



Office of Education & Sustainable Development

**Workforce Trends, Education Policy, and Evolving
Roles of the**

National Oceanic and Atmospheric Administration

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Office of Education and Sustainable Development

<http://www.oesd.noaa.gov>



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NOAA's Mission

To understand and predict changes in the Earth's environment and conserve and manage coastal and marine resources to meet our Nation's economic, social, and environmental needs.



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To achieve its mission, NOAA's focus through 2008 will be on four

MISSION GOALS:

1. Protect, restore, and manage the use of coastal and ocean resources through ecosystem-based management.
2. Understand climate variability and change to enhance society's ability to plan and respond.
3. Serve society's needs for weather and water information.
4. Support the Nation's commerce with information for safe, efficient, and environmentally sound transportation.



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CROSS-CUTTING PRIORITIES FOR THE 21st CENTURY

- Integrated Global Environmental Observation and Data Management System
 - **Environmental Literacy, Outreach, and Education**
 - Sound, Reliable State-of-the-Art Research
 - International Cooperation and Collaboration
 - Homeland Security
- Organizational Excellence: **Leadership, Human Capital**, Facilities, Information Technology, and Administrative Products and Services

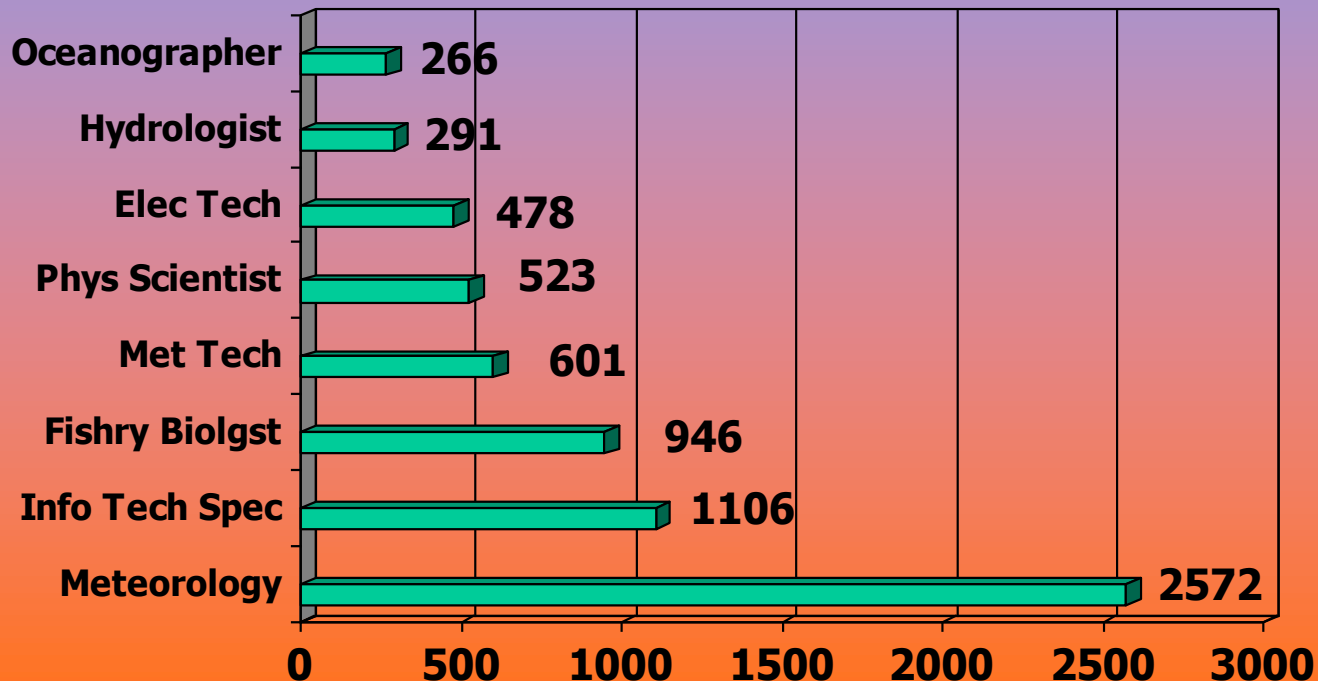


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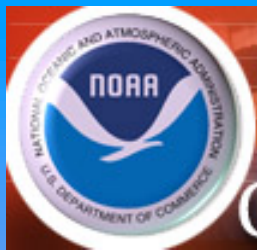


