
National Institute of Standards and Technology
-- NIST Planning Activities and Workforce Study--
VCAT June, 2015



Review of VCAT Workforce Discussion in 2014

In 2014 the VCAT began to look at NIST Scientific Personnel Trends and Demographics. The VCAT reviewed data looking at:

- Whether NIST is still competitive for talent in terms of compensation
 - Are we able to recruit and develop necessary talent
 - How do we balance between long-term and short term hiring needs
- Discussion focused on:
 - Better tracking of data around acceptance rates and compensation
 - Study future workforce needs and whether additional hiring authorities will be needed.



HR Resources Needs will be a focus of NIST Planning activities over the coming year



	National Priorities	Long-Term Trends	Internal Processes
VCAT		Looking at how NIST should develop in growth areas of Bio and IT	How does NIST ensure a healthy scientific workforce?
NLB Planning Retreat			How has NIST's profile, business model, and focus changed over the past 15 years? How can NIST be most effective over next 15 years?
Lab Plans		Labs ID what they see as growth areas for next 3-5 years	
Planning Discussions with Lab Directors		Joint discussions and deep dives into what NIST's role in Bio and CPS is, and how we integrate across labs in both areas. Joint discussion about trends identified in Lab Plans, feeds into 3 year plan.	When does a "framework" make sense? Do legacy business models and tech transfer mechanisms make sense with current technology areas, societal trends?
Task Groups			How can we improve the mission-critical processes that make NIST run? Some underlying questions: Who gets to make a final decision? Who can assume the risk? What risks can we tolerate or even embrace? What's the risk tolerance/hierarchy?
Outputs		3 Year Plan, VCAT Report, NIST wide budget initiatives, etc.	Common vision and understanding of NIST for transition planning, more cohesive strategic decision support, continued improvement on NIST operations

Plan for Workforce Study

- NIST needs to conduct a comprehensive workforce study:
 - Assessment of future workforce needs (skills, education levels, existing pipelines)
 - Assessment of external workforce factor (sources, trends in education, new demands millennials and beyond)
 - Benchmarking and lessons learned from other agencies

Initial study with IT and Bio Focus

- To support VCAT's focus in this area we will launch a pilot study to look at workforce needs in this area:
 - determine the current workforce resources and how they will evolve over time (planned hires, potential retirements, etc.)
 - develop specifications on the skill sets/competencies/technical specialties needed for the future in these two areas
 - identify gaps between current and projected workforce needs (both numbers and skill sets)

NIST Postdoctoral Panel

Give the VCAT a chance to hear directly from NIST postdocs

- Why they wanted to work at NIST?
- What makes NIST attractive?
- Why they chose to stay or leave?

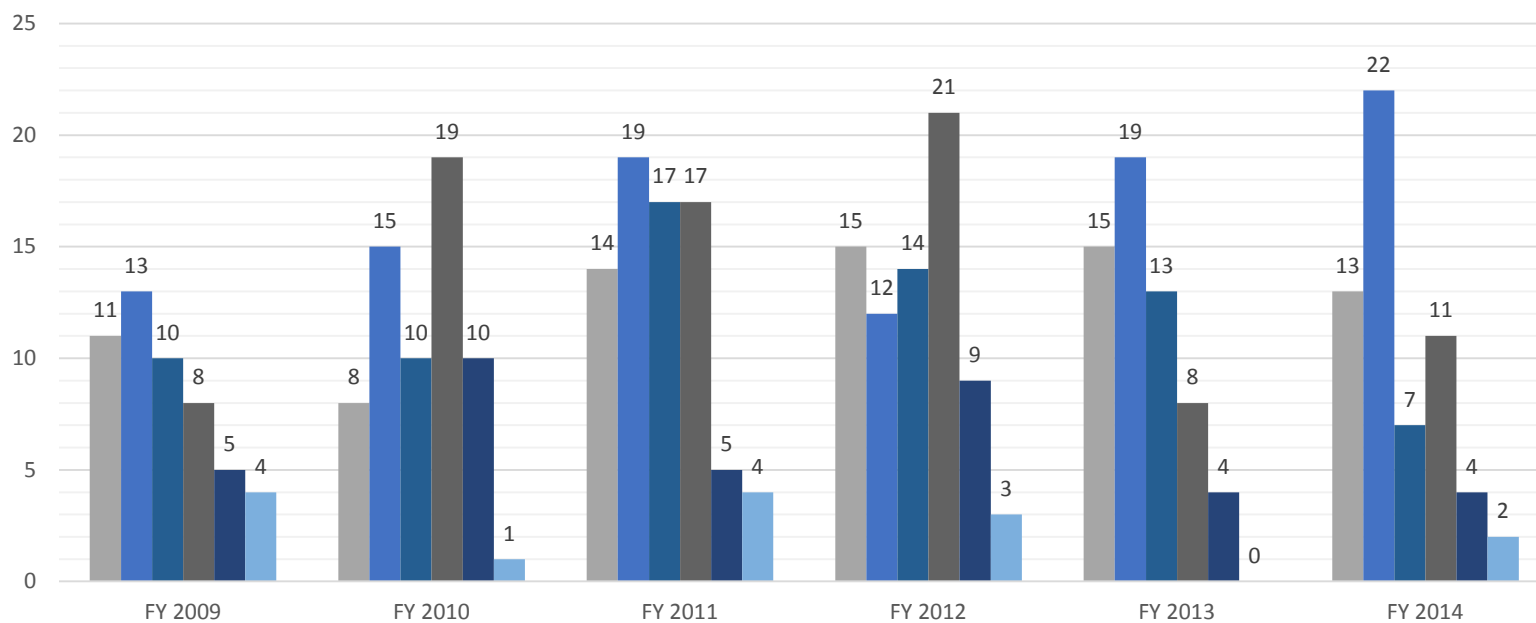
NRC Postdoc Program Critical for NIST

2 year excepted service position
Competitive stipend
Open to U.S. Citizens
Selected from a National Competition

NIST NRC Post-Doctoral Program

NIST NRC Post-Doctoral Associates Ending NIST Tenure

- Hired by Private Sector
- Hired by NIST
- Quasi hired by NIST (i.e. contractor, guest researcher)
- Hired by Academia
- Hired by Another Government Agency
- Other (independent researchers, etc.)



Post-doc Panel

Current Post-docs

- Rana Ashkar
- Yvonne Kemper
- Diana Ortiz-Montalvo
- Leona Scanlan
- Benjamin Stuhl

Former NIST Post-docs

- Peter Krommenhoek
- Daneli Lopez
- Jeanita Pritchett