

THE EXPERT TEAM ON HUMAN RESOURCES DEVELOPMENT, EDUCATION AND TRAINING (CDP-ET-HRDET)

Activity Report

Dr Anna Timofeeva,

Director,
Institute for Continuous Education,
RSHU,
WMO RTC in Russia

2nd Meeting of the Capacity Development Panel (CDP)
3 and 4 February 2021 (Videoconference)

Report on CDP-ET-HRDET activities

Facilitator: Dr Anna Timofeeva

Members:

Dr David Farrell,

Dr Winifred Jordaan,

Prof Peter Odjugo,

Dr Somenath Dutta,

Mr Zhiqiang Wang

Invited members: All CDP Members

1. Meetings and discussions

- ❖ **Virtual kick-off meeting (October 15th, 2020).**
- ❖ **Communication through the Moodle Platform.**
- ❖ **Summary of CDP-ET-HRDET activities presented at the WMO Global Campus Event “Responding to Challenges Beyond the New Normal.”**

Overview of EC-72 decisions relevant to the CDP-ET-HRDET working plan

Decision 4.4(1)/1 (EC-72)

Scaling up effective partnerships and scope, scale and progress of WMO development

- (4) To request the Capacity Development Panel:
 - (a) To identify opportunities and complementarity between all WMO initiatives to strengthen capacity of developing Members when reviewing the WMO Capacity Development Strategy;
 - (b) To develop appropriate guidelines supporting the implementation of the WMO initiatives to strengthen the capacity of developing country Members;
 - (c) To support the independent evaluation of the WMO Secretariat implemented projects;

Overview of EC-72 decisions relevant to the CDP-ET-HRDET working plan

Decision 4.4(2)/1 (EC-72) Recommendations for revision of the WMO Capacity Development Strategy

(1) To request the EC Capacity Development Panel to:

- (a) Review the *WMO Capacity Development Strategy, 2015 (WMO-No. 1133)*, in coordination with the technical commissions, the Research Board, the Joint WMO-IOC Collaborative Board, Regional Associations [Dr Mrutyunjay Mohapatra] and other relevant bodies, taking into consideration the WMO reform, regional priorities [Dr Andrew Johnson] emerging needs and trends in delivery or support;
- (b) Take into account the WMO Community Platform for coordination of information and cooperation to better understand the capacity development needs of NMHS in all areas of service delivery;
- (c) Ensure that the strategy takes into account ways in which the WMO Regional Training Centres, WMO training partners and WMO specialized Centres can increase their support to capacity development initiatives and means in view of COVID-19 effects [Dr Adérito Celso Félix Aramuge];
- (d) Co-opt other experts from WMO and development partners in support of its activities;

- (e) Work towards a conclusion of this exercise and prepare a report for consideration by the EC-74 [Secretariat];
- (f) Taking into account the concepts of Hydromet Alliance, CSI, SOFF initiatives for their implementation.
- (g) Encourage training institutions to embrace online training where possible [Dr Adérito Celso Félix Aramuge]

Overview of EC-72 decisions relevant to the CDP-ET-HRDET working plan

Decision 4.4(3)/1 (EC-72) Developing and Sustaining Core Competencies and Expertise

- (1) To request the EC Capacity Development Panel to:
 - (a) Evaluate and recommend processes for the assessment of impacts of education and training initiatives offered by WMO Regional Training Centres, the Secretariat and WMO Education and Training Partners, for selected representative initiatives, to ensure the continuous improvement of education and training initiatives by assessing their value to Members;
 - (b) Review and recommend mechanisms for WMO Regional Training Centres and other WMO Education and Training Partners to ensure and document that their curricula follow WMO standards, as outlined in *Technical Regulations, Volume I - General Meteorological Standards and Recommended Practices* (WMO-No. 49), regarding implementation of WMO Basic Instructional Packages (BIPs) and competency frameworks, as further detailed in the *Guide to the Implementation of Education and Training Standards in Meteorology and Hydrology, volume I - Meteorology* (WMO-No. 1083), and the *Compendium of WMO Competency Frameworks* (WMO-No. 1209);
 - (c) Review outcomes of the WMO Global Campus initiative and recommend additional outcomes and methods for further achievement of its objectives;
 - (d) Finalize the process of reviewing the Basic Instructional Package for Meteorologists (BIP-M) and Basic Instructional Package for Meteorological Technicians (BIP-MT) by evaluating the revision proposals put forward by the expert teams and the input on these proposals derived from Members' comments, and that it be submitted to Cg-19 for approval [*Miguel Angel Lopez Gonzalez*];
 - (e) Review the WMO competency frameworks and identify relevant gaps, taking into account the WMO Reform, including competencies in environmental monitoring [*Igor A. Shumakov*].

Development of Operating Plan

i. Efforts to increase training and long-term education for developing countries.

To improve the coverage of training and long-term education in a pandemic situation and the development of the information society in general, it is worth focusing on the development of distance learning with due regards to the following aspects:

- it is impossible to automatically transfer full-time training to the online format; new tools, methods and approaches are required, for example, for assessing the learning outcomes;
- it is necessary to determine the level of preparedness of different Members for the distance learning format. Relevant amendments have been suggested to the WMO Annual Survey on the Promotion of Training Opportunities to identify that;
- the potential of international platforms such as the WMO Global Campus should be used for developing joint training programs to create content with an optimal quality / price ratio.

ii. 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.

