Climate Program Office Review
May 24-26, 2022

Pre-Recorded Presentation Supporting Review Activity Area 5
Portfolio Management, Administration and Organizational Excellence

Supporting the next generation NOAA workforce
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Overview

• **Briefing Purpose:** Explain CPO’s investment in and support for education and training programs

• **Context:** Training the next generation NOAA workforce
CPO Education and Training 101

- History
- Mandates
- Strategic Linkage
- Budget
- Staffing
NOAA Educational Programs

- Ernest F. Hollings Undergraduate Scholarship (2005)
- William M. Lapenta NWS Student Internship Program (2017)
- Hollings Preparation Program (2019)
- Educational Partnership Program with MSIs (2001)
- Pathways Internships
- Nancy Foster Scholarship (2000)
- Individual lab internships (e.g. NEFSC, NWFSC)
- Sea Grant Fellowships
- Coastal Mgmt Fellowship
- Coral Reef Mgmt Fellowship
- NSF GRFP/GRIP
- Climate Education Program

https://www.noaa.gov/education/opportunities/student-opportunities
CPO Education and Training Investments

CPO Manages:
- CEE Climate Education Program (K-12 & Public)
- William M. Lapenta NOAA Student Internship for OAR
- Climate and Global Change Post Doc (since 1990)

CPO supports financially:
- Significant Opportunities in Atm Research & Science (SOARS) (since 2005)
- AMS Graduate Fellowships (2-3/yr since 1992)
CPO supports through mentoring/hosting students:

- Ernest F. Hollings Undergraduate Scholarship
- Hollings Prep
- Educational Partnership Program with Minority Serving Institutions (Undergrad and Graduate)
- Knauss Fellowship
- AAAS/Presidential Management Fellowship
- Ad hoc (unpaid) interns (High School and Undergrad)
Addressing Diversity and Inclusion

- **Significant Opportunities in Atmospheric Science and Research (SOARS)**
  - NSF-funded Undergraduate to Graduate bridge program
  - Broadening participation in atmospheric sciences/research
    - Black, Hispanic, Native American, Alaska Native, Native Hawaiian/Pacific Islander
    - Women, LGBTQ, first generation college students, persons with disabilities
    - Veterans, economic hardship, other barriers
  - Paid internships in Boulder, CO, tuition support and conference travel
  - CPO has been increasing engagement with SOARS proteges

- **Educational Partnership Program w/MSIs (NOAA Office of Education)**
  - CPO has hosted 3 graduate students from HBCUs and MSIs to complete their graduate training opportunities (NERTO)
  - 70% of EPP students are from underrepresented groups

- **Lapenta Internship**
  - Targeted outreach to HBCUs, MSIs and Tribal colleges/orgs
  - Implicit Bias training required for all mentors
  - 2021: 20% of interns from underrepresented groups; 5 of 7 CPO interns were Hispanic women
## Interns, Fellows, & Postdocs (2017-2021)

**CPO Hosted:**

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<thead>
<tr>
<th>14</th>
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<th>3</th>
<th>7</th>
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<tbody>
<tr>
<td>Fellows</td>
<td>Lapenta and Hollings Summer Interns</td>
<td>EPP/MSI Graduate Interns</td>
<td>Unaffiliated HS and UG Summer Interns</td>
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<td>(13 Knauss, 1 PMF)</td>
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**CPO Supported:**

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<th>12</th>
<th>37</th>
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<tbody>
<tr>
<td>Climate &amp; Global Change Post Docs</td>
<td>AMS Graduate Fellows</td>
<td>SOARS Proteges</td>
<td>OAR Lapenta Interns</td>
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Key Accomplishments (FY17-21)

(Indicators of Relevance)

- Congressional mandates
  - America COMPETES
  - American Innovation & Competitiveness Act

- Strategic linkage
  - OAR Strategy 2: Develop the next-generation workforce
  - NOAA Education Strategic Plan
    - Goal 4: A diverse and highly skilled future workforce pursues careers in disciplines that support NOAA’s mission
    - Goal 5: Organizational Excellence

- AOP milestones and measures
  - Four milestones in CPO AOP pertaining to education and training
AOP milestones related to education and training have been met or exceeded each year

Databases have been implemented for CPO and for Lapenta interns to enable longitudinal tracking of participant outcomes

Student activities are coordinated via the NOAA Education Council (on which CPO staff members serve) and their working groups

Funds for student related activities are subject to programmatic and administrative oversight
Strategic Lookahead

- Increase diversity of interns to reflect US population
- Increase awareness of NOAA opportunities across STEM disciplines
- Improve linkage between CPO-trained interns and fellows and the NOAA workforce
- Position alumni to fill emerging positions in climate workforce
- Maximize mutual benefit of CPO’s education and training activities to participants, NOAA and the climate community
Thank you for your time and attention!