

Priorities and Annual Guidance 2022



NOAA
FISHERIES



INTRODUCTION

This annual priorities document is designed as an implementation tool for the first year of the new 2022–2025 NOAA Fisheries Strategic Plan. The priorities in this plan are specific areas requiring a corporate focus. The identified priorities consider our major mission functions, fiscal support, external drivers, identified risks, and corporate opportunities. These priorities are intended to guide the execution of the 2022 Annual Operating Plan; steer the individual efforts of each NOAA Fisheries Science Center, Regional Office, and Headquarters Office toward the accomplishment of NOAA Fisheries’ goals and strategies; support our employees; and guide the agency’s Strategic Resource Management (SRM) process.

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Legend for HQ Office designated as coordinators [in brackets] for each Planned Accomplishment

AA = Assistant Administrator	OAQ = Office of Aquaculture
DAA/O = Deputy Assistant Administrator for Operations	OHC = Office of Habitat Conservation
IATC = International Affairs, Trade, and Commerce	OLE = Office of Law Enforcement
CIO = Office of Chief Information Officer	OPR = Office of Protected Resources
Comms = Office of Communications	OSF = Office of Sustainable Fisheries
EEO = Equal Employment Opportunity and Diversity	OST = Office of Science and Technology
MB = Office of Management and Budget	Policy = Office of Policy
HCM = Office of Human Capital Management	



Above: Green sea turtles on a Hawaiian beach. ©istock

Back cover: Fishing and tour boats lined up in Resurrection Bay, Alaska. ©istock

GUIDANCE FROM THE ASSISTANT ADMINISTRATOR



Dear Friends and Colleagues:

As the Assistant Administrator for Fisheries under the Biden Administration, I am eager to join you in our mission to provide vital services for the nation, backed by sound science and an ecosystem-based approach to management. NOAA Fisheries' mission is broad, critical, and consequential: managing productive and sustainable fisheries, ensuring safe sources of seafood, conserving and recovering protected resources, and supporting healthy ecosystems and coastal communities. U.S. fisheries are among the largest and most sustainable in the world. The resilience of our marine ecosystems and coastal communities depends on the health of marine habitats and species, including protected species such as whales, sea turtles, corals, and salmon. As we confront the immense challenges associated with climate change, we will expand our commitment to better prepare and respond to them. We will provide scientific information, tools, and capacity for resource managers and stakeholders to assess and reduce impacts, increase resilience, and help adapt to changing ocean conditions.

I am pleased to detail our strategic priorities for 2022. This annual guidance charts the course for NOAA Fisheries to prioritize our annual actions to manage fisheries and conserve habitats and protected species. While our strategic framework centers around core programs relating to sustainable fisheries, protected species, and organizational excellence, we will increase our support for Administration priorities regarding climate change and offshore wind energy, seafood competitiveness, and equity and environmental justice. This document also reflects our support for the Department of Commerce and NOAA's vision to grow our Blue Economy by improving the data, services, and management tools that support ocean-based businesses. We aim to amplify the economic value of sustainable and climate-ready fisheries while conserving and recovering protected marine species and their habitat.

We will continue to apply the latest science to assess climate impacts on our trust resources and to identify and implement solutions to facilitate predicting and adapting to changing conditions. Through efforts such as NOAA's Climate, Ecosystems, and Fisheries Initiative, NOAA Fisheries Climate Science Strategy, Climate Regional Action Plans, and our Ecosystem-based Fisheries Management Road Map, we are gathering and integrating information on climate and ecosystem changes into our fish, wildlife, and habitat management decisions. Climate science and our work with partners on climate-ready fisheries will result in new decision support tools that will be used by resource managers and businesses to ensure the sustainability of our fisheries and their investments.

As always, we will work to support and grow the economic value of U.S. fisheries. Our partnerships with the regional fishery management councils, interstate marine fisheries commissions, states, tribes, academia, and other organizations help to ensure the recovery and long-term sustainability of the commercial and recreational fishing industries. They are also vital to our efforts to expand U.S. aquaculture responsibly and sustainably and to strengthen the seafood supply chain.

We will continue to prioritize our work to protect and recover threatened and endangered species, such as salmon and right whales, and protect and recover the habitats that all marine life needs to survive and thrive.

