

# 5. Working Groups of CONECT

## WG-4: Work force/Human Resources



**WMO OMM**  
**World Meteorological Organization**  
**Organisation météorologique mondiale**

Second Meeting of the Consortium of WMO Education and Training Collaborating Partners CONECT-2

22 – 24 October 2024

Hybrid Event hosted by the China Meteorological Administration Training Centre (CMATC)

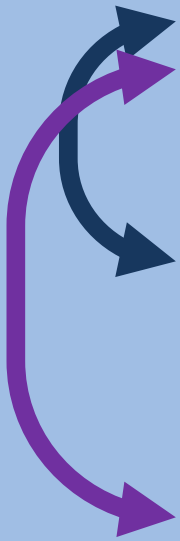
WG4 members:

Valery Mikheev, chair

Bernie Connell, co-chair

Arpita Mandal

# Planned Activities 2024

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- A decorative graphic on the left side of the list, featuring a black curved arrow pointing from item 1 to item 2, and a purple curved arrow pointing from item 2 to item 5.
1. Succession challenges in workforce planning
  2. Promotion of gender policies
  3. Exploration of resource mobilization
  4. Benefits of belonging to CONECT
  5. Training gaps analysis
  6. Roles of the WG chair and vice-chair
  7. Nomination of experts

# Activity 1) Succession challenges in workforce planning

Succession planning is complex...

- I. We can leverage strategies from Management and Leadership Training Programs
- II. Gather suggestions from “Survey on the status of human resources in National Meteorological and Hydrological Services: Staff, Competencies and Qualifications (WMO-No. 1305)” published in 2023, survey conducted from 2021-2022

## Activity 3. Resource Mobilization

~~(Recommendation: Since this aligns with Group 2, collaborate with them.)~~ Oops, wrong interpretation of 'resources'

Recommendation 1: reword to 'Identify and leverage collaborations, available resources, and broader initiatives.'

### Activity 3. ~~Resource Mobilization~~ Identify and leverage collaborations, available resources, and broader initiatives

- I. We can leverage strategies from Management and Leadership Training Programs
- II. How can we better represent linkages between inter and/or cross disciplinary resources and groups?(through matrices, tree structures, or frameworks?)
- III. When linkages are identified, how do we tap into the resource?

## Activity 1 & 3, aspect I

- a) How many people of the CONECT MG have had formal or informal management training/exposure?**
- b) How many people of CONECT have had formal or informal management training/exposure?**

## Sub-Aspects associated with Activities 1 & 3, I

- i. **ETR has had workshops on Leadership and Management.** Limited audience: Senior management of NMHS
  - i. Can we re-use some of the materials?*
  - i. Are any copyrighted/restricted?*
  - ii. What is the appropriate way to reference them?*
- ii. **Some RTCs, many organizations, and universities offer courses or workshops.** *Encourage members to check those resources out and share where possible. Advertise in the calendar? Other locations?*

# Examples

- **Executive Training Programme on Leadership and Management of National Meteorological and Hydrological Services (NMHSs)**, from 23 to 27 October 2023, in Sandton, Johannesburg, South Africa (On the ETR Moodle Page)
- **Seminar on Management of WMO RTC in RA-I, II, V**, in RTC Abu Dhabi, UAE, 1-3 October 2024 (applications endorsed by PR, open to Directors, Managers, Heads, Representatives of the WMO RTCs in RA-I, RA-II, and RA-V)
- **Online Training Course – "Essentials of Management 2024-25"**, by UK MetOffice, designed for mid-level managers of NMHSs, starts 21 Oct 2024, 28 weeks, 10 modules.
- In the VLab March 2024mQuarterly Meeting, CMATC mentioned:
  - **Forum on The Role of Women in Management (meteorology and related fields)**
  - **Leadership for Senior Management of NMHSs**



## Activity 3. Aspect II&III For identified linkages, tapping into the resource... \* **Can quickly get complex. We are just beginning to address this.**

Early Warning for All Initiative has 4 cross-disciplinary pillars.

- WMO is responsible for Pillar 2
- The Group on Earth Observations (GEO) addresses two main areas: understanding risks and improving forecasts
- The Earth Observation, Training, Education, and Capacity Development Network (EOTEC DevNet) is a network of networks, created in 2021
- RA III & IV have located English and Spanish speaking presenters for workshops through GEO & EOTEC DevNet for Disaster Risk Reduction, Flooding, and Landslides.

# Activity 3. II For needs assessments, tapping into other WMO projects and surveys globally and regionally.

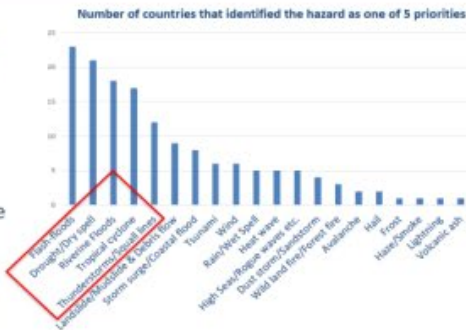


## Regional Weather Hazards

### Global Priority Hazards: Based on the results of the Rapid Assessment conducted by the WMO Secretariat

#### EW4ALL: Priority hazards

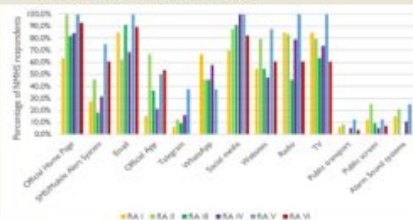
- Floods (flash/riverine), Droughts, Tropical cyclones, Thunderstorms/squall lines were identified as priority hazards.
- This is largely based on the results of the Rapid Assessment conducted by the WMO Secretariat.
- For more information: [Early Warnings for All Dashboard \(wmo.int\)](#)



