

Seventh Meeting of the Capacity Development Panel (CDP)

Capacity Development through Human Resources Development, Education and Training (CDP-ET-HRDET)

Dr Anna Timofeeva,
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EC-CDP-7
20 – 22 March 2023
Online

CDP-ET-HRDET

Facilitator: Dr Anna Timofeeva

**Members: Dr David Farrell,
Dr Winifred Jordaan,
Prof Peter Odjugo,
Dr Somenath Dutta,
Mr Zhiqiang Wang**

Invited members: All CDP Members

Mandate of CDP-ET-HRDET

- 1. Efforts to increase training and long-term education for developing countries.**
- 2. 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.**

Mandate of CDP-ET-HRDET

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

4. 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

5. Leadership and management issues

CDP-ET-HRDET activities

- 1. Virtual kick-off meeting of ET-HRDET (October 15th, 2020).**
- 2. Participation in the WMO Global Campus Event “Responding to Challenges Beyond the New Normal.” (online January 20-22, 2021).**
- 3. Fourteenth WMO Education and Training Symposium (SYMET-14) (November 22-25, 2021)**
- 4. Meeting of Directors of Regional Training Centres and Education and Training Collaborators (26 November 2021)**

5. Informal meetings between WMO Capacity Development Panel and Hydrological Coordination Panel (02 December 2021; 24 January 2022)

6. Twentieth Meeting of the Project Team on Implementation of Meteorological Services in the Eastern Part of the EUR Region (PT/EAST/20) ICAO (29-30 June 2022)

7. Assistance to RTC Reviews

8. CDP meetings online & intersessional communication

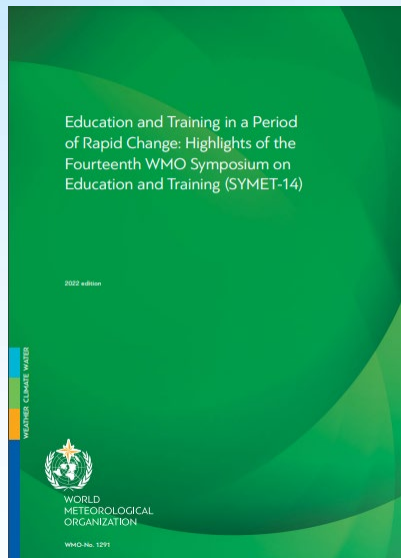
Main achievements of CDP-ET-HRDET

Fourteenth WMO Education and Training Symposium (SYMET-14), 22 – 26 Nov 2021

Meeting of Directors of Regional Training Centres and
Education and
Training Collaborators

**Theme: “Education and Training During a
Period of Rapid Change”**

- 280 registered participants from 65 WMO Members;
- Report is published as WMO #1291 in 2022
- EC-76 requests Members to note recommendations made herein (Decision 3.4(1)/1 (EC-76))



Endorsement of new initiative: "Consortium of WMO Education and Training Collaborating Partners (CONNECT)"

1. The initial concept was presented to ETCOM, which recommended sharing with Technical Departments and Regional Offices, EC Capacity Development Panel (CDP) and SYMET-14. Positive feedback was received from Marine Services Division.
2. The concept was presented and discussed in SYMET-14 (November 2021), receiving more recommendations that helped to refine the concept.
3. The EC-75 decided to endorse the initiative with the name "Consortium of WMO Education and Training Collaborating Partners (CONNECT)" (Decision 3.4(1)/1, EC-75).
4. The EC-76 requested Members to support the implementation of the Consortium of WMO Education and Training Collaborating Partners (CONNECT), encouraging the engagement of experienced Members from education and training stakeholders worldwide (Decision 3.4(1)/1 (EC-76))

Review & Update of BIP-M and BIP-MT



Initial Survey

Following an Executive Council decision (EC-70) to review the Basic Instruction Package for Meteorologists and Meteorological Technicians (BIP-M and BIP-MT), a global survey was conducted during 2018 to provide initial input to the review process.