Core Occupations

58% of NOAA's 12,400 employees are in scientific and technical occupations



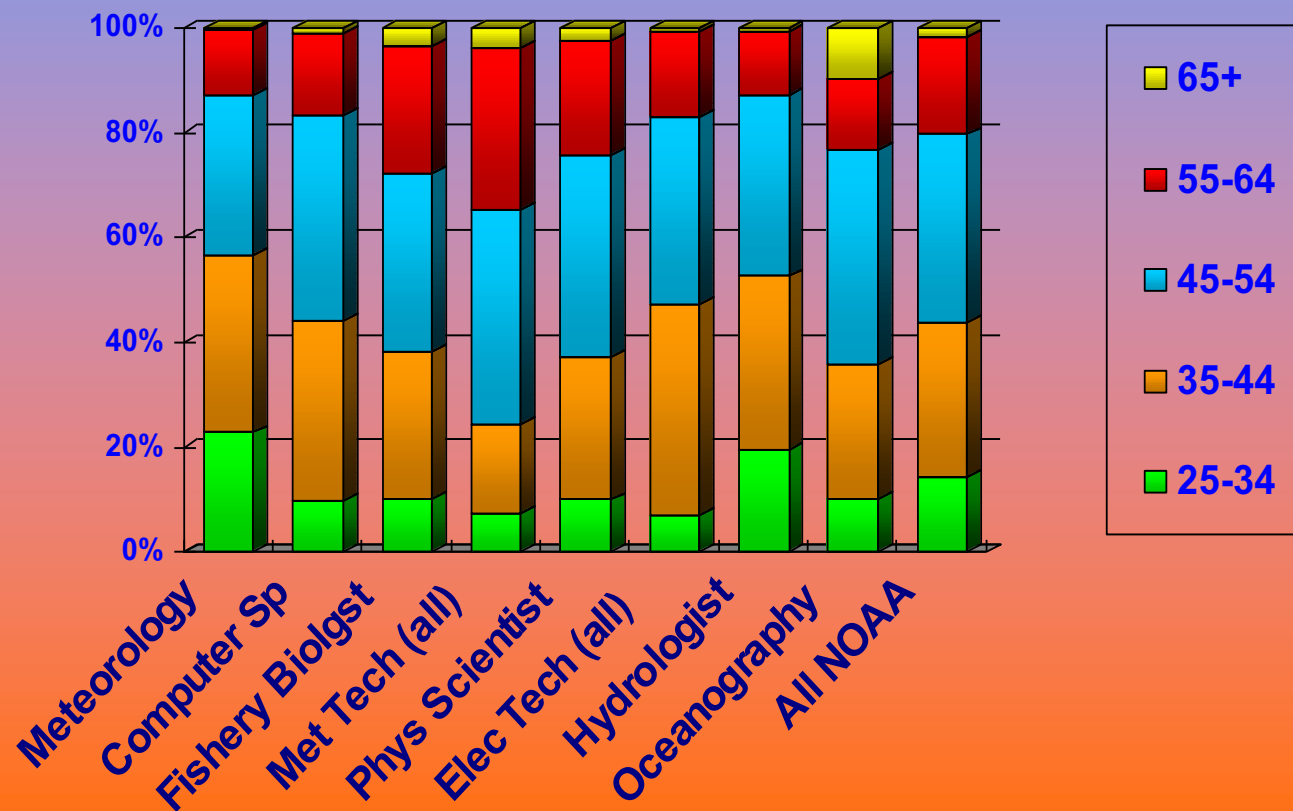
Data from HRDS as of 10/4/03



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NOAA's Core Occupations by Percentage of Employees in Age Groups

