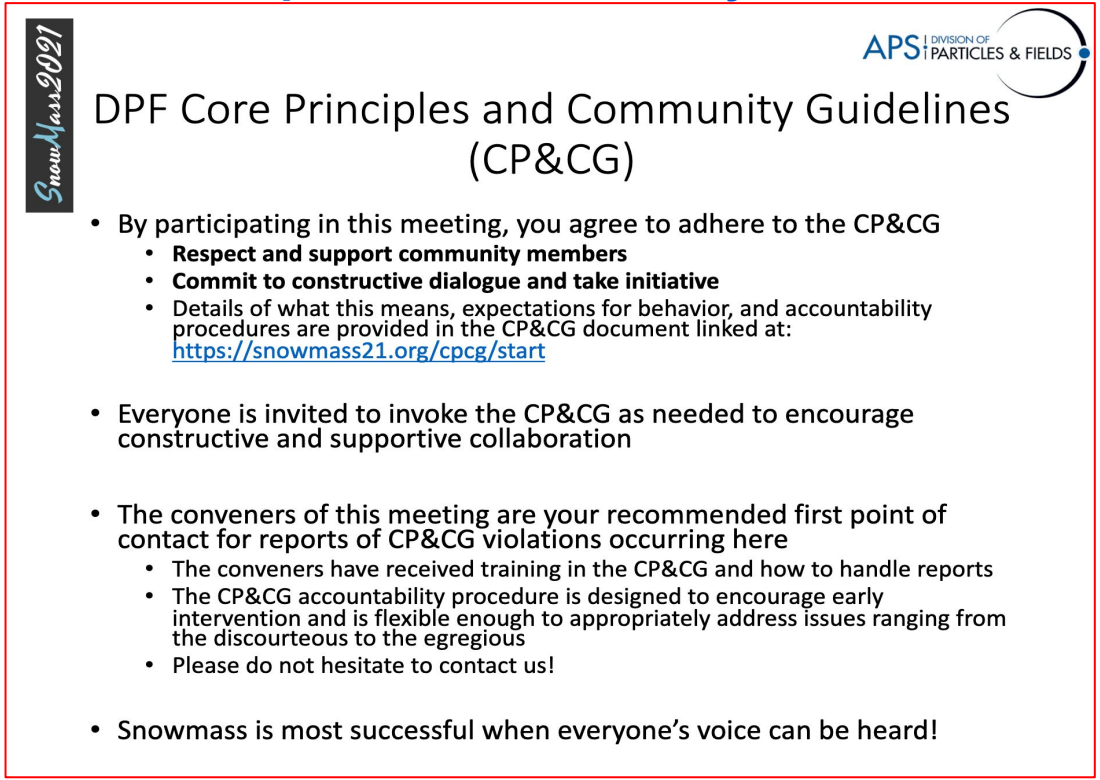
# To all the participants

**As participants of the CPM you must adhere to the**

- **APS Code of Conduct and**
- **DPF Core Principles and Community Guidelines**

## Core Principles and Community Guidelines



# CEF TGs Convenors

**All CEF TGs are engaged in HEP Workforce, Career & Training - directly or indirectly**

## Applications & Industry (20 LOIs)

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~100 LOIs
(several overlapping)

## Diversity and Inclusion (33 LOIs)

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Mu Chun Chen
(UC Irvine)

Samuel Meehan
(CERN)

## Career Pipeline & Development (31 LOIs)

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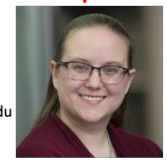

