

What Skill Sets are Agencies Looking for in their Employees?

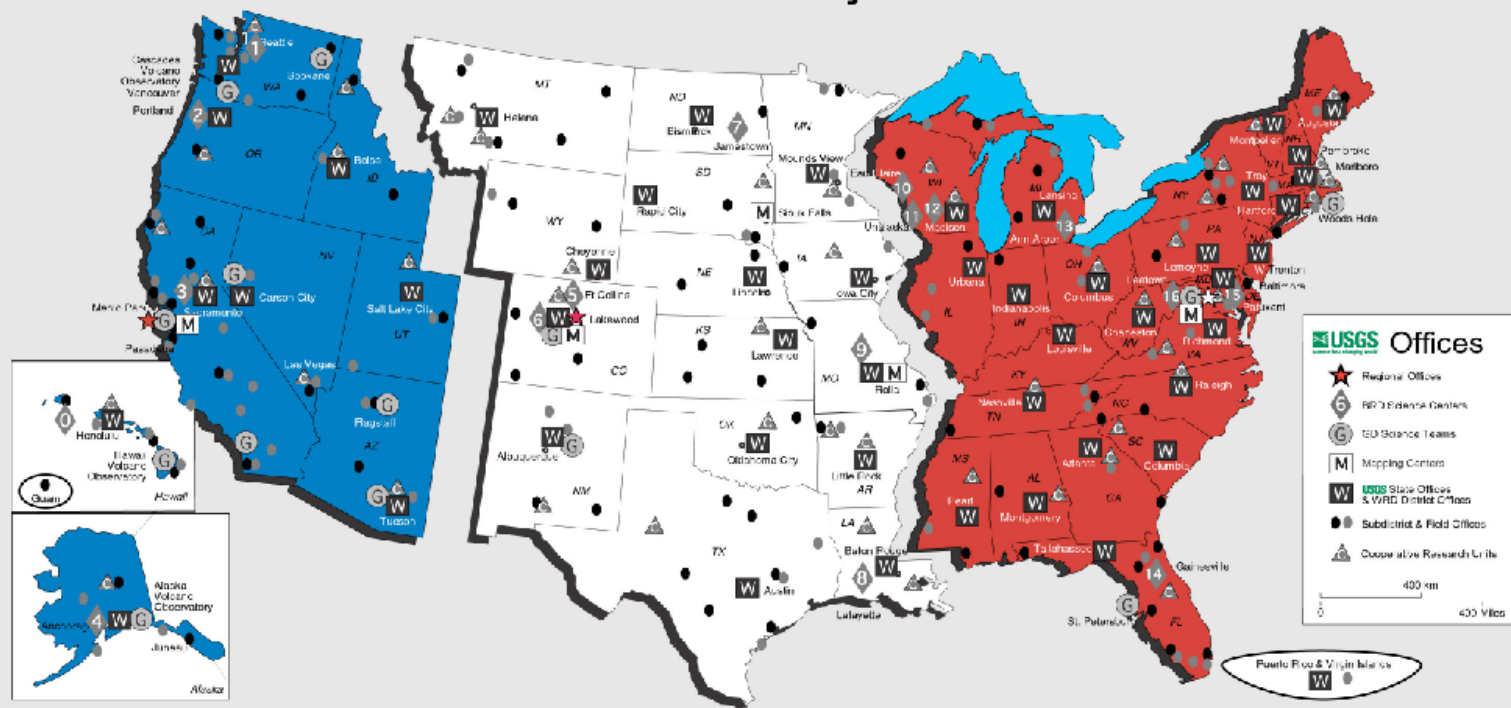
An Example from the U.S. Geological Survey

Dr. Thomas J. Casadevall

Director, Central Region

US Geological Survey Regions

Location of Major Offices



Western Region
Menlo Park, CA

Central Region
Lakewood, CO

Eastern Region
Reston, VA

0. Pacific Island Ecosystems Research Ctr.
1. Western Fisheries Research Ctr.
2. Forest & Rangeland Ecological Sciences Ctr.
3. Western Ecological Research Ctr.
4. Alaska Biological Science Ctr.

