

# **Report on the Capacity Development Panel as it relates to RTC operations and collaboration with WMO technical departments**

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WMO Capacity Development Panel

RTC Directors Meeting  
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# General information on CDP

The WMO Executive Council (EC) Capacity Development Panel (CDP) was established in 2019 by Resolution-7 of EC 71.

CDP includes 4 Expert Teams (ETs):

- ET on Policy Development and Institutional Matters (CDP-ET-PDIM)
- ET on Human Resources Development, Education and Training (CDP-ET-HRDET)
- ET on Capacity Development through WMO Technical Departments (CDP-ET-TDs)
- ET on Resource Mobilization, Partnerships and Development Assistance (CDP-ET-RMPDA)

# CDP Meetings

## - 1st Meeting of the CDP (26-27 August 2020)

The first meeting allowed members of the Panel to familiarize with one another, agree on the modality of work, set approaches and timelines for delivering its mandate.

## - 2nd Meeting of the CDP (3-4 February 2021)

The meeting reviewed and deliberated on the reports of the expert and task teams, discussed their future work plans, put together recommendations for EC-73, and agreed on its integrated future activities, including a plan for review of the Capacity Development Strategy

## - 3rd Meeting of the CDP (15-16 September 2021)

The meeting reviewed and deliberated on the reports of the expert and task teams, items from the second meeting of the Panel (CDP-2), and outcomes of EC-73 in connection with the work of the Panel. It was also briefed on the outcome of EC-73 by representatives of on Infrastructure/INFCOM, Services/SERCOM, Science and Innovations/Research Board, Hydrology and Water Resources/HCP and WMO-IOC Joint Collaborative Board (JCB).

Other items on the agenda included information and updates on Data Policy/GBON/SOFF, WMO Extra Budgetary projects, progress on revision of WMO Capacity Development Strategy (CDS), preparations for the 14th WMO Symposium on Education and Training (SYMET-14), a concept on Education and Training Board, and revision of education and training publications and review of WMO Regional Training Centres (RTCs).

# **ET on Human Resources Development, Education and Training (CDP-ET-HRDET)**

## **Membership:**

**Facilitator/Chair: Dr Anna Timofeeva**

## **Members:**

**Dr David Farrell (Caribbean Territories),  
Dr Winifred Jordaan (South Africa),  
Prof Peter Odjugo (Nigeria),  
Dr Somenath Dutta (India),  
Mr Zhiqiang Wang (China)**

**Invited experts**

# CDP-ET-HRDET Terms of Reference:

Monitor and make recommendations on the following:

- Efforts to increase training and long-term education for developing countries.
- Address gaps, qualification standards and competency implementation, WMO Regional Training Centres (RTC), education and training collaborators and implementation of education and training activities, WMO Global Campus initiative and opportunities.
- Review education and training policies, qualification and competency standards, RTC assessment practices, and WMO Global Campus activities.
- Identify training needs and give guidance on how to strengthen the capacity of training institutions, as well as recommend training activities to address gaps in formal and continuing education.
- Leadership and management issues

**With the activity of EC Panel of experts on education and training being terminated under the new WMO management structure, it was proposed to add the following two elements to CDP-ET-HRDET ToR:**

- **Former Panel of experts ToR No (4)** To provide the Executive Council with advice on actions for monitoring, strengthening and enhancing the WMO ETRP including the designation of suitable training institutions such as WMO Regional Training Centres;
- **Former Panel of experts ToR No (5)** To provide the Executive Council with advice on actions to improve the effectiveness of the Fellowship programme based on an ongoing review and evaluation of the programme.

# **Meetings and discussions of CDP-ET-HRDET**

- **A virtual kick-off meeting (October 15th 2020)**
- **Regular communication through the Moodle Platform**
- **Presented the summary of CDP-ET-HRDET activities at the WMO Global Campus Event “Responding to Challenges Beyond the New Normal.”**
- **Contributed to CDP recommendations to EC-72 and EC-73**

## **i. Efforts to increase training and long-term education for developing countries.**

To improve the coverage of training and long-term education in a pandemic situation and the development of the information society in general, it is worth focusing on the development of distance learning with due regards to the following aspects:

- it is impossible to automatically transfer full-time training to the online format; new tools, methods and approaches are required, for example, for assessing the learning outcomes;
- it is necessary to determine the level of preparedness of different Members for the distance learning format. Relevant amendments have been suggested to the WMO Annual Survey on the Promotion of Training Opportunities to identify that;
- the potential of international platforms such as the WMO Global Campus should be used for developing joint training programs to create content with an optimal quality / price ratio.



