

Comments on the Draft WMO Capacity Development Strategy (Draft 01, Version 02, 2022)

Compilation of comments received by 19 September 2022

	Submitter	Comment	Suggestions for improvement or corrections
General comments	Zhiqiang Wang, CDP member		The concept of tailored one-for-one support should be embodied throughout the WCDS-2023.
	Zhiqiang Wang, CDP member		The WMO needs to popularize methodologies and ideas derived from good practices in operations and services, and conduct global surveys to identify the CD needs (infrastructure and personnel) so as to offer one-for-one support.
	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)		The inclusion of a list of acronyms is suggested.
	Karen McCourt, CDP member		If I have the right interpretation that the CDS is being angled more as a 'guide' rather than a 'strategy', there could be consideration of the document name (I think they may have done this with the similar Service Delivery 'Strategy' and changed to 'Guide' – but I could be wrong!)
	Karen McCourt, CDP member		Very generally I would propose there is still a lot of wording that could be reduced to try and ensure emphasis is on the main parts that you want people to read and use?
	Karen McCourt, CDP member	Table on page 2: I wasn't sure if the SOs etc aligned exactly with the proposed WMO SP,	

		but these may have been amended to fit the table? It's great you have put at the start which WMO SP it will align with as this could have been confusing!	
	Prof. Karnawati, CDP member	We need to also include WMO ETR initiatives as one resources to be utilized SO 4.2 Competencies and Capabilities. It has so many resources to be utilized e.g (Global Campuss, Competency Framework, CONECT)	SO 4.2 Competencies and Capabilities · Enhanced utilization of the WMO RTCs and ETR Initiatives
	Jennifer Milton, CDP member and on behalf of INFCOM	Very comprehensive and well written!	<ul style="list-style-type: none"> • An acronym page should be added • Define acronyms when first used. (for example, many of these in p. 6 - I have no idea what AHMD stands for, nor LT4 and there are others!)
	Jennifer Milton, CDP member and on behalf of INFCOM	WCDS-2023 at a glance: Although we identify 'Technical' as a CD Dimension, we do not seem to indicate 'Scientific' which is also an important dimension of CD and required in the increasing implementation and use of technologies. Scientific concepts also support many activities of the WMO	Suggestion regarding Strategic approach 2024-2027: we mention recruitment and retention with appropriate qualifications and competencies, but does this also imply continuous development (learning) of staff? I would suggest in this CD Action, that we explicitly indicate that learning activities be encouraged, enhanced and be flexible (to adapt to future needs, or something of the sort)

Part 1 Introduction	Johan Stander, WMO Services Department		The preamble should indicate that CD should further be focused around the call of the UNSG that all people on earth should be protected by EWS and with this in mind, CD should be prioritized to address those gaps identified going forward.
	SOMENATH DUTTA, CDP member	Pg-6, last para, line 3: “ Member’s capacity could be defined on the basis ----- from government to individuals”.	Member’s capacity could be defined on the basis of the availability of information, technology, human resource and services, and their integration as decision-support elements at all levels of society – from government to individuals.
	Mary Scholes, CDP member	Development strategy after one has done capacity recognition	There is a lot in this document about development of capacity but often one does not get “buy-in” unless the capacity of the stakeholder is first recognized and acknowledged before trying to build new capacity.
	Mary Scholes, CDP member	Implementation plan published at the end of the period of implementation	The implementation plan was published far too late – close to the end of the period of implementation
	Liz Page, advisor of John Ogren	Will there be a list of acronyms?	Add a list of acronyms
	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	Page 6, paragraph 1: “... <i>SIDS and other developing countries, strongly affected by the climate change and extreme weather, water crisis and other environmental hazards.</i> ”	suggest to reword “water crisis” as “changing hydrological patterns and related extremes such as droughts and floods”
	Christophe Cudennec, CDP member	Page 5: Is WMO N°1133 published in 20215 really referring to the implementation plan for 2012-2015?	

Christophe Cudennec, CDP member	Rationale: The WCDS has also been used as a reference for partners – in particular for hydromet modernization roadmaps by world bank – worth mentioning?	
Christophe Cudennec, CDP member	Rationale 3 rd bullet: What is local below regional? => national? (in coherence with II 2.2) or infra-national (as in principle 2 page 13 - and if so what about the national level here?)	
Christophe Cudennec, CDP member	Rationale 3 rd paragraph	Add UNESCO in the list?
Christophe Cudennec, CDP member	Rationale	Mention SYMET somewhere as a crucial mechanism?
Karen McCourt, CDP member		Right at the beginning (Perhaps a box at top of Part 1 Introduction ?) make very clear (as it currently appears a bit mixed in the document): a) <u>Purpose of document</u> : Some of this is indicated on the diagram at the beginning on p.2, but I would suggest making very clear that it is a <u>guide</u> (as opposed to traditional ‘strategy’) to help drive consolidated <i>approach</i> to CD across WMO.....etc. You may also want to mention what it is <u>not</u> i.e. (from my reading) that it is <u>not</u> to duplicate WMO SP and Op plan but to aid CD <i>approach</i> to achieving those goals/objectives/outputs? b) <u>Who would use this</u> : some of this is documented later in document, but just to make expressly clear at the beginning. To guide NMSs/WMO bodies and Members/Secretariat? c) <u>How it should be used</u> : ‘To refer to when doing x,y,z...’ This, I believe, would just help make it very clear – especially when reviewing next week, but also when it goes to EC etc.

