

TRAINING CWP WORKING GROUP

aka Careers, Staffing and Training

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Charge and Scope

The scope of the group is to identify:

- *How to best train the HEP community in software and computing.*
- *How to incentivize training efforts including and beyond funding*

Interest on this group has been limited thus far and not much new content exists.

However other groups, especially ML, Software Dev. and Data Analysis already have content immediately transferable. Most groups at least have some motivation for it.

CWP WG - Careers, Staffing and Training

Participants:

ATLAS: Paolo Calafiura, Markus Elsing
Daniel S. Katz
CMS: Dario Menasce

PE = Peter Elmer
SC = Simone Campana
LSK = Liz Sexton-Kennedy
TW = Torre Wenaus
OG = Oliver Gutsche
MG = Maria Girone
DB = Daniele Bonacorsi
DL = David Lange
KD = Kaushik De
PH = Peter Hristov
MN = Mark Neubauer
JP = Jim Pivarski
AV = Andrea Valassi
MJ = Michel Jouvin
PC = Paolo Calafiura
ML = Mario Lassnig
PM = Pere Mato
SG = Sergei Gleyzer
BV = Brett Viren
RG = Rob Gardner
RMB = Riccardo Maria Bianchi
PS = Paul Seyfert
OS = Oxana Smirnova
SM = Shawn McKee
ELN = Eric Lancon
AF = Alessandra Forti
VK = Valentin Kuznetsov
RK = Rob Kutschke

Key Challenges and Opportunities

Few alternatives to existing training efforts are agreed upon across the HEP community.

No incentives exist to dedicate resources to training efforts

Funding is not typically assigned to training efforts on their own ... YET these efforts exist and are put together by individual groups (universities, experiments, labs), which indicates resources do get spent on these efforts.

This WG and all arguments for investing on training in HEP are more overarching than most working groups and can exist without agreement on what the deliverables will look like

Addressing the CWP Charge

Development of new tools is only as valuable as our ability to implement it.

Advancements in all the necessary technologies can only be implemented efficiently and use to their full potential by a community with the knowledge of how to employ them.

Trained analyzers drive the improvements which will be crucial to increase the reach of the next generation of analyses.

Sustainability of all other efforts is only as attainable as our ability to maintain expertise on new and existing tools as developers move on.

Practical Consideration for Progress

Training physicists in software and tools helps achieve physics goals and extend analysis reach, while utilizing the resources we are given more efficiently and productively.

Efforts are already ongoing to setup an experiment-agnostic training program for topics common to HEP (machine learning etc.)

Resources and initiatives for making training better exist in the community, but concerted efforts are rare without either funding or other incentives.

Need to decide whether the argument made will be to recognize training as an important task which needs to be funded by individual groups or a push for a concerted effort should be made. Training is done on the level of experiments and labs, perhaps HSF can be a uniting vehicle for cross-experimental training in software and tools.

CWP Chapter Status and Plans

Limited content exists on this section. However, there is content from most other groups which can be condensed .

Plans for this meeting: No working session is scheduled :(Perhaps this subject should be addressed in plenary form? If added, minimal overlap will be appreciated to encourage other WG participants to contribute.

Most WGs have made statements or have some content about transferable skills, interplay with industry or training needs this will be better drafted by participants from all groups.

HOMEWORK FOR ALL WG LEADERS:

Gather your content regarding careers and training and add as content to this section. A centralized statement pointing back to multiple sections will serve as a strong statement.

HOMEWORK FOR ALL EVERYONE: Join the Training WG