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)**

**<This work plan should be developed in collaboration with each Working Group Chair/Co-Chairs in advance.**

**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?):**