We are making great strides to augment and diversify our data collection technologies, including in the areas of artificial intelligence, autonomous platforms, electronic data collection, high-volume data management, eDNA, and other state-of-the-art technologies. For example, researchers use remotely sensed data captured by drones to investigate essential habitats and to determine the distribution and abundance of species in habitats that are difficult to access using traditional survey methods. Expanding the use of electronic monitoring in our fisheries is a top priority, one that we are moving forward on with support from the councils.

With regard to organizational excellence, workforce health and morale are key to achieving our mission. We have risen to the challenges presented by the global pandemic and remain true to our passion for the mission. Critical to our pursuit of organizational excellence is bringing about cultural change needed to support our core principles of diversity, equity, inclusion, and accessibility so we can build great teams, cultivate leaders, and create an organization with a thriving workforce. In addition, we aim to improve our communication to better serve the public.

We should be proud to continue to lead the world in conducting ocean science, serving the nation's coastal communities and industries, and ensuring responsible stewardship of our fisheries and ocean and coastal resources. This work requires strong partnerships, respect for others, and a commitment to scientific integrity. Thank you for joining in this noble effort.

Janet Coit



A large school of salmon make their way up a fish ladder of a dam in the Columbia River, Oregon. ©istock

STRATEGIC GOAL 1: Adaptively manage fisheries for sustainability and economic competitiveness to grow the Blue Economy.

In 2022, NOAA Fisheries will continue to rebuild overfished stocks and manage stocks for optimum yield in partnership with the regional fishery management councils. We will continue efforts to build economic resilience and increase competitiveness in the U.S. seafood and fishing sectors, including supporting aquaculture’s role in increased seafood production. We will manage the distribution of economic relief to fishing communities still recovering from the economic effects of the COVID-19 pandemic. We will promote ecosystem-based fishery management (EBFM) and climate science as we strive to understand the evolving ecological communities and adapt our management strategies. We will engage with underserved communities to address environmental justice and climate vulnerability issues in our management approaches. We will work to support responsible expansion of offshore wind energy by evaluating and mitigating impacts, carrying out our regulatory responsibilities, and focusing on scientific and social analyses of the environmental effects on fisheries and fish habitat, fishing communities, and our ability to provide high-quality stock assessments. We will support the development of remote and autonomous vehicles, artificial intelligence, and advancements in genomic characterization as an important part of our science enterprise that will improve survey precision and sensitivity, and reduce costs. We will work to advance our efforts to combat illegal, unreported, and unregulated (IUU) fishing and seafood fraud and to promote fair trade. We will use advanced analytics to aid in predicting when and where IUU fishing is likely to occur.

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 1.1: Manage stocks for optimum yield and build climate and economic resilience in U.S. fishing and seafood sectors	
Engage with the regional fishery management councils to prevent overfishing and rebuild fish stocks and to expand tools to address climate change vulnerabilities and impacts.	Implement Secretarial or council actions that adjust management measures to improve or maintain the sustainability of fish stocks, and support regulatory changes that streamline or increase efficiency for fisheries stakeholders. [OSF]
Improve U.S. seafood competitiveness.	Expand opportunities for seafood marketing and the modernization of seafood processing facilities. [OSF] Provide seafood inspection services to help seafood processors and distributors achieve marketing goals, including to foreign countries. [IASI] Implement a Global Seafood Data System to track seafood trade. [OST] Expand economic assessments of the seafood sector and improve ability to analyze and understand economic downturns. [OST] Analyze the U.S. seafood retail market and develop metrics. [OST]