BIPs Review Meeting

The results of this survey were presented and discussed during a meeting held in Geneva 27-28 November 2018. The meeting agreed that review teams should be formed to examine and update the BIPs. Chris Webster (New Zealand) and Winifred Jordaan (South Africa) were appointed to co-chair the review process, which started by setting up 2 working groups to review the BIP-M and the BIP-MT.



Consultation

From 2019 to 2021 Working Groups lead by Steven Callaghan (United Kingdom) and Coleen Rae (South Africa) reviewed and updated BIP-M and BIP-MT (respectively) in consultation with Members, through additional survey, feedback requests, and online meetings to procure clarifications and address concerns. Final draft of updated BIPs was presented at SYMET-14.



Milestones of the Review Process

2022

The final draft of BIPs was discussed and approved by the Capacity Development Panel of EC (EC-CDP). As this revision consequently results in the need to update the respective text in the Technical Regulations (WMO-No. 49), this was prepared by WMO ETR Office. The final draft of BIPs, together with the resulting updates proposed in WMO-No. 49 were presented to SERCOM and INFCOM, being recommended by both Commissions.

2023

2023

- The updated WMO-No.1083 was approved by EC-76 and is to be published
- The updated Technical Regulations WMO-No.49 to be adopted by Cg-19 and published

2022

2020

BIPs were revised and a new format was adopted for BIP-MT. The first draft was circulated to a small group of reviewers for initial comments. This included universities, learned society, and NMHS. The initial feedback elicited excellent detailed contributions concerning technical content, pedagogical aspects, and language.

2021

2021

The updated draft, incorporating initial feedback, was distributed to NMHSs, WMO Technical Departments, WMO Technical Commissions, WMO Regional Training Centres, and WMO Education and Training Partners within the WMO Global Campus, for final reviews. Online meetings were held to obtain clarifications and address concerns. The document was also discussed at the Fourteenth WMO Symposium on Education and Training (SYMET-14).

2020

2019

2019

Using position papers and views presented at the Geneva Meeting (2018), a paper was prepared setting the key requirements of BIP-M review. More detailed survey conducted regarding the review of BIP-MT, with 63% of respondents supporting changes.



WMO OMM

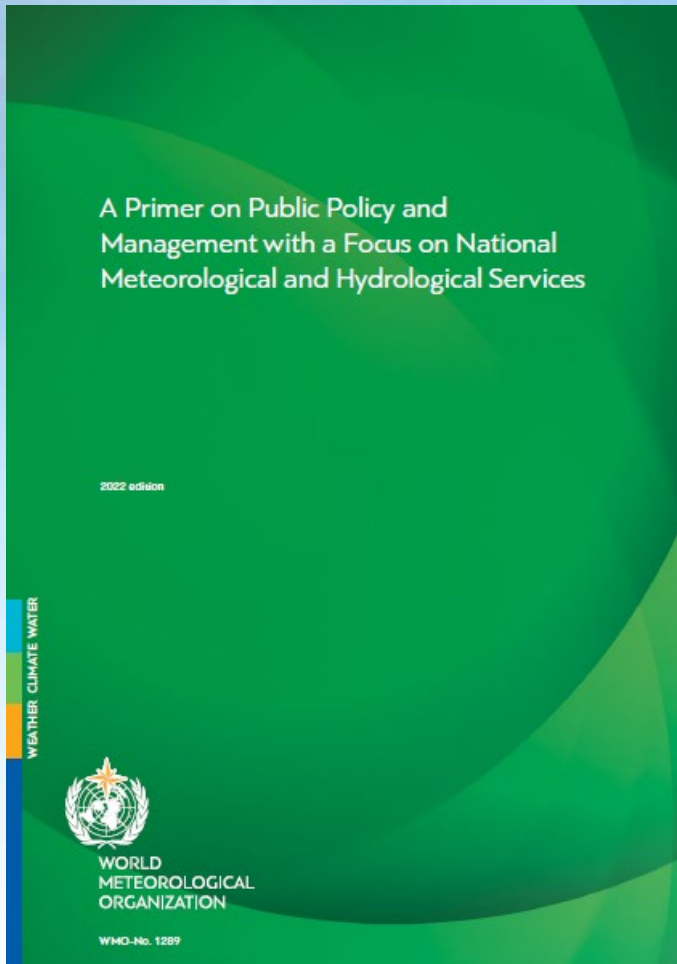
Publication on Leadership and Management

