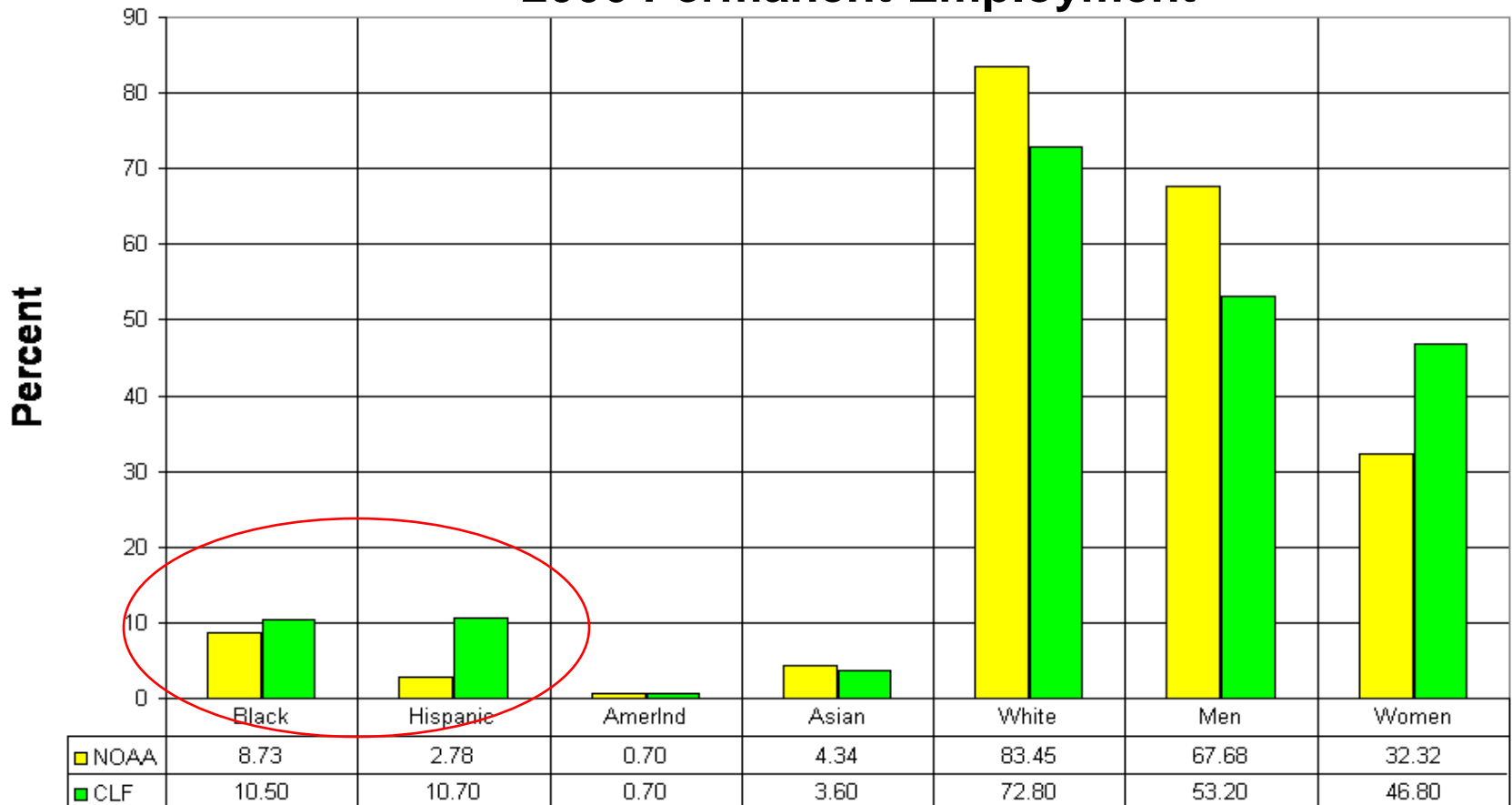
| Org | FY07 New Hires |
|---------------|----------------|
| USEC | 24 |
| COS | 105 |
| OMAO | 151 |
| NOS | 80 |
| NWS | 271 |
| NMFS | 268 |
| NESDIS | 79 |
| OAR | 35 |
| Total | 1013 |



