



SYMET-14: Education and Training in a Period of Rapid Change
WMO Symposium on Education and Training
Work Plan Template #9

Theme #9: How do we identify the critical regional needs for the professional development of operational staff? How do we ensure that appropriately qualified participants attend our training events? Chair: Jim Poole, NOAA/NWS)

Background to the theme:

- The focus of training should support strategic planning at all levels: WMO, Regional Association and NMHS.
- Emerging regional training needs should be continually monitored with regards to modernizations and new requirements in infrastructure, services and communication facilities, as well as evolving international standards, such as the BIP-M and new competency frameworks.
- Human resource needs are not currently consistently assessed at the NMHS level with regards to education, work experience and demographic indicators. Procedures are needed for assessing the level of compliance to the development strategy of the service.
- Regional needs are likely to vary greatly, requiring basic components as well as options for customization or choice. In addition, tools and systems used in operational work are likely to vary greatly within a region.
- Processes for selecting participants for training events are often ineffective at identifying qualified candidates.
- Not all education and training providers are offering curricula consistent with international standards. Not only institutional curricula, but also international standards are slow to react to rapidly changing needs.

Example Goals/Desired Outcomes (to be prioritized, enhanced, adjusted or replaced by the Working Group to ensure a manageable discussion):

- Closing the training gaps in the region to ensure service consistency as much as possible.
- Improving the effectiveness of regional staff training through better understanding of general and specific needs.
- Human resources development in line with the NMHS development strategy, as well as international standards.



Questions to consider in discussing workplans (challenges to address, barriers to action, tasks to complete, resources required, etc.) Groups are encouraged to use these prompting questions or choose others to stimulate discussion:

- How can we accomplish global and regional strategic planning of training activities to ensure training gaps are met? *(through collaboration of the Capacity Development Panel in cooperation with WMO, Regional Association and NMHSs--and the proposed Education and Training Board)*
- What is required for ongoing planning at the RTC level?: *Monitoring training needs based on infrastructure, service, communications modernization and demographic assessments*
- How can we help and encourage Directors of NMHSs to effectively identify and communicate their true capacity development needs?
- Can participation in needs assessment be a requirement to receive training services at the regional level?
- How can we improve the implementation of training initiatives, such as the *identification, analysis and prioritizing the training needs and training resources?– Needs can be met through many training initiatives and take many forms: collaborations through the WMO Global Campus, MOOCs, RTCs, in-house training. How can we make the best choices?*
- *How can resource sharing and student mobility for highly specialized courses that are of regional and/or global relevance receive increased support?*
- What can we do to improve the nomination processes for courses organized by WMO, RTCs, HR services, and regional/global training providers.
- What can be done to provide *options for training customization by categories of learners, level of education, former work experience; and working conditions? What additional coordination is needed with training providers to accomplish this?*
- *How can we perform continuous monitoring of HR needs (for example, increase the effectiveness of and participation in annual questionnaires, diagnostic testing, identifying demographic indicators; additional training of HR assessors)?*

Group Discussion Prompts

Challenges (What barriers exist to achieving goals?):



Opportunities (From what examples can we learn? What existing initiatives can be drawn from?):

Potential Directions (What ideas for action does the group propose?):

Collaboration (How can collaborative action contribute?):

What steps might be required?:

Who is willing to take responsibility to contribute (and contributions they can offer):

Recommended Actions (What recommendations does the group propose that could meet the chosen goals and contribute to the SYMET Statement?):