



World Meteorological Organization

Executive Council (EC)  
Capacity Development Panel (CDP)

Report of the 1<sup>st</sup> Meeting

26 and 27 August 2020  
(videoconference)

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## EXECUTIVE SUMMARY

The Executive Council (EC) Capacity Development Panel (CDP), hereinafter the Panel, was established in 2019 by Resolution-7 of EC 71. The first meeting of the Panel, which was held on 26 and 27 August 2020 from 1200 UTC to 1500 UTC, was essentially the first activity of the Panel. The meeting was attended by members of the Panel, some observers, and staff of the WMO Secretariat; and it was chaired by the Vice-Chair, Mr John OGREN because of the unavailability of the Chair, Dr Agnes KIJAZI, the third-vice President of WMO, who was unable to attend with prior notification to the Secretariat. It is no longer a novelty to note that COVID-19 pandemic has changed the ways of doing business, and the work of Panel was not an exception. As a result of this situation, the Panel had to take an innovative approach in order to ensure that it was effectively delivered. Consequently, a blended approach to the meeting was taken and the synchronous component of the meeting was scheduled for 26 and 27 August 2020 through videoconferencing, while all members of the Panel were also invited to make written contributions on every item on the agenda ahead of the session. The contributions were posted on the [WMO Moodle Site](#) (guest access: cdp2020wmoKEY&), which was administered by the WMO Secretariat, and a synthesis document was prepared. Members of the Panel have also reviewed and made further inputs to the synthesis document. With this background on the work already done, the Panel was well placed to come up with tangible outcomes from its deliberations in the meeting.

The first meeting was very successful in the sense that it allowed members of the Panel to familiarize with one another, agree on the modality of work, set approaches and timelines for delivering its mandate. Whereas details of deliberations are contained in the full report of the meeting, it is pertinent to bring the following highlights of recommendations to the attention of the EC:

- a) Election of Mr John Ogren as Vice-Chair and Dr Somenath Dutta as Rapporteur with immediate effect.
- b) The Panel to be guided by the RoP approved by TCC-1 in developing its work. Requests for amending the RoP should be submitted to the EC through the TCC.
- c) The Panel agreed to review its approaches to work from time to time, especially with respect to the operations of its Expert Teams and Task Teams.
- d) In view of the cross-cutting nature of capacity development and the consequent need for seamless and effective coordination across the organization to implement

the desired earth system approach, the Panel recommended to the EC the expansion of its membership by including the following: (a) one representative of the Hydrological Coordination Panel, (b) one representative of Infrastructure Commission (INFCOM), (c) one representative of Services Commission (SERCOM), (d) one representative of the Research Board, and (e) one representative of Joint WMO-IOC Collaborative Board (JCB).

- e) The need to ensure that up-to-date information on activities of constituent bodies are made available to the Panel on a regular basis, through formal reports of their meetings. Hence the need to take into account decisions and actions of constituent bodies as they relate to prior meeting.
- f) The need to take into account decisions and actions of constituent bodies as they relate to capacity development.
- g) Expert Teams were advised to review a suggested list of invited experts and make recommendations to the Chair for any possible changes.
- h) All Expert Teams and the Task Team to set timetable for their work with the target of getting outputs in good time for deliberations ahead of next meeting of the Panel meeting.
- i) Expert Teams to interact continuously with the WMO Secretariat during their assignments.

## FULL REPORT



## 1- Opening of the meeting

The meeting, through video conferencing, opened at 1200 UTC on the 26 August 2020 with a welcome address by Prof. Dr. Petteri Taalas, Secretary-General, followed by opening remarks by Dr. Agnes Kijazi, the Chair of the Panel. The list of participants in attendance is provided in Annex-I.

In his welcome address Secretary-General emphasized the importance of the Panel as the new body in the WMO Reform. He noted that many Members are facing the observation and service challenges, which are independent to their development status. The Secretary-General also drew the attention of the meeting to WMO's upcoming data conference, the need to stimulate the governments to invest in NHMSs, plus the COVID-19's negative impact on NHMS as among the challenges. He noted that as regards capacity development partners, Climate Risk & Early Warning System (CREWS) projects are up and running, while other partners like World Bank and the EU consortium are collaborating well with WMO. He further remarked that WMO Public Private Engagement (PPE) policy opens doors to the private sector, such as Google and Microsoft, who have some interest in collaborating through investment. The Panel was also reminded of the need to take into account the differences between developed and developing Members, especially within the framework of meeting Goal 4 of the WMO Strategic Plan to close the capacity gap and enhance service delivery, which was approved by the 18th Congress in 2019. He expressed satisfaction with the fact that the threat of COVID-19 did not put restrictions on the number of WMO meetings but expressed concern though that it has affected the services of observational system in many African countries. He also assured the meeting that the WMO Reform has been working well to make the Organization meet the present and future challenges. He concluded by thanking all members of the Panel, especially Mr John Ogren for taking over the charge of chair on the request of the Chair, Dr Agnes Kijazi, who was unavoidably absent. In her message to the meeting, Dr Kijazi also stressed the importance of the work of the Panel in delivery of the Goal 4. She recalled that because the meeting was to be held through videoconferencing, all members of the Panel were invited to make written contributions on every item on the agenda ahead of the session. The contributions were posted on the [WMO Moodle Site](#) (guest access: cdp2020wmoKEY&) for this purpose. The WMO Secretariat coordinated the administration of the Moodle site and have put together a synthesis of the contributions as the key discussion document for the meeting. Useful documents and information were also posted and will be regularly updated on the Moodle site. All of these have been put together by the Secretariat over several weeks. Members of the Panel have also reviewed and made further inputs to the synthesis document. Dr Kijazi noted that, with this background work already done, the Panel was

already well placed to come up with tangible outcomes from its deliberations in the first meeting.

Following the opening statement, the Chair invited comments on the agenda, including clarifications on the working hours during the two-day schedule. Following some clarifications by the Secretariat, the Panel agreed to the Agenda (Annex-II).

