

NOAA Workforce Diversity

Presentation to the Increasing Diversity in Ocean Studies Committee

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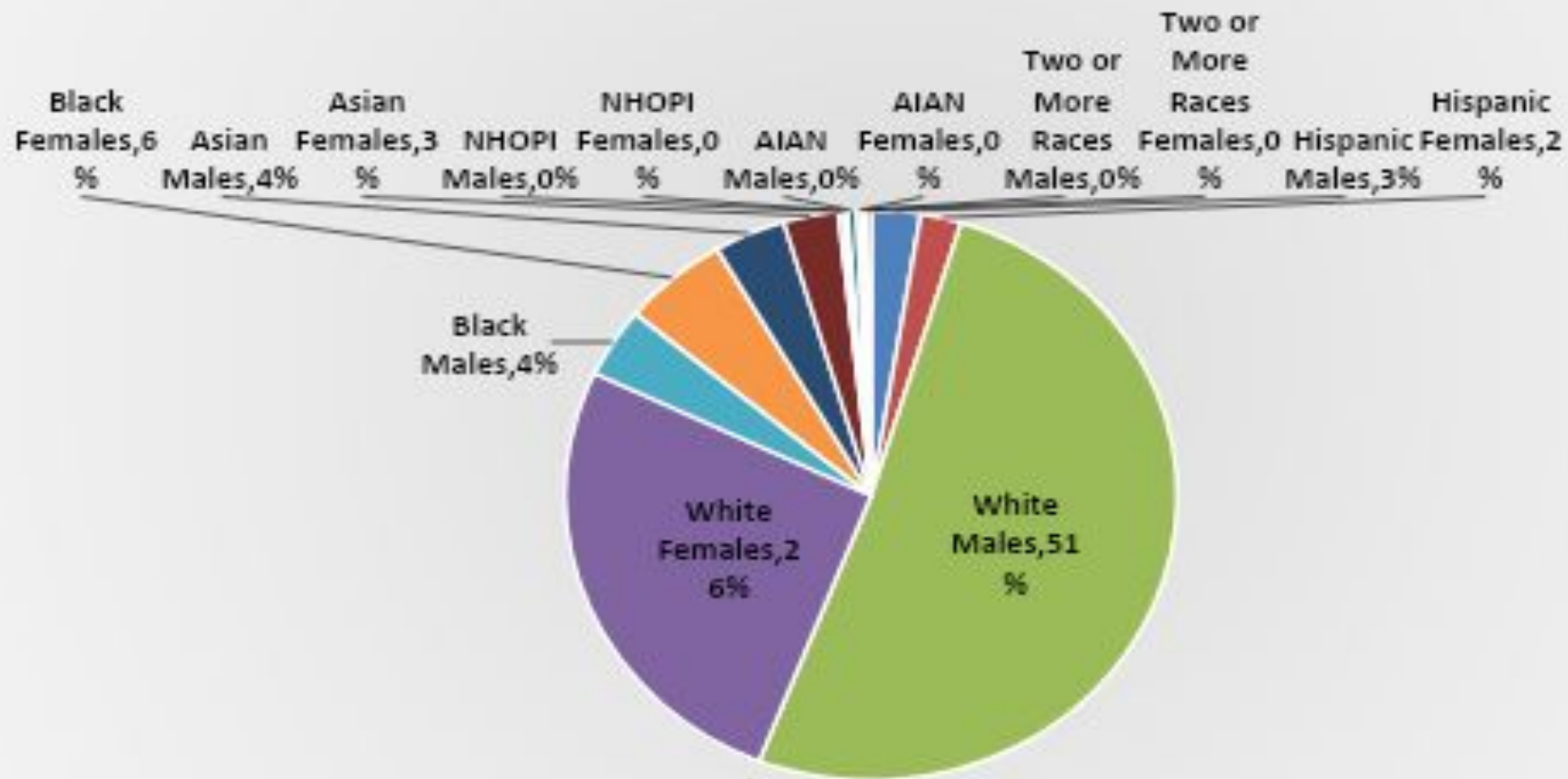


