

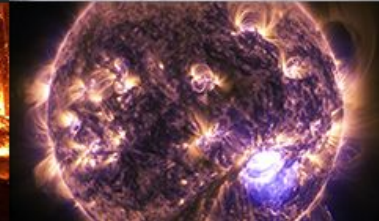
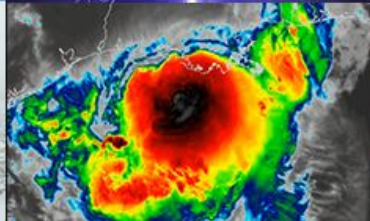
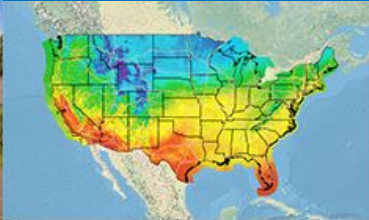


NATIONAL  
WEATHER  
SERVICE

# Preparing the Future NWS Workforce for Impact Based Decision Support Services (IDSS)

JANUARY 14, 2020

Presenter: Richard Bandy, PMO IDSS Objective Lead





# What are NWS Impact-Based Decision Support Services?



IDSS is the provision of relevant information and interpretative services to enable core partners' decisions when weather, water, or climate has a direct impact on the protection of lives and livelihoods.



Ongoing core partner support throughout the year (Relationship Building Activities including drills, meetings, and other engagement opportunities)



Core Partner support during specific event or incident.





# Outline

- IDSS Benefits of the new GS 5-12 Career Progression
- IDSS Benefits of the Whole Office Concept
- IDSS Workforce Training





# IDSS Benefits of the new GS 5-12 Career Progression



# GS 5-12 Career Progression Program Overview

## What Is It?

- A non-competitive, competency based career path for all current and future GS-5/7/9/11/12 Meteorologists at National Weather Service (NWS) Forecast Offices and applicable operational meteorologists positions at the National Centers for Environmental Predictions' Weather Prediction Center and National Hurricane Center.

## Why Is It Important?

- Program allows NWS to effectively capture the talent of current Meteorologist Interns and future Meteorologists while meeting the changing Impact-based Decision Support Service (IDSS) needs of our core customers and partners more efficiently
- Provides a career path for all current and future Meteorologists to reach full performance potential of GS-12
- Meteorologist will become fully integrated into all aspects of the operational forecast team

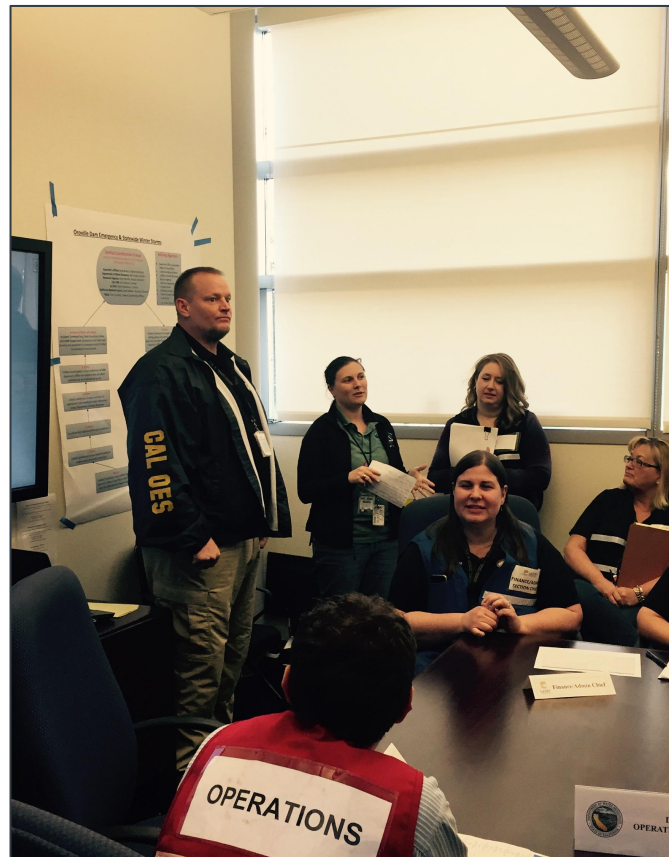
## Benefits

- Program promotes a team approach to prioritizing and completing all operational duties.
- All GS 5-12 Meteorologists will become a part of the same work unit
- Provides increased staffing flexibility that will unlock staff time