## 2- Election of Vice-Chair and Rapporteur

The Chair drew the attention of the meeting to the position of Vice-Chair, to which a nomination was proposed taking into account region, gender, experience and other considerations. Based on consultations and discussions ahead of the session, and in view of these considerations, it was proposed that Mr John Ogren (Chief Learning Officer, National Weather Service National Oceanic and Atmospheric Administration, NOAA/NWS) is designated as the Vice-Chair of the Panel. The Vice-Chair will chair the meeting in the absence of the Chair. The Vice-Chair will jointly facilitate, with a member of the Panel, the revision of the WMO capacity development strategy and follow up events after the conclusion of the exercise. It was also suggested that a rapporteur be nominated to work with the Chair, Vice-Chair and the Secretariat in production and keeping track of report of meetings and activities of the Panel. The rapporteur will also act as the main liaison between different Expert Teams, Secretariat and the Chair. Dr Somenath Dutta (Head of Meteorological Training Institute at the India Meteorological Department) was proposed for this position. The Panel unanimously agreed to the nominations and that it should take an immediate effect.

## 3- Discussions on Rules of Procedure (RoP)

The Chair introduced this agenda item by noting that the Technical Coordination Committee (TCC) was tasked by EC-71 to develop RoP for the Research Board and other bodies. TCC-1 considered this subject matter, and a report exists on the outcome the meeting, which has been circulated to members of the Panel and is also on the Moodle site. Following this introduction, the Chair called on Mr Stefano Belfiore, a representative of the Secretariat to present the RoP during the session. As regards the way forward, it was noted that with respect to the Panel, the RoP are part of a coordinated package of RoP for non-constituent bodies, submitted to EC-72 through the Draft Resolution 5.3(1)/1. Through Draft Decision 4/1, the TCC recommends that the EC adopt the RoP package by consensus and without debate.

Following the presentation and brief clarification, the Panel expressed understanding of the need to be guided by the RoP in developing its mode of work. The Panel also agreed



to review its approaches to work from time to time, especially with respect to the operations of its Expert Teams and Task Teams. Requests for amending the RoP should be submitted to the EC through the TCC. The reporting lines of the WMO bodies is given in Annex-IV, and a table on plans for meetings leading to the WMO Extraordinary Congress (2021) is provided in Annex-V.

#### 4- Approaches to collaboration between the Capacity Development Panel and Constituent Bodies

The Chair introduced this document noting the need to further examine the concept for a coordinated approach between the Panel and the Constituent Bodies (Technical Commissions, Research Board, Hydrological Assembly, and Regional Associations) as well as specialized panels of these bodies. The Panel may wish to seek further clarifications on various issues regarding how to ensure effective coordination and make recommendations to the EC. He also informed the meeting that, in the second meeting of the Technical Coordination Committee (TTC-2), the Chair of the of the Hydrological Coordination Panel (HCP), Mr Jan Danhelka (Director for Hydrology, Czech Hydrometeorological Institute, Czech Republic) conveyed the outcomes of the first meeting of the HCP, which was held in December 2019, at which the following recommendation was made among others:

*"The HCP, noting with concern the absence of explicit provision for hydrological representation in the Capacity Development Panel, recommends to EC to reduce from 10 to 9 the number of members appointed by PRs and to create a position for a representative of HCP. In case this recommendation is accepted, the suggested candidate would be Prof. Christophe Cudennec (IAHS)."*

The Chair explained that HCP had highlighted the issue of coordination of the Panel with other entities of the Organization. At present, the Presidents of Regional Associations and WMO Regional Training Centers (RTCs) are being represented, as per Resolution 7 (EC-71). With the development brought about by the HCP recommendation, the Panel will have to expand to accommodate their representative, and there will not be a basis to justify exclusion of representatives of the Infrastructure Commission (INFCOM), the Services Commission (SERCOM), the Research Board, and the Joint WMO-IOC Collaborative Board (JCB). Following this introduction, Mr Filipe Lucio gave a presentation on behalf of the Secretariat. A schematic illustration to the approaches to collaboration between the Panel and the constituent bodies of WMO is provided in Annex-III. After some clarifications, the Panel agreed to:

- Recommended Action-1)-** Propose during EC for expansion of membership of CDP with inclusion of the following, because of the cross-cutting nature of capacity development and the need for seamless and effective coordination across the organization: i) one representative of Hydrological Coordination Panel (HCP), ii) one representative of INFCOM, iii) one representative of SERCOM, iv) one representative of Research Board, and v) one representative of JCB
- Recommended Action-2)-** Ensure that up-to-date information on activities of constituent bodies are made available to the Panel on a regular basis, through formal reports of their meetings;
- Recommended Action-3)-** Ensure that there is regular update by Secretariat on policy and programme activities prior to each meeting, and
- Recommended Action-4)-** Take into account decisions and actions of constituent bodies as they relate to capacity development.

## 5- Brainstorming on various matters relating to capacity development of WMO Members

In introducing this agenda item, the Chair noted the importance of inviting various Secretariat departments to update the meeting about their respective activities, as well as make some clarifications on issues that are relevant to capacity development. After the introduction, the Chair invited representatives of the Secretariat, one after the other, to make presentations on the following topics as agreed on the agenda:

1) Policy and institutional matters, 2) Infrastructure and its development, 3) Assessment methods on the state of service delivery, 4) Hydrology, water resources, and cryosphere, 5) Research and development, 6) Public Private Engagement, 7) Marine meteorology and WMO/IOC collaboration, 8) Resource mobilization and partnerships, 9) Communication and outreach, 10) Human resource development, education and training.

Following the presentations, members of the Panel were invited by the Chair to express their views on capacity development in WMO in the context of contemporary and future challenges of Members in the provision of weather, climate, water and environment related services. Contributors spoke freely on wider issues relating to capacity development, and how they see it evolving in the future, especially with respect to the direction of WMO Reform, its attending programme activities and potential benefits to Members.

Links to the entire presentations are available in Annex-VI, and based on the presentations, some of the key issues identified have been extracted to develop as the Annex-VII, which contains key issues made by the presenters and hyperlinks to the presentations. Furthermore, matters arising from the presentations and ensuing discussions, including chats thorough the videoconferencing tool used were integrated into the synthesis document, which had been drafted ahead of the meeting. The Panel made the following recommendations from this agenda item:

- Recommended Action-5)-** The issues identified could form part of recommendations to EC. However, Expert Teams and the Task Team may need to take a further look at the issues identified as part of their assignments before forwarding any recommendation.
- Recommended Action-6)-** The issues identified could form part of the core of the terms of assignments of the Expert Teams and the Task Team.
- Recommended Action-7)-** Avail some of the recommendations to the Secretariat for consideration in their programme development and implementation.