Outline

- NOAA Demographics
 - Workforce
 - New hires
- Educational Partnership Program w/MSIs
 - Cooperative Science Centers
- Soteria Barriers
- Student Direct Hire Authority
- Employee Retention

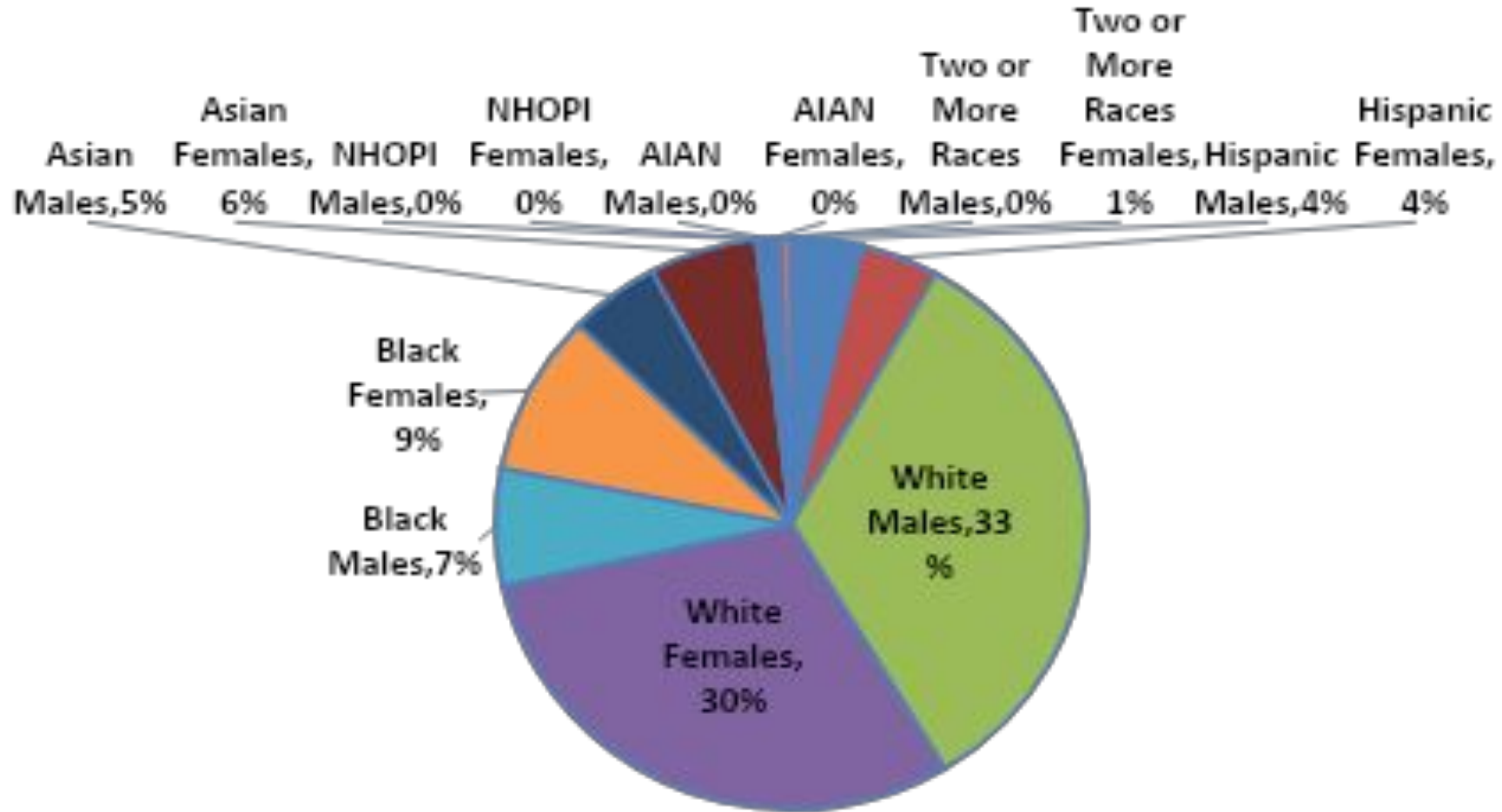


FY23 Workforce Demographics





FY23 New Hires - Demographics



Total New Hires: 987



Educational Partnership Program

- NOAA's Educational Partnership Program with Minority Serving Institutions: Developing highly skilled STEM professionals for NOAA and the Nation
- Program components
 - Undergraduate scholarships and internships
 - Graduate Internships
 - EPP Fellows
 - Cooperative Science Centers