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 1.1: Manage stocks for optimum yield and build climate and economic resilience in U.S. fishing and seafood sectors	
Improve U.S. seafood competitiveness. (Continued)	Strengthen our understanding of markets, supply chains, and marketing opportunities, partnering with the U.S. Department of Agriculture. [DAA/O] Negotiate fair allocations for U.S. industry at regional fisheries management organizations (RFMOs) when setting total allowable catches for shared fish stocks. [IASI]
Develop a NOAA Fisheries Seafood Strategy to help build resilient and climate-ready fishing and seafood sectors, and associated communities.	Design and execute regional seafood roundtables with stakeholders to gain insight into policies and programs. [DAA/O] Support aquaculture development in collaboration with the U.S. Department of Agriculture and other federal agencies. [OAQ] Ensure equitable support for climate-ready shoreside fishing/seafood infrastructure. [OSF]
Partner with the recreational fishing sector to ensure sustainability, resilience, and climate readiness.	Host national saltwater recreational fisheries summit and produce summary report. [AA-RecFish] Host a socio-economic workshop with the recreational fishing community. [AA-RecFish] Participate in regional fishery management council investigations of alternative approaches to managing recreational fisheries. [AA-RecFish]
Strategy 1.2: Advance climate science and ecosystem-based fishery management (EBFM) to increase the sustainability of marine fisheries	
Implement the NOAA Climate, Ecosystems, and Fisheries Initiative.	Develop regional Fisheries and Climate Decision Support Systems to increase production and delivery of climate-informed advice. [OST] Advance climate, ocean, and ecosystem modeling for developing climate-informed management advice. [OST]
Implement the NOAA Fisheries Climate Science Strategy.	Initiate drafts of Regional and National Climate Action Plans. [OST] Increase communication and outreach on climate and fisheries issues and NOAA Fisheries activities. [OST] Advance EBFM and account for the effects of climate change in fishery management. [OST] Use NOAA's Integrated Ecosystem Assessment (IEA) approach to provide the status of marine ecosystems to management. [OST]

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 1.2: Advance climate science and ecosystem-based fishery management (EBFM) to increase the sustainability of marine fisheries	
Identify and mitigate potential impacts of offshore wind energy development on the ecosystem, fisheries, and dependent fishing communities.	<p>Work with BOEM to develop and implement an MOU to advance collaboration around responsible offshore wind development and to mitigate impacts on surveys, fisheries and protected species [Policy]</p> <p>Establish national and regional IEA working groups to share experiences engaging with regional partners on offshore wind energy development. [OST]</p> <p>Conduct consultations on offshore wind energy activities to minimize adverse impacts to Essential Fish Habitat. [OHC]</p> <p>Expand the application of the Spatial Economics Toolbox (FishSET) in assessing trade-offs from implementing marine protected areas and other closures (e.g., wind and aquaculture siting). [OST]</p> <p>Implement a multi-agency workplan associated with studying impacts of offshore wind energy development on fishing and fishing communities. [OST]</p>
Support partnerships to expand the use of climate and ecosystem information.	<p>Support sustainable fishery management by providing scientific advice and information to regional fishery management councils and other partners. [OST]</p> <p>Provide councils with sufficient habitat data to support decision-making in an ecosystem context. (OHC)</p> <p>Expand international collaboration to promote ecosystem-based management, and understand and respond to climate impacts on fisheries and fishing-dependent communities. [OST]</p> <p>Work with regional fisheries management organizations (RFMOs) to apply adaptive fishery management strategies, and bilateral and regional agreements, incorporating EBFM and accounting for the effects of climate change. [IASI]</p>
Provide aquaculture management with the tools and processes to incorporate an ecosystem-based management approach.	<p>Produce a 'blueprint' white paper providing a path forward to develop and use best-available aquaculture science advice for informing regulatory decisions. [OAQ]</p> <p>Identify opportunities for programmatic environmental reviews for aquaculture operations. [OPR/Policy]</p> <p>Complete appropriate environmental review documents for aquaculture actions. [OPR/Policy]</p>
Strategy 1.3: Address changing habitat needs to build a climate-ready nation	
Implement Infrastructure Investment and Jobs Act (IIJA) habitat restoration to restore marine, estuarine, coastal, and Great Lakes ecosystems to ensure a climate-ready nation.	<p>Provide funding through a competitive grant process, and place particular emphasis on building capacity in underserved communities. [OHC]</p> <p>Identify and implement restoration projects to combat rising sea levels and the rapid loss of marsh habitat, and to restore EFH. [OHC]</p>
Identify and conserve high-priority areas of Essential Fish Habitat, with consideration of changing habitat conditions and geographic distribution of fish populations.	<p>Roll-out the completed NE Habitat Climate Vulnerability Assessment and initiate remaining regional habitat climate vulnerability assessments. [OST]</p> <p>Provide regional fishery management councils' Habitat Work Group with habitat science needed to make management decisions. [OST]</p> <p>Prescribe effective fish passage at hydropower facilities where needed. [OHC]</p>