## 6- Establishment of Expert Teams

The Chair introduced this agenda item by summarising the overall mandate of the Panel within the framework of Resolution 7 (EC-71), the working principles and guidance established by the Panel for the Expert Teams and the Task Team, their terms of reference and memberships. Following the introduction, some clarifications were made on the memberships and some amendments were made on the composition, further to which the meeting agreed as follows:

- Recommended Action-8)-** Confirm terms of reference and memberships of the Expert Teams and the Task Team.
- Recommended Action-9)-** Expert Teams and the Task Team to review the suggested list of invited experts and make recommendations to the Chair for any possible changes. Any nominated invited expert should be cleared with the Permanent Representative of the nominating country. Invited experts will be considered taking into account regional and gender balance.
- Recommended Action-10)-** Expert Teams and the Task Team to set timetables for their work, with the target of getting outputs in good time for deliberations ahead of next meeting of the Panel.

**Recommended Action-11)-** Expert Teams and the Task Team to interact continuously with the WMO Secretariat during their assignments.

The mandate and working principles are in Annex-VIII, and the list of Expert Teams (ETs) and Task Team (TT) with their respective terms of reference are presented in Annex-IX, Annex-X, Annex-XI, Annex-XII, and Annex-XIII.

## 7- Consideration of timelines for delivery of the work programme of the Expert and Task Teams and preparation for the Executive Council (EC-72)

The Panel discussed the timetable for delivery of its work, which will essentially be done through four Expert Teams and a Task Team. The Panel noted that in accordance with the the RoP, the Chair will submit reports to the Executive Council and the Congress at their regular meetings on the activities of the Panel. Such a report is foreseen to EC-72 as Inf. 2.5(8). After extensive deliberation, the Panel agreed as follows:

**Recommended Action-12)-** The report to EC-72 should contain the recommendation for the expansion of the core membership of the Panel as highlighted in the report on agenda item 4;

**Recommended Action-13)-** Revised capacity development strategy to be delivered by year 2022 in time for consideration by EC for recommendation to Cg-19. Task Team to begin work immediately and submit a timetable for its work along with an outline by the next meeting of the Panel. As a matter of priority, the Panel to aim at recommendations to EC-73 on how it plans to deliver its work with an extended outline of the content;

**Recommended Action-14)-** Expert Teams to commence work immediately and agree on a timetable for their activities by October 2020. Some of the work of the Expert Teams could serve as contributions to the new capacity development strategy;

**Recommended Action-15)-** Expert Teams to propose relevant recommendations on capacity development in WMO for consideration by the Panel, as proposal for inclusion in the EC-73 document, which will be prepared by the Secretariat.

## 8- Any Other Business

The panel members asked for clarification on how the Secretariat could facilitate their work. The Secretariat confirmed that the Moodle site will remain dedicated as the platform for the work of Panel. The Education and Training Office will coordinate liaison with other Secretariat department as required, and also update the reference materials on the Moodle site on a regular basis to enable members have useful up to date information. Other logistics such organization of meetings will be handled by the Secretariat as required.

## 9- Closure of the Meeting

The Chair expressed appreciation to members of the Panel for their work since June 2020, when the Moodle site was opened for the meeting. He also thanked the Secretariat for their support during the entire process. He expressed that based on the experience so far, the Panel is up for excellent work during the 2020-2023 WMO financial period. In his closing remarks, on behalf of the Secretary-General, the Assistant Secretary-General thanked the Panel for their work and assured them that WMO Secretariat would continue to do its best to facilitate their work.

The Chair declared the meeting closed at 1515 UTC on 27 August 2020.



## ANNEXES





## Annex-I: List of participants in attendance

Ref.: 19285/2020-11 MS/ETR

### **Members of Capacity Development Panel (CDP)**

#### **Chair**

Agnes L. KIJAZI (**Absent**, message presented by Wilbert Muruke)  
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#### **Regional Association I**

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#### **Regional Association II**

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### Regional Association III

Carla GULIZIA (**Present**)  
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### Regional Association IV

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### Regional Association V

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### Regional Association VI

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## **Representative of the Presidents of the WMO Regional Associations**

Evan THOMPSON (**Present**)  
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## **Representative of the WMO Regional Training Centres**

Peter ODJUGO (**Present**)  
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## **WMO Secretariat**

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Secretary-General

Dr. Wenjian Zhang  
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### **Other Participants**

Wilbert Muruke (**Present**)  
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Meihua WANG (**Present**)  
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Anni Arumsari Fitrianyuke (**Present**)  
Presented Dwikorita KARNAWATI  
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## Annex-II: Agenda of the 1st Meeting of the CDP