### Global Hazards: Based on the results of the survey conducted by the WWRP

#### Results. Communication. Key EWS tool

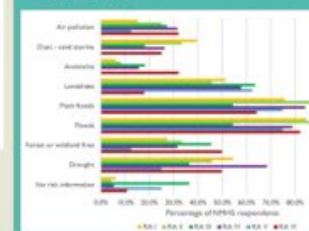
#### How are the warnings disseminated?



10% do not provide risk information in the warning

Around 40% of respondents in RA III do not include risk information in their reports.

The most frequently reported hazards are: Landslides, floods and flash floods.



- Important role of social media - email and Home Page (radio and TV)
- WhatsApp groups important in RAIII and IV

### RA-III Priority Hazards: Based on the results of the survey conducted by the WMO RAM

#### RA III: Identified Priority Hazards



### RA-IV Priority Hazards: As proposed by the RA IV Services Committee

#### RA IV: Proposed Priority Hazards



### REFERENCES



Courtesy of Diego Sousa, INPE, Brazil

## Activity 3. Aspect III For identified resources, increase the visibility of the resource.

### **The following workshop have materials that are not readily searchable and accessible**

- NOAA/WMO RA IV Virtual Workshop: An Interactive Analysis of Tropical Storm Philippe, June 2024. Hosted by CIMH in Barbados (CoE and RTC) on their Moodle.
- NOAA/WMO RA-IV Virtual Satellite Applications Training Workshop (Spanish), March 2023. Materials hosted on their webpages (no longer available).
- Caribbean Weather Forecasting Initiative: WMO RA IV Virtual Satellite Applications Workshop: December 2022. Hosted by CIMH in Barbados (CoE and RTC) on their Moodle.
- WMO RA-III Chile Virtual Training on Satellite Applications (Spanish): November 2021 Material hosted on the Peru RTC Moodle platform.

## Activity 3. Aspect III For identified resources, increase the visibility of the resource.

### **Suggestions**

1) For resources on Moodle:

VLab and ETR have had initial discussions on keeping the materials on the original Moodle and linking within the ETR Moodle. (Can be discussed further in Agenda Item 6 on Collaborations)

2) Is there an update on the ETR Library? (This is distinct from the WMO library – correct?) Is this a central location to reference materials? This may be a place to enhance visibility of the resource.

## Activity 1 & 5. ~~Training gaps analysis~~ Highlights from the Survey on the status of human resources in NMHS (WMO-No. 1305)

**Table 33. Number of NMHS staff in need of training in each professional category in 2021, regionally and globally, according to the 2021 survey respondents**

<i>Professional category</i>	<i>Region</i>						<i>Global</i>
	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	
Met Tech	2 505	31 584	726	262	195	813	36 085
Manager	444	19 248	106	674	132	165	20 769
Climatologist	297	11 112	66	93	141	110	11 819
Meteorologist	1 295	4 706	299	2 363	502	746	9 911
Researcher	240	5 186	33	13	46	276	5 794
Support Staff	1 192	963	273	1 259	150	528	4 365
Hydrologist	170	58	94	292	18	90	722
Customer/Comms	198	96	46	81	50	97	568
<b>Totals</b>	<b>6 341</b>	<b>72 953</b>	<b>1 643</b>	<b>5 037</b>	<b>1 234</b>	<b>2 825</b>	<b>90 033</b>

## Activity 5. ~~Training gaps analysis~~ Highlights from WMO-No. 1305

**Table 34. Number of staff in need of training in each professional category in 2017, regionally and globally, according to the 2017 survey respondents**

<i>Professional category</i>	<i>Region</i>						<i>Global</i>
	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	
Met Tech	2 119	6 922	506	960	236	1510	12 253
Manager	281	2 189	39	525	66	578	3 678
Climatologist	351	2 190	62	163	98	331	3 195
Meteorologist	1 068	3 983	344	2 639	263	1538	9 835
Researcher	199	3 187	247	302	54	475	4 464
Support Staff	545	503	150	530	61	1252	3 041
Hydrologist	86	140	50	307	26	115	724
Customer/Comms (not covered in the 2017 survey)							
Other (not covered in the 2021 survey)	276	232	17	742	26	219	1 512
Hydro Tech (not covered in the 2021 survey)	84	187	9	240	21	62	603
<b>Totals</b>	<b>5 009</b>	<b>19 533</b>	<b>1 424</b>	<b>6 408</b>	<b>851</b>	<b>6 080</b>	<b>39 305</b>



## Activity 2. Promotion of gender policies

Recommendation: Since this is a cross-cutting WMO activity, be allies of associated WMO activities (promote them!). Where should we advertise?

Gender Action Day:

Theme: Gender Equality and Climate Justice

7 March 2024 in Bali, Indonesia

<https://wmo.int/sercom-3/gender-action-day>

Is anything planned for 2025?



## Activities 4. Benefits of belonging to CONECT

Recommendation: Since this aligns with WG 3, collaborate with them.

## Activity 6. Roles of the WG chair and vice-chair