			Would be really great if this could also be covered in presentation pre review section next week, just so we are all on the same page?
Karen McCourt, CDP member	p.5 – Talks about ‘ <i>Six strategic objectives and respective strategic approaches</i> ’. Is this meant to be principles ?		
Karen McCourt, CDP member	p.6 – Found this bit a little confusing and again would encourage being clear here around the purpose of the ‘strategy’. The middle paragraph which starts “ <i>Once the WCDS-2023, has been adopted by the Congress in 2023....</i> ” Talks about M&E, but if the strategy is a ‘guide’ and doesn’t have any set goals/objectives/outputs to monitor, then I’m not sure what the purpose of this statement is?		You could intimate that the CDP could play a role in monitoring the progress of WMO SP LTG4 objectives/outputs, but not that the CDS itself was being monitored as it is more of a ‘guide’ to CD ‘approach’?
Prof. Karnawati, CDP member	This is considering that the impact of water crisis is the food insecurity		It is intended to provide approaches and tools to enable significant improvements in the provision of critical information and services in the LDCs, SIDS and other developing countries, strongly affected by the climate change and extreme weather, water crisis (that could threaten the food security and resilience) and other environmental hazards.
Prof. Karnawati, CDP member	IOC UNESCO is one of the most important partner of WMO in capacity development, in this regards, we would like to Include ‘ ..IOC UNESCO.. ’ in the mentioned list of partner organization to be well recognized by the CDP Members		It also incorporates experiences and recommendations by other development and partner organizations, such as UNDP, UNDRR, FAO, IOC UNESCO , World Bank, OECD, as well as national development partners.

	Prof. Karnawati, CDP member	Most countries in the world deal with the disaster and have close cooperation and partnership with the Disaster Management Office. We would like to include ‘...as well as disaster risk reduction ...’ in the sort of the sectors	Other organizations partnering with the NMHS in the provision of information and services (e.g., typical cases are organizations engaged in hydrology, aviation, education and research, civil protection as well as disaster risk reduction) should also be considered in the capacity assessment and planning of CD interventions.
	Jennifer Milton, CDP member and on behalf of INFCOM	Rationale, p.5- last point: may be similar to the statement, but there does not seem to have had any followup as to the usefulness of the WCDS-2012 (also to be linked to a common available methodology)	
Section 2.1	Mary Scholes, CDP member	This does not seem visionary - closing gaps is "static"	One needs to look beyond just closing the gaps
	Mary Scholes, CDP member	Agreed but need to prioritize (see text for location of comment)	There is a long list of things that need to be done but throughout the document I did not see areas identified that were the priority.
	Christophe Cudennec, CDP member	2 nd paragraph	The shift from « institutional, infrastructural, procedural, and human resources. » in part I to “institutional, technological, I/S delivery, human capital” should be explained Also check final alignment with semantic adjustments envisaged in Part III
	Christophe Cudennec, CDP member	It is said Part I that the revision is a decadal exercise but page 8 that the next update should be carried out before next congress in 2027.	

	Prof. Karnawati, CDP member	Add “..an” (word)	“ In case of an NMHS, the capacity gaps can be identified....”
	Jennifer Milton, CDP member and on behalf of INFCOM	2.1 Scope: similar comment as to ‘WCDS at a glance’... no mention of scientific See comments re acronyms	
	Jennifer Milton, CDP member and on behalf of INFCOM	Synchronization with WMO Strategic Plan 2024-2027	It may have been helpful to do a more formal survey of how Members, TDs, RTCs (and others) use (or would use) the WCDS – what should it address?
Section 2.2	Prof. Karnawati, CDP member	Adding “... and related environment services.. ” <i>in connection with :</i> The key elements of the Strategy are linked to the WMO SP Goal 4 Strategic Objectives (SO) as follows: SO 4.1: Address the needs of developing countries to enable them to provide and utilize essential weather, climate, hydrological and related environmental services.	“ The importance of NMHSs for public safety, security, national development and general socioeconomic benefits flowing from weather, climate, hydrological, and related environmental services is also emphasized.”
	Jennifer Milton, CDP member and on behalf of INFCOM	Good to see in S.O. 4.2 Develop and <u>sustain</u>	
	Prof. Odjugo, CDP member	Goal 4: Close the capacity gap on weather, climate, hydrological and related environmental services:	Could it be: Close the capacity gap on weather, climate, hydrological and related environmental services between the developed and developing countries? Again: Can it be: Close the capacity gap in instead of on?