### **Agenda**

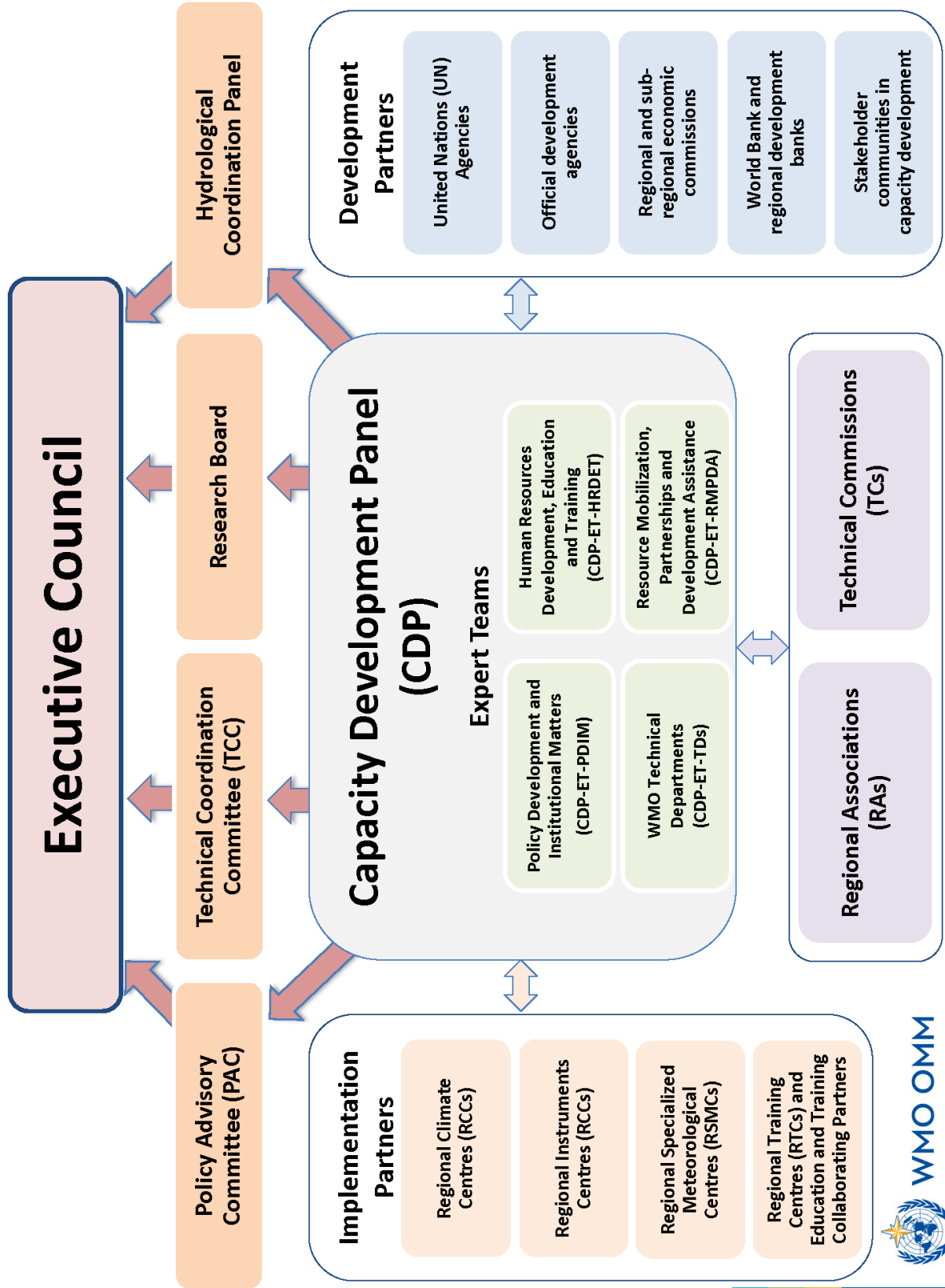
1. Opening of the meeting
  - 1.1 Welcome remarks of the Secretary-General, Prof. Dr. Petteri Taalas
  - 1.2 Message of the Chair of CDP, Dr. Agnes Kijazi
2. Election of Vice-Chair and Rapporteur
3. The Panel will discuss its rules of procedure following consideration by the first session of the Technical Coordination Committee (TCC-1)
4. Approaches to collaboration between the Capacity Development Panel and Constituent Bodies
5. Brainstorming on various matters relating to capacity development of WMO Members
 

Presentations on selected topics to be followed by discussions

  - 5.1 Policy and institutional matters
  - 5.2 Research and development
  - 5.3 State of service delivery
  - 5.4 Hydrology and water resources
  - 5.5 Infrastructure and its development
  - 5.6 Public Private Engagement
  - 5.7 Marine meteorology and WMO/IOC collaboration
  - 5.8 Resource mobilization and partnerships
  - 5.9 Communication and outreach
  - 5.10 Human resource development, education and training
  - 5.11 General discussion on key issues identified through online discussions, ensuing synthesis by the Secretariat and considering ideas arising from presentations
6. Establishment of the Expert Teams and the Task Team including discussion of the draft outline of the Capacity Development Strategy
7. Consideration of timelines for delivery of the work programme of the expert teams to the Panel thereafter, and information on preparation for the Executive Council
8. Any other business
9. Closure of CDP-1



