



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

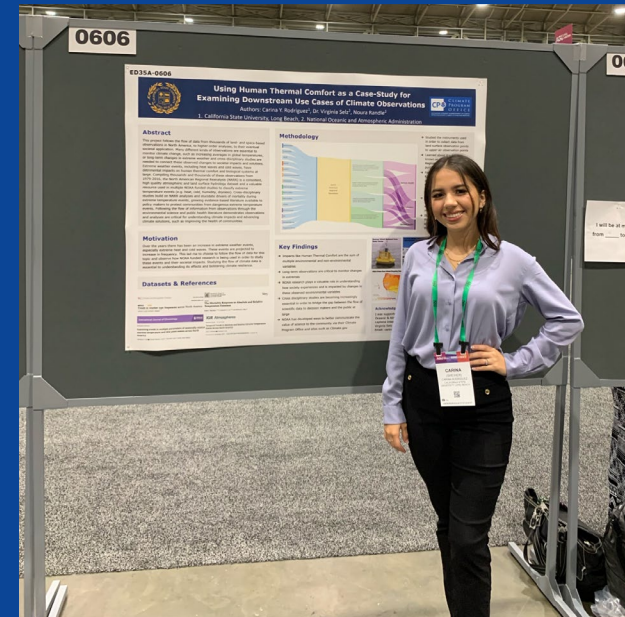


- History
- Mandates
- Strategic Linkage
- Budget
- Staffing

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 Education and Training Investments



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:

14

Fellows

(13 Knauss, 1 PMF)

14

Lapenta and Hollings
Summer Interns

3

EPP/MSI Graduate
Interns

7

Unaffiliated HS and
UG Summer Interns

CPO Supported:

33

Climate & Global
Change Post Docs

10

AMS Graduate
Fellows

12

SOARS
Proteges

37

OAR Lapenta
Interns

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

Key Accomplishments (FY17-21)



(Under Performance)

- 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

- 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!