Section 2.3	Mary Scholes, CDP member	Is this the third group? (pg 10)	Missing bullet point so the “the third group” is then not clearly identified.
	Liz Page, advisor of John Ogren	Typo	Top of page 10 “institutions” is misspelt
	Christophe Cudennec, CDP member	On Capacity Development Partners: Knowledge transfer is a top-down terminology which excludes new practices of knowledge sharing. (see this term used again in page 19). Academic partners can be deciphered but could be explicitly identified.	
	Karen McCourt, CDP member	Section 2.3 and audience: How do we expect development partners to use the CDS? Should we leave them out as an audience? I’m not sure how applicable the CDS is to them and could make it confusing as to the CDS purpose?	
	Karen McCourt, CDP member	In line with the comment above (on the audience) you may wish to think about referencing a comms plan for encouraging use as a CD guide if that is the desired outcome (and to avoid some of the pitfalls of non-use mentioned re the last CDS, earlier in document?). Don’t think you need to add a	

		comms plan but just that comms will be considered to make best use etc?	
	Prof. Karnawati, CDP member	Each Subsidiary bodies in the RA V has the CD support activities in their work plan, so we would like to add “.... and its subsidiary bodies “ after the Regional Associations	<p>- WMO stakeholders: This target group includes all WMO bodies carrying out CD support activities.</p> <ul style="list-style-type: none"> o WMO Congress; o The Executive Council and its subsidiary bodies; o The Technical Commissions, the Research Board and related bodies o The Regional Associations and its subsidiary bodies (including various regional centres and facilities) o WMO Secretariat
Section 2.4	Liz Page, advisor of John Ogren	Add to list	Suggest including wording from WMO Policy on Gender Equity in bullet list https://public.wmo.int/en/resources/gender-equality
	Liz Page, advisor of John Ogren	First sentence typo	“There a” should be “There are a”
	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	Correction on the period of the Strategy on Capacity Development in Hydrology and Water Resources Management	Should be: WMO Strategy on Capacity Development in Hydrology and Water Resources Management for the Period 2023-2024
		This comment is connected to the comment on WCC for Section 5.2:	If CDP decides to include the “Capacity Development” thread of the Water and Climate Coalition, then it might be worth to consider adding it here. Even better, providing a dedicated paragraph to what is the WCC and how WMO can contribute to it (see the SERCOM INF 9.2

			related to the mapping of WCC activities vis-à-vis to the WMO Hydrology action plan)
	Karen McCourt, CDP member	Regarding: “Plans, strategies, guidance, initiatives, etc., which need to be considered in the WCDS-2023 include:...”	Maybe not ‘ need to be considered ’ but ‘ may benefit from guidance in CDS ’?? Again just to streamline purpose and how this will be used?
Section 3.1	SOMENATH DUTTA, CDP member	Pg.11, 2 nd bullet. Dimension 2	This dimension appears to cover all infrastructures, viz., Technological soft & Hardware infrastructure, as well as other infrastructure, like availability of building (training institutes own building, trainees hostel building), availability of suitable computer network, etc. Hence, suggested to reconsider, whether it can remain as “Infrastructural” or not.
	Mary Scholes, CDP member	Approach may be too top-down (pg 12)	It is always very difficult to try and balance a bottom-up and a top-down set of actions, if there is perceived to be too much top-down, then there will be little buy-in.
	Liz Page, advisor of John Ogren	Typo in intro paragraph	Last word in first sentence “bellow” should be “below”
	Liz Page, advisor of John Ogren	Dimension 2	Suggest adding an example of success and sustainability (perhaps CIMH?)
	Liz Page, advisor of John Ogren	Dimension 3	Suggest moving Fig 1 to this section that refers to “right-had side of the value chain”
	Liz Page, advisor of John Ogren	Dimension 3 – new digital technological solutions	Suggest including addressing change management needs

<p>Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)</p>	<p>Dimension 3</p>	<p>Suggest to have a clearer explanation as to what is “soft” and what is “hard” in this context. Also, Are these the same classification given two paragraphs below?</p> <p>Perhaps citing examples for each of the four dimensions?</p>
<p>Christophe Cudennec, CDP member</p>	<p>Dimension 1: many countries have NMS and Hydro ones separately, and even often different hydro-related services. There is a big institutional challenge here which is here underestimated</p>	
<p>Karen McCourt, CDP member</p>	<p>About whole section 3</p>	<p>Could you use what you have, but adjust to make it more ‘practical’ in terms of advice and breakup the text? For example ‘Principle 2: Sustainability of CD actions....’ ‘Recommendation 1:place at beginning of project engagement with national government....’ (just example off top of my head!).</p> <p>Also would it be good to show some brief analysis – or reference to analysis – of what the KEY challenges/opportunities are around doing CD development work across WMO to set the scene for section 3 and 4?</p> <p>You could possibly have a small SWOT analysis? Some of the detail from the report of the March 2021 meeting around twinning/CD would potentially give insight for this? Then that info could be ‘pulled through’ to the ‘guidance’ in section 3 (and possibly 4, with reference to coordination of CD across WMO)?</p> <p>By this I would suggest not needs ‘gaps’ which hopefully WMO SP/Operating plan will focus on, but more in terms of ‘how’ CD is implemented e.g. need for emphasis on sustainability, government engagement, reduce duplication across WMO....etc.</p>