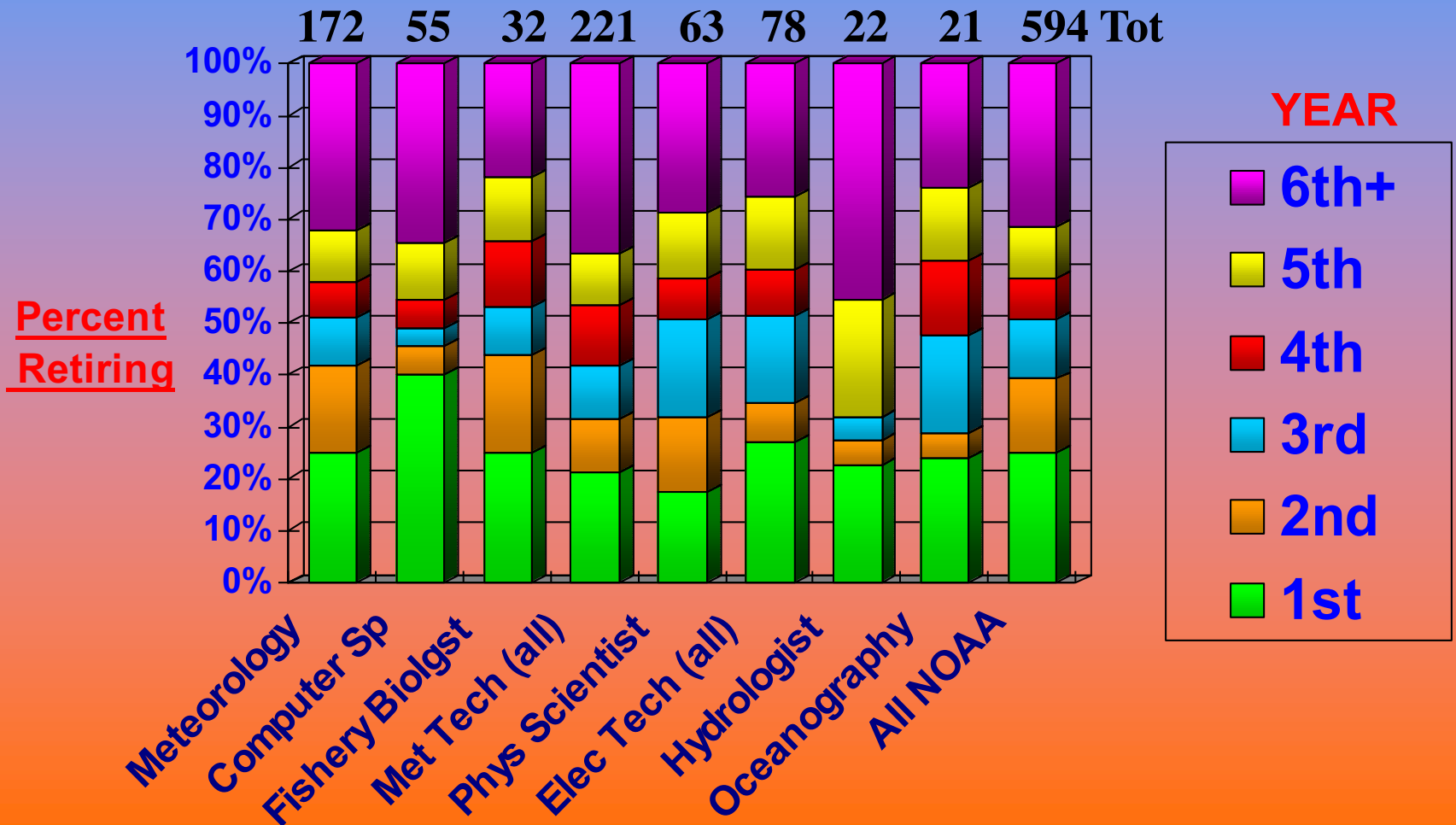


Data from OPM FedScope as of March 2003

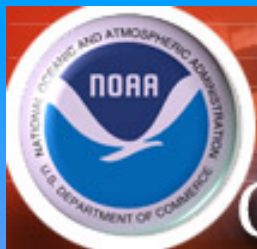


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GS-13+ Retirement Rate by Occupation and Year of Eligibility