- G-Anchorage AK Alaska Volcano Observatory
G-Flagstaff AZ Flagstaff Field Center
G-Tucson AZ Tucson Field Office
G-Menlo Park CA Western Region
G-Hawaii Hawaii Volcano Observatory
G-Reno NV Reno Field Office
G-Vancouver WA Cascades Volcano Observatory
G-Spokane WA Spokane Field Office

5. Mid-Continent Ecological Science Ctr.
6. Ctr. for Biological Informatics
7. Northern Prairie Wildlife Research Ctr.
8. National Wetlands Research Ctr.
9. Columbia Environmental Research Ctr.
10. Lakewood CO Central Region
11. Golden CO National Earthquake Info. Ctr.
12. Albuquerque NM Albuquerque Geomological Lab
13. Lakewood CO Rocky Mountain Mapping Center
14. St. Louis MO Mid-Continent Mapping Center
15. Sioux Falls SD EROS Data Center

16. Environ. Mgt. Tech. Ctr.
17. Nat'l Wildlife Health Ctr.
18. Upper Mississippi Science Ctr.
19. Great Lakes Science Ctr.

20. Florida & Caribbean Science Ctr.
21. Paluxy Wildlife Research Ctr.
22. Lenoir's Science Ctr.
23. Reston VA Eastern Region
24. St. Petersburg FL Center for Coastal Geology
25. Woods Hole MA Woods Hole Field Center
26. Reston VA Mapping Applications Center

VISION & MISSION

- The USGS is a world leader in the natural sciences through our scientific excellence and responsiveness to society's needs
- The USGS serves the Nation by providing reliable scientific information to:
 - Describe and understand the Earth
 - Minimize loss of life and property from natural disasters
 - Manage water, biological, energy, and mineral resources
 - Enhance and protect our quality of life

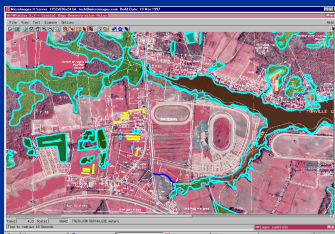
SCIENCE PROGRAMS



- Provide the science needed to support the sound management and conservation of our Nation's **biological resources**



- Provide objective, reliable earth-science information on geologic hazards and resources and the Nation's **geologic framework**



- Provide the Nation's basic **geospatial data**, ensuring access to and advancing the application of these data and other related earth science information for users worldwide



- Provide the hydrologic information and understanding needed by others to achieve the best use and management of the Nation's **water resources**

BIOLOGICAL RESEARCH

FY 03 Enacted Appropriations

- Biological Research & Monitoring
 - \$ 132,997,000
- Biological Information Management & Delivery
 - \$ 22,936,000
- Cooperative Research Units
 - \$ 14,993,000

GEOLOGIC HAZARDS, RESOURCES, AND PROCESSES

FY 03 Enacted Appropriations

- Geologic Hazard Assessment
 - \$75,481,000
- Geologic Landscape & Coastal Assessment
 - \$79,213,000
- Geologic Resource Assessments
 - \$79,999,000

NATIONAL MAPPING PROGRAM

FY 03 Enacted Appropriations

- Cooperative Topographic Mapping
 - \$ 81,651,000
- Land Remote Sensing
 - \$35,945,000
- Geographic Analysis & Monitoring
 - \$ 16,481,000