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 1.3: Address changing habitat needs to build a climate ready nation	
Engage with anglers to prioritize and execute habitat conservation and restoration, with consideration of changing conditions and geographic distribution of fish populations.	Host recreational constituent habitat workshops in NOAA Fisheries' West Coast and Southeast Regions. [AA-RecFish/OHC] Provide federal habitat restoration/conservation funding opportunities to angler organizations through National Fish Habitat Partnerships. [AA-RecFish/OHC]
Strategy 1.4: Diversify our data collection technologies and expand data products and services in support of the New Blue Economy	
Expand the use of novel and advanced methods of data collection.	Use artificial intelligence to process data collected on fishery-independent surveys. [OST] Develop capabilities for autonomous or uncrewed platforms to augment NOAA's fishery survey vessels. [OST] Improve identification success for eDNA genetic barcodes for US EEZ fishes. [OST] Increase capabilities to process electronic monitoring data using computer vision and machine learning applications. [OST] Complete distribution mapping tool [OST]
Increase electronic data collection capacity.	Research, develop, and apply innovative technologies for data discovery, access, and analysis. [OST] Implement the Southeast For-Hire Integrated Electronic Reporting Program. [AA-RecFish] Implement a cooperative research program to survey an area and species complex that cannot be effectively surveyed aboard large ships. [OST]
Provide data products and services to constituents and partners in the New Blue Economy.	Increase accessibility of information on U.S. seafood to consumers, enabling them to make informed choices. [Comms] Modernize fisheries data and information management to provide sound data governance and policy, and state-of-the-art technologies. [OST] Connect existing and new high-volume data acquisition systems to end-to-end Fisheries data management services. [OST]
Strategy 1.5: Ensure equity and accessibility for tribal, indigenous, and underserved communities	
Solicit diverse and inclusive participation in decision-making across the range of advisory bodies with whom NOAA Fisheries engages (e.g., MAFAC, councils, etc.).	Identify tools and best practices to increase the diversity of council appointment nominees, working with states and other partners. [OSF/Policy] Solicit and encourage increased diversity in representatives as openings arise in advisory committees and task forces and for regional fisheries management organization commissioner positions. [IASI/Policy] Conduct government-to-government consultations with tribes on issues of importance [AA]

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Strategy 1.5: Ensure equity and accessibility for tribal, indigenous, and underserved communities	
Review NOAA Fisheries programs and policies to determine whether underserved communities face systemic barriers to accessing benefits and services	<p>Develop Equity and Environmental Justice Plan [OSF]</p> <p>Evaluate efforts to ensure data collection reflects regional needs and identified priorities regarding underserved communities. [OST]</p> <p>Review existing efforts to engage underserved communities in the council process and develop best practices to support improved engagement with these communities. [OSF]</p> <p>Expand the Community Social Vulnerability Indicator Toolbox to include environmental justice and climate vulnerability issues, NEPA, and MSA assessments. [OST]</p>
Promote environmental justice by ensuring an equitable voice from tribal, indigenous, and underserved communities in fishery management, resource decisions, and allocations of benefits.	Support diversity in the next generation of fisheries scientists and managers, including through the Living Marine Resources Cooperative Science Center (LMRCSC) program. [OST]
Strategy 1.6: Ensure imported seafood and fish products are free from IUU fishing and seafood fraud	
Test the use of advanced analytics to predict when and where IUU fishing is likely to occur.	<p>Improve prediction of IUU fishing by piloting a cloud platform that incorporates data from multiple sources, AI/ML algorithm processing, and analytics/visualization. [IASI/OLE/OCIO]</p> <p>Develop products to advance the use of geospatial intelligence satellite imagery, guide satellite tasking, perform object identification, and deliver analytical results on fishing, vessel location, and images. [OLE/OST]</p>
Strengthen and expand efforts to implement the Seafood Import Monitoring Program (SIMP).	<p>Modernize and integrate IT infrastructure supporting SIMP, including advanced analytics to detect potential imports of IUU fishing and seafood fraud. [IASI/OCIO]</p> <p>Develop SIMP regulatory framework, consider risk-based expansions to enhance effectiveness and issue proposed rule. [IASI]</p> <p>Expand targeting and investigation into SIMP species imports by increasing shipment intelligence and data analysis in partnership with the U.S. Customs and Border Protection's Commercial Targeting and Analysis Center. [OLE]</p>

STRATEGIC GOAL 2: Safeguard protected species and propel their recovery.