<p>Prof. Karnawati, CDP member</p>	<p><i>Adding words</i></p> <p>“from the public, private, academic and civil sectors as well as media and community).</p>	<p>Dimension 2:</p> <p>Furthermore, the WCDS-2023 promotes the PPE approach in the technology dimension of the CD with the opportunities for significant capacity advancements through leveraging relevant stakeholders capacities (from the public, private, academic and civil sectors as well as media and community).</p>
<p>Prof. Karnawati, CDP member</p>	<p><i>Adding words</i></p> <p>Capacity development strategy consist of training (to develop competencies) and education (to develop qualifications). Training also could be implemented through formal and informal way and this should be captured as the complement strategy in capacity development.</p>	<p>Dimension 4: Human Capital</p> <p>This will require a new view on NMHSs’ organizational design through change management and dedicated education and training programmes, both formal and informal ways.</p>
<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>	<p>Dimension 2: agree and happy to see these points</p>	
<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>	<p>Dimension 4: sustainability of initiatives should also include those related to learning activities</p>	<p>... dedicated (and sustainable) training programmes</p>
<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>	<p>Dimension 4: ‘improving the gender and age structure of NMHSSs’ human capital needs to be a priority...’ I do not understand what is meant by ‘the age structure’?? (are there too many young vs older??) Do we mean this in the context of succession planning? knowledge transfer?</p>	<p>Would suggest that this sentence be reworded to introduce ‘succession planning’ and diversity</p> <p>There is also the issue of diversity, and of encouraging young women, and the younger population to be interested in potential careers. It goes beyond having this in strategic plans</p>

		'.. stronger links with academia..' : should this also add Technical commissions?	
	Prof. Odjugo, CDP member	The WCDS-2023 will address the need to revisit the whole structure of education and training resources at the national, regional, and global levels, as well as stronger links with academia in addressing new knowledge and competence requirements.	Nigerian Meteorological Agency/RTC, has formed very strong links with academia at all levels of education (Secondary Schools, Tertiary Institutions and Research Institutes) through the signing of MoU and implementation, engaging the academia in teaching in the BIP-MT programme, engaging them in research and installing weather Stations for them, the establishment of Young Meteorological Ambassador Club, among others.
Section 3.2	Mary Scholes, CDP member	Fig 1 useful figure, but not referred to explicitly in text (pg 13)	Refer to Fig 1 explicitly in the text
	Liz Page, advisor of John Ogren	First sentence	"strategi" should be "strategic"
	Liz Page, advisor of John Ogren	Principle 3, middle of paragraph	"boteh national" should be "both national"
	Liz Page, advisor of John Ogren	Principle 4	Suggest including helping local staff redesigning processes for service development and delivery (sharing best practices for implementing new technology)
	Karen McCourt, CDP member	'Principle 6' p.14: I find this a little confusing and is potentially mixing a 'guide' to CD with analyzing CD 'actions'? <i>"The WCDS-2023 will strengthen this element which is of primary importance for the continuity of the CD"</i>	I would propose this section was restructured and more focused on how can the audience of the CDS make improvements in this area? If there are 'actions' like suggested under this 'Principle' then potentially they could be fed back to the developers of the WMO

		<i>process and sustainability of the CD results.”</i> How would the CDS do this?	SP to be looked at as ‘outputs’ under LTG4 in the to-be-developed Operating Plan?
Prof. Karnawati, CDP member	<p>Adding words</p> <p>To be consistent with the prior sentences:</p> <p>This will require a thorough evaluation of any CD action through a common methodology (with appropriate success factors measures), highlighting strengths and weaknesses, lessons learnt, and needs for ensuring continuous improvement.</p> <p>In some countries, local knowledge should be considered and admitted to deal with local issues.</p>	<p>3.2. Capacity development Principles</p> <p>Principle 6 Result-based CD actions – establish/improve feedback mechanisms, evaluate and correct</p> <p>As a strategy under the WMO umbrella, the WCDS-2023 should be supported by an information repository allowing such analytical work, as well as a platform⁷ for sharing information, lessons learnt, promoting local knowledge and good practices</p>	
Jennifer Milton, CDP member and on behalf of INFCOM	<p>Principle 2:</p> <p>Editorial comment: there should be an effort to understand why there is a ‘weak sustainability’ factor, with respect to funds for technical systems or inability to retain staff. If this is not addressed and factored in, other efforts of CD actions may/will result in a similar conclusions</p>		
Jennifer Milton, CDP member and on behalf of INFCOM	<p>Principle 3: Although the focus is rightly on CD for WMO Members.. should there be some concern about CD for users of the information WMO and members provide?</p>		

