

6. Capacity development support to key initiatives

6.3 Education and fellowships support

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(EC-CDP-13)

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A Long-standing Programme Responding to Member Needs

230

Fellowship awards

Recorded across the
2019–2025 period

68

Countries and territories

Represented across the
Programme (2019-2025)

82

Women supported

36% of all fellowship
awards (2019-2025)



First Congress of the World Meteorological Organization, Paris, 1951

WORLD METEOROLOGICAL ORGANIZATION

FIRST CONGRESS OF THE WORLD METEOROLOGICAL ORGANIZATION

PARIS, 19 MARCH - 28 APRIL 1951

Final Report : Volume III

DOCUMENTS

PRICE: Sw. fr. 12.—

WMO - N° 1^{III}. RC. 1

Secretariat of the World Meteorological Organization - Geneva - Switzerland
1953

ANNEX AF-VIII

81

5. Professional training (Scholarships and fellowships)

Professional training covers both normal training and advanced training. By normal training is meant the training of post-graduates who want to qualify as meteorologists. By advanced training is meant the training of meteorologists who are already qualified but who want to avail themselves of the experience of other countries, in acquiring knowledge of advanced meteorological techniques.

Normal training could be achieved by the granting of scholarships to post-graduates of underdeveloped countries requiring such training assistance; by the arrangement of courses to be given in existing meteorological schools established by Meteorological Services of developed countries. The WMO would establish standards for the selection of candidates and rules for the allocation of scholarships and for the placing of scholars in the country of study. The administrative and financial responsibilities of the Organization for the execution of the scholarship programme, as well as the contribution expected from the requesting country to the expenses incurred by scholars, should be clearly defined by the Organization.

Advanced training could similarly be achieved by the granting of fellowships to qualified meteorologists of underdeveloped countries requesting such training assistance, by the arrangement of courses to be given in advanced training institutes established by developed countries. The WMO would conclude agreements with the latter countries for this training purpose. The respective responsibilities of the Organization and of the advanced training centres should be clearly specified in these agreements. As in the case of scholarships, the WMO should also establish standards for the selection of candidates and rules for the allocation of fellowships and for the placing of fellows in the country of study. Similarly, the contribution expected from the requesting country to the expenses incurred by fellows, should be specified by the Organization.

6. Technical meteorological information (Technical publications for use by underdeveloped countries)

This part of the technical assistance programme could be dealt with in relation to the preparation of technical regulations by the Organization. Such technical regulations could be supplemented by explanatory notes, instructions or models adapted to the needs of underdeveloped countries. This material could be established in a standard form by the Secretariat as it has been suggested elsewhere [See Doc. 7 (Annex A1-III) Agenda Item 12] that among the functions of the Technical Division of the WMO Secretariat would be the assistance to smaller countries which would not be able to prepare models and handbooks.

Fellowship Lifecycle

From partner opportunities and Member nominations to implementation and monitoring



A continuous programme cycle

The annual cycle starts with partner opportunities and Member applications, then moves through assessment and award.

Administration and monitoring continue throughout implementation, including monthly insurance and stipend payments.

How Selection Decisions are Made

Programme-level decisions

WMO establishes the overall framework before candidates are compared

- Fellowship priorities and programme focus
- Available Regular Budget and extra-budgetary resources
- Institutional partnerships, cost-effectiveness and available co-funding or in-kind support
- Funding conditions related to geography, themes, eligibility or timing

Candidate-level decisions

WMO assesses candidates within the relevant programme or funding arrangement

- Verify eligibility and complete documentation
- Apply the approved selection criteria
- Compare candidates seeking the same or comparable opportunities
- Make recommendations within the available resources and applicable funding conditions

Transparent candidate assessment within a strategically managed fellowship programme.

The Programme Is Entering a New Phase

Workforce needs are growing while education pathways and core funding face pressure



Workforce pressure

Ageing staff, critical gaps and limited succession



Academic pipeline

Low enrolment and programme closures



Core funding

Less flexibility to address needs across all Members



Projects Can Create New Opportunities

- Include long-term training in project design
- Link qualifications to workforce outcomes
- Sustain capacity after the project closes



A Balanced Model Protects WMO Priorities

- Use projects and partners to expand reach
- Retain RB for priorities set by WMO Members
- Manage dependence on external funding conditions

Projects can expand access, while RB preserves WMO's ability to respond to Member priorities.