In 2022, we will continue to implement recovery actions and improve our understanding of marine mammals and endangered and threatened species, including a focus on our Species in the Spotlight. We will study and predict the effects of a changing climate on the health and distribution of coastal and marine species and their ecosystems. We will apply the use of ‘Omics, and passive acoustic monitoring for detecting and monitoring protected species presence as well as accurately assess acute, chronic, and cumulative impacts of ocean noise. We will provide coordination and consultation to enable offshore wind energy development and marine aquaculture with minimal adverse impact to protected marine species or their environment. We will promote changes to gear and fishing practices to reduce bycatch of sea turtles, marine mammals, and other protected species. We will protect and restore habitat designated as critical to the recovery of endangered species, including the removal of fish passage barriers and restoration of riverine systems as a key recovery strategy. We will provide water management advice to support the needs of salmon and other protected species during the current severe West Coast drought.

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 2.1: Continue to implement actions to recover listed endangered and threatened species	
Make measurable progress on recovery strategies for Species in the Spotlight and other threatened and endangered species.	Reduce North Atlantic right whale mortality from gear entanglements and vessel strikes. [OPR] Enforce speed restrictions in Seasonal North Atlantic right whale Management Areas. [OLE] Enhance sustainability of West Coast salmon populations with hatchery rearing and habitat restoration. [OPR] Reduce disturbance to Cook Inlet beluga whales in key foraging areas. [OPR] Improve coldwater management and improve access to juvenile rearing habitat for Sacramento River winter-run Chinook salmon. [OPR] Reduce Pacific leatherback sea turtle bycatch and increase protection on nesting beaches. [OPR]
Quantify progress in recovering ESA-listed marine species (implement revised performance measure).	Improve the protected species recovery metric to better understand progress in recovering and conserving species. [OPR] Increase stock assessments of marine mammals to provide scientific advice that facilitates their conservation. [OST]
Promote conservation under the provisions of the High Seas Driftnet Fishing Moratorium Protection Act.	Consult with nations identified for Protected Living Marine Resource bycatch under the Moratorium Protection Act to encourage corrective actions. [IATC]

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 2.2: Model and predict the effects of climate change on protected species to improve conservation outcomes	
Investigate trends in protected species health and changes in distribution relative to climate change effects and environmental variability.	<p>Assess and model large whale distributional changes in response to climate change and other stressors. [OPR]</p> <p>Assess protected species health and stranding trends. [OPR]</p> <p>Assess multiple environmental stressors impact on the health of protected species and their ecosystems (e.g. biotoxins, pollutants, ocean acidification, pathogens, temperature). [OST]</p> <p>Assess effects of sea ice loss on marine mammals and seabirds, and their migration patterns. [OPR]</p>
Conduct climate vulnerability assessments for critical protected species.	<p>Develop climate-informed methods and analyses to ensure inclusion of climate-related impacts in ESA and MMPA responsibilities. [OPR]</p> <p>Complete climate vulnerability assessments for Atlantic and Pacific marine mammals. [OST]</p> <p>Complete climate vulnerability assessments for sea turtles. [OST]</p>
Provide water management advice to ensure protected species survival.	Collaborate with partners to inform water management planning and real-time water management in the West Coast drought and to protect minimum flows. [OPR]
Strategy 2.3: Expand the use of advanced and innovative technologies	
Explore and apply the use of 'Omics (e.g., eDNA, genomics, proteomics, transcriptomics, and metabolomics) in the context of detecting and monitoring protected marine species presence and health.	<p>Pilot the use of cloud inherent 'Omics platforms to address limitations of data storage and computational power for on-premise solutions. [CIO/OST]</p> <p>Support NOAA Fisheries implementation of 'Omics, including non-cloud computing infrastructure investment. [OST]</p>
Use uncrewed or autonomous platforms (UxS) and acoustic monitoring to detect protected marine species.	<p>Expand passive acoustic monitoring efforts for detections of Pacific and Atlantic cetaceans. [OPR]</p> <p>Expand UxS efforts for detections of protected anadromous fish species. [OPR]</p> <p>Expand UxS efforts for detections of sea turtles. [OPR]</p> <p>Increase technological approaches to monitoring negative interaction with Species in the Spotlight. [OLE]</p>
Strategy 2.4: Protect and restore important habitats necessary for the recovery of endangered marine species	
Protect and restore habitat that has been designated as critical to the recovery of endangered species.	<p>Implement high-priority habitat restoration actions specified in Species in the Spotlight Action Plans, and for other species. [OHC]</p> <p>Finalize critical habitat designations for ice seals and corals. [OPR]</p> <p>Propose critical habitat for Nassau grouper and Rice's whale. [OPR]</p> <p>Implement projects aligned with Mission: Iconic Reefs to restore and increase the resilience of coral reefs in the Florida Keys. [OHC]</p>