## Annex-III: Approaches to collaboration between the Panel and the WMO constituent bodies

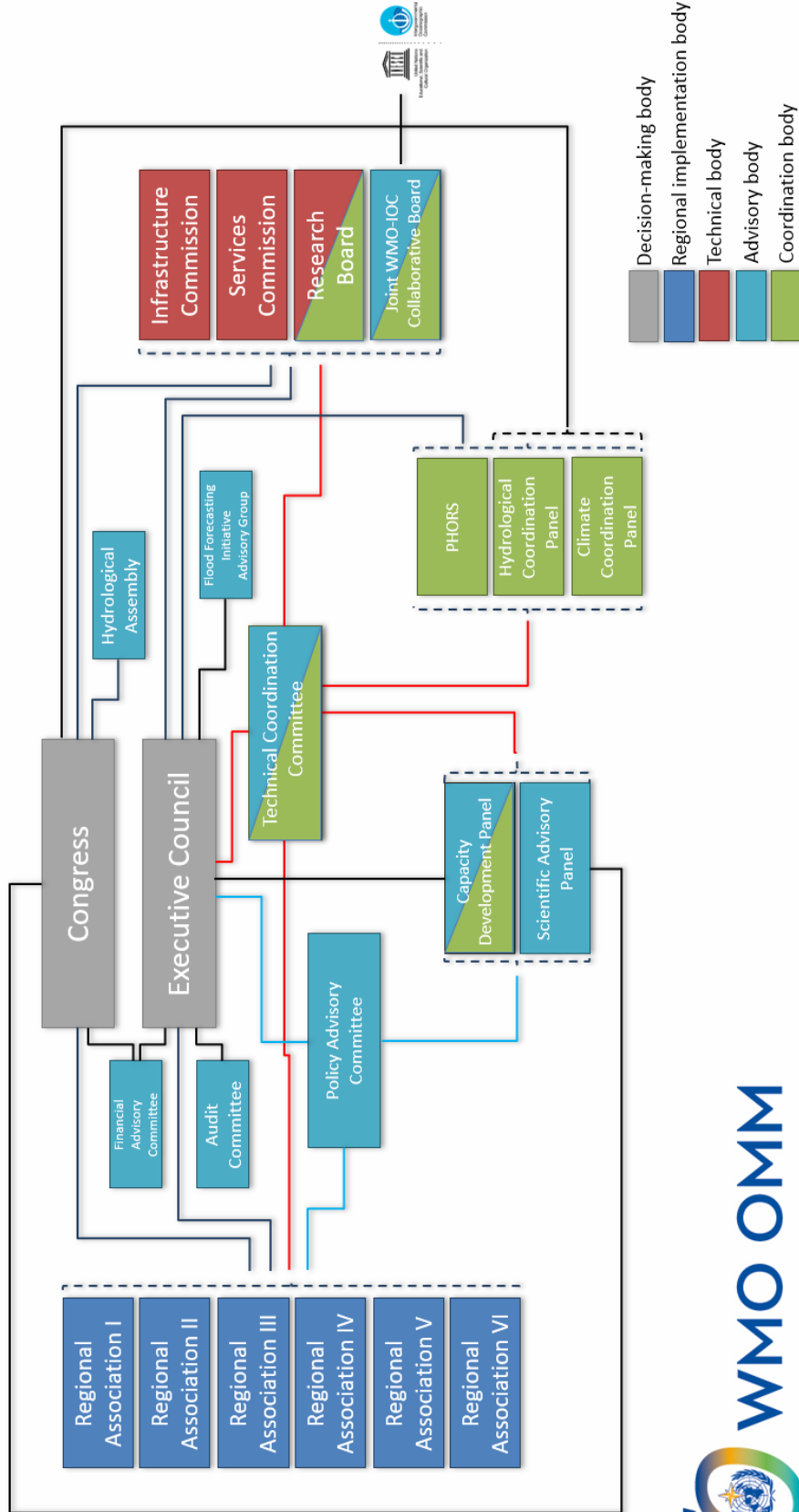






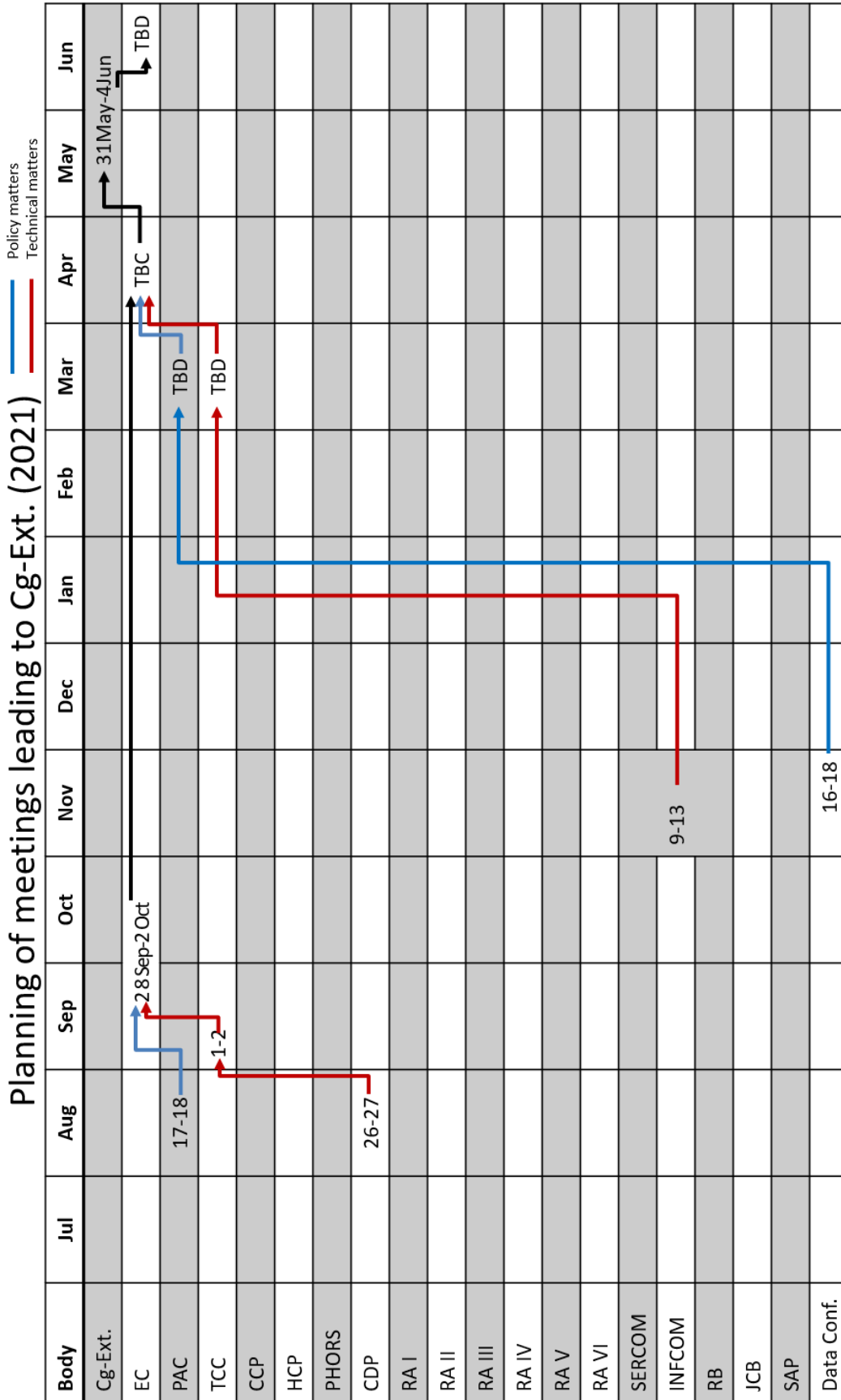
# Annex-IV: Reporting lines of the WMO bodies

Reporting lines of the WMO bodies





## Annex-V: Planning of meetings leading to the WMO Extraordinary Congress (2021)





## Annex-VI: List of presentations on selected topics and salient features brought out

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**Link to Presentation** : "[Relevant Global Policy Issues](#)"

**Presenter** : Dr. Paul Egerton,  
Director, Cabinet Office of the Secretary-General

**Salient features:**

- UN Sustainable Development Group
  - WMO mobilize PRs involvement in UN capacity related initiatives in country
  - Assess how to take into account UN system developments in UN Development system during COVID-19
  - Cabinet to inform on new developments
- 

