

HEPAP Activities

Subcommittee for Assessment of Workforce Development

HEPAP Meeting

Bethesda, MD; March 13-14, 2013

Andrew J. Lankford

HEPAP Chair

University of California, Irvine

Workforce Development

Background

Charge to Chairs of all Federal Advisory Committees for DOE Office of Science

- **From Dr. Patricia Dehmer, Acting Director, Office of Science**

“The Office of Science research programs have a long history of training graduate students and postdocs in disciplines important to our mission needs as part of sponsored research activities at universities and DOE national laboratories. In addition, the Office of Workforce Development for Teachers and Scientists supports undergraduate internships, graduate thesis research, and visiting faculty programs at the DOE national laboratories.

“We are asking the assistance of each of the Office of Science Federal Advisory Committees to help us identify disciplines in which significantly greater emphasis in workforce training at the graduate student or postdoc levels is necessary to address gaps in current and future Office of Science mission needs. ...

Key elements of the charge

- **Identify disciplines in which significantly greater emphasis in workforce training is necessary**
 - **To address gaps in current and future Office of Science mission needs**
 - **At the graduate student or postdoc levels**
- **Please consider:**
 - **Disciplines not well represented in academic curricula**
 - **Disciplines in high demand resulting in difficulties in recruitment and retention at U.S. universities and DOE national laboratories**
 - **Disciplines identified above for which DOE labs may play a role in needed workforce development**
 - **Specific recommendations for programs that can address discipline-specific workforce development needs.**
- **Letter report**
 - **Describing findings and recommendations**
 - **Due no later than June 30, 2014**
 - **Implies discussion at May HEPAP meeting**

Subcommittee process

Subcommittee composition:

- **Small committee (4-6) members**
 - **in order to practically work on short two-month time scale**
- **Composed of members with previous involvement in workforce training in at least one discipline of concern**
- **Drawn primarily from HEPAP; open to any interested HEPAP member**
- **Supplemented by non-HEPAP members as needed**

The subcommittee should:

- **Consult HEPAP and the HEP community for input on possible disciplines in need of workforce development.**
- **Consult members of the community with experience and expertise in workforce training for disciplines of interest.**
- **Consult subcommittees of other SC FACAs regarding disciplines of common concern or interest.**
- **Make use of existing resources from past studies.**

Letter report

- **Discussion by HEPAP at May meeting**
- **Submission of final draft to HEPAP in advance of meeting**

Possible disciplines of interest

Possible disciplines to which this charge is appropriate:

- **Accelerator science**
- **Particle detectors and instrumentation**
- **Scientific computing**
- **Specific areas of particle theory**
- **Other**

Note that most of these disciplines are of interest also to other fields.

Subcommittee membership

The following individuals have graciously agreed to participate:

- **Ritchie Patterson** (Cornell) - Chair
- **Ilan Ben-Zvi** (BNL, HEPAP)
- **Tao Han** (Pittsburgh, HEPAP)
- **Patty McBride** (Fermilab, HEPAP)
- **Ian Shipsey** (Oxford/Purdue, DPF, incoming HEPAP *ex officio*)

I welcome participation of other HEPAP members in this assessment, either via full commitment to the subcommittee or through input and consultation.