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 2.4: Protect and restore important habitats necessary for the recovery of endangered marine species	
Remove fish passage barriers and implement provisions of the IIJA to maximize access to spawning and rearing habitat and build climate resilience.	<p>Provide funding through two competitive grants processes (including Notices of Funding Opportunity), and work with tribes to align projects with tribal priorities and needs. [OHC]</p> <p>Implement habitat restoration actions as identified in ESA recovery plans that increase the quantity and quality of riverine habitat. [OHC]</p>
Strategy 2.5: Protect marine species while supporting the Blue Economy	
Enable offshore wind energy development with minimal adverse impact to protected marine species and their habitat.	<p>Participate as a cooperating agency on environmental reviews of offshore wind energy development, and as an authorizing agency for take of marine mammals pursuant to the MMPA. [OPR/Policy]</p> <p>Implement milestones of multi-agency workplan to streamline protected species regulatory and environmental review processes for offshore wind energy development. [OPR]</p> <p>Improve efficiencies in the environmental and regulatory review processes to advance offshore wind energy development. [Policy/OPR/OHC]</p>
Develop and test safe deterrence measures to keep marine mammals from damaging fishing gear and catch.	<p>Finalize national guidelines for safely deterring marine mammals from damaging fishing gear and reducing catch. [OPR]</p> <p>Engage the Marine Fisheries Advisory Committee to provide advice for evaluating the effectiveness of marine mammal deterrents. [OPR/Policy]</p>
Refine bycatch mitigation reduction practices in commercial and recreational fisheries.	Assess ropeless fishing practices in collaboration with fishermen to reduce entanglement potential for protected species and develop ropeless roadmap. [OPR]
Promote safe and responsible marine wildlife ecotourism practices.	<p>Share guidelines, policies, and regulations for marine wildlife viewing through third-party education and outreach efforts. [OPR]</p> <p>Finalize regulations for protecting Hawai’ian spinner dolphins from human disturbance. [OPR]</p>
Assess acute, chronic, and cumulative impacts of ocean noise on protected species.	<p>Complete review of marine mammal behavioral harassment thresholds. [OPR]</p> <p>Finalize pile driving source level recommendations. [OPR]</p> <p>Develop a tool to calculate permanent threshold shift (PTS) / behavioral criteria isopleths for pile driving activities affecting protected species. [OPR]</p> <p>Provide guidance to the offshore wind industry regarding passive acoustic monitoring. [OPR]</p> <p>Maintain and increase baseline ocean sound monitoring and public access to the data. [OPR]</p>
Engage with foreign nations through NOAA Fisheries’ regulatory programs to strengthen measures globally for protected living marine resources.	<p>Promote marine mammal conservation globally through implementing the U.S. MMPA Import Provisions. [IASI]</p> <p>Process applications for Comparability Findings for foreign fisheries exporting seafood to the U.S. [IASI]</p> <p>Prepare documentation to support trade restrictions on nations without comparable bycatch mitigation programs. [IASI]</p> <p>Consult with nations identified for bycatch of protected species under the Moratorium Protection Act to encourage nations to implement regulatory measures comparable to those of the U.S. [IASI]</p>

STRATEGIC GOAL 3: Diversify our workforce and support our mission through organizational excellence.

