



From time to time really exciting things happen at CPAESS and we will be sending you news splashes to keep you up to date!

Hello CPAESS Staff,

UCAR has three different forward-facing summits concerning our workforce that are coming up in late August and early September. I wanted to make sure you knew about them in case you were interested in participating. Here are the pertinent details:

Empowering Our Workforce: All-staff summits to help shape our future

Looking into the future, NCAR/UCAR faces unprecedented changes in the environmental, social, political, and technological areas that impact our work leading and facilitating Earth system science (ESS) for a better world.

A team drawn from across the organization is taking a close look at what our workforce needs will be within the next 10 years to ensure NCAR/UCAR remains a strong and relevant influencer in the global ESS community. The team is building a 10-year Workforce Management Plan that will answer several fundamental questions, including:

- What types of skills will be most important to keep NCAR/UCAR relevant in our fields (and how do we help staff develop them)?
- What experiential backgrounds do we need in our workforce (and how do we recruit them)?
- How can we strengthen our position as community leaders not only in research, but also in promoting diversity and inclusion in the workplace and creating a modern, welcoming environment that attracts and retains the best talent?
- What organizational components will empower our workforce?

We want the plan to meet the needs of both current and future employees throughout their careers, from onboarding through legacy planning and retirement.

Three upcoming virtual summits to gather staff input

You may have responded to our future needs survey or engaged in one of our many workforce planning sessions last year. To continue engaging staff in this process, we are holding a series of three all-staff

summits in late August and early September to gather input that will guide implementation strategies for the plan.

Each virtual summit will be led by [Gurudev Khalsa](#), whom many staff know for his lively and skillful facilitation of the all-staff Diversity Summits.

All summit registrants will receive the current draft of the plan ahead of time, and **any staff member, regardless of their career stage, may participate in any of the summits (and may register for more than one).**

Summit Details:

All three virtual summits will cover the same topics and follow the same agenda, but each one will approach the topics from the perspective of a different career stage:

- **Early-Career** Workforce Summit: **August 26**, 1-5 p.m. [Register via Workday: Early Career](#)
- **Mid-Career** Workforce Summit: **August 31**, 1-5 p.m. [Register via Workday: Mid-Career](#)
- **Late-Career** Workforce Summit: **September 3**, 1-5 p.m. [Register via Workday: Late Career](#)

Because many factors other than years of experience can play a role in determining an individual's career stage, the Workforce Management team has chosen to not define the stages and instead asks participants to self-identify.

Register today to assure your spot, using the links above. Questions? Reach out to Sue Brundege, ext 8719, brundege@ucar.edu

Thank you, and as always if you have questions for me please [reach out](#).