	Jennifer Milton, CDP member and on behalf of INFCOM	Principle 4:	Suggest to add: 'Implementing, operating and maintaining modern systems..)
	Jennifer Milton, CDP member and on behalf of INFCOM	Principle 6: Comment: very happy to see this section and important wording. It is currently a significant gap in this process if it is to be aligned with QMS and the Service Strategy and accountability. In addition, it would further support Members and commissions in the development and implementation of CD and related training activities.	
Section 3.3	SOMENATH DUTTA, CDP member	Step3. Design Capacity development response	To make the CD response objective, WMO may suggest NMHS of member countries for preparation of excel sheets, with existing capacity , capacity requirements and capacity gap. WMO may assist memver countri's NMHS by providing such template sheet.
	Liz Page, advisor of John Ogren	Step 1	Refer to Fig 1 (value chain)
	Liz Page, advisor of John Ogren	Step 1	Last sentence (results should be as transparent as possible), should cultural norms that could limit transparency be acknowledged?
	Liz Page, advisor of John Ogren	Step 2	Suggest including an example of success

Liz Page, advisor of John Ogren	Step 4 “Experience shows...”	Is there a reference that can be added?
Liz Page, advisor of John Ogren	Step 5. Evaluate	Who is responsible for the evaluation? WMO? Does this framework already exist? Will templates be developed?
Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	Figure needs caption	If the “5-step CD process is related to the figure provided, this should be clearly indicated.
Roger Stone, CDP member	I understand that a main component of Strategy Documents is the need for a clear Action Plan. I would think that, in this document, this is Section 3.3 ‘Capacity Development Process’?	My only suggestion is that this Section 3.3 be more obviously promoted as the Action Plan for this strategy (if I read this correctly). Actually, I would think that the Action Plan is an incredibly important part of such a good strategy and a section all (NMHS’s) will be keen to explore.
Prof. Karnawati, CDP member	IOC UNESCO is one of the most important partner of WMO in capacity development, in this regards, we would like to Include ‘..IOC UNESCO..’ in the mentioned list of partner organization to be well recognized by the CDP Members	3.3. Capacity Development Process Step 2. Engage Stakeholders At this stage, consider also the international requirements and obligations, including the WMO requirements, but also those posed by ICAO, IMO, or commitments to programmes and decisions of other organizations (UNFCCC, the COP process, FAO, WHO, IOC-UNESCO , etc.).
Jennifer Milton, CDP member and on behalf of INFCOM	Good figure.	Need to add caption (Fig x) .. from case to case (and resources).. could indicate what these factors are, here or later in the text
Jennifer Milton, CDP member and on behalf of INFCOM	Agree with the Note related to Capacity Assessment Methodology	Should be in an Annex, as well as references to ETR resources related to Training Assessment methodology,

	Jennifer Milton, CDP member and on behalf of INFCOM	Step 5:	References of the QMS and WMO Service strategy could be indicated in Annex in additional references
Section 4.1	SOMENATH DUTTA, CDP member	What is WMO Regional Centres?	May be we can replace it by WMO Regional Training Centres.
	Mary Scholes, CDP member	This will be key to a successful CD implementation. I think more concrete actions need to be itemized to facilitate this happening. (pg 18)	Itemize concrete actions
	Mary Scholes, CDP member	This will need to be "ground-truthed" like you would for any technology data set. Doing an "audit" of capacity is very different from measuring what the "audit" claims to have delivered or be capable of. (pg 19)	It is very easy to ask stakeholders if they have certain outputs but this does not tell you whether they are able to implement them (eg. Do you have an early warning system in place for your country? Answer – Yes, Did you deploy it successfully for the last extreme flooding event which claimed 100s of lives and multiple millions of damage? No, it was late on a Friday afternoon and staff had gone home so we only sent out the warning on Monday. By which stage the extreme event had passed)
	Mary Scholes, CDP member	National "buy-in" was one of the reasons that the earlier strategy did not work, I think there needs to be more in this document about how "buy-in" will be achieved (pg 19)	How will national buy-in be achieved?
	Karen McCourt, CDP member	Part 4 generally: I mentioned at a previous meet but there was a request from EC73 (Doc 4.4): "To conduct an assessment of, and clarify the rules and responsibilities of, the different actors as well as the different funding mechanisms involved	

		<p>in WMO Capacity Development activities”. Section 4 could ultimately contain reference to the output of that analysis (still to be actioned). Donna was hoping to include this in the TORs for the new consultant (starting shortly) to have an initial look as part of reviewing WMO Projects, but she was also planning to do some prelim work on this. I think Mary Scholes also mentioned in her feedback, but section 4 may benefit from some ‘action areas’ or ‘recommendations’ around coordination across WMO and WMO bodies (if indeed this is something we might want to focus on)?</p>	
	Karen McCourt, CDP member	<p>Part 4.1: Again, to encourage people to read and digest and make best use, a section like this could potentially be cut down? Even just to a diagram? How will the audience use the existing background if left in?</p>	
	Jennifer Milton, CDP member and on behalf of INFCOM	<p>Editorial comment p. 18: The EC CDP must take on a more active role, increase communication and have the tools (and provide those necessary and helpful) if it is to serve as a central coordination body which would also help to guide CD activities.</p>	
	Jennifer Milton, CDP member and on behalf of INFCOM		<p>Annex regarding information on RCs could also indicate specific CD activities and references. This would provide reference information for readers. For example, work done by the RWC with respect to WIGOS</p>