**Link to Presentation** : "[Capacity Building and Development](#)"

**Presenter** : Prof. Dr. Juerg Luterbacher  
Director, Science & Innovation Department

**Salient features:**

- Brief about WMO issues and activities that are relevant to capacity development in Research.
  - Prioritize funding for activities to address the science priorities outlined in the Strategic and Implementation Plans of WCRP, WWRP & GAW and measure the impact of those initiatives over time.
  - The World Climate Research Programme (WCRP) CD Activities
  - The WMO Global Atmosphere Watch (GAW) Programme CD Activities
  - Synergies and Collaboration
  - The World Weather Research Programme (WWRP) CD Activities
- 

**Link to Presentation** : "[Capacity Development in the Context of Services](#)"

**Presenter** : Dr. Maxx Dilley  
Deputy Director, Services Department

**Salient features :**

- Capacity Development Framework (in place and ongoing)
  - Adherence to the overall WMO capacity development framework
  - Costed comprehensive NMHS capacity development plans for incorporation in XB projects and budgets in a standard format
  - Seamless earth system approach for enhancing operational support and service delivery, with exchange of data and products among national, regional and global centers
  - Full value-chain XB projects as integrators, and enablers of comprehensive peer-to-peer support
  - NMHS certification at multiple capacity levels by WMO to complement ISO
  - Sustainability of developed capacities
- 

**Link to Presentation** : "[\*\*Capacity Building Issues in Hydrology and Water Resources\*\*](#)"

**Presenter** : Dr. Claudio Caponi  
Senior Scientific Officer, Water and Cryosphere Coordination

**Salient features :**

- WMO issues and activities relevant to Capacity Development
  - How to incorporate the relevant activities into an integrated capacity development strategy
  - How to coordinate the work of the Panel with those of other constituent bodies
  - EC-CDP to provide guidance and oversight on capacity development activities to assist Members in maintaining the hydrological value chain and integrating it in an earth system approach.
- 

**Link to Presentation** : "[\*\*The Global Basic Observing Network \(GBON\) and the Systematic Observations Financing Facility \(SOFF\)\*\*](#)"

**Presenter** : Dr. Lars Peter Riishojgaard  
Deputy Director, Infrastructure Department

**Salient features :**

- SOFF to continue provide equitable, predictable and sustainable assistance to facilitate implementation and sustained operation of GBON in developing countries, Africa, SIDS, and LDCs
- Current OSCAR-related activities

- Systematic Observations Finance Facility
  - Observational remit against available resources
  - Virtual Laboratory for Training and Education in Satellite Meteorology
  - The WMO Infrastructure Commission and the Infrastructure Department in the Secretariat are fully committed to capacity development and engaging in many efforts
- 

**Link to Presentation** : "[Public Private Engagement](#)"

**Presenter** : Dimitar Ivanov  
Director Public Private Engagement Office

**Salient features :**

- WMO issues and activities that are relevant to capacity development
  - Recommendations on how to incorporate the relevant activities into an integrated capacity development strategy
  - Recommendations on how to coordinate the work of the Panel with those of other constituent bodies Regional/national conferences and training workshops on PPE for senior NMHS managers of NMHS.
  - Guidance on evolving Role of NMHS (a white paper "NMHS of the future" is under preparation).
  - Engage private sector in CD activities –build trust and mutual awareness
  - Geneva Declaration 2019
- 

**Link to Presentation** : "[WMO Marine and Collaboration with the IOC](#)"

**Presenter** : Dr. Sarah Grimes  
Head, Marine Services Division, WMO Ocean Coordinator

**Salient features :**

- A brief about WMO Marine CD in Observation & data management, Forecasting Systems, Services, Research, Institutional & Human capacity development
- WMO CD Panel Focal Point to liaise with JCB and IOC CD Group of Experts
- Align CD strategies with each other (JCOMM CD Vision/IOC CD Strategy 2015/JCB Joint Strategy on CD, WMO CD)
- Integrate courses as much as possible

- Identify and close the gaps along the value chain and between NMHS and oceanographic authorities within Members
- 

**Link to Presentation** : "[\*\*Closing the Capacity Gap: WMO Development Partnerships Flagship Initiatives\*\*](#)"

**Presenter** : Lorena Santamaria  
Office for Development Partnership

**Salient features :**

- WMO Development Partnerships Flagship Initiatives- Alliance for Hydro met Development, Country Hydro Met diagnostic & SOFF.
  - Alliance 12 Founding Members
  - Major climate and hydro met funders
  - Country Hydro met Diagnostics will identify NMHS capacity gaps through NMHS peer-review and guide Alliance members'
  - CDP to consider foundational role of WMO Development Partnerships flagship initiatives for its work, including for the review of the Capacity Development Strategy
- 

**Link to Presentation** : "[\*\*WMO Strategic Communications in Action\*\*](#)"

**Presenter** : Clare Nullis  
WMO Media Officer

**Salient features :**

- The power and reach of social media
  - The WMO community needs to reach not just scientists, but also decision makers, development agencies and the wider public
  - Keep your language simple, free of acronyms
  - There is huge interest in weather, climate, water and the environment.
  - We need to mobilize it and turn it into action
- 

**Link to Presentation** : "[\*\*Human Resource Development, Education and Training\*\*](#)"

**Presenter** : Dr. Yinka Adebayo  
Director, Education and Training Office



**Salient features :**

- Education and Training Programme Delivery
  - Education and Training Activities Postponed as a Result of COVID-19 and Number of Beneficiaries Affected
  - Immediate Plan of ETR Office to Strengthen Distance Learning and Associated Institutional Measures
  - Online Course on Education and Training Innovations
  - Review education and training policies and strategies, qualification and competency standards, Regional Training Centre assessment practices, and WMO Global Campus activities,
  - Identify training needs and give guidance on how to strengthen the capacity of training institutions, as well as recommend training activities to address gaps in formal and continuing education, leadership development and management issues.
  - Efforts to increase training and long-term education for developing countries
  - Address gaps, qualification standards and competency implementation, WMO Regional Training Centres, education and training collaborators and implementation of education and training activities, WMO Global Campus initiative and opportunities
  - Need to inherit the activities of the defunct EC Panel of Experts on Education and Training
-