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## CEF Convenors

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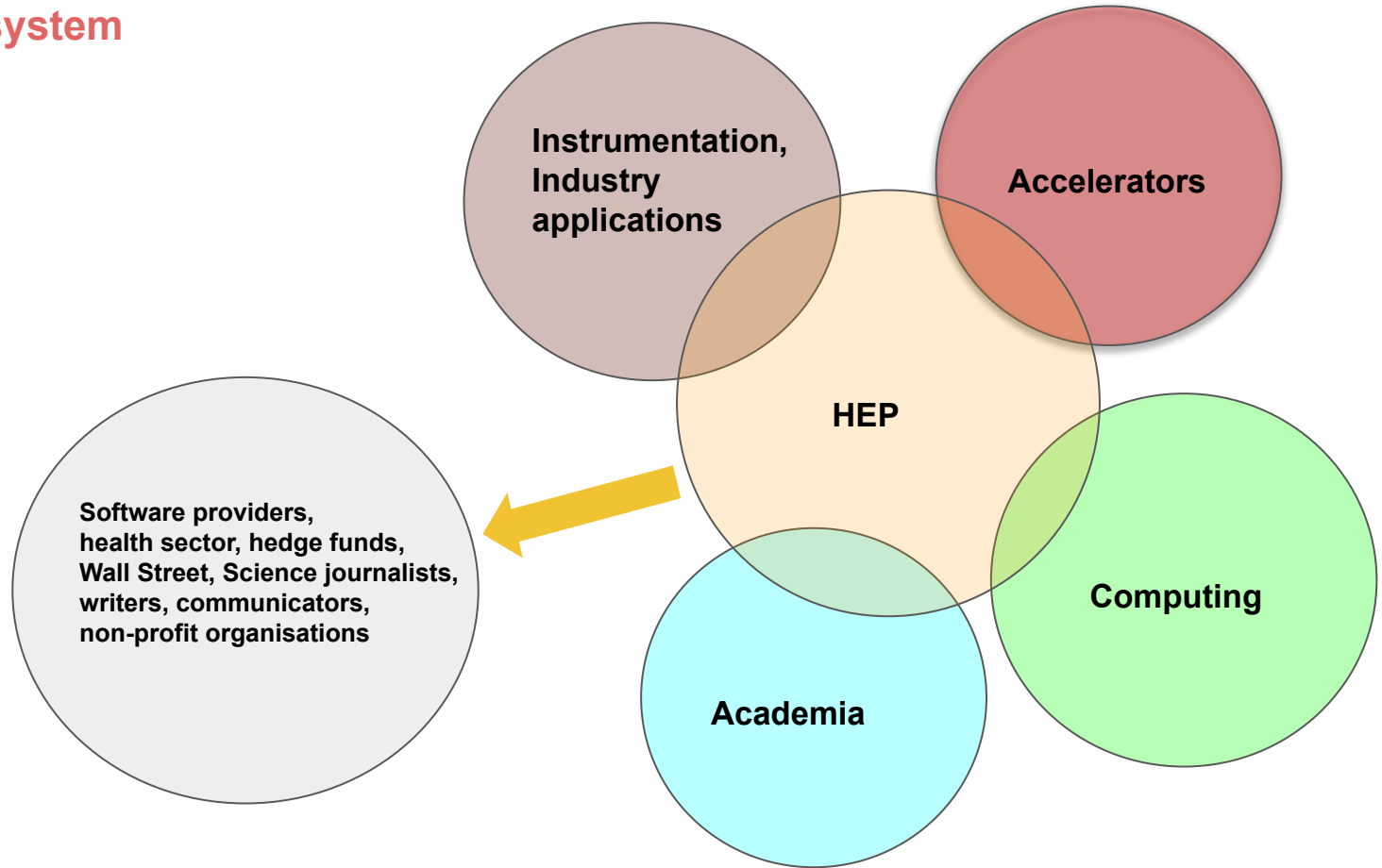
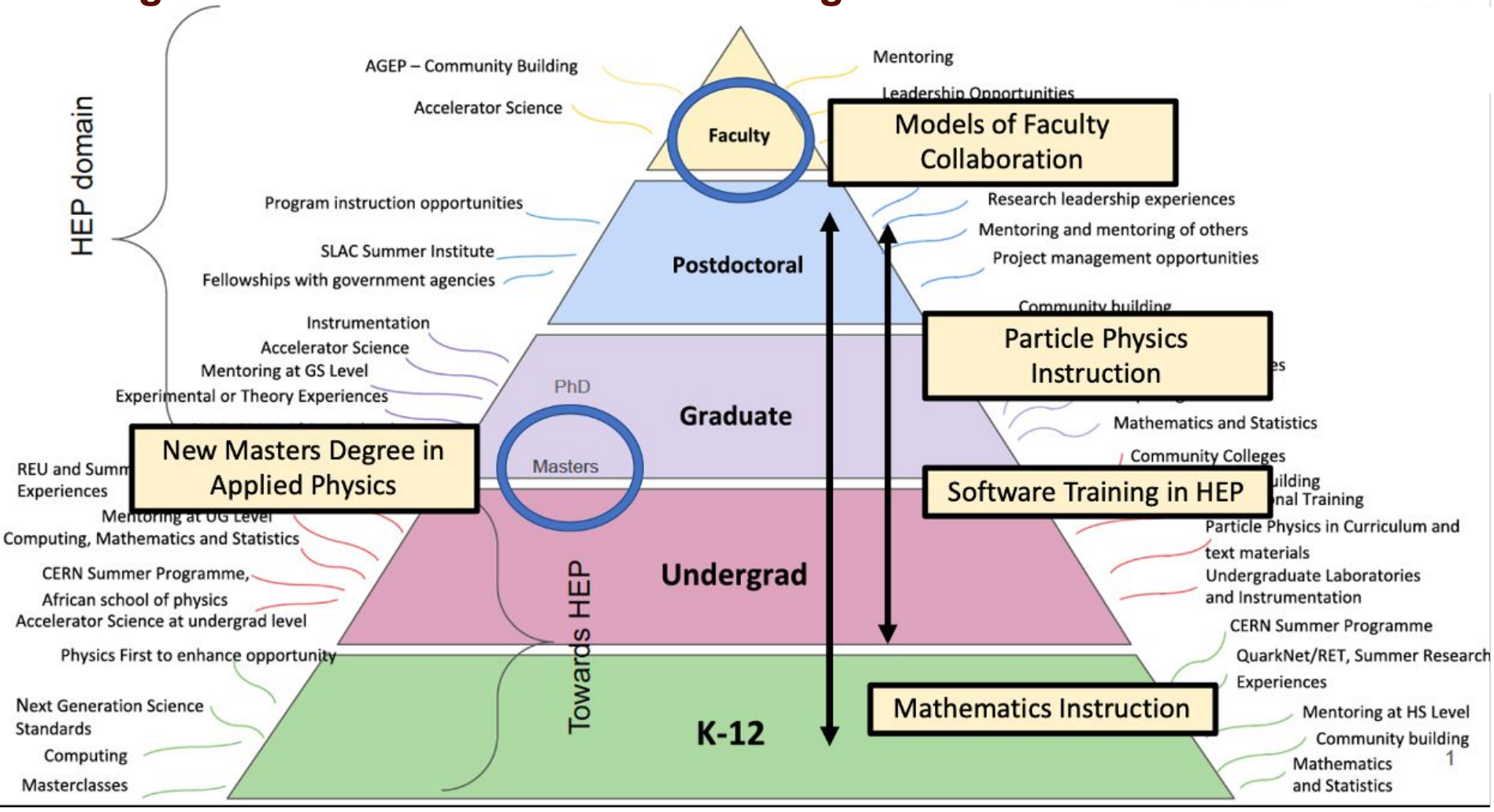
# HEP ecosystem is overlaps multifield