	Jennifer Milton, CDP member and on behalf of INFCOM	p. 19 paragraph before the 'Note: A reference...': I believe that this is a crucial paragraph	'The CD Panel should strive....' Perhaps this is for discussion within the CDP or other governing body, but I would suggest that concrete examples of how this may be done (and committed to) be given in Annex or in a box within the text. Otherwise, it becomes a potential 'to do or wish list.'
Section 4.2	Mary Scholes, CDP member	Important to ensure that "WMO" central and regions are not competing for the same funds (pg 20)	Somewhere in the document, there needs to be a lot more on securing long term funds
	Liz Page, advisor of John Ogren	United Nations systems bodies – closer coordination seems like a big effort – does WMO have resources to do this?	
	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	First bullet point needs correction	Correction suggested: The CDP interacts with all other EC bodies (PAC, TCC, CCP, HCP, SAP) on issues related to CD support activities.
	CDP-ET-RMPDA	<i>Adding Sentences</i> To embedded the result of RMPDA Survey 2021 o enrich the WDCS	4.2. Development partners and Resource mobilization In addition to regular budget funding, WMO mobilizes voluntary resources (extrabudgetary) through a range of funding modalities to support specific capacity development activities. In this initiative implementation, the role of Members and Donors are essential. According to the RMPDA Survey 2021, this could be implemented through bilateral and/or multilateral schemes. Even though Members prefer to have bilateral schemes due to its effectiveness and sustainability, many still believe that the multilateral could work well as long as the parties involved were engaged in the process, proposed tasks, and outcomes.

	CDP-ET-RMPDA	<p><i>Adding Sentences</i></p> <p>To embedded the result of RMPDA Survey 2021 o enrich the WDCS</p>	<p>4.2. Development partners and Resource mobilization</p> <ul style="list-style-type: none"> • Main CD-related initiatives <ul style="list-style-type: none"> ○ Alliance for Hydromet Development (AHMD) and Country Support Initiative (CSI) <ul style="list-style-type: none"> ▪ SOFF ○ CREWS <p>The strategy of resources mobilization, partnerships and development assistance suggested to put focus more on the training and technical assistance as the most frequent needs by Members. Meanwhile, considering as well in that strategy the most obstacle in the procedure/ policy, that could be appeared in term of bureaucracy, authorization and specific regulations.</p> <p>To sustain the program, it is essential to provide RMPDA-related training and assistance. On the other hand, to get wider opportunities, recipients are suggested to make the appropriate approach with policymakers, to build clear communication on the program and activities as well as to ensure they are linked and matched with the priorities of Donors/ WMO.</p>
	Jennifer Milton, CDP member and on behalf of INFCOM	Main CD-related initiatives	With respect to the ‘Note’.. is there an opportunity to inform the reader as to how to access the resources in these initiatives?
Section 4.3	Mary Scholes, CDP member	This seems very top down and patronizing (pg 21)	Reword – so that it does not read that it is only the NMHS that require cultural changes

Liz Page, advisor of John Ogren	End of first paragraph	Need “ after WMO
Prof. Karnawati, CDP member	<p><i>Adding sentences</i></p> <p>The private sectors is an important part of Pentahelix cooperation and collaboration scheme due to its powerful modalities, experiences and capacity level.</p> <p>Water crisis as one of climate change impacts should be recognized as a strong motivation to foster the capacity development of Member in order to able to handling the upcoming crisis</p>	<p>4.3. PPE for Capacity Development Support</p> <p>Analyzing the modalities of PPE models in the development projects supported by different stakeholders should be streamlined for more coherent and sustainable results without compromising the key responsibilities of the NMHSs, e.g., their function ad single authoritative voice for early warning information and services. Considering their modalities, experiences and capacity level, it is essential to private sectors to be more involved in the resources mobilization program.</p> <p>The WCDS strategy should not be limited in considering the essential contribution of the private sectors in tackling some urgent global issues, especially the upcoming 2050 crisis. Water crisis could lead the world to the food insecurity caused by numerous, complex and multifaceted reasons. All these and other challenges only heighten the concern for the future of food access and security over the coming decades. Companies and private organization should be on the forefront to solve the global food security crisis by help strengthen the capacity of Members. In this regard, PPE will be implemented effectively with strong private sectors as partners in related capacity development.</p>
Prof. Karnawati, CDP member	Adding words	<p>4.4. Special role of the ETR</p> <p>The role of ETR in the overall CD process encompass several areas including the development of core competencies for staff through both education and training, formal and informal , enhancement of the training capabilities of institutions and</p>