This is an extremely broad point covering the most important topics. During the associated discussion, the opinion was expressed that the gaps should be first identified, and this requires training of experts to assess general status of human resources development at NMHSs and their staff compliance with the competency frameworks suggested by WMO; other interventions could be analysis of RTC programs and their compliance with the WMO recommendations in education and competency frameworks; the development of the Global Campus as a tool to promote modern standards. RTCs could take the lead in capacity development to address gaps.

iii. Review education and training policies, qualification and competency standards, Regional Training Centre assessment practices, and WMO Global Campus activities.

In the context of WMO governance reform and the transition to Earth system services, we need to determine how fully the existing competency frameworks and qualifications cover all the working functions existing at NMHSs.

RTC external assessment procedure is currently extremely labor-intensive and we may try to simplify it.

RTCs are still not quite active in promoting their training events through the Global Campus calendar or their training resources through the Global Campus library. For any new training resources, there should be an established regular advertising procedure that meets the standards and objectives of the WMO Global Campus.

In addition, organizations willing to participate should be trained in how to transform their course advertisements into Global Campus descriptors, how to work with intellectual property rights to develop and reuse materials, how to design a program that will focus on developing certain competencies to a certain level. We need to share best practices from the organizations most active in the Global Campus, and we may need some training on how to effectively use the calendar and the library

iv. 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.

During the discussion, an essential stage of the training needs analysis through consumer surveys was recognized, and the dissemination of best practices in this area and the development of unified approaches to the quality system and training assessment were suggested. A collection of papers on the best practices in training needs analysis can be called from RTCs and training partners, and the course similar to the WMO Global Campus Innovations course can be suggested to train RTC staff in training needs analysis.

v. Leadership and management issues..

It was suggested to consider an international orientation program for newly appointed PRs, RTC directors or senior NMHS management. Naturally, such programs for representatives of several countries will allow establishing multilateral contacts, Hydromet Alliance representatives can also be invited to such trainings to establish public-private partnerships. Such trainings could be conducted in conjunction with WMO Congresses / Executive Councils, which would reduce their costs for NMHSs.

Revision of the Expert Team's ToR

It was proposed to add the following two elements from EC Panel of experts on education and training :

- ❖ To provide the Executive Council with advice on actions for monitoring, strengthening and enhancing the WMO ETRP including the designation of suitable training institutions such as WMO Regional Training Centres;**
- ❖ To provide the Executive Council with advice on actions to improve the effectiveness of the Fellowship programme based on an ongoing review and evaluation of the programme**

4.2(2) Future work plan of CDP-ET-HRDET

- 1.To develop recommendations to RTCs on sustainability of education and training under COVID19 pandemic;**
- 2.To continue work on revised and updated BIP-M and BIP-MT;**
- 3.To outline a roadmap for developing competencies in relevant areas;**
- 4.To recommend the mechanisms for WMO Regional Training Centres and other WMO Education and Training Partners to ensure and document that their curricula follow WMO standards;**
- 5.To amend the Global Campus roadmap when necessary for further achievement of its objectives.**

**Thank you
for your
attention!**



Dr Anna Timofeeva,
ipkmeteorector@gmail.com

THE EXPERT TEAM ON HUMAN RESOURCES DEVELOPMENT, EDUCATION AND TRAINING (CDP-ET-HRDET)

Recommendations

Dr Anna Timofeeva,

Director,
Institute for Continuous Education,
RSHU,
WMO RTC in Russia

2nd Meeting of the Capacity Development Panel (CDP)
3 and 4 February 2021 (Videoconference)

**5.2(1) Recommendations from
CDP-ET-HRDET for inclusion in
the report of chair to EC-73**

- 1. The Fourteenth Symposium on Education and Training needs to be organized.**
- 2. The WMO Secretariat should take into account the recommendations of the WMO Global Campus Event “Responding to Challenges Beyond the New Normal” (held online 20-22 January 2020).**

- 3. Given the need for closer collaboration between the TDs in education and training, to ask EC-73 to set-up a programme of targeted fellowships to address the gaps in training.**

- 4. As a way of developing resources for leadership of NMHSs, to recommend EC-73 to request the Secretary-General to prepare a publication on Leadership and Management, based on experience of the training programmes organized by WMO in collaboration with Meteorological Services of Singapore for Regional Associations II and V since 2018.**

**5.2(2) Recommendations from CDP-ET-
HRDET for consideration by the Task Team
on WMO Capacity Development Strategy**

1. Education and training in hydrology, meteorology and related sciences is offered by a number of universities and corporate training institutions. The WMO Secretariate needs to embark on advisory services to assist training institutions deal with current and future challenges of delivering education and training activities.
2. It is recommended that the WMO Secretariate promotes closer collaboration between the academic and corporate institutions and NMHSs in developing competencies and research in the fields of education and training.
3. It is recommended that CDP takes note of the ongoing review process of BIP-M and BIP-MT and make comments accordingly as necessary as a contribution to the process.

**Thank you
for your
attention!**



Dr Anna Timofeeva,
ipkmeteorector@gmail.com