**ii. Address gaps, qualification standards and competency implementation, WMO Regional Training Centres, education and training collaborators and implementation of education and training activities, WMO Global Campus initiative and opportunities.**

- This is an extremely broad point covering the most important topics. During the associated discussion, the opinion was expressed that the gaps should be first identified, and this requires training of experts to assess general status of human resources development at NMHSs and their staff compliance with the competency frameworks suggested by WMO; other interventions could be analysis of RTC programs and their compliance with the WMO recommendations in education and competency frameworks; the development of the Global Campus as a tool to promote modern standards. RTCs could take the lead in capacity development to address gaps.

### **iii. Review education and training policies, qualification and competency standards, Regional Training Centre assessment practices, and WMO Global Campus activities.**

- In the context of WMO governance reform and the transition to Earth system services, we need to determine how fully the existing competency frameworks and qualifications cover all the working functions existing at NMHSs.
- RTC external assessment procedure is currently extremely labor-intensive and we may try to simplify it.
- RTCs are still not quite active in promoting their training events through the Global Campus calendar or their training resources through the Global Campus library. For any new training resources, there should be an established regular advertising procedure that meets the standards and objectives of the WMO Global Campus.
- In addition, organizations willing to participate should be trained in how to transform their course advertisements into Global Campus descriptors, how to work with intellectual property rights to develop and reuse materials, how to design a program that will focus on developing certain competencies to a certain level. We need to share best practices from the organizations most active in the Global Campus, and we may need some training on how to effectively use the calendar and the library.

**iv. Identify training needs and give guidance on how to strengthen the capacity of training institutions, as well as recommend training activities to address gaps in formal and continuing education.**

During the discussion, an essential stage of the training needs analysis through consumer surveys was recognized, and the dissemination of best practices in this area and the development of unified approaches to the quality system and training assessment were suggested. A collection of papers on the best practices in training needs analysis can be called from RTCs and training partners, and the course similar to the WMO Global Campus Innovations course can be suggested to train RTC staff in training needs analysis.

## **v. Leadership and management issues**

It was suggested to consider an international orientation program for newly appointed PRs, RTC directors or senior NMHS management. Naturally, such programs for representatives of several countries will allow establishing multilateral contacts, Hydromet Alliance representatives can also be invited to such trainings to establish public-private partnerships. Such trainings could be conducted in conjunction with WMO Congresses / Executive Councils, which would reduce their costs for NMHSs.

# Expected Outcomes

1. Recommendations to RTCs on sustainability of education and training under COVID19 pandemic
2. Revised and updated BIP-M and BIP-MT
3. Roadmap for developing competencies in relevant areas
4. Recommended mechanisms for WMO Regional Training Centres and other WMO Education and Training Partners to ensure and document that their curricula follow WMO standards
5. Global Campus roadmap for further achievement of its objectives

# **ET on Capacity Development through WMO Technical Departments (CDP-ET-TDs)**

## **Membership:**

**Facilitator/Chair: Dr Carla Gulizia (Argentina)**

## **Members:**

**Somenath Dutta (India), Dwikorita Karnawati (Indonesia),  
Peter Odjugo (Nigeria), Nirivololona Raholijao  
(Madagascar), Anna Timofeeva (Russia), Mary Scholes  
(rep. of the RB), Jennifer Milton (rep. of INFCOM), Roger  
Stone (rep. of SERCOM), Christophe Cudennec (rep. of  
HCP), Omar Chafki (rep. of WMO-IOC JCB)**

