

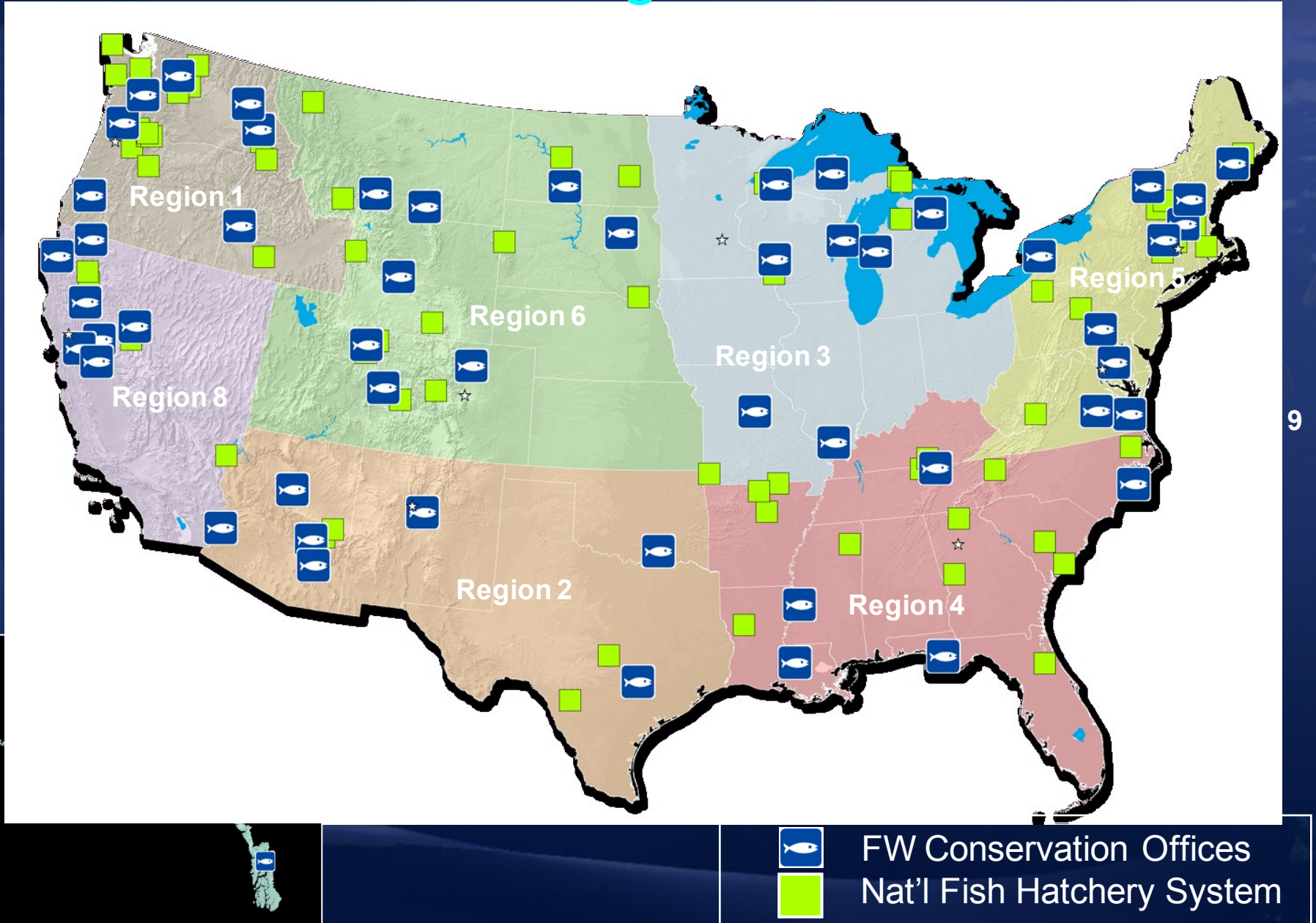
# Battling Brain Drain: Meeting the Challenge of Changing Workforce Needs

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# Fish and Wildlife Conservation Offices



# Fish and Wildlife Conservation Offices

- Manage and restore Service trust fisheries
- Strong fish population assessment, monitoring and evaluation expertise
- Technical assistance to tribes
- Aquatic invasive species control
- Administer National Fish Passage Program and National Fish Habitat Action Plan

# Drivers of Change

- Political landscape
- Advances in science
- Advances in technology
- Resource challenges
- Demographic changes
- Workforce shifts

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# Drivers of Change: Resource Challenges

- Climate change
  - Connectivity
  - Habitat stability
- Expanding habitat restoration role
- Invasive species

*Project leaders will need new skills in negotiation, collaboration, facilitation, and leading across boundaries ...*

*– USFWS Workforce Plan FY2008-2013*

# Aquatic Invasive Species

- Federal implementation lead of Aquatic Nuisance Species Prevention and Control Act of 1990
- Aquatic Nuisance Species Task Force
- **Social marketing approaches: Advances innovative public-private partnerships to prevent introduction and spread**



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# Drivers of Change: Demographics

- The Baby Boom
- The Longevity Boom
- The Birth Dearth

*The [highest priority] mission critical challenge likely to affect the Service is ... loss of valuable institutional knowledge, management expertise, and leadership capability through retirement and attrition.*

*– USFWS Workforce Plan FY2008-2013*



# Drivers of Change: Workforce Shifts

- Avocation as a vocation
- Gender
- Ethnicity
- Education
- Family
- Aspiration
- Wealth
- Loyalty

*The definition of the job and the workplace will change – and culture must begin to substitute for physical proximity in transmitting organizational DNA.*

*– USFWS Workforce Plan FY2008-2013*

# Increase Learning Opportunities

- “People are our most important asset,” so . . .  
Look at training and education as the principal way to maintain and increase their value
- Leverage the existing infrastructure
- Escape the one-size-fits-all approach to learning
- Build knowledge networks

# Framework for Building a Learning Agency

- Commit to life-long learning for all employees
- Employ all channels of learning
- Leverage information technology
- Turn diversity into learning
- Develop and follow a learning agenda

# Communicating the Role of Learning

- Measure what you can
- Accept lack of precision as a fact of life
- Communicate results



*Lifted off the internet 2009*