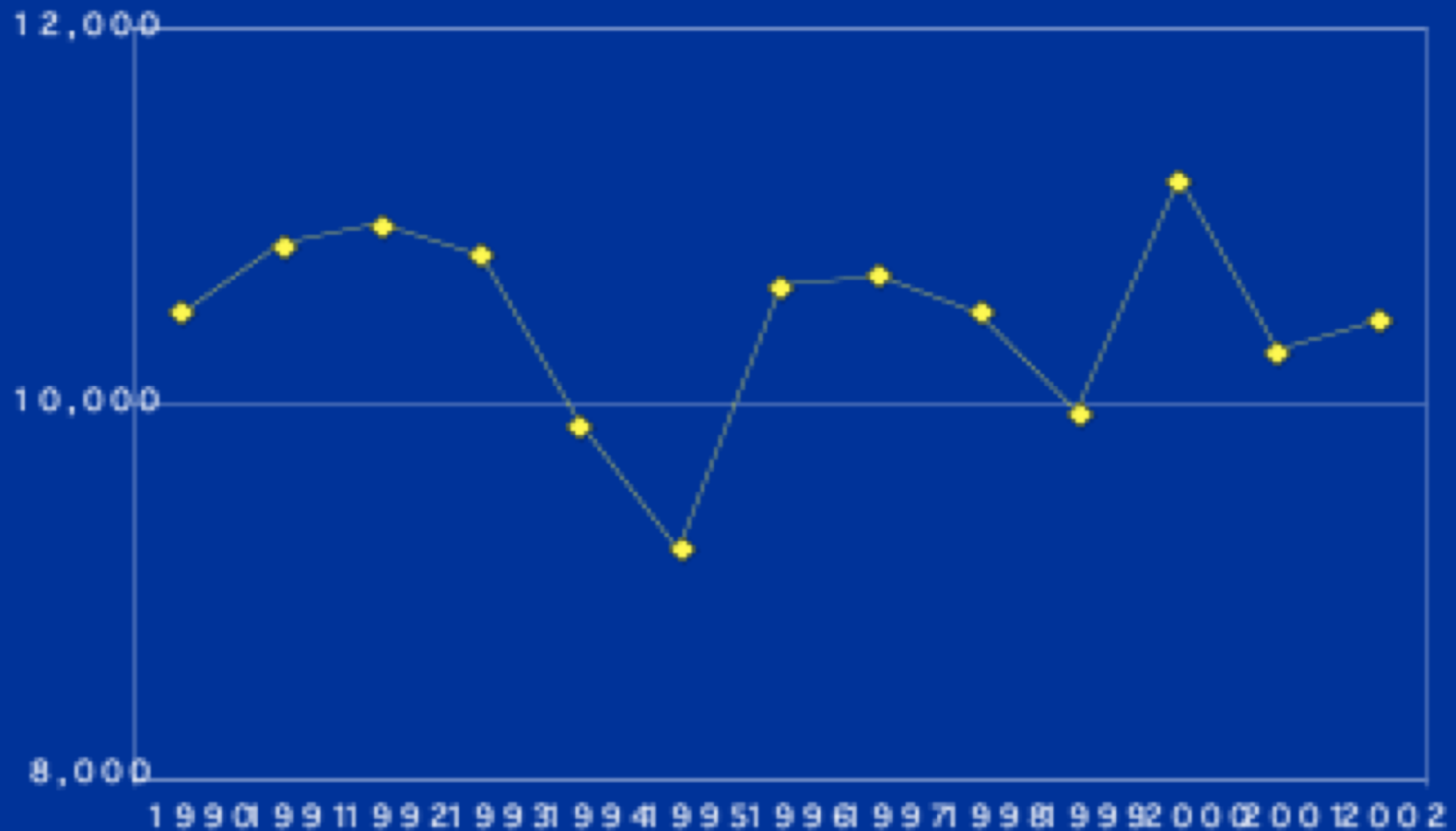
WATER RESOURCES INVESTIGATIONS

FY 03 Enacted Appropriations

- Water Resources Assessments & Research
 - \$98,088,000
- Water Data Collection and Management
 - \$39,562,000
- Federal-State Cooperative Water Program
 - \$64,855,000
- Water Resources Research Act Program
 - \$6,002,000

