

NOAA

NOAA's Office of Marine and Aviation: People, Platforms, Culture

Presentation to the 35th Annual International Research Ship Operators

September 24, 2024





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AGENDA

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- NOAA Leadership Direction
 - Where is our Fleet Now and Future
 - Recapitalization of Fleet
 - Integrating Emerging Technology with Ships
 - Facilities
 - People and Culture
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NOAA Priorities



Develop and Deliver Climate Products and Services

- Emphasis on an earth system approach
- Building on observations and predictive capabilities



Economic Development

- Balance environmental stewardship and economic development
- Information and knowledge-based approach to support fisheries, transportation, shipping, oil & gas, recreation, etc.



Workforce and Equity

- Lead in equity & diversity, as well as social justice initiatives associated with NOAA's products and services



Dr. Rick Spinrad



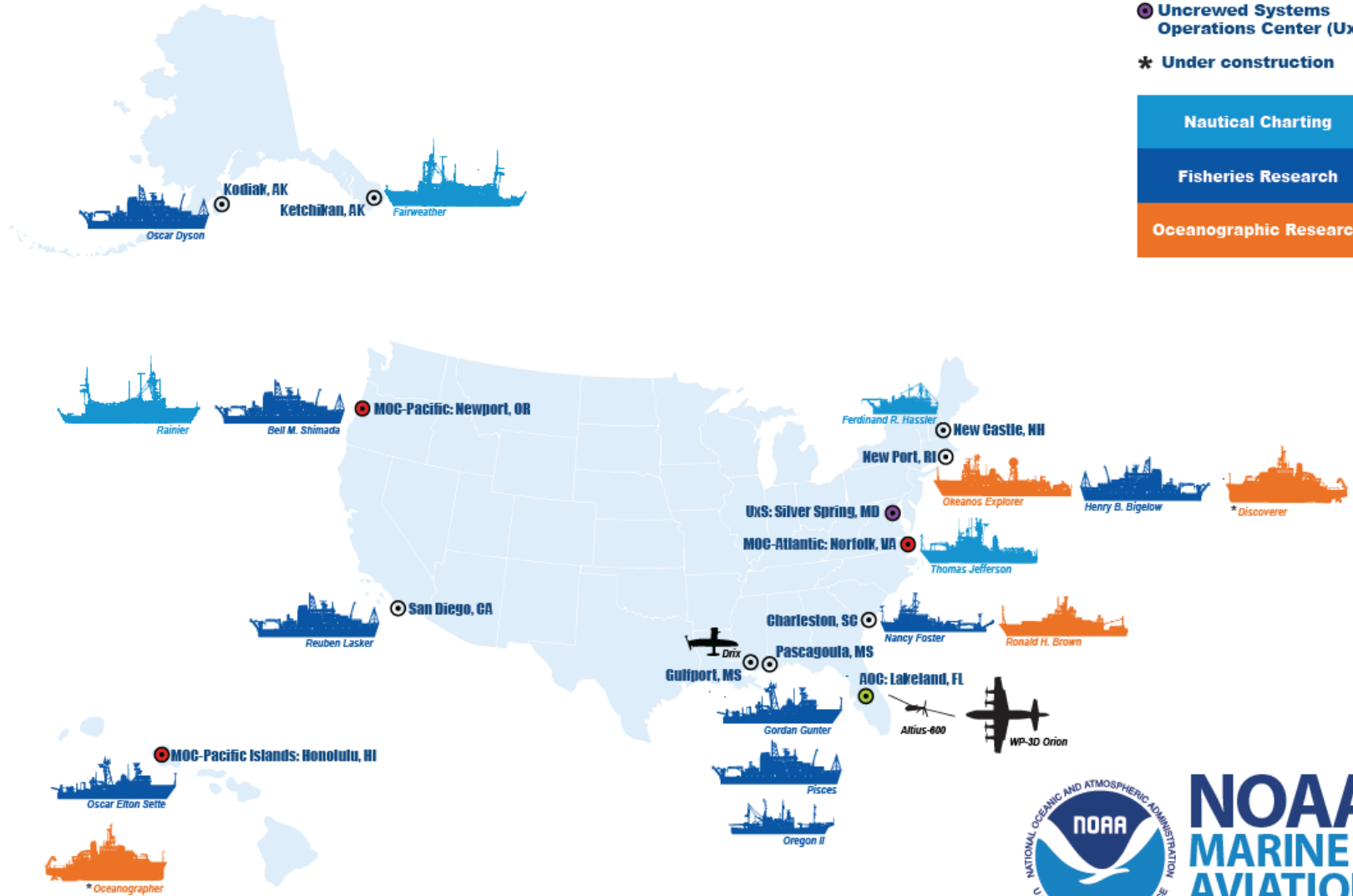
NOAA Fleet Operations Centers

- ⊙ Homeport
- Marine Operation Center (MOC)
- Aircraft Operations Center (AOC)
- Uncrewed Systems Operations Center (UxS)
- * Under construction

Nautical Charting

Fisheries Research

Oceanographic Research



Maintenance and Midlife Repairs

Single phase mid-life repair (MRP) of NOAA Ship *Ronald H. Brown* nearing completion.

- Work started June, 2023 with a return to service estimated for Nov 2024.
- Extends the anticipated service life by 20 years.

OMAO is using this MRP as a roadmap for our 5 Fisheries Survey Vessels.

- Next Up – Fisheries Survey Vessel Oscar Dyson in 2026
- Solicitation is currently on the street.
- ~1 year MRP with (desired) 6 month gaps between vessels.