## Annex-VII: Initial comments regarding issues relating to capacity development in WMO as identified by the Panel

1. WMO Capacity Development should take into account Earth System approach to the thrust of the work of the Organization. The WMO Secretariat needs to provide continuous guidance and advisory to all WMO affiliated institutions on how to realign their work along the new direction. In particular, the RTCs require guidance on how to align their curricula to the WMO Strategic Plan and cooperate with other relevant institutions in their host countries. This might include model courses, competency frameworks, and the Basic Instructional Packages, among others.
2. Some of the WMO Strategic Objectives represent paradigm shifts for NMHSs, which requires education of RTCs to allow them to properly train their constituencies to develop in these areas.
3. Information should be collected each year on the performance of WMO affiliated institutions, particularly the WMO RTCs and specialized centres. The information should be in a format that shows how what has been delivered is aligned with the new WMO Strategic Objectives.
4. Because the EC Panel of Experts on ETR has ceased to exist, the replacement entity, i.e., Capacity Development Panel, needs to assume an authoritative voice on the expectations that should be set for RTCs, but also on the support and guidance that should be provided to them as well. They need to assume the role of connecting RTCs to the WMO Constituent Bodies and the Secretariat. The CPD should examine the previous terms of reference of the prior ETR Panel and consider appropriate revisions to the external assessment practices for RTCs in line with efficiency measures of the WMO Reform.
5. The WMO Secretariat has the responsibility to support its affiliated institutions as a way of building capacity of its Members to respond to development and delivery of priority programmes that are specific to the goals and aspirations of the Organization.
6. Human resource development is one of the most important components of capacity development with aim to develop skilled manpower in the field of operational Weather, Hydrology, Climate and Environmental services and research. Systematic training need analysis (STNA) can identify gaps between current competencies and those required, but this STNA is not taking place in a regular and systematic manner in every part of the world. As a result, at one end there are abundance of non-optimally utilized resources and at the other end there are abundant and large gaps but a lack of resources. It is imperative that a globally

- uniform methodology for STNA be developed and to request the national governments to bring necessary legislation, compelling the NM&HS under it for carry out necessary STNA.
7. In the ongoing global health crisis, arising from the threat of COVID-19, there is a growing realization of the fact that using only classroom modes (with physical presence) cannot enable a Meteorological Training centre to operate. Distance learning is a required component. Thus, it is felt necessary that RTCs should be equipped with necessary infrastructure to continue their training in a blended mode. For this, WMO, through its ETR, may advise all the RTCs to develop the necessary infrastructure and skills. Some target time may be given. During the routine external assessment of RTC components by WMO teams, this requirement may be made one of the mandatory components for reconfirmation. If for this any legislation is required, the concerned Govt may be requested/suggested/advised.
  8. Consider efficient and consistent methods for the evaluation of the impacts of training and broader capacity development initiatives to address WMO strategic objectives. In this light, to ensure coherent Secretariat internal coordination on capacity development, especially from a training perspective and by ensuring coherent development and delivery of various intervention projects in support of infrastructure.
  9. The BIP-M requirements are the most critical qualification standards for Member. NMHSs should have options for their staff members to compete the BIP-M at any stage of their career and level of academic achievements.
  10. Build capacity for collaboration between the academia and NMHSs with aim of reducing the gap between scientific advances and NMHSs. Training is important and key, but not sufficient. Such endeavours should include closer cooperation and communications between the scientific community and practitioners in NMHSs. Hence attention should be focused on creation of partnerships and conscious effort to share good practices and experiences.
  11. Enhancing capacity development through promotion of short-term, tailor-made courses on how to enhance cooperation between the scientific community and the NMHSs.
  12. How to help some, if not all RTCs, to strengthen their fiduciary capacities to attract some level of funding to advance their programmes.
  13. WMO RTCs could better support one another if WMO offered a platform for collaborative development and sharing of ideas, resources and innovations.
  14. As a matter of high importance, it is necessary to revisit and strengthen horizontal cooperation between RTCs and other partner institutions.
  15. The links between operations, research and operational research should be strengthened to help improve services.

16. Developing frameworks to demonstrate in a quantifiable manner the societal benefits of RTCs.
17. CIMH, Barbados, to continue to play a role in advancing Global Campus through support for the maintenance and updating of the Events Calendar, the contribution of courses and advertising of the platform. The panel welcomes other institution to volunteer in support of this task.
18. Discuss ways to conduct RTC External Assessments.
19. The qualifications considered for participation in Expert Teams should broadly represent both experience and education level.
20. Many meteorological services are in charge of environmental services. Existing competency frameworks do not cover other aspects. Hence, there is the need to extend the competency frameworks to other areas. WMO could develop such competencies in collaboration with other specialized organizations.
21. Regional plans for capacity development with short, medium and long-term goals to mobilize resources should be defined.
22. Support is required for the translation and regional adaptation of model courses and critical resources and publications.
23. Need to develop of memoranda of understanding with partners to promote volunteer services.



## Annex-VIII: Working principles and guidance established by the Panel for the Expert Teams and the Task Team

1. According to the Rules of Procedures (RoP), subsidiary bodies may be established as needed for the discharge of specific tasks during the period in between meetings. Upon completion of the task, the tasks teams shall normally be terminated but, if need be, their mandate may be extended, or they may be re-established for a fixed period.
2. An expert team should be composed of about 5 core members, depending on its expected tasks.
3. The work of each Expert Team will be coordinated by a designated Facilitator in consultation with the Chair.
4. A member of the Panel could participate in the work of more than one Expert Team.
5. Experts who are not Panel members should be invited to join the expert teams as necessary. These include invitees from partner organizations and academia. The number and duration of term of invitees is open.
6. The invited experts to the Team should be approved by the Chair, and in consultation with the WMO Secretariat. An invited expert will be involved in the work of the Panel as and when necessary.
7. The core function of the statutory terms of reference should include review of status reports, identification of issues, seek clarifications from the WMO Secretariat as appropriate, specific tasks required by the members to tackle issues, recommendations and follow-up actions for consideration by the Panel and eventually by EC. The Expert Teams will be allocated additional responsibilities based on matters arising from the meetings of the Panel.
8. An expert team will work within the mandate of WMO and cannot commit the Panel or the Organization.
9. The Chair may seek logistics assistance from the WMO Secretariat to facilitate the work of the panel when necessary.
10. Timelines should be established for delivery of specific tasks.
11. Within the framework of resource mobilization, in coordination with the Secretariat, the Panel could seek assistance of reputed institution(s) to deliver some of the assignments under its supervision.
12. All Expert Teams to report to the Chair of the Panel on a periodic basis, and present outcomes of their assignment in coordination with the designated Rapporteur to the Panel through the Chair.