NOAA Fisheries recognizes that the success of our mission relies on the passion, hard work, and commitment of our diverse and talented employees, responsive business processes, and supporting infrastructure. We will implement our diversity, equity, inclusion, and accessibility (DEIA) strategy. We will recruit and train the workforce of the future, one that represents a diverse cross-section of society and has the skills and competencies in emerging technologies to meet evolving needs. We will support employee physical and emotional wellness by helping them set boundaries between work and home life and prevent burnout. We will use cloud technology and online collaboration platforms to support both remote and on-location efforts. We will continue to implement and improve our structured process to facilitate priority-based budgeting, ensuring optimized allocation of funds on highest priorities. We will continually evaluate, maintain, and modernize our facilities and other infrastructure to ensure a secure, safe, and state-of-the-art workplace. We will implement the National Academy of Public Administration (NAPA) report and improve internal and external communications.

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 3.1: Ensure Total Worker Wellness	
Implement the Total Worker Wellness program to address employees' mental health and well-being and improve behavioral health literacy (including the prevention of sexual assault, sexual harassment, and bullying).	Implement a Wellness Council. [HCM] Create a "Wellness Corner" on the Human Capital intranet site. [HCM] Collect and evaluate data on existing wellness initiatives across NOAA Fisheries and identify opportunities to scale up local programs. [HCM] Develop onboarding practices that respond to an evolving work environment. [HCM/OST]
Strategy 3.2: Realize workforce diversity, equity, inclusion, and accessibility (DEIA)	
Implement actions in our DEIA strategy to improve diversity, equity, inclusion, and accessibility in the federal workforce.	Strengthen the network of Minority Serving Institutions to increase our outreach and recruitment efforts. [EEO] Provide unconscious bias training (required) to all supervisors in an effort to promote diversity within the federal workforce. [EEO] Enhance the use of Diverse Hiring Panels. [EEO] Promote participation in a mentoring program. [EEO] Develop a paid student internship program focused on underrepresented populations to provide mentorship for career development and work experience at NOAA. [HCM/OHC]

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 3.2: Realize workforce diversity, equity, inclusion, and accessibility (DEIA)	
Use tools and programs to recruit from underrepresented communities.	<p>Develop remote work guidance consistent with DOC policies to allow maximum flexibility for supervisors in shaping a diverse workforce to meet mission needs. [HCM]</p> <p>Optimize opportunities to hire entry-level employees to increase diversity. [HCM]</p>
Develop and promote employees of underrepresented groups into positions of senior leadership.	<p>Provide leadership development opportunities through training and educational experiences to enhance preparedness of minorities for leadership positions. [HCM]</p> <p>Conduct workshops on Executive Core Qualifications and résumé writing to inspire and encourage future minority executives. [HCM]</p>
Strategy 3.3: Develop workforce skills for the future	
Increase overall employee competency by strategically hiring for needed skills, filling positions through reassignment opportunities, and evaluating staffing plans for rightsizing and workforce composition.	<p>Increase awareness of available hiring authorities to create a pipeline of eligible candidates for entry-level positions. [HCM]</p> <p>Increase online training opportunities to retrain staff on new technologies toward building the workforce of the future. [CIO]</p> <p>Improve student intern understanding of the federal hiring process and opportunities for federal employment. [OHC]</p>
Invest in a data-literate workforce.	<p>Create a curriculum for data literacy training. [OST]</p> <p>Implement a data scientist job classification. [OST]</p>
Strategy 3.4: Embrace a new paradigm for the workplace	
Ensure teleworking employees are provided approved resources and IT platforms to work remotely as effectively as in the office.	<p>Assess and expand IT toolsets, infrastructure, and potential staffing needs to support a hybrid workforce model. [CIO]</p> <p>Develop and implement an approach to improve overall employee experience in a hybrid work environment. [CIO]</p>
Ensure in-office meetings are designed and implemented to be inclusive of remotely-working employees, and sensitive to adjacent workers.	Provide resources through the Human Capital intranet site on best practices for a hybrid work environment to assist managers in setting up inclusive practices. [HCM]
Strategy 3.5: Adaptively manage infrastructure	
Implement functional planning to maintain and modernize infrastructure, using lifecycle modeling, cost forecasting, risk analysis, and priority-based decision-making.	<p>Integrate builder condition data and budget projections into the NOAA Fisheries Facilities Dashboard. [MB]</p> <p>Update Facilities Dashboard to include automation of AMP Facility Project prioritization process and investment planning. [MB]</p>
Update space standards and procedures for new leases and renewals to ensure they are executed within federal standards and NOAA guidelines.	Develop a NOAA Fisheries Facility Lease Policy. [MB]
Continue IT migration to a cloud platform/ environment.	<p>Expand the use of two NOAA Fisheries cloud platforms to increase “smart cloud adoption” and AI/ML processing, and further facilitate data sharing. [CIO]</p> <p>Complete the migration of all OST applications and databases to the cloud for fast, stable, and secure services for NOAA Fisheries science programs. [OST]</p>