# IDSS Benefits

- More staff flexibility within NWS forecasting work unit
- Ability for NWS to attend more Core Partner Meetings, and Exercises (Building Relationships)
- More opportunities to deploy to provide IDSS alongside Core Partners
- More time to train for IDSS
- Enables Whole Office Concept



Oroville Dam Brief, California State EOC



# IDSS Benefits of the Whole Office Concept





# Whole Office Concept

## Goal:

**To ensure that all personnel work as one collaborative team to meet the needs of the NWS mission**





# Benefits of Whole Office Concept



**Culture change to leverage all staff expertise and abilities to contribute to the mission, including IDSS delivery**

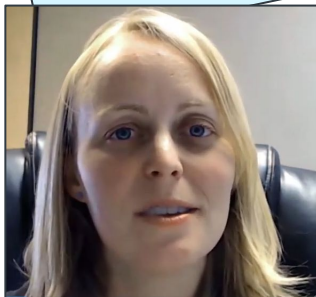


- Greater staff availability and flexibility
- Increased agility
- Addressing high-impact weather and IDSS demands
- Meeting increased partner needs
- Increased knowledge base with wider promotional opportunities
- Improved opportunities to reach proficiency in meteorology, hydrology and other technical areas



# Whole Office Concept for IDSS in Action

"I help out with some of the administrative and logistics aspects of our operations folks going out and serving partners I also have accompanied meteorologists to partner meetings..."



**Victoria Allen, ASA,  
WFO Flagstaff, AZ**

"All of the sensors, all of the equipment which is IT, ET, the things that we do with the radar, every single aspect of that has an immediate and a long-lasting effect on IDSS all the way down the line..."



**Michael Gonzalez, ET,  
WFO Boulder, CO**

"We support our partners by providing field support. For example, working with partners to site and deploy remote automated weather systems during an event or conducting joint storm surveys..."



**Deanna Marks, OIC,  
DCO Hilo, HI**

**IDSS 101 Video:** <https://www.youtube.com/watch?v=3yc3GtyR4ul&feature=youtu.be>





# IDSS Workforce Training



# IDSS Training Efforts through 2019

For the last several years, the NWS has placed an emphasis on developing and executing new training designed specifically to address our increased focus on Impact-based Decision Support Services

## All operational staff completed 3 Core IDSS training units

- IDSS ICS Foundation
- Partner-Focused Support
- Effective Communication

## 430+ staff completed IDSS Deployment-Ready training units

- Preparing for Deployment
- Communicating During Deployment
- Advanced ICS and Deployment Tools
- Exercises and Evaluation
- IDSS Deployment-Ready Taskbook

## IDSS Related Residence Courses

- IDSS Bootcamp
- Effective Hurricane Messaging Course

## IDSS Road Shows

- Regionally managed IDSS Training at the WFOs/RFCs



# Future IDSS Training Efforts

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- Review and update existing IDSS Training to align with new IDSS Policy (under development)
  - Increase focus on training for remote IDSS (IDSS provided from within the office to our Core Partners)
  - Increase focus on training for hazard and sector IDSS needs
  - Development of IDSS Training to support Whole Office Concept



# NWS Evolve Town Hall Meeting



**Town Hall Meeting:** NWS Evolve – Strategic and Tactical Perspectives for the NWS Workforce and our Partners



**Date:** Wednesday, January 15, 2020



**Time:** 12:15-1:15 PM EST



**Location:** Boston Convention and Exhibition Center - 151B





# Questions???