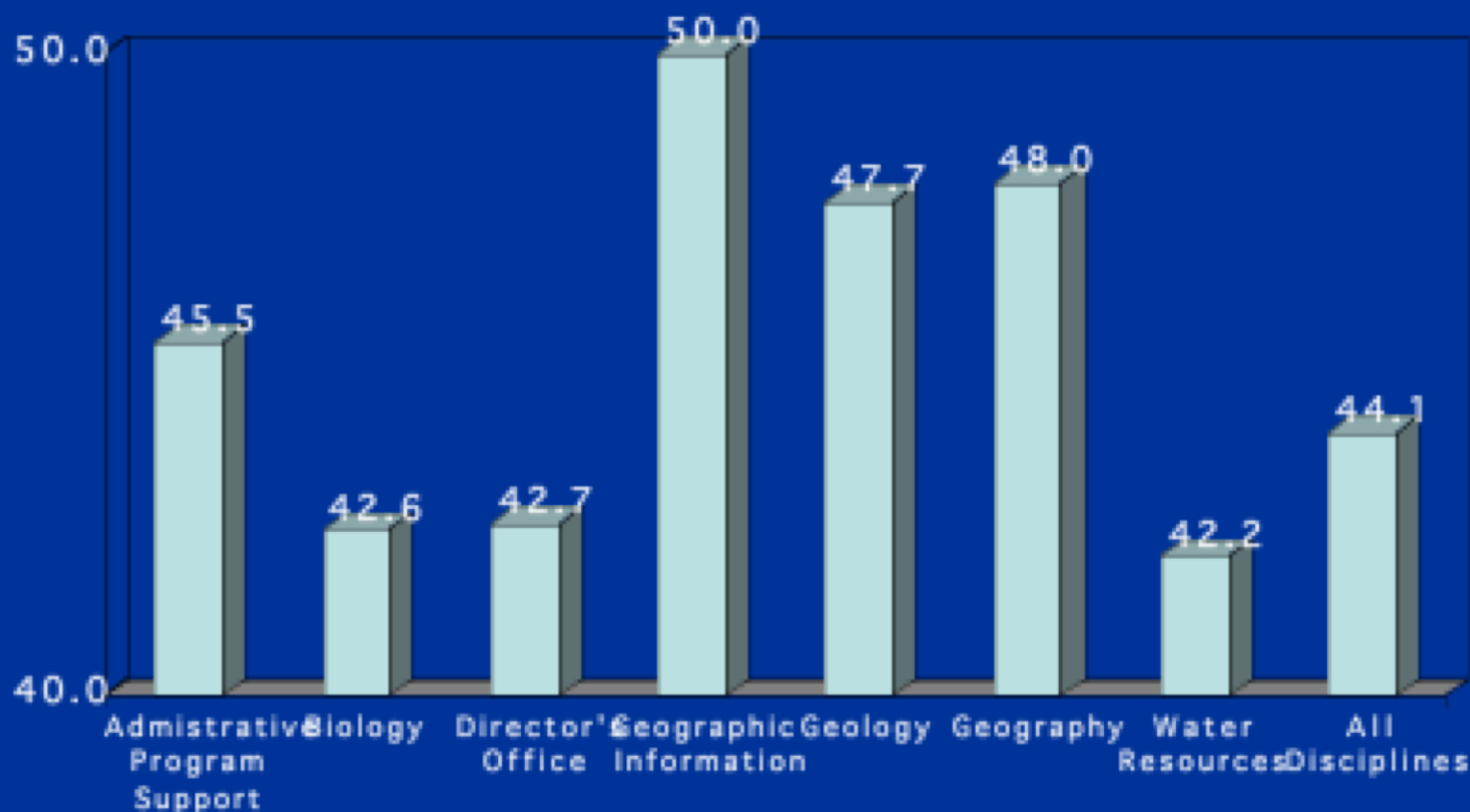
Employment in the U.S. Geological Survey

