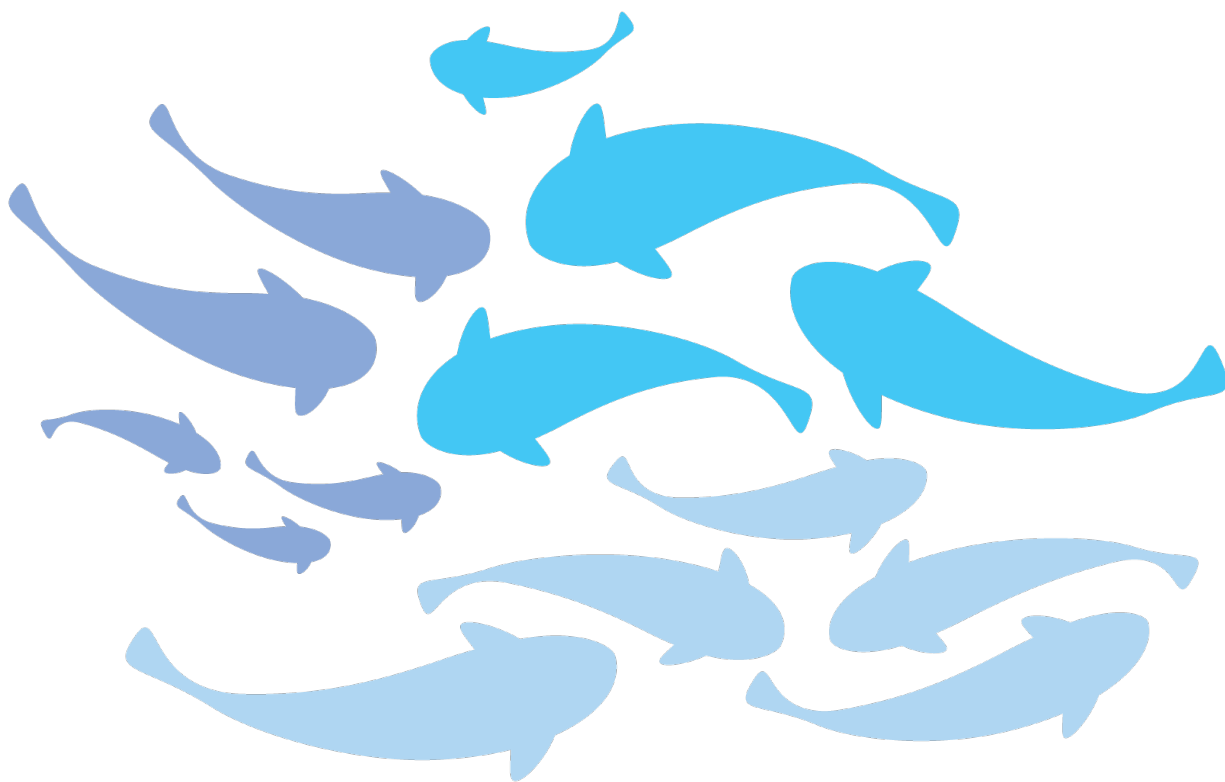




NOAA
FISHERIES

Priorities

Fiscal Year 2025



September 2024

Strategic Goal 1

Adaptively manage fisheries for sustainability and economic competitiveness.

National Priorities by Strategy
Strategy 1.1 Manage stocks for optimum yield and build climate and economic resilience in U.S. fishing and seafood sectors
Continue to partner with the U.S. Regional Fishery Management Councils to prevent overfishing, rebuild fish stocks, address climate impacts, and ensure equitable management decisions.
Coordinate, communicate, and implement BIL and IRA funded projects to build climate-ready fisheries.
Advance the National Seafood Strategy to strengthen the resilience of U.S. fisheries, improve seafood markets and trade, and increase aquaculture production.
Advance the National Saltwater Recreational Fisheries policy and associated data, such as improved estimates of recreational fishing effort and discards.
Strategy 1.2 Advance climate science and ecosystem-based fishery management (EBFM) to increase the sustainability of marine fisheries
Implement Climate Ecosystems, and Fisheries Initiative to integrate climate-informed advice into fishery management.
Evaluate and communicate the effects of planned offshore energy activities on marine resources.
Adopt the EBFM RoadMap 2.0 to improve decisions about the trade-offs among and between fisheries, aquaculture, protected resources conservation and recovery, biodiversity, habitat and communities while integrating climate variability.
Improve the integration of socio-economic science to support EBFM.
Strategy 1.3 Mitigate and adapt to climate-driven changes in fisheries habitat
Implement and manage Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA) transformational habitat restoration to restore marine, estuarine, coastal, and Great Lakes ecosystems.
Revise MSA National Standards 4, 8 and 9 guidelines to address changing environmental conditions, shifting distributions of fish stocks, and equity and environmental justice considerations.
Continue to identify and conserve high-priority areas of Essential Fish Habitat, with consideration of changing habitat conditions and geographic distribution of fish populations.