- Skills (training) developed help careers (workforce) within or outside the ecosystem



# The Big Picture of Education and Training for the HEP Workforce



# CEF TGs charge

- **Applications & Industry**
  - Develop and strengthen HEP/Industry relationships in both directions: form more partnerships to draw on industry expertise to further HEP goals, and build on programs to facilitate transfer of HEP technologies/techniques for use in the broader society.
- **Career Pipeline & Development**
  - Not simply making young scientists aware of different opportunities, but also changing culture of HEP career paths (e.g. issues with Computational staffing)
- **Diversity & Inclusion**
  - Improve diversity, inclusion and equity in our field
- **Physics Education**
  - Broader than simply how we teach physics courses. It is about what education and training our field needs to produce the physicists required for the HEP program to be successful (e.g. computational, beams, instrumentation; workshops, univ/lab/collaboration-level courses, etc.)
- **Public Education & Outreach**
  - This is where most of Snowmass 2013 CEO Frontier focus lives, and what some think of as the whole of Snowmass 2021 CEF.
- **Public Policy & Government Engagement**
  - Been quite successful on US Federal level. Need to look at both smaller picture (local/state), and larger picture (international).

# LOI themes (relevant to this meeting)

- Enhancing HEP research in 4-yr institutions and community colleges
- Tackling Diversity and Inclusiveness in HEP
- Retuning Physics Education and Early introduction of HEP in academic curriculum
- Retention and reversing the brain drain in HEP
- Facilitating transition to Industry Career
- Enabling science and careers via the software, data and computing in HEP
- Access to accelerators and instrumentation knowledge for HEP and related careers
- General Education K/12 and up
- Particle Physics Specific Education
- Global Software Issues and HEP
- Public Education Connections
- Early Career long-term organization
- Open Science
- HEP data for educational purposes
- International Outreach
- Integrated arts research, non traditional outlets for public reach

# Discussion Goals

- What Needs to occur between now and next July's Community Summer Study on a variety of topics
- Focus on inter-frontier discussions and establish cross-working-group connections
- Provide space for members across the field to talk to each other and to discuss, promote, and develop new ideas
- Identify gaps and further input needed to achieve Snowmass goals

**Discussions can continue in parallel or post meeting on slack channel #cpm_topic_119**