Count of All Active Employees at End of FY

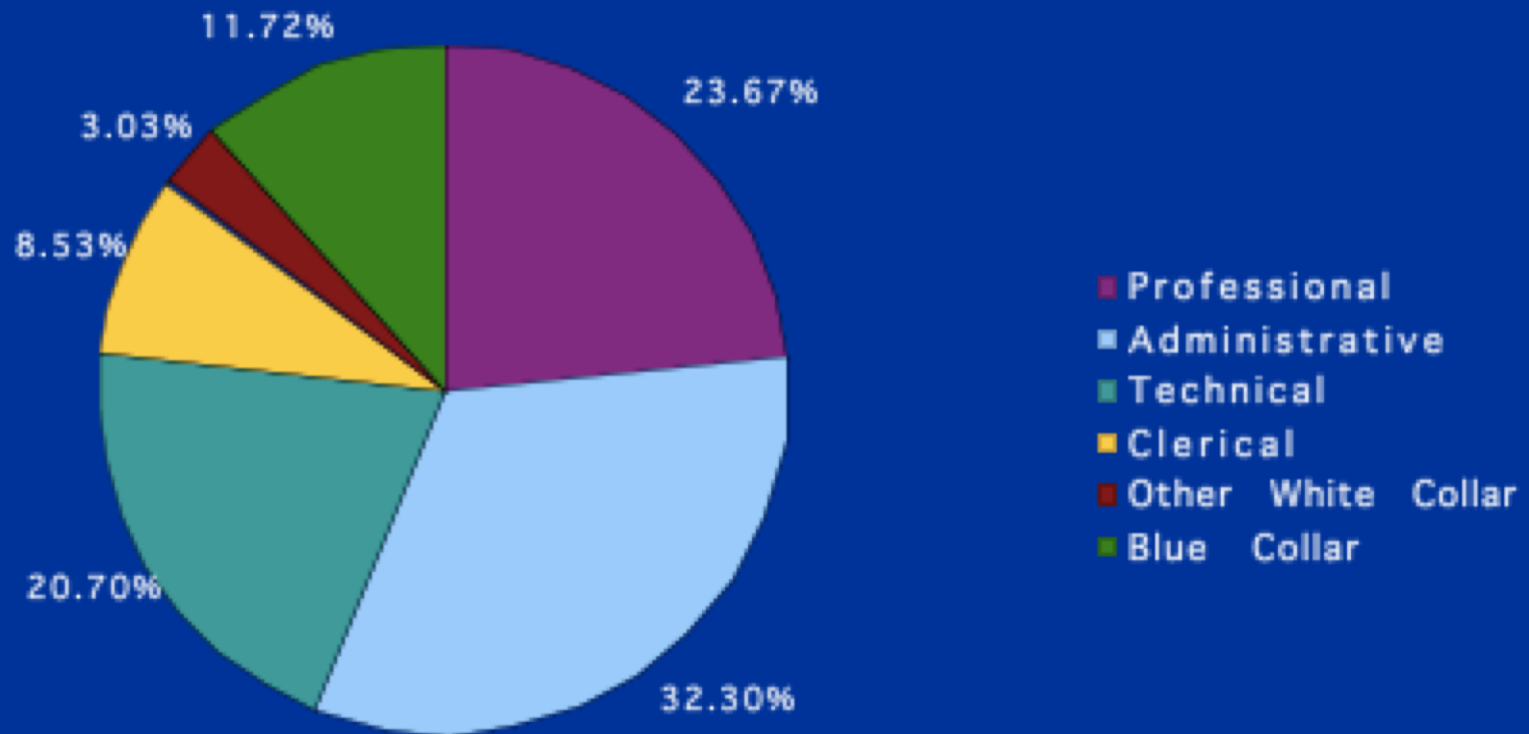


Employment in the