



SYMET-14: Education and Training in a Period of Rapid Change
WMO Symposium on Education and Training
Work Plan Template #6

Theme #6: Supporting the lifecycle of professionals: From the decision to enter the discipline, to continuous learning, to maintaining job satisfaction and competency. (Chair, Dr. Winifred Jordann, SAWS)

Background to the theme:

- New qualified professionals are often lacking to fill positions in NMHSs and related services. New talent needs to be encouraged to study in the requisite areas.
- Due to rapid changes in both operational and research practices, suitable and flexible access to ongoing professional development is critical.
- Qualified and experienced professionals in NMHSs sometimes leave their positions to take other jobs, such as in the private sector. NMHS jobs need to remain attractive and competitive.

Example Goals/Desired Outcomes (to be enhanced or adjusted by the Working Group):

- *WMO publications on the importance and attractiveness of careers in meteorology and related disciplines are promoted, as well as publications and resources developed by WMO Members.*
- *The WMO Service Delivery Strategy is promoted and utilized by Members to help NMHSs maintain a high-level of status. .*
- *Good practices and resources for public education about the work of NMHSs and related organizations are shared in a common location.*
- *Alternative and affordable pathways to education, such as credit-sharing and collaborative degree programmes, are further developed. (Also see Theme 3 on Micro-credentials and credit-transfer)*
- *Multiple pathways to continuous professional development are offered by WMO and WMO centers, including formal education and training, self-study, and informal communities of practice.*
- *Government advocacy strategies are shared to ensure that staff positions in NMHSs remain competitive in the job market.*



- *NMHS staff members are appropriately rewarded and recognized for their contributions.*
- *Information on job satisfaction of NMHS staff members is frequently gathered and analyzed.*

Example elements to consider in the workplan (challenges to address, barriers to action, tasks to complete, resources required, etc.) Groups are encouraged to explore further:

- *What are the critical hurdles to maintaining a valued and well-funded NMHS?*
- *How should strategies for public engagement be shared?*
- *What values and contributions of NMHSs are not well known by the public and governments?*
- *How can the education and training community most efficiently address the growing gaps in knowledge and skill created by rapid change?*
- *What forms of E&T can contribute? How can these fit within busy job schedules?*
- *What additional strategies for government advocacy are available?*
- *What are the primary reasons professionals in NMHSs leave their jobs? What are the reasons jobs in NMHSs are not pursued by qualified persons? How do we determine this information?*
- *What alternatives exist to fill staffing gaps?*

Group Discussion Prompts

Challenges (What barriers exist to achieving goals?):

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

Collaboration (How can collaborative action contribute?):

What steps might be required?:

Who is willing to take responsibility to contribute? What contributions they can offer):



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