# Activities

1. Dr A. Kijazi, as chair of the CDP, as well as Ms McCourt and Dr. Gulizia, as facilitators of the CDP-ET-RMPDA and CDP-ET-TDs, respectively, were invited to actively participate at the "Strengthening collaboration among NMHSs and WMO Centers for effective support to Members through extra-budgetary projects" Meeting held online between March 10th to March 12th, 2021 This meeting included an overview of the WMO extra-budgetary project portfolio and types of support provided to Members with the project funds. Dr. Gulizia presented an overview of the CDP-ET-TDs work and shared several recommendations and observations provided by this ET into the CDP-2 for consideration for ongoing and emerging implementation arrangements and extrabudgetary projects.
2. WCRP Climate Research Forums: The facilitator of the CDP-ET-TDs, Dr. Gulizia, has been co-leading the WCRP Forum for South America, taking into consideration the recommendations discussed and agreed during the CDP-2 Meeting, particularly in line with "Developing strategies to foster engagement of academics and NMHSs staff at the local and regional levels on research questions and ways in which results could be applied for improved operational delivery" and "...foster systematic contribution from the academia towards enhancement of research-to-operation connection as additional way of strengthening capacity of NMHS..".
3. Interaction between RAs and the respective CDP permanent representatives: The facilitator of the CDP-ET-TDs has been invited to the RA-III Joint Working Groups Meetings held during May 27, July 7, and August 23, 2021 During the first of these meetings, Dr. Gulizia gave an overview of the approved CDP-2 report and listed some of the outcomes of the "Strengthening collaboration among NMHSs and WMO Centers for effective support to Members through extra-budgetary projects" Meeting for consideration by the RA-III Members.

# "Strengthening collaboration among NMHSs and WMO Centers for effective support to Members through extra-budgetary projects" Meeting , March 10-12, 2021

## Some conclusions from the meeting:

1. Capacity development requirements are very different depending on the geographical region. **Taking into account the local knowledge, building on strong examples in current and past projects and having the sufficient time** to engage in the twinning arrangement and training component are some of the successful experiences shared throughout the meeting. These good practices, in line with some of the CDP-2 recommendations, should be promoted in other ongoing and emerging agreements.
2. There is a need in **accelerating the update in seasonal and sub-seasonal products as most are based on statistical approaches** and this could be contributed with further collaboration **involving academics and scientific institutions** with the **support of the WMO Research Programmes** (e.g. WWRP, WCRP).
3. **Interaction with TCs experts, regional institutions and RCs** can provide **continuous support to the NMHSs** and link together the different projects. National and Regional Climate Forums are useful platforms for this aim.



# "Strengthening collaboration among NMHSs and WMO Centers for effective support to Members through extra-budgetary projects" Meeting , March 10-12, 2021

## More conclusions:

4. It was recommended to **promote coordination among partners at the design stage** when opportunities for new projects arise (building upon other existing coordination mechanisms).
5. The **engagement of the WMO Hydrological Community in twinning arrangements and extra-budgetary projects** (both as beneficiaries and implementing partners) could be further expanded so WMO can provide wider and more integrated support to Members. Project proposals from across WMO could be supported by the Hydrological Coordination Panel (HCP) to help **engage the hydrological community's needs and capabilities**.
6. Experiences and capacities from previous cooperation **in one developing country can upscale to neighboring countries**, with **similar challenges** and opportunities through new projects **promoting South-South cooperation**.

# Future activities

1. 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 ETR, as well as to benefit from the experiences and knowledge of the WMO RTCs, in close coordination with the RTC Representatives;
2. Develop strategies to foster engagement of academic and NMHS staff at the local and regional levels on research and research transfer to operation and application to improved operational delivery
3. Make recommendations on how to foster systematic contributions from academia towards the enhancement of the research-to-operation continuum which should address approaches to promotion of capacity development and service capabilities in weather, climate, hydrology and environment at regional levels through promotion of collaboration and communication between regional centres such as Regional Specialized Centres, Regional Climate Centres, Regional Training Centres (RTCs), WMO Integrated Global Observing System (WIGOS) Centres and WMO Information System (WIS) Centres, etc;
4. Outreach and training will be key activities supporting the implementation of the new WMO Unified Policy for the International Exchange of Earth System Data and the Global Basic Observing Network.

**Thank you for  
your attention!**

**Please address your  
questions and comments  
in the chat**



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