U.S. Geological Survey

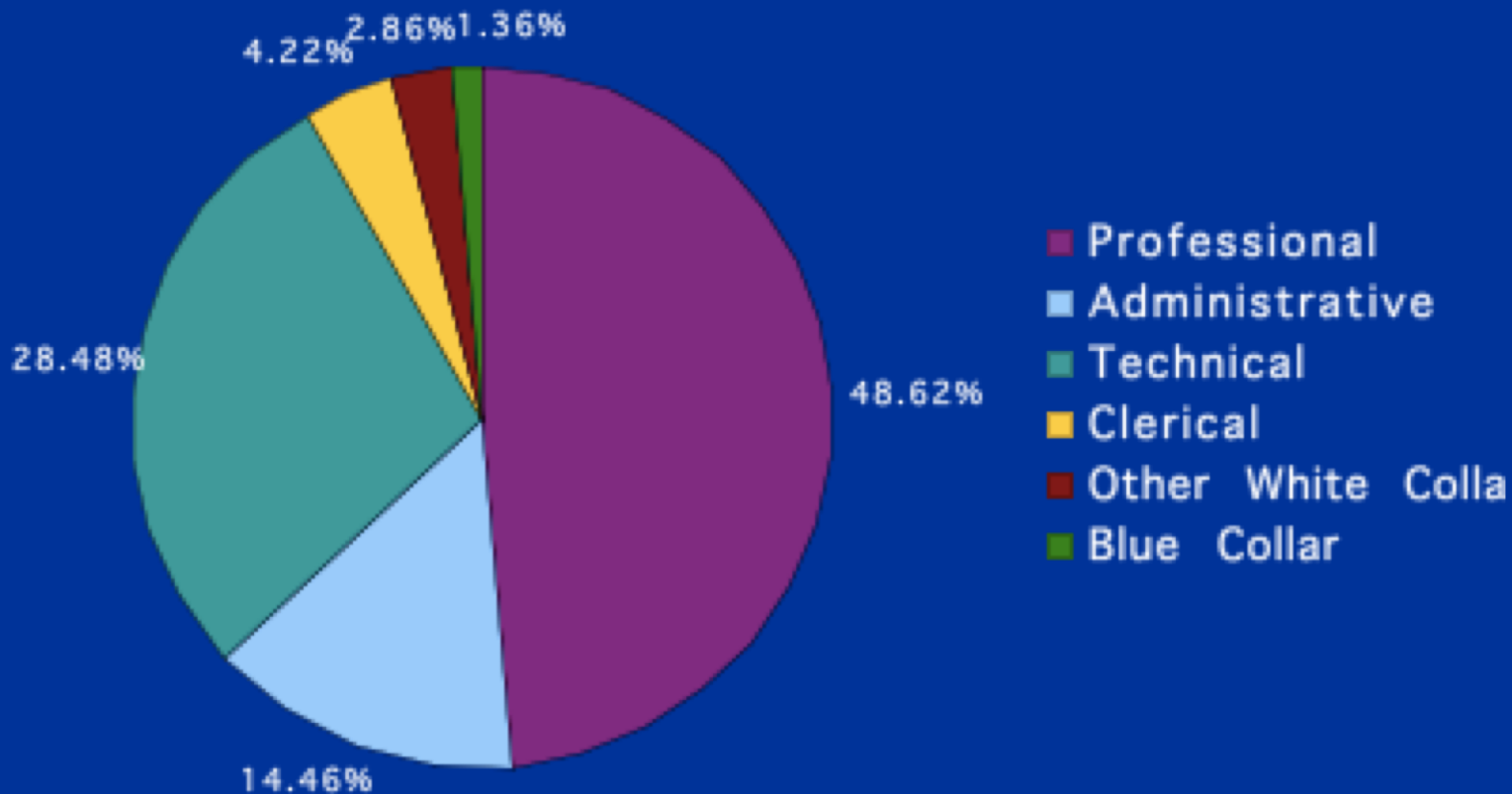
Average Age of Employees at Beginning of FY 2003