Strategy 1.4 Diversify our data collection technologies and expand data products and services

Explore and implement use of advanced technologies, and transform fisheries research and data systems.

Enhance public and private partnerships to improve data acquisition and accessibility required to manage the nation's large marine ecosystems.

Expand survey methods and modernize stock assessments to account for environmental changes.

Strategy 1.5 Ensure equity and accessibility for tribal, indigenous, and underserved communities

Coordinate the implementation of BIL and IRA funding to build capacity for tribal and underserved communities to participate in habitat restoration and barrier removal to restore fish passage.

Support high-priority deferred maintenance and modernization needs at hatcheries that provide for tribes and tribal fisheries' with reserved and adjudicated fishing rights.

Strategy 1.6 Counter IUU fishing activity at the source

Implement programs and develop strategies to detect and deter IUU fishing activity and the importation of IUU fish and fish products.

Improve international fisheries management through multilateral and bilateral mechanisms, and continue capacity building and technical assistance to combat IUU fishing activities.

Strengthen the impact and effectiveness of the Seafood Import Monitoring Program (SIMP) and continue to support industry and other relevant parties in SIMP compliance.

Strategic Goal 2

Safeguard protected species and propel their recovery.

National Priorities by Strategy
Strategy 2.1 Implement actions to recover listed endangered and threatened species
Develop and implement recovery strategies for Species in the Spotlight and other protected species under our jurisdiction, especially North Atlantic right whales, Rice’s whales, and Pacific salmon.
Enhance partnerships and treaties with our international, federal, tribal, state, industry, and other partners to stabilize protected species.
Promulgate and enforce regulations to protect endangered and threatened species, including the North Atlantic right whale.
Strategy 2.2 Model and predict the effects of climate change on protected species to improve conservation outcomes
Develop and implement models to predict the effect of climate change on protected species under our jurisdiction.
Assess protected species vulnerability to climate change and incorporate results into conservation and recovery efforts.
Implement projects to promote the adaptation and resilience of protected species to climate change.
Strategy 2.3 Expand the use of advanced and innovative technologies
Implement advanced sampling technologies to improve data collection for protected species (e.g., 'omics, UxS, acoustics, ASTER3).
Develop advanced technology and innovative solutions to reduce bycatch and mitigate human impacts on protected species (e.g., innovative fishing gear, vessel strike reduction, bycatch reduction, real-time monitoring, noise abatement methods, stormwater runoff).
Strategy 2.4 Protect and restore important habitats necessary for the recovery of endangered marine species.
Enhance science and research that supports transformative modeling to identify and prioritize high-impact restoration.
Remove fish passage barriers and manage provisions of BIL and IRA to maximize access to spawning and rearing habitat, and build climate resilience.
Work in partnership with Tribes and States from the Pacific Northwest to restore wild salmon populations, and provide stability for communities that depend on the Columbia River System.

Strategy 2.5 Protect marine species while supporting ocean-based economic growth

Conduct environmental compliance, marine spatial planning, and research on offshore wind energy development to avoid, minimize, or mitigate adverse impacts on protected marine species.

Effectively implement international programs to ensure nations with bycatch of protected living marine resources have comparable conservation and management measures to the United States.

Strategic Goal 3

Diversify our workforce and improve our mission performance through organizational excellence.

National Priorities by Strategy
Strategy 3.1 Promote Total Worker Wellness
Maintain and enhance business practices and/or programs to align with the U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being.
Strategy 3.2 Improve workforce diversity, equity, inclusion, and accessibility (DEIA)
Increase recruitment efforts to underrepresented groups for entry, mid-level, and senior leadership positions through continued investment in building recruitment pipelines such as IN FISH and partnerships with minority-service institutions.
Strengthen the agency's commitment to DEIA by promoting comprehensive employee training and enhancing metrics for accountability.
Strategy 3.3 Develop Workforce Skills for the Future
Provide and promote training and competency development at all levels of the organization to enhance technical and leadership skills.
Strategy 3.4 Embrace a New Paradigm for the Workplace
Implement a workplace policy and office layout to support a hybrid workforce.
Strategy 3.5 Adaptively Manage Infrastructure
Improve budget planning, cost forecasting, and project development for infrastructure sustainment.
Use activity-based planning to determine workplace needs and space requirements for major leases.
Migrate administrative, regulatory, and science-based services to the cloud.

Strategy 3.6 Optimize Resources
Align program objectives, activities, performance expectations, and resource requirements with the agency’s strategic objectives.
Improve operational efficiency through advanced technology and innovative solutions (e.g., Generative AI, automation).
Strategy 3.7 Expand internal and constituent communications
Continue to enhance our digital capabilities to ensure our web and social platforms are authoritative, accessible, and customer-friendly sources of information on our agency’s mission, goals, and milestones.
Provide training to enhance employee communications skills.
Strategy 3.8 Implement Equity and Environmental Justice Strategy
Implement Equity and Environmental Justice plans to continue to advance actions that lead to the elimination of barriers and allow our services to reach all communities more equitably and effectively.
Consult and engage with tribes and Native corporations about federal actions that might affect tribal governments and their members.