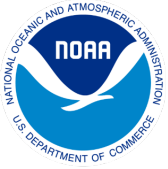


SCIENCE ADVISORY BOARD

EPP/MSI Cooperative Science Centers and Building NOAA's Workforce

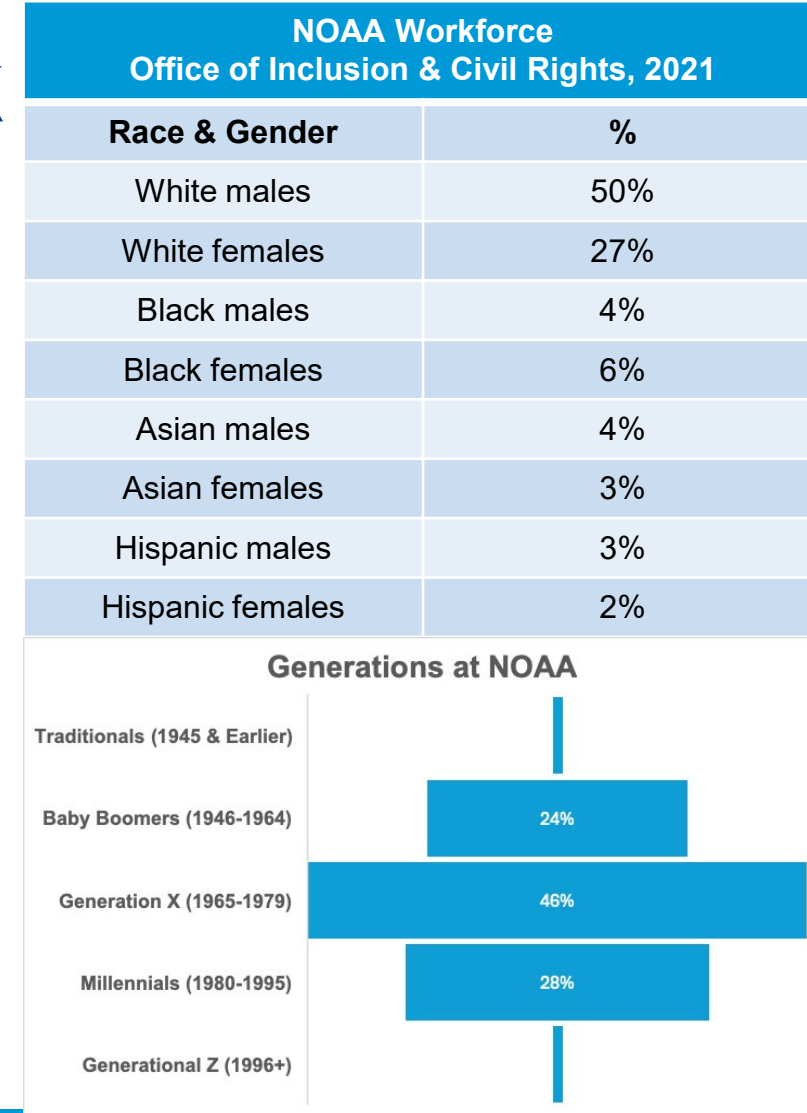
Adams, Young, Gibson, Sims & Carlis

Supporting science, service, and stewardship



The Challenge: Reputational Risk

- Recruit and retain a younger more diverse NOAA workforce.
- Despite the Biden Administration’s efforts to increase the number of young people in the federal workforce, it remains older than the civilian labor force (Partnerships for Public Service, 2023).
- While there are efforts to increase diversity at NOAA, the workforce does not reflect the nation’s population (NOAA’s Office of Inclusion and Civil Rights, 2021).





NOAA EPP/MSI Cooperative Science Centers

- Designed to address the needs of NOAA and the nation's future workforce.
- Each MSI institution has a historical track record of educating, training, and graduating students in NOAA mission disciplines.
- The CSCs have significantly increased the number of graduates from MSIs in NOAA mission STEM fields.



Cooperative Science Centers (CSC)

NCAS-M II

Lead Institution: Howard University (7 Partner Institutions)

Primary NOAA Line Office: National Weather Service

CCME II

Lead Institution: Florida & M University (5 Partner Institutions)

Primary NOAA Line Office: National Ocean Service

CESSRST II

Lead institution: City College of the City University of New York (5 Partner Institutions)

Primary NOAA Line Office: National Environmental Satellite, Data, and Information Service

LMRCSC II

Lead institution: University of Maryland Eastern Shore (4 Partner Institutions)

Primary NOAA Line Office: NOAA National Marine Fisheries





Key Components of the CSC's



Guided by Core Competencies Aligned with NOAA's Research Priorities and Long Term Goals



The Centers Work in Consultation with a NOAA Technical Monitor and Technical Advisor



Each Student Engages in NOAA Mission Research with Faculty and NOAA Mentors



Integration of Social Science in Research and Training Activities



All Graduate Students Complete a 12-week up to 1 Year Internship at NOAA



CSC's Produced*

- 54% of African American PhDs in Atmospheric Sciences
- 35% of African American PhDs in Marine Science
- 30% of African American PhDs in Environmental Sciences
- 21% of Hispanic PhDs in Atmospheric Sciences
- 39% of Hispanic PhDs in Marine Science
- 19% of Hispanic PhDs in Environmental Sciences

* 2003-2019 (Years in which validated data is available.)



SCIENCE ADVISORY BOARD

Addressing the Challenge

Currently, there are 105 EPP/MSI alumni employed at NOAA, representing 6% of program graduates.

- ❖ How can NOAA increase this number?
 - Increase use of the CCA Direct Hire Authority.
 - Since the CCA was adopted the yearly number of hires have increased from an average of 3 per year to 12 per year.
 - Streamline the NOAA hiring process.
 - Reduce the lengthy time-to-hire period.
 - Use plain language in vacancy announcements.
 - Continue support for the NOAA EPP/MSI programs.
 - Establish early career retention programs.