A Primer on Public Policy and Management with a Focus on National Meteorological and Hydrological Services (WMO-No. 1289)

Activity based on Decision 4.4/1, EC-73:

- Support and review a publication on leadership and management, based on experiences gained from the training programmes jointly organized by WMO and the Meteorological Service Singapore for Regional Associations II and V since 2018

Leadership & Management



This volume is based on presentations delivered in three workshops at the Lee Kuan Yew School of Public Policy - National University of Singapore between 2018 and 2021. The Meteorological Services Singapore and the World Meteorological Organization sponsored these workshops.

The aim of these workshops and this publication is to convey content on concepts and methods of public policy and management to professionals engaged in Meteorological Services.

In 2023 the Leadership and Management Training Programme will include:

- Online Webinars 18 April and 17 May 2023, delivered by the MetOffice UK;
- A Workshop in Singapore for RAs II and V
- A Workshop in Costa Rica for RAs III and IV;
- A Workshop in South Africa for RA-I

RTC Reviews

RTCs reviewed earlier:

- RTC in Russian Federation and (completed and reconfirmed by EC-76)
- RTC in India (completed and reconfirmed by EC-76)
- RTC in Costa Rica (ongoing)

RTCs reviewed in 2022

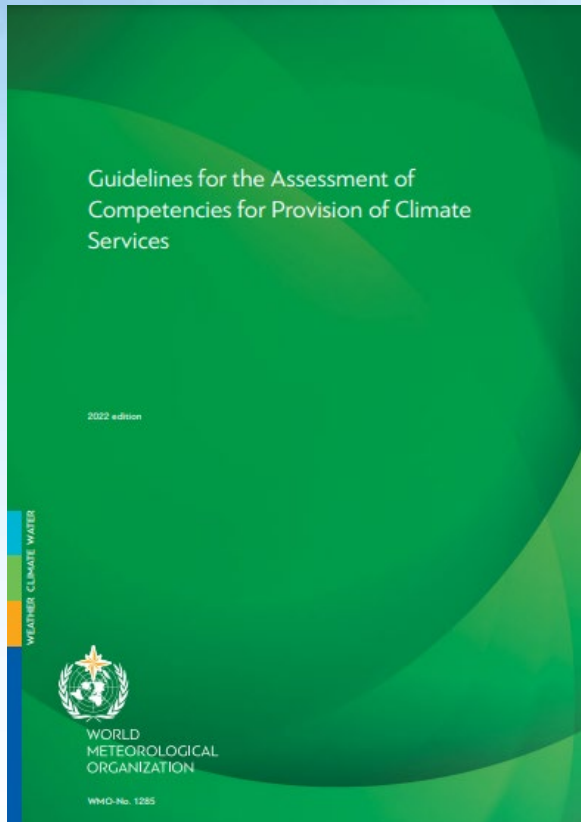
- RTC in Italy (completed and reconfirmed by EC-76)
- RTC in Türkiye (ongoing)
- RTC in Indonesia (ongoing)

RTCs planned to be reviewed in 2023

- RTC in China
- RTC in Israel
- RTC in Republic of Korea
- RTC in Niger
- RTC in Peru