A Portfolio Centred on BIP-M and BIP-MT

Prioritize foundational operational qualifications while retaining targeted specialist pathways

01

BIP-M

Meteorologist
qualifications
aligned with WMO
requirements

02

BIP-MT

Technician
qualifications for
observing and
operational
services

03

Short & Hybrid

Targeted learning
for urgent gaps and
continuing
development

04

Advanced Degrees

MSc or PhD
support where
specialist functions
require it

05

Placements & Peer Support

Operational
attachments,
secondments and
peer learning

Portfolio principles

Member workforce need

Institutional priorities
determine the pathway

Regional access

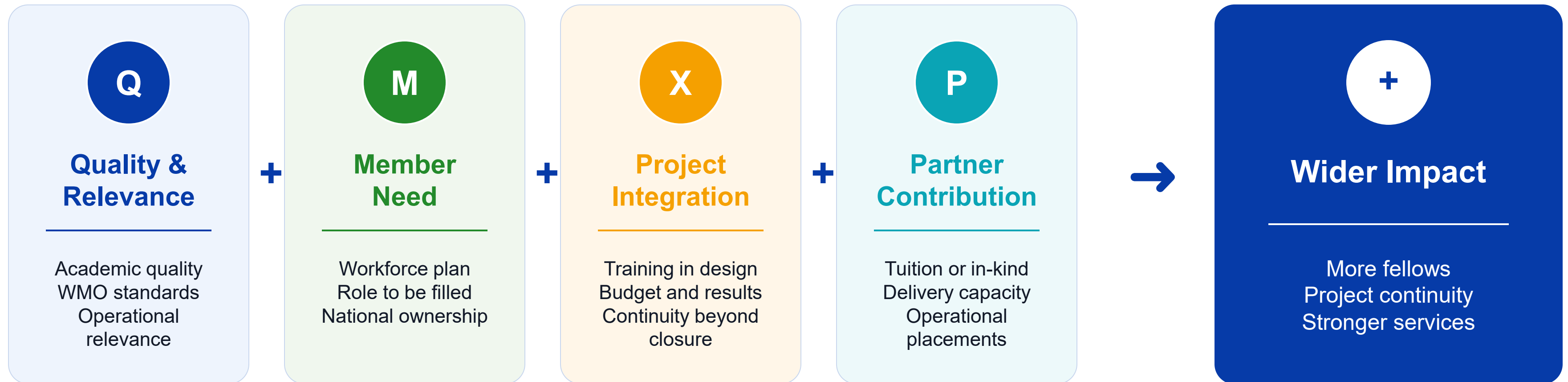
Use RTCs, languages
and cohorts to widen
participation

Cost and quality

Combine WMO
standards with
sustainable delivery

Projects and Partnerships Can Expand Access

Integrate fellowships early while preserving WMO standards and priorities



Build fellowships into projects from the outset

Define workforce outcomes, candidate pathways and full costs during project design rather than adding training after approval.

Keep one WMO programme framework for selection, quality assurance, administration, monitoring and reporting.

Balanced Funding Protects WMO Priorities



EXPAND REACH

Projects, partners and Members

PROJECT FUNDING

Scale within defined countries, regions, themes and implementation periods

PARTNER CONTRIBUTIONS

Tuition waivers, stipends, facilities, teaching expertise and operational placements

MEMBER CONTRIBUTION

Workforce priorities, release of staff and national follow-up

PROTECT PRIORITIES

Regular Budget

- Priorities established collectively by WMO Members
- Urgent and underrepresented workforce needs
- Countries and disciplines that may not attract project funding
- Continuity between project cycles and flexibility to respond

Expanded access

**BALANCED
PROGRAMME**

WMO priorities and
flexibility

WHY RB REMAINS ESSENTIAL

An XB-only model would make the Programme dependent on project geography, donor requirements, partner offers and funding cycles

Guidance from CDP on Future Direction

PROPOSED DIRECTION

Strengthen foundational qualifications, retain flexibility for specialist needs, and develop new opportunities through projects and partnerships

- 01** | **Is the proposed direction reasonable?**
Does it provide the right balance between foundational qualifications and specialist workforce needs?
- 02** | **What should the Fellowship Programme focus on as it evolves?**
Which workforce needs and educational pathways should receive priority?
- 03** | **How should WMO develop new fellowship opportunities?**
Including through projects, institutional partnerships, co-funding and in-kind contributions.



Regular Budget funding remains essential to preserve flexibility and enable WMO to address Member priorities that may fall outside donor-funded projects.

Thank You