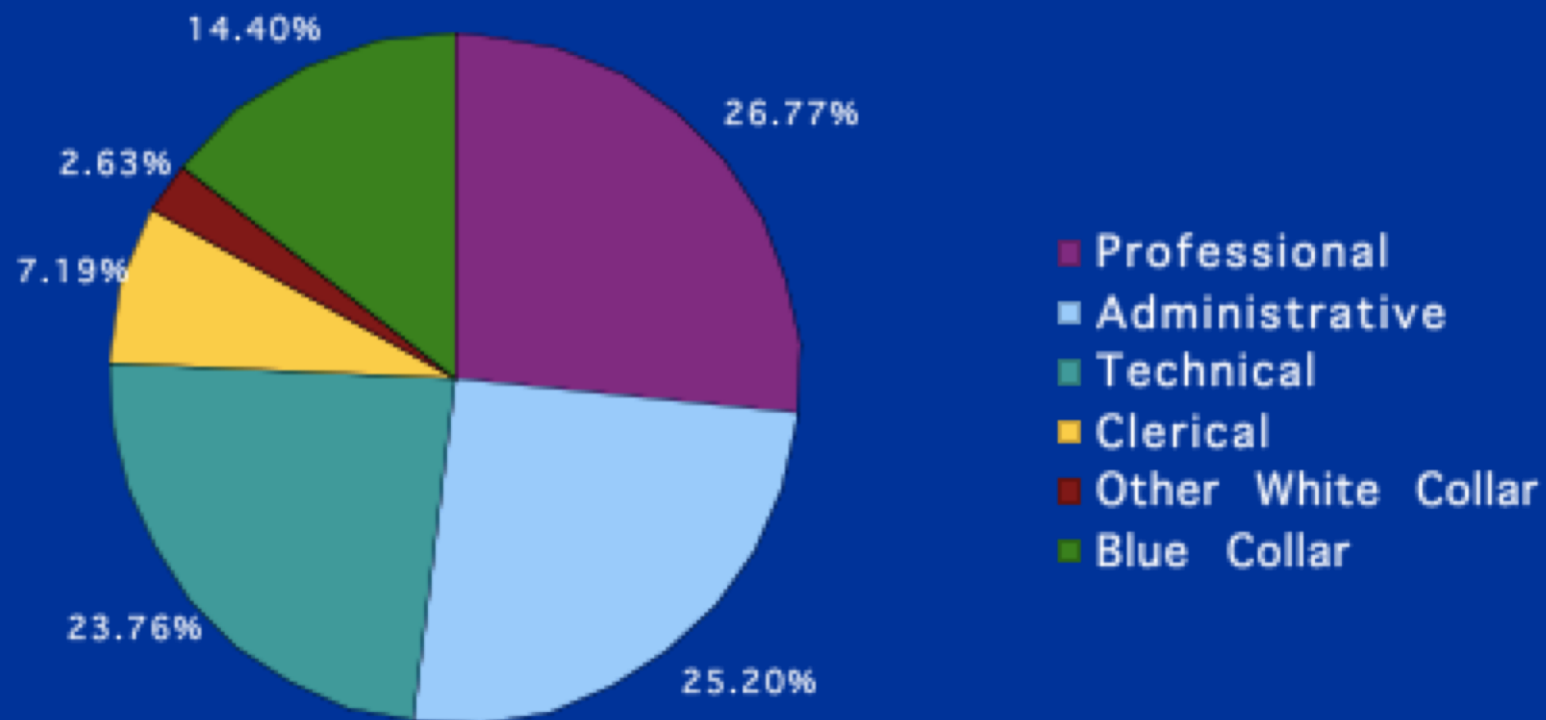
Federal Government Wide



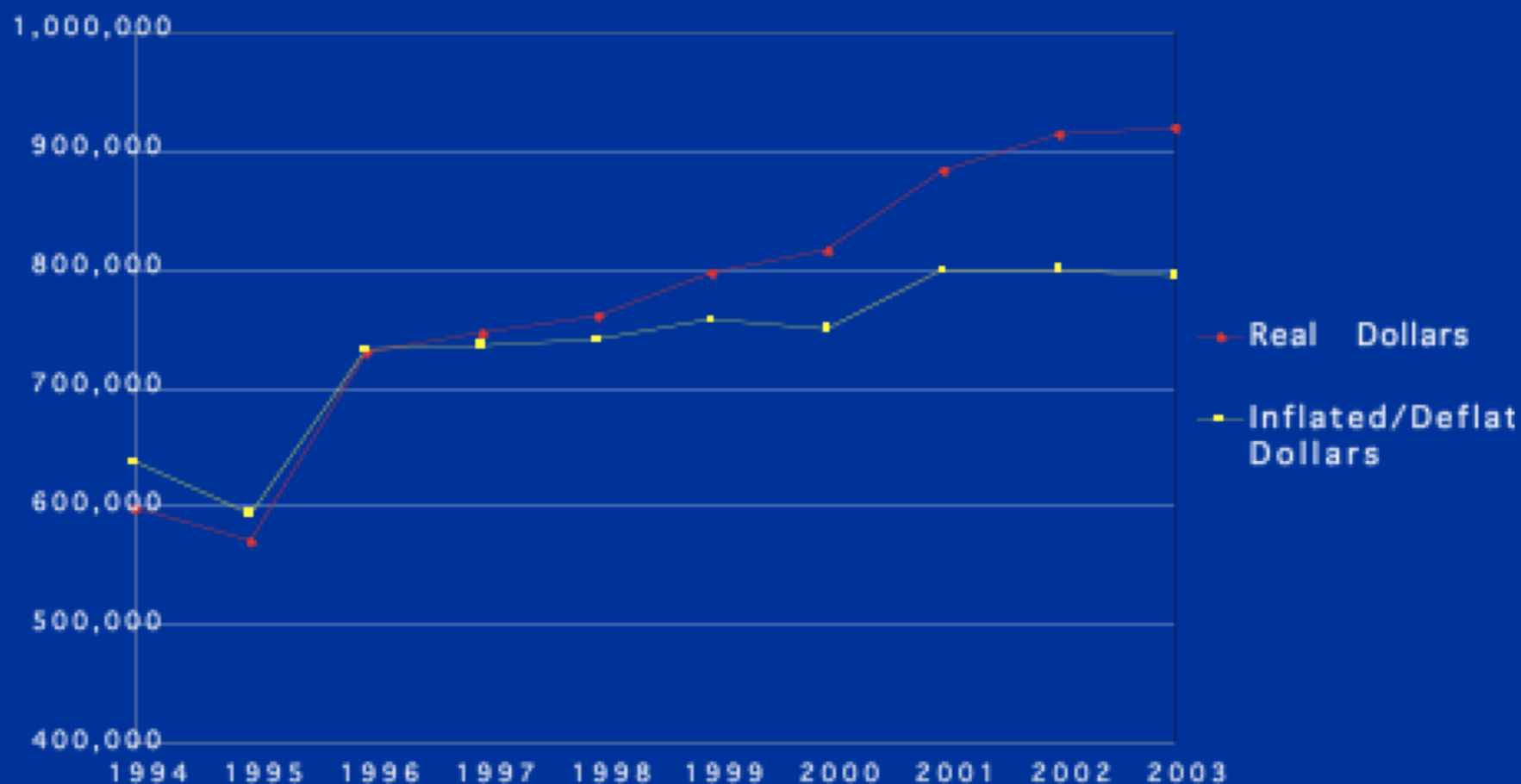
U.S. Geological Survey



Department of the Interior



Budget SIR Funds by FY Years



2002 Organizational Assessment Survey

Employees are Positive About:

- Their contributions to the science mission
- Having the information & tools they need.
- Their relationship with their customers.
- Their work.
- Their supervisor's skills.
- Their supervisor supports employees family & personal responsibilities.
- The USGS being a rewarding place to work.

2002 Organizational Assessment Survey

Things to Work On

- Morale
- Senior leadership providing a compelling vision.
- Making investments needed to ensure long-term viability of our science.
- Recruiting & retaining talent needed for the future.

2002 Organizational Assessment Survey

Things to Work On

- Bureau's new management structure & business processes
- Science planning process
- Migrating more dollars to science
- Overcoming barriers to working across disciplines
- Implementing common business practices

2002 Organizational Assessment Survey

Two Key Issues

1. USGS not viewed as preparing adequately for the future.
2. Organizational changes are not seen as achieving their intended results.

USGS Not Adequately Prepared for the Future?

- Insufficient understanding, confidence, and /or support for the direction and investments being made to prepare for the future.
- Vision not compelling & doesn't make good use of science disciplines.