13. Reports of Expert Teams to be presented in this format, depending on the assignment a) overview of issues, b) findings, c) policy-related recommendations, d) recommendations on programme and operations.



## Annex-IX: Expert Team on “Policy Development and Institutional Matters” (CDP-ET-PDIM), and its Terms of Reference (ToR) and Composition

### **Terms of Reference:**

1. Monitor and make recommendations on the following:
2. Legislative measures, strategic and operating plans, WMO Gender Equality Action Plan.
3. Communications, outreach and negotiation needs and skills.
4. Advocacy efforts to governments, end-users, decision-makers on the socioeconomic benefits of investments in NMHSs.
5. Assistance to NMHSs to incorporate WMO and national requirements into national policy, legislative frameworks and national development plans.
6. Review the activities of the technical commissions and regional associations aimed at developing, communicating and assisting NMHSs in developing countries to comply with WMO standards and recommended practices.
7. Review and analyse gaps in the WMO Gender Equality Action Plan and provide guidance regarding WMO efforts in gender equality.
8. Policy-related gaps in the capacity of NMHSs to exchange data, to deliver adequate services, to comply with WMO Standards and recommended practices, bearing in mind the Geneva Declaration 2019.
9. Promotion of principles for global meteorology, hydrology and climatology including authoritative voice, common standards, data and product sharing.

### **Memberships:**

**Facilitator:** Dr Winifred Jordaan

**Members:** Dr David Farrell, Prof Dwikorita Karnawati, John Ogren, Ms Nirivololona Raholijao, Mr Evans Thompson

**Invited members:** TBD



## Annex-X: Expert Team on Human Resources Development, Education and Training (CDP-ET-HRDET), and its Terms of Reference (ToR) and Composition

### **Terms of Reference:**

1. Monitor and make recommendations on the following:
2. Efforts to increase training and long-term education for developing countries.
3. Address gaps, qualification standards and competency implementation, WMO Regional Training Centres, education and training collaborators and implementation of education and training activities, WMO Global Campus initiative and opportunities.
4. Review education and training policies, qualification and competency standards, Regional Training Centre assessment practices, and WMO Global Campus activities.
5. Identify training needs and give guidance on how to strengthen the capacity of training institutions, as well as recommend training activities to address gaps in formal and continuing education.
6. Leadership and management issues.

### **Memberships:**

**Facilitator:** Dr Anna Timofeeva

**Members:** Dr David Farrell, Dr Winifred Jordaan, Prof Peter Odjugo, Dr Somenath Dutta, Mr Zhiqiang Wang

**Invited members:** TBD



## Annex-XI: Expert Team on Capacity Development through WMO Technical Departments (CDP-ET-TDs), and its Terms of Reference (ToR) and Composition

### **Terms of Reference:**

1. Monitor and make recommendations on the following:
2. Development of technological infrastructure
3. Capacity development in Service delivery
4. Capacity development in hydrology and water resources
5. Capacity development in research, science and innovations
6. Work in close collaboration with the appropriate departments in the Secretariat
7. Promotion of existing strategies on capacity development in various areas of service delivery, hydrology and water resources, by way of providing advisory on how to support least developed and developing countries.
8. Promotion of existing strategies in the areas of research, science and innovation.

### **Memberships:**

**Facilitator:** Dr Carla Gulizia

**Members:** Dr Somenath Dutta, Prof Dwikorita Karnawati, Prof Peter Odjugo, Ms Nirivololona Raholijao, Dr Anna Timofeeva

**Invited members:** TBD



## Annex-XII: Expert Team on Capacity Development through Resource Mobilization, Partnerships and Development Assistance (CDP-ET-RMPDA), and its Terms of Reference (ToR) and Composition

### **Terms of Reference:**

1. Monitor and make recommendations on the following:
2. Provide guidance and oversight regarding WMO efforts to strengthen assistance to the NMHSs of developing countries.
3. The facilitation of twinning arrangements and other innovative bilateral cooperation.
4. Strategies to leverage UN system and other development partner initiatives.
5. Oversee and guide the implementation of the tasks of the Executive Council according to Resolution 8.3/1 (Cg-18). In particular, ensure that WMO activities that support capacity development, including the Country Support Initiative and VCP, as well as WMO-related CREWS activities, are complementary and take into consideration the unique national context of Members.
6. Opportunities, how to best apply extra-budgetary resources for greatest impacts, guidance to NMHSs on resource mobilization strategy.
7. Efforts to develop, implement, monitor and evaluate projects.
8. Partnerships, promotion of multilateral and bi-lateral collaboration, Public-Private Engagement (PPE), interagency collaboration including WMO-IOC JCB.

### **Memberships:**

**Facilitator:** Ms Karen McCourt

**Members:** Dr Somenath Dutta, Dr David Farrell, Prof Dwikorita Karnawati, Mr John Ogren, Mr Evans Thompson,

**Invited members:** TBD





## Annex-XIII: Task Team on Revision of WMO Capacity Development Strategy (CDP-TT-WCDS), and its Terms of Reference (ToR) and Composition

### **Terms of Reference:**

1. Revise the WMO Capacity Development Strategy and Implementation Plan (2015) WMO No 1133 in the light of the reform and new direction of the organization.
2. Prepare a new capacity development strategy for consideration by the Panel.
3. Ensure relevant contributions from the Expert Teams.
4. Seek, as appropriate, contributions of WMO recognized institution or NMHS towards the delivery of the work.

### **Memberships:**

**Facilitators:** John Ogren and Dr David Farrell

**Members:** All members of the Panel

**Invited members:** TBD