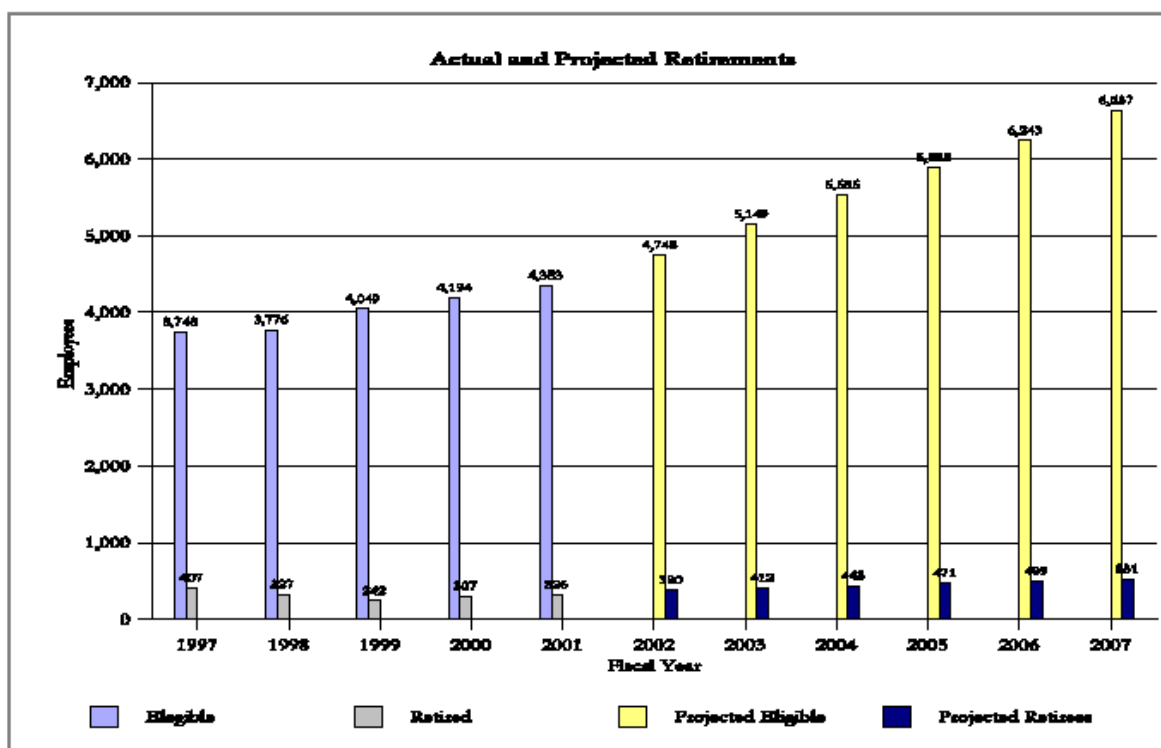


Data from 5 year period from March 1996 – March 2001



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Projected Retirement (Eligible and Actual) of the NOAA Workforce



Bureau Restructuring Plan, May 31, 2002



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Workforce and Budget Trends

1993

- 14,800 employees
- \$1.75 billion

2003

- 12,400 employees
- \$3.3 billion



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What is NOAA doing to Respond?

- Leadership Training
- Training Council
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- Education Council



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Education Council Activities

- Defined Environmental Literacy, Outreach and Education
- Developing a Strategic Plan for Education
- Developing an Implementation Plan
- Participating in NOAA's Planning and Budgeting Process
- Identifying Challenges



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NOAA Education Programs

- **National Marine Sanctuary Program**
- **National Estuarine Research Reserves Program**
- **National Sea Grant College Program**
- **Ocean Exploration Program**
- **Education Partnership Program with Minority Serving Institutions (EPP/MSI)**
- **NOAA Chesapeake Bay Program**
- **National Weather Service**



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Education Strategic Plan

Strategic Plan:

Goal 1 Increase public use and understanding of NOAA data, resources and programs

Goal 2 Support education and outreach efforts that enhance environmental literacy and foster an informed public

Goal 3 Increase the number and diversity of people who choose Education and careers that support NOAA's mission



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Looking Beyond NOAA

- **U.S. Commission on Ocean Policy**
- **National Ocean Partnership Program (NOPP)**
- **National Science and Technology Council (NSTC)**
Committee on Science
Subcommittee on Education and Workforce Development



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Education – A Time of Opportunity

- Great Interest in Education and Workforce Issues
- Support from NOAA Leadership
- Base of education programs to build on