- Scientists believe now program planning process doesn't give them adequate opportunities for input.

USGS Not Adequately Prepared for the Future?

- Changes will not enhance science impact, excellence and leadership.
- Not making investments needed to ensure long-term viability of our science.
- Can't compete for or retain talent.
- Not effectively overcoming “turf issues” or barriers to working across disciplines.

USGS Employees of the Future

- Science excellence
- Interpersonal skills / team efforts
- Communications skills – written and verbal
- Flexibility and adaptability
- Energy
- Balance
- Curiosity
- Understand USGS mission / non-advocacy

Challenges facing USGS in the Workforce Area

- Currency of key science and technical skills
 - Aging of the workforce
 - Recruitment and Retention
- Public perception of government workers
- FTE management
- Competitive Sourcing
- Changing demographics
- Stagnant / declining budgets
- Expectations of the Department of the Interior

Department of the Interior Management Agencies

- Fish and Wildlife Service
- Bureau of Land Management
- National Park Service
- Bureau of Reclamation
- Minerals Management Service
- Bureau of Indian Affairs

Expectations of the USGS Workforce

- Department of the Interior expects that USGS will provide science that is relevant to DOI needs
- Tactical science – used to address an immediate problem of interest to land and water managers
- Strategic science – longer-term, hypothesis-driven science to address longer term management issue or problem