		add ‘... education and training, formal and informal.. ’ as the way to develop core competencies	experts, the development of leadership and management capabilities of NMHSs, the assessment of new and emerging learning needs and assessment of the capacity of NMHSs
	Prof. Karnawati, CDP member	<p><i>Adding words</i></p> <p>It is recognized that in many Members the informal capacity development also significantly strengthen the capacity development</p>	<p>SO.4.1. Address the needs of developing countries to enable them to provide and utilize essential weather, climate, hydrological and related environmental services</p> <p>WMO will increase its training and long-term education, as well as to promote other informal capacity development activities (e.g community of practice, coaching – mentoring, action learning) to help Members to obtain and maintain the competencies needed.</p>
	Prof. Karnawati, CDP member	<p>Adding “... and related environment services..” in connection with :</p> <p>The key elements of the Strategy are linked to the WMO SP Goal 4 Strategic Objectives (SO) as follows:</p> <p>SO 4.1: Address the needs of developing countries to enable them to provide and utilize essential weather, climate, hydrological and related environmental services.</p>	<p>S.O.4.3.</p> <p>“Enhance the full spectrum of the weather, climate and hydrological and related environmental services delivery to support the protection of life...”</p>
Section 4.4	SOMENATH DUTTA, CDP member	Pg.22. ETR initiatives	ETR may be suggested to encourage NMHS, possessing RTC component(s), especially in the developed & developing countries, for signing MoU with WMO, for training supports of the NMHS in the LDC & SIDCs

Mary Scholes, CDP member	Needs substance "Now" (pg 22)	Actions need to be listed that show that implementation is already taking place or refer to section 5.2
Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	<p>On Paragraph 2: "... WCDS-2023 will build upon established organizational forms, practices, guidelines and strategic directions related to ETR, which have been subject of constant review and updating over the years, as follows:"</p> <p>Will this specifically include hydrology and spell it out in the document? NMHSs are mentioned several times, but few relating it to Hydrology. Even though the next paragraph spells "hydrological"</p>	
Christophe Cudennec, CDP member	Page 23	"Human resources capacities" – Why not use the "Human capital" term here again?
Jennifer Milton, CDP member and on behalf of INFCOM	SYMET p. 22	Suggest to put the SYMET-14 Statement in Annex and/or highlight most relevant ones for readers of the CD Strategy in a box within the main text
Jennifer Milton, CDP member and on behalf of INFCOM	Evolving Human Resources p. 23	Should also include succession planning.. ... accordingly. Strategies regarding succession planning and knowledge transfer should also be considered in light of changing demographics or workforce retirement
Jennifer Milton, CDP member and on behalf of INFCOM	What about other ETR Partners? Or potential UN collaborators?	

Section 5.1	Mary Scholes, CDP member	This is one of the few mentions of funding, I think more needs to be included on how funding will be secured for long-term projects (pg 25)	More needed on funding
	Liz Page, advisor of John Ogren	SO 4.2 Institutional capacity development bullets	<ul style="list-style-type: none"> • “ Use of micro-credentials and credit-sharing promoted”
	Prof. Karnawati, CDP member	<p>Adding the sentences</p> <p>Within a region, commonly the countries condition and circumstances as well as the challenges are alike. In this case, gaps likely are closer comparing countries in other region, thus the knowledge transfer and capacity development will be more effective and impactful.</p>	<p>The increasing vulnerability of many societies and economies to natural hazards and extreme weather events and the gaps in the capabilities of NMHSs to deliver adequate services — particularly those of developing countries, least developed countries and small island developing States and Member island territories — require WMO to strengthen its capacity development efforts, building upon existing capacities in NMHSs, taking advantage of the capacity of developed country NMHSs in twinning and other arrangements, and leveraging the investments of the UN system and other development partners towards this goal.</p> <p><i>Fostering this initiative in the countries within the region should be more promoted, considering their technology level, background and culture are similar. In this regard, partnership mechanism would expedite the process.</i></p>
	Jennifer Milton, CDP member and on behalf of INFCOM	Section 5 is the most important section	
	Jennifer Milton, CDP member and on behalf of INFCOM	SO 4. not the same Font as previous. Last sentence of p. 25 ‘to ensure...’ should be highlighted -	
Section 5.2	Mary Scholes, CDP member	This is a very useful Table (pg 26)	I think all tables should have headings and together with the Annexes should be specifically referred to in the text.

<p>Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)</p>	<p>Table, part 4.2, 3rd bullet point on column “Focus areas 2024-2027”</p>	<p>“... , including young professionals and women.” Propose to reword: “and considerations on gender issues”</p>
<p>Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)</p>	<p>Table, part 4.2, 2nd bullet point on column “Indicative outputs, Succession management and sustainability”</p>	<p>“... (STEM) careers to young people and women.” Propose to reword : “considering gender inclusiveness”</p>
<p>Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)</p>	<p>Table, part 4.3, 3rd bullet point on column “Focus areas 2024-2027”</p>	<p>“Leadership in promoting the principles on which global meteorology is ...” Only meteorology? I believe there is a need for leadership to address and promote the hydrology as well.</p>
<p>Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)</p>	<p>Table, part 4.3, column “Indicative outputs”, bullet on Water and Climate Coalition</p>	<p>It has to be noted that the WCC is an activity to which WMO is contributing, not leading. As such, CDP might wish to consider how to tackle WMO contribution to the Capacity Development thread of WCC in a way similar to how SERCOM and INFCOM are considering it (see Doc. 9.2/2 SERCOM-2), in response to Decision 5 EC-75</p>
<p>Prof. Karnawati, CDP member</p>	<p>Column Top Regional Priorities: RA V potentially can be included at Top regional priorities</p>	<p>S.O.4.2. <ul style="list-style-type: none"> • Training on Numerical Weather Prediction (RA III, RA V) • Training on Aeronautical meteorology and marine meteorology and hydrology (RA IV, RA V) Impact-based forecasting and warning services – formulate concrete requirements for availability of data to improve forecast quality; pilot projects for urban services and mega-cities (RA II, RA V)</p>

	Jennifer Milton, CDP member and on behalf of INFCOM	Table	Would suggest that the description of the SO be added. For example add a line under the title line and between sections of the table
	Jennifer Milton, CDP member and on behalf of INFCOM	<p>S.O. 4.1 point 2 NMHS with strengthened capacities.. sentence is ambiguous. What do we mean by long-term strategies (in what?) and what is ICT? And why other Members do the same? (this may also help to identify requirements)</p> <p>Outputs.. Checklists of compliance developed.. I would suggest more than the checklist be developed.</p> <p>Question: are the indicative Outputs that of actions of the CDS?</p>	<p>Again... need to define acronyms</p> <p>Suggest that the 'Top regional priorities' is not only related to Members with capacity gaps... there could also be a mention related to all Members, with prioritized attention to Members with capacity gaps..</p> <p>Outputs: I would suggest that 'the checklist be developed and implemented.'</p> <p>INFCOM is supporting many activities related to compliance. If I understand the table correctly, this would then be identified as an activity supporting capacity development. Correct?</p>
	Jennifer Milton, CDP member and on behalf of INFCOM	I believe that some of the priorities could be combined. Perhaps best not to specify which regions?	<p>Very relevant outputs and happy to see mention of language barriers. Would also add that this aspect is very important for learning purposes, in addition to training development and delivery. Learning puts the focus on benefits for the personnel. Is this list exhaustive? If not, would indicate so. Also from which source were the items obtained? Many of these are also priorities for 2023-2024</p> <p>Are the focus areas linked to the WMO Strategy and priorities for the same period? Should this be indicated?</p>
Section 5.3	Reggina Cabrera and Giacomo Teruggi, on	<p>CD Action Area 4:</p> <p>Two things to be noted in relation to this:</p>	

	<p>behalf of Hydrology Coordination Panel (HCP)</p>	<ol style="list-style-type: none"> 1) CDP has a leading role in 12 activities from the hydrology action plan (and contributes to two more) 2) CDP and HCP have initiated a pilot on capacity development in relation to the “Guidelines for the assessment of national needs and capabilities for end-to-end early warning systems for flood forecasting”. This cooperation, mainly implemented through SC-HYD, combines the technical expertise of SC-HYD members with the didactical expertise of the RTC of Santa Fe, Argentina. Once implemented, it will be used as a model for the further development of capacity development activities under the SC-HYD workplan 	
	<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>	<p>How do you wish to ‘further develop’ as indicated?</p>	
<p>ANNEX I</p>	<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>		<p>Would suggest that you indicate more information on the WMO Competency Frameworks as it stands at the date of the WCDS publication</p>

ANNEX II	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	Albeit limited to a specific topic, it is suggested to consider also the methodology contained in the “Guidelines for the assessment of national needs and capabilities on end-to-end early warning systems for flood forecasting” WMO No. 1286	
	Jennifer Milton, CDP member and on behalf of INFCOM		Requires more info
ANNEX III	Zhiqiang Wang, CDP member		It’s suggested that the world’s active Regional Training Centers (especially the Top 5) and other training institutions can be invited to contribute to the collection of national good practices.
	Jennifer Milton, CDP member and on behalf of INFCOM		Will a call letter be sent regarding this?
ANNEX IV	Reggina Cabrera and Giacomo Teruggi, on behalf of Hydrology Coordination Panel (HCP)	Table column on CDP: Even though they respond to EC, it is the first time I see CDP, HCP or CCP indicated as EC-CDP, EC-HCP etc.	I think we should stick to the version without EC.

	<p>Jennifer Milton, CDP member and on behalf of INFCOM</p>		<p>FOR INFCOM: Good... however, it should not be limited to CHy/Hydrological status Outlook system. Could give this as an example but method proposed here is adaptable to many other aspects.</p> <p>Two aspects thing that are missing in the Cycle, is the reporting and assessment phases regarding the success of the CD implementation and the feedback loop.</p> <p>FOR EC-CDP: Reinforce the need to facilitate or provide support for CD/training specifically adapted to the language and culture of the country. Indicate some wording with respect to highlight the importance of creating capacity development material (guidelines, training) in WMO official languages, or adapt material for use in specific language.. There may be a role for the CD-P to identify options or resources for supporting the development/delivery of training (including translation), in order to reduce cost barriers</p> <p>Enhance the importance of identifying competencies related to technology and scientific development, and the development and delivery of training</p> <p>Identify and establish partnerships that have a capacity development mandate and resources (knowledge, infrastructure, expertise).</p>