NOAA Fleet Recapitalization

Oceanographic Ships (Class A):

- The *Oceanographer*, Navy projects delivery in January 2026
- [Launched!](#)
- The *Discoverer*, Navy projects delivery in June 2026. Modifications for deep ocean exploration following delivery



Charting and Mapping (Class B):

- Production Readiness Review: 22 January 2025
- Bubble Sweepdown being reviewed.
- Delivery 2027, 2028



Fisheries Medium Endurance (Class C):

- Milestone 1 and RFP documents in progress.
- Indicative Design 65% complete
- IGCE with Navy (05C) planned for fall.
- Additional Market research on Net Zero conducted with designers



NOAA Fleet: Green Initiatives

Oceanographic Ships (Class A):

- Employing Energy Storage Solutions and design optimal power management solutions with the propulsion plant

Charting and Mapping (Class B):

- Employing Energy Storage Solutions and design optimal power management solutions with the propulsion plant
- Incorporating launch and retrieval (up to 4 per vessel) of Uncrewed Maritime Systems to expand missions out at sea.

Fisheries Medium Endurance (Class C):

- Incentivizing fuel reduction through design in the contract
- Investigating levels of Net Zero technology and alternative fuels for possible inclusion in the RFP
- RFI and Industry Days held in 2022 and 2023
- NOAA participation with ISO TC8/SC25 Maritime GHG Reduction
 - Working groups on alternative fuels, new technologies, and policy. Goal is drafting of new ISO standards.

OMAO Facility Projects

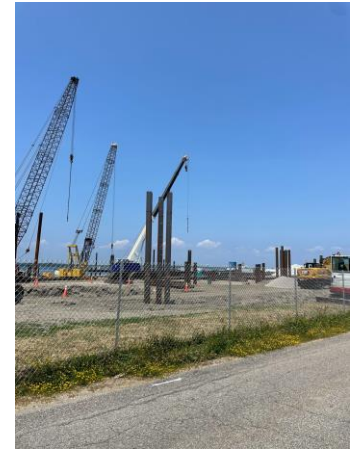
Northeast and Mid Atlantic/ NAVSTA Newport:

- Project officially awarded on December 5, 2023
- Construction began late April 2024
- Successful Groundbreaking event on May 6, 2024
- Project Completion anticipated Q4 of 2027



Southeast and Gulf Coast:

- North Charleston, SC - Contract awarded September 21, 2023
- Ground Breaking Ceremony July 30, 2024
- Construction anticipated to begin October 2024
- Project Completion anticipated Q3 of 2026.
- Gulfport, MS – *Lease* – anticipated signing September; 2 ship pier to follow in early 2025



Northwest, Alaska, and Pacific:

- Ketchikan, AK – Completed December 2023
- West Coast – lease expires in 2031
- Ford Island, Hawaii – upgrades required



NOAA Facilities: Green Initiatives

Northeast and Mid Atlantic/ NAVSTA Newport:

- LEED Silver for the new Administrative and Warehouse Building
- 4 New Electrical Vehicle Charging Stations

Southeast and Gulf Coast:

- LEED Silver Warehouse Building (North Charleston)
- 4 New Electrical Vehicle Charging Stations (North Charleston)
- Floating Pier vs. Fixed Pier, which results in less impact to the marine environment (North Charleston)

Northwest, Alaska, and Pacific:

- Floating Pier vs. Fixed Pier, which results in less impact to the marine environment (Ketchikan)
- 2 New Electrical Vehicle Charging Stations (Ketchikan)
- Installed 2 new oil water separators in the parking lot to prevent spills from getting into the waterway (Ketchikan)

Continuing Advancements in Uncrewed Systems

UxS Operations and Development

- Transitioned DriX Uncrewed Surface Vehicle to Initial Operating Capability
- Operating buoyancy gliders, supporting NOAA Line Offices in California and Alaska, summer 2024
- Funding 11 UxS development projects
- New partnership to develop over FY24 a ship-based, medium lift UAS capability for mammal surveys, other NOAA missions

UMS Services ('data as a service'):

- Year 2 of 2 for 9 projects selected in FY24
- Seeing increase in need for data and funding available for data as a service.





People and Culture



People and Culture

Professional Mariner Staffing Challenge

- Skilled professional mariners are the lifeblood of the NOAA Fleet
- Industry wide/global challenge
- Staffed up from 317 PM to 404 Mariners
- Rotational staffing underway on 6 NOAA ships. 6 more authorized for FY25
- Lost DAS due to staffing decreased from 147 in Q3FY23 to 43 in Q3FY24

Why?

- Pressures from Oil/Gas competition, offshore wind energy
- COVID-19
- Strict cultural standards
- Changing workforce
- Quality of life

Actions

- Respectful Workplace Training
- Committed to diversity, equity and inclusion.
- Fully staffed recruiting department – *we can hire!*
- Growing mariner staffing annually
- Social media vs. career fairs
- Cadet Shipping Program
- Recruitment Bonus
- Retention Bonus
- Contract licensed/unlicensed labor
- Updating HR policies to support competitive crew rotations (2:1)
- Expanding VSAT, StarLink
- Annual Safety Culture Survey
- Investing in exercise equipment, equipment to cook healthy food
- Total Worker Health/Mental health support.
- Zero tolerance for toxic behavior

People: Respectful Workplace



DEPARTMENT OF COMMERCE (DOC) - NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION (NOAA)

OFFICE of MARINE & AVIATION OPERATIONS

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THANK YOU