NATIONAL PRIORITIES BY STRATEGY	PLANNED ACCOMPLISHMENTS FOR 2022 [and HQ program monitoring overall progress]
Strategy 3.6: Optimize resources	
Increase consistency and transparency in the agency strategic planning process to optimize funding allocation among all FMCs.	Improve labor accountability and prioritization of functions/activities across NOAA Fisheries, integrating stakeholder input. [MB]
Enhance the use of strategic resource management to communicate budget formulation, allocation, and reallocation priorities.	Integrate the results of Base Resource Reviews into budget allocation decisions to FMCs. [MB]
Apply best practices from LEAN principles to promote continuous improvement, and provide evidence-based, transparent decisions.	Pilot the application of LEAN efficiency principles to the review/approval of protected resource regulatory processes. [OPR]
Strategy 3.7: Improve internal and stakeholder communications	
Expand congressional outreach with an emphasis on communicating progress on mission and Administration priorities.	<p>Develop and share specific communications products to highlight the importance, role, and value of Fisheries research surveys. [Comms]</p> <p>Assist with and share Fisheries progress in responding to the NAPA Report. [Comms]</p> <p>Proactively share regionally or nationally focused web content of interest with specific congressional members. [Comms]</p>
Improve user experience as a way to expand our reach on digital platforms.	<p>Continue to lead the management and growth of NOAA Fisheries award-winning website with an emphasis on usability and search engine optimization. [Comms]</p> <p>Continue to refine the Fisheries website and improve our federal web satisfaction scores with target audiences. [Comms]</p> <p>Continue to develop and share monthly analytics on our digital platforms as a way to highlight web content that resonates. [Comms]</p>
Coordinate strategic communications across the agency.	<p>Coordinate priority agency issues and news across Fisheries offices (e.g., rollouts, feature stories, social media). [Comms]</p> <p>Adopt professional podcasts as a new platform and enhance video production to reach our target audiences. [Comms]</p> <p>Expand direct stakeholder engagement through virtual and in-person engagements with agency leadership focused on key issues (e.g., seafood strategy). [Comms]</p> <p>Improve the quality and frequency of internal communications on high-interest topics (e.g., reintegration, plain language, and branding). [Comms]</p>
Implement improvements or address issues identified in the NAPA Budget Structure and Allocation Review.	<p>Stand up cross-cutting NOAA Fisheries team to evaluate NAPA's recommendations on program management, functional planning, and intra-agency communications, and to propose specific actions. [AA]</p> <p>Develop and share criteria for prioritizing fishery surveys. [OST]</p> <p>Improve transparency and communication on budget decisions within and across NOAA Fisheries. [MB]</p> <p>Develop better systems for regular communications with congressional committees and offices. [AA/Comms]</p>



U.S. Secretary of Commerce
Gina M. Raimondo

Under Secretary of Commerce for
Oceans and Atmosphere and NOAA
Administrator

Dr. Richard W. Spinrad

Assistant Administrator for Fisheries
Janet Coit

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www.fisheries.noaa.gov

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National Marine
Fisheries Service
1315 East West Highway
Silver Spring, MD 20910

