RA-I WMO Global Campus Meeting   
**Action Plan Template**

**Proposal Title**

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| What is a good model for implementing and tracking competency based training? |

**Overview**

***A general description of the proposed action that summarizes the key goals and states why it is important to accomplish.***

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| The idea is to conceive, test and document a common strategy among RTCs and other Global campus partners to track learning progress in competency based training. The objective is NOT to assess competencies which can be assessed only on-site considering the behavior and the specific characteristics of the country and the institution, and also a training institution cannot say that a learner acquired all the skills necessary to be competent. The objectif IS to propose a simple option, that maximizes effect and minimizes costs, for tracking the achieved learning objects of a training course.  The proposed action is a test aiming at the end to propose “best” option and guidelines to implement it. |

**Proposed Partners and their Roles, including the WMO Secretariat**

***Primary partners, additional partners desired***

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| WMO, IBE-RTC Italy, AGRHYMET-RTC Niger, AEMET-RTC Spain, COMET, RTC South Africa as core testing partners with the participation of EAMAC, VLC Morocco, RTC Algeria, RTC Egypt.  Connect to others in other regions such as Kathy-Ann Caesar (Aviation) and Eduard Podgaiskii and David Babb (BIP-M). |

**Expected Outcomes**

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| Trainees are able to demonstrate their learning achievements related to WMO CFs.  Training centers are able to check the curricula of trainees and improve selection processes as well as better target training offer linking courses directly to WMO CFs,  WMO is able to track the progresses in capacity building in relation to CFs |

**Proposed Steps**

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| * The topics and framework of competencies to start with are Climate Services, Marine, Education and Training * Consider what courses we will use for testing * Develop and adopt a common Moodle Competency framework compliant with WMO CFs articulated in skills and knowledge to be implemented in each partners’ Moodle deployment:   + Explore overlaps between these three. (ie communication is in common to all the frameworks)   + Create a common competency framework in Moodle (early 2020) * Review of open badge systems in order to identify which can be trusted sufficiently to be adopted by all training partners as a shared method, in which each certificate and badge documents which competencies were addressed by training considering costs and bringing assurance of the authenticity of the badge/certificate to those wishing to determine qualifications and skills of owners)   + List all open badge systems (early December: Patrick, Elena, Eduard, Maja)   + Provide to others information about the lists, description of capabilities   + Research on the internet of evaluations of systems and/or prepare an evaluation matrix   + Share with the group the list and the evaluation matrix to have a participated evaluation by the group (half of December) * For the courses we will use for testing decide what skills and knowledge will be mapped to the system and the additional metadata required (prior to March) Share examples of the required metadata * Implement the common certification system based on Open Badges system that has been choosen documenting skills and knowledge acquired with each course/module and linked to WMO CFs * Implementation of the test in each institution on ongoing RTCs training activities (March and April, try to apply the badges the first time, and later for the other institutions by the end of the year) * Revise and document the experience and propose recommendation and manual to be shared with other RTCs (Early 2021) * Create a guide to how to implement, gather the stories and take-away knowledge |

**Resources Required (tools, skilled experts, financial, others)**

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| Moodle platforms, ongoing or planned training courses, either DL or physical, time and engagement of participants in the test |

**Key Milestones and Proposed Schedule**

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| IBE is testing the first prototype using Moodle competency framework functionality, WMO FC for Climate Services Providers and badgr.io as Open Badges provider. Feedbacks of this first test could be the starting point of the initiative.  Deliverables:  Moodle competency framework harmonized (January 2020)  Choice of the Open badge system (January 2020)  A detailed proposal on the best possible options for harmonizing RTCs approaches to track learning in knowledge based training with practical recommendations and a manual on how to apply it operationally (January 2021) |