



## Progress report on activities of the Expert Team on Human Resources Development, Education and Training (CDP-ET-HRDET)

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*Invited members:* All CDP Members

During the reported period, the **CDP-ET-HRDET** held its consultations with WMO ETR and the Team members by e-mail. At the second meeting of the EC Capacity Development Panel (CDP-2) which was held virtually on the 3rd and 4th of February 2021, ET-HRDET outlined the following 4 recommendations to be included in the report of CDP chair to EC-73:

1. The Secretary-General is requested to hold SYMET 14 this year.
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.

The 3 latter ones were included in the report of CDP chair to EC-73 as observations, while the former one entered as the recommendation transformed into:

To contribute to the Fourteenth WMO Education and Training Symposium (SYMET-14) which will be held in 2021, as additional input to the development and promotion of education and training activities of the Organization.

As a result, the resolution 4.4/1 of the WMO EC-73 conveys certain tasks for the Capacity Building Panel, including 3 tasks within the mandate of the Expert Team on Human Resources Development, Education and Training (CDP-ET-HRDET) which I am facilitating.

These are:

***Item (2) (following from ET-HRDET ToR) Review and update the current competency frameworks as needed, and support development of new frameworks in areas not yet addressed, with the support of the Education and Training Office, as well as to benefit from the experiences and knowledge of the WMO Regional Training Centres (RTCs), in close coordination with the RTC Representatives;***

Competency standards for Meteorologists and Meteorological Technicians are currently under review and revision. The latest draft revisions of the BIP-M and BIP-MT were made available in March 2021, with the 3rd revision of these as a joint document to appear in September-October 2021. It will be circulated to Regional Training Centers and Universities for comments with the hope to receive feedback in November-December to submit the final version to the Executive Council in spring 2022. As a member of the team that participated in the BIP-MT revision, I can say that the emphasis was on the game changers in both technologies and services, as well as on greater requirements for communications. We have added IT skills, competencies in working with new equipment, such as automatic observation systems, methods of visualizing hydrometeorological information, communication with external consumers of



information. Dr Winifried Jordaan as the head of the relevant expert group has more on preparation of these documents and their main changes.

Apart from the activities of EC-HRDET group, some major developments at WMO have started during the reporting period, such as discussions via the Open consultative platform. The White Paper #1 on Future of weather and climate forecasting sets up the new level of skills and competences that operational forecaster will demonstrate in the future:

*have a good understanding of atmospheric science; excel in multisource data application; know about NWP systems; understand the requirements of various users from different sectors for meteorological services; have in-depth knowledge of historical events so they can provide perspective on upcoming events; and possess relevant interdisciplinary expertise so they can develop impact-based and risk-based meteorological disaster forecasts.*

These considerations should be taken into account in the future work of EC-HRDET.

Another EC assignment to our team was

***Item (6) Support and review a publication on leadership and management, based on experiences gained from the training programmes jointly organized by WMO and the Meteorological Service Singapore for Regional Associations II and V since 2018;***

At present it is not quite clear how this work can be organized. It may be necessary to create a group of representatives from the Secretariat and a few volunteers to prepare such a review, then it can be considered at our group meeting and submitted for electronic publication, for example in the Global Campus library

Finally, the resolution mandates EC-HRDET with regard to the upcoming WMO Symposium:

***Item (8) Contribute to the Fourteenth WMO Education and Training Symposium (SYMET-14) which will be held in 2021, as additional input to the development and promotion of education and training activities of the Organization;***

In this regard, I would like to express my deep gratitude to the Secretariat and personally to Dr. Yinka Adebayo for the great preparatory work they have done. The dates of the symposium were determined as November 22-26, 2021; at the request of the WMO Secretary General Petteri Taalas, the PRs agreed on the composition of the Organizing Committee comprising 15 people. The co-chairs of the Symposium were appointed - Professor Andrew Charlton-Perez and myself. We held two preparatory meetings on July 5 and 19, 2021, together with WMO ETR we defined the theme of the Symposium " Education and Training During a Period of Rapid Change ". We agreed on a roadmap for the preparation of the symposium and a provisional agenda. The Secretariat created a website for the work of the organizing committee, and materials with a proposal for their discussion were sent to all members of the organizing committee. An online meeting for the approval of the agenda is scheduled in early September.

### **Recommendations:**

Item (2). To continue work on update and revision of BIP-M & BIP-MT, and to take note of the White Paper #1 Future of weather and climate forecasting

Item (6). To create a group of representatives from the Secretariat and a few volunteers to prepare a review of a publication on leadership and management

Item (8). To continue work on preparation of Fourteenth WMO Education and Training Symposium (SYMET-14)