Stephanie Martínez Rivera, Ph.D.
Fisheries Biologist
NOAA Fisheries



Four EPP Science Centers

- Living Marine Resources Cooperative Science Center
- Center for Coastal and Marine Ecosystems
- National Center for Atmospheric Sci & Meteorology
- Center for Earth System Sci & Remote Sensing Tech (CESSRST)





Untapped Potential

- Since 2001, EPP has supported high performing students earn
 - 1200+ Undergraduate degrees
 - 500+ Master's degrees
 - 300+ PhD degrees



Nigel Lascelles
Graduate Scholar
NOAA EPP/MSI



Making NOAA Science More Diverse

EPP PhDs supported 2003-2019

- 54% of all African-Americans awarded PhD degrees in atmospheric sciences
- 35% of African Americans awarded PhD degrees in marine science
- 30% of African-Americans awarded PhD degrees in environmental science
- 39% of all Hispanic PhD degrees in marine science
- 21% of all Hispanic PhD degrees in atmospheric sciences
- 19% of all Hispanic PhD degrees in environmental science





Hiring Barriers Study

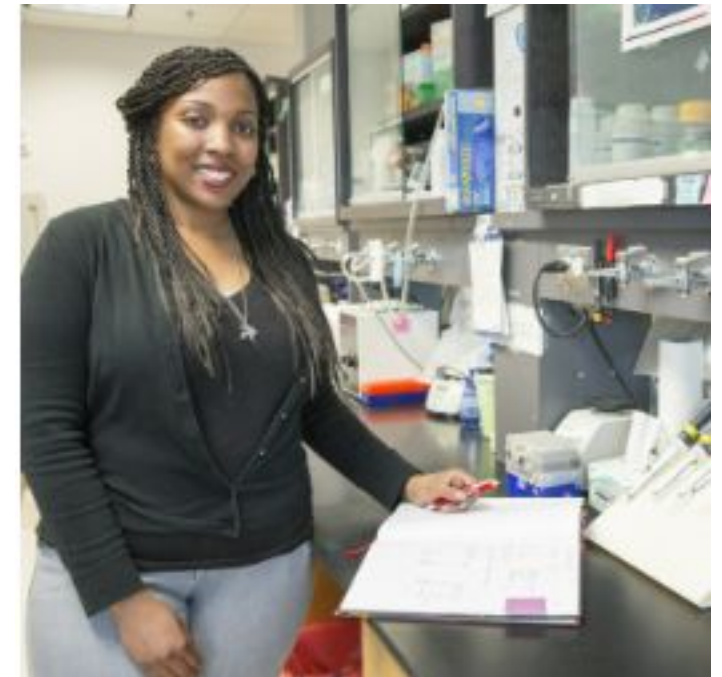
- Soteria Solutions: Hiring Barriers Study
 - Scarcity of early career positions
 - Recruitment and hiring issues
 - Need to better align EPP/MSI student training with NOAA hiring needs
 - Gaps in use of student direct hire authority
 - Need for relationship building with MSIs and underrepresented communities





Student Direct Hire Authority

- NOAA student direct hire authority from 2019 21st Century Conservation Service Corps Act
- 2023 resume intake: 97 resumes
 - 18 hired as federal employees
 - 10 as contractors
- Summer 2024: Program analyst resume intake: 38 resumes, 8 hires so far
- Fall 2024: Meteorologist and physical scientist resume intakes underway



Shae Green, PhD
Grants Specialist
NOAA Education



Employee Retention

- Employee Resource Groups: Employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve
- Workplace flexibility
- NOAA's Employee Experience Transformation (NEXT): Leadership initiative to better support employees with expanded services



Lonnie Gonsalves, PhD
Stressor Detection and Impacts Division Chief
NOAA Ocean Service



Questions or Comments?