Under-Representation

Challenge: A workforce representative of America

NOAA and Civilian Labor Force 2006 Permanent Employment

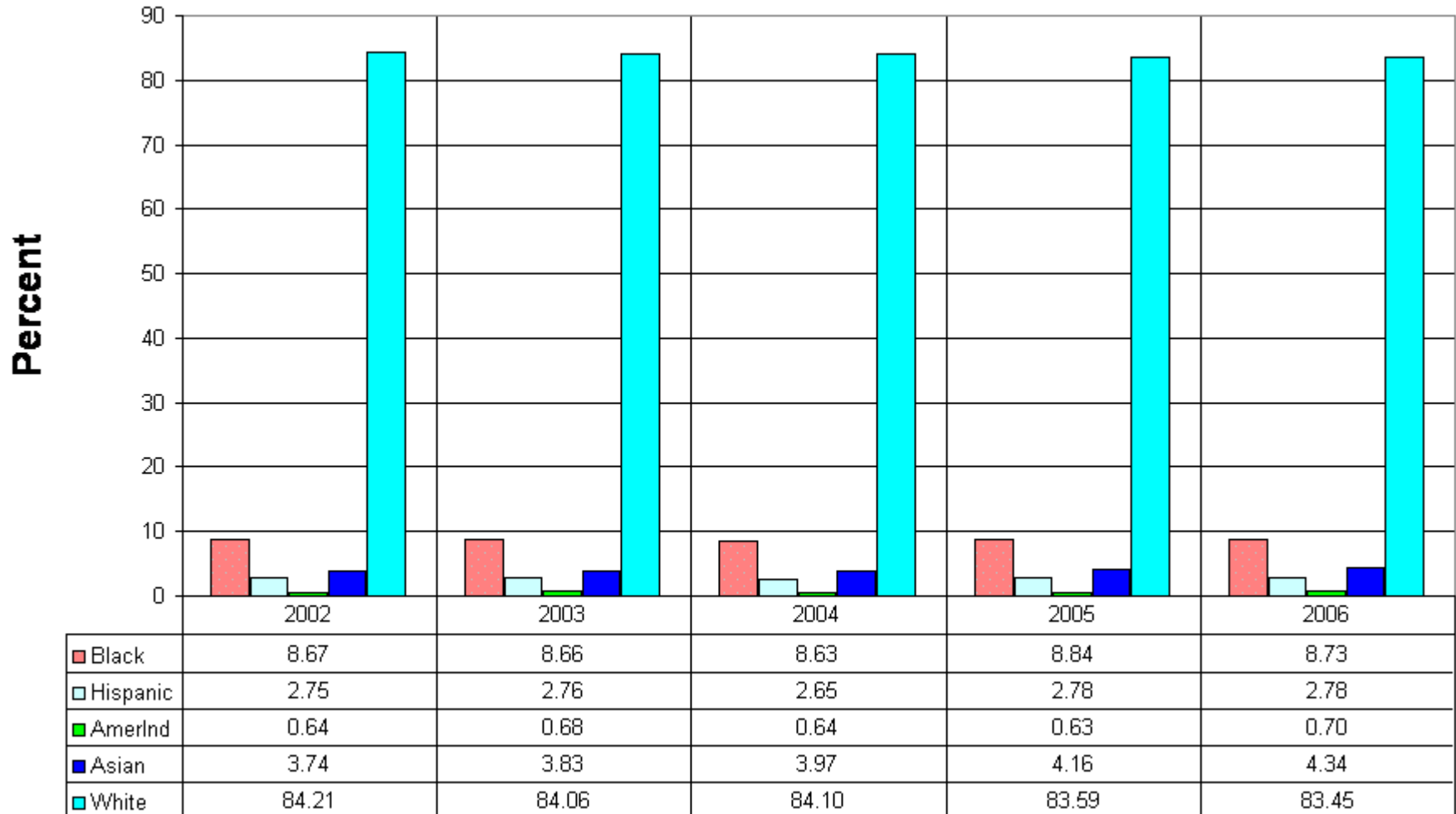




NOAA Permanent Employment by Race/National Origin



No improvement on under-representation in last 5 years



SOURCE: NOAA CIVIL RIGHTS OFFICE



Education Contribution Graduate Sciences Program



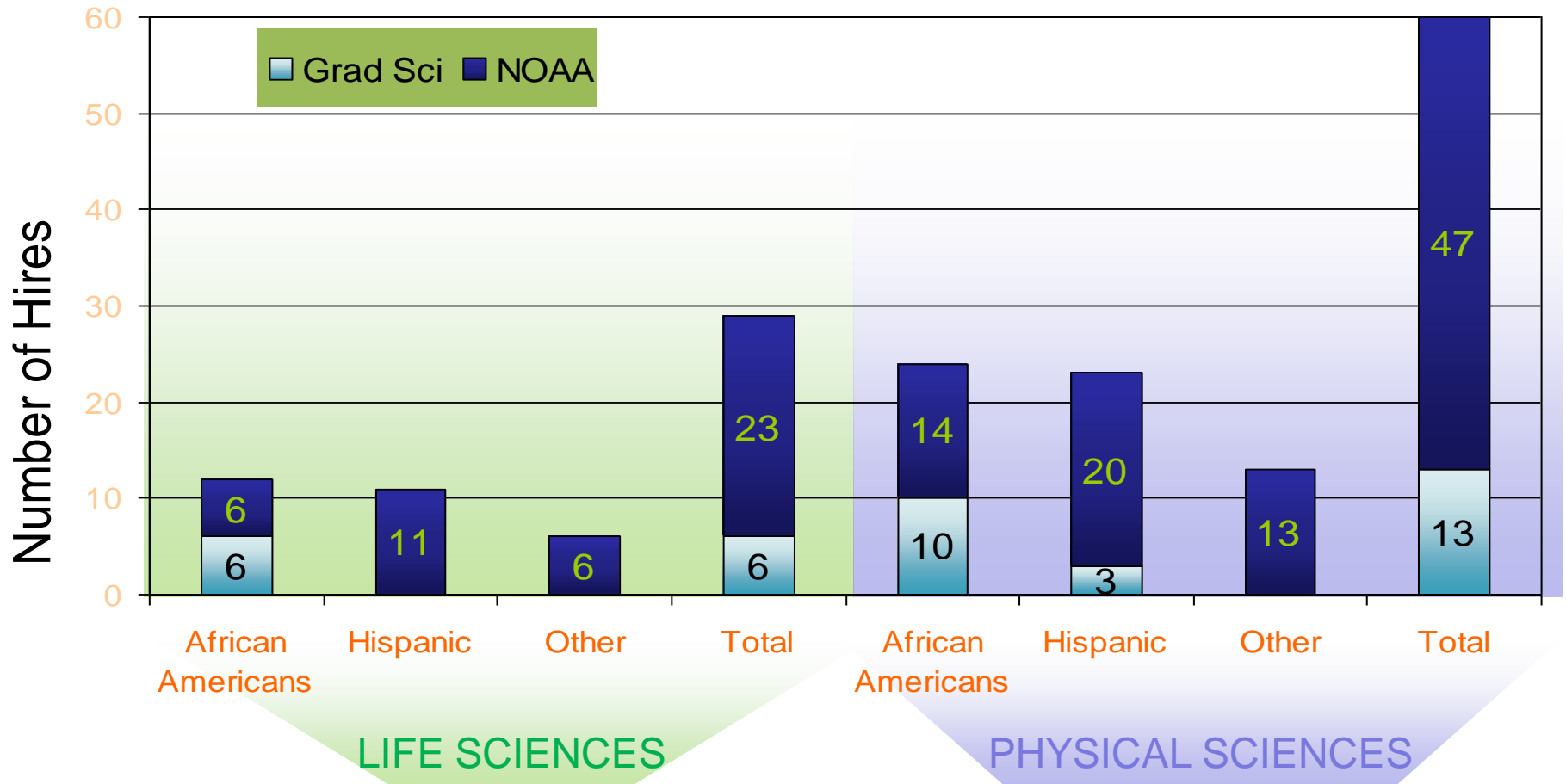
Graduate Scientists hired by NOAA Line Office

| Line Office | FY'00 | FY'01 | FY'02 | FY'03 | FY'04 | FY'05 | FY'06 | FY'07 | Total |
|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| <i>NESDIS</i> | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 0 | <i>10</i> |
| <i>NWS</i> | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | <i>5</i> |
| <i>OAR</i> | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | <i>4</i> |
| <i>NMFS</i> | 0 | 2 | 1 | 1 | 1 | 0 | 2 | 3 | <i>10</i> |
| <i>NOS</i> | 1 | 1 | 1 | 0 | 1 | 1 | 2 | 3 | <i>10</i> |
| <i>TOTAL</i> | <i>5</i> | <i>6</i> | <i>5</i> | <i>3</i> | <i>5</i> | <i>2</i> | <i>6</i> | <i>7</i> | <i>39</i> |



Education Contribution Graduate Sciences Program

NOAA'S GRADUATE SCIENTIST PROGRAM CONTRIBUTION TO UNDERREPRESENTED HIRES 2000 - 2006





EPP BEST PRACTICES

- Collaborative Planning & Program Design
- Adequate & Sustained Funding
- Partnerships with MSIs
- Dedicated Administrative and Scientific Staff
- Collaboration with NOAA Scientists
- Performance Measures with Metrics
- Monitoring (Student Tracker)
- Program Evaluations