Discussion Results - Thematic areas, opportunities and recommended actions

Items discussed during this session varied across many of the thematic areas that had been proposed and, in most cases, are applicable to the broader community. Focus was on the theme of regional needs for the professional development of (operational) staff as well that of Education and Training personnel. The following items were discussed:

**1.Transitioning to new technologies** (or integration of), approaches and/or practices in forecasting all the while training new personnel

**Item**: Cultural or individual idiosyncrasies may limit the adoption of new practices

**Opportunities**:

* + Applying ‘on-the-job’ practices within a regional or local focus;
  + Expectations regarding active participation.
  + Follow up opportunities to share the acquired knowledge through involvement in train-the-trainer activities;
  + Training should be interactive, short and focussed
  + Availability of training in multiple languages is required

Examples: Regional Focus groups and virtual forums

**Recommended Action 1:**

The adoption of new technologies within the workflow of personnel should be supported by dynamic training which may include the opportunity, for the trainee, to further share the acquired knowledge and developed competencies with others, as per train the trainer activities.

**Item**: Technology available but not accessible or easily integrated

**Opportunities**:

Use of cloud technology when applicable, available or required has increased as a function of the pandemic’s impact on work and training practices done remotely.

**Recommended Action 2:**

Opportunities to using cloud technology for other and more diverse training should be considered and include support in its use

**Item**: Impacts of retirements on the availability of expertise within NMHSs and the training community

This situation is of concern for some organisations in RA-IV in particular in a time of changing technologies and functions and in the context of adopting an earth system approach.

**Recommended Action 3:**

This should be discussed further. Identifying and sharing current expertise in the ETR community and Technical/Scientific Subject Matters could be considered if not currently available (ex: list of experts)

**2. Resources supporting training**

**Item**: Knowing what resources are readily available to support training

**Opportunities:**

The WMO Global Campus’ calendar has proven to be an effective way to inform about training initiatives if its existence and access are known. The number of participants increase if training is relevant and accessible to a wider community.

**Recommended Action 4:**

Increase promotion of in-house/regional activities within regional forums (ex: Regional meetings and through ETR Focal points and Capacity development Focal points) in addition to that of the WMO Global Campus.

**3. Competency Frameworks and links with training opportunities, development and assessments**

**Item:** Guidance as to what training opportunities are available to support the development of competencies

**Opportunities:**

The twinning of competency framework for aviation meteorologists with training and assessment toolkits have provided useful references for the development and delivery of training. In this situation, personnel must demonstrate that they understand and can perform functions related to the job description

**Recommended Action 5:**

It would be beneficial if the Competency Frameworks include or refers to toolkits that include training and reference material (such as WMO-1205, 1209 and training available through the Global Campus, RTCs or Technical Commissions) and ways to assess training.

**4. Lessons learned in the delivery of training as a result of the COVID-19 Pandemic**

**Item:** Online and blended learning

**Opportunities:**

Forums such as CALMet have provided opportunities to exchange lessons learned during the last several months. Reference material available through the LEARN Portal, and the WMO Global Campus Innovation publication can help support changes in training practices.

**Recommended Action 6:**

Lessons learned identified through CALMet (and potentially other efforts) and innovative practices in training delivery could be increasingly shared and promoted within the ETR Community at both the international and regional levels and other stakeholders developing and delivering training.

**5. Suggestion regarding SYMET**

As SYMET occurs every 4 years, and the water, weather and climate community will need to address many challenges regarding the evolution of its infrastructure, services and policies, we suggest that an interim update on the progress made since SYMET-14 could be considered before the next SYMET (document, short online session?). This would enable the following:

* + Follow up on recommendations from SYMET-14.
  + Demonstrate the high-level commitment to education and training.
  + Support and foster continued collaboration within the ETR community and programs, the exchange of relevant information and the promotion of ETR practices and resources

Drafted by

Jennifer Milton, INFCOM Representative on the CDP and IAC

Kathy-Ann Ceasar, CIMH

Bernie.Connell, CIRA/CSU and VLab Co-Chair

John Ogren, Co-chair CDP, NOAA-NWS

Jim Poole, NOAA-NWS

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