New competency frameworks

- Ice Forecasting - adopted by the EC-76 for inclusion in the “Compendium of WMO Competency Frameworks” (WMO-No. 1209) for use by all centres and agencies delivering operational ice forecasting services
 - Tropical Cyclone Forecasting – adopted by the EC-76, including five regional Tropical Cyclone Forecaster Competencies (one for each of the Tropical Cyclone Programme regional bodies) to the Compendium of WMO Competency Frameworks (WMO-No. 1209);
 - Guidelines for the Assessment of Competencies for Provision of Climate Services (WMO-No. 1285) based on the Competency framework for climate services (published in 2022)



Challenges and Opportunities identified by the CDP-ET-HRDET

Challenges and Opportunities

1. Existing competency frameworks need to be regularly revised and updated as necessary to support the development of new frameworks in areas not yet considered, with support from the Education and Training office, and benefit from the experience and expertise of WMO RTCs in close coordination with RTC representatives;
2. Strategies to promote the involvement of academic staff and NMHS staff need to be developed at the local and regional levels in research and translation of research into operations and their application to improve operational delivery.

Challenges and Opportunities

3. Recommendations on how to promote a systematic contribution of academia need to be made to improve the continuity of research into practice, which should address approaches to promote capacity development and service capabilities in the field of weather, climate, hydrology and the environment at the regional level through the promotion of cooperation and communication. between regional centres, such as Regional Specialized Centres, Regional Climate Centres, Regional Training Centers (RTCs), WMO Integrated Global Observing System (WIGOS) centers and WMO Information System (WIS) centres, etc.;

4. Outreach and training should be key activities in support of the implementation of the new unified WMO policy for the international exchange of Earth System and Global Basic Observing Network data.

Recommendations from CDP-ET-HRDET

Recommendations

1. To note the recommendations made in the “*Education and Training in a Period of Rapid Change: Highlights of the Fourteenth WMO Symposium on Education and Training*” (WMO-No. 1291) – presented at EC-76.

2. To encourage Members to further distribute the Statement of SYMET-14 (contained in the WMO-No. 1291) to assist broadening the reach of the recommendations to stakeholders that can support the WMO education and training community to address the changing and increasing education and training requirements – presented at EC-76.

Recommendations

3.To support the implementation of the Consortium of WMO Education and Training Collaborating Partners (CONNECT), encouraging the engagement of experienced members from education and training stakeholders worldwide – presented at EC-76.

4.To encourage the adoption of the updated Basic Instruction Package for Meteorologists and Meteorological Technicians, which is recommended by the Capacity Development Panel (CDP), Services Commission (SERCOM) and Infrastructure Commission (INFCOM) – presented at EC-76.

In addition, the following challenges outlined by ET-HRDET were also included in the CDP report presented at EC-76

Asking its Members to:

- Take advantage of Regional Projects looking for opportunities of engagement between research and operational communities;
- Facilitate and support the development of scientific networks, and the inclusion of multidisciplinary personnel;
- Enhance staff development of qualifications by providing opportunities for continuous learning, including through the use of supplementary guidance, and case studies;
- (Build up institutional capacity to establish mutually beneficial and effective collaboration with private sector and other stakeholders, including data/information sharing, service delivery, and advocacy for the essential public functions of meteorological services in issuing warnings, maintaining basic infrastructure and promoting the uptake of WMO standards and recommended practices by all;
- Implement the relevant competencies by using advocacy and advertising of the benefits of competency implementation and its complexity.

Future work of CDP-ET-HRDET until Congress (2023)

- The finalization of the BIP review. The document and the related updates on technical regulations will be recommended to the Congress.
- Implementation of CONECT, as discussed at CDP-5, such as stakeholder invitation mechanism and management group formation – **first CONECT meeting is scheduled for April, 2023.**
- Review of RTC Israel – (Jennifer Milton as external member of review team), RTC Indonesia (Winifred Jordaan as external member of review team) and RTC Beijing (Winifred Jordaan as external member of review team)
- Publication of the revision of two WMO documents: 1169 and 1114.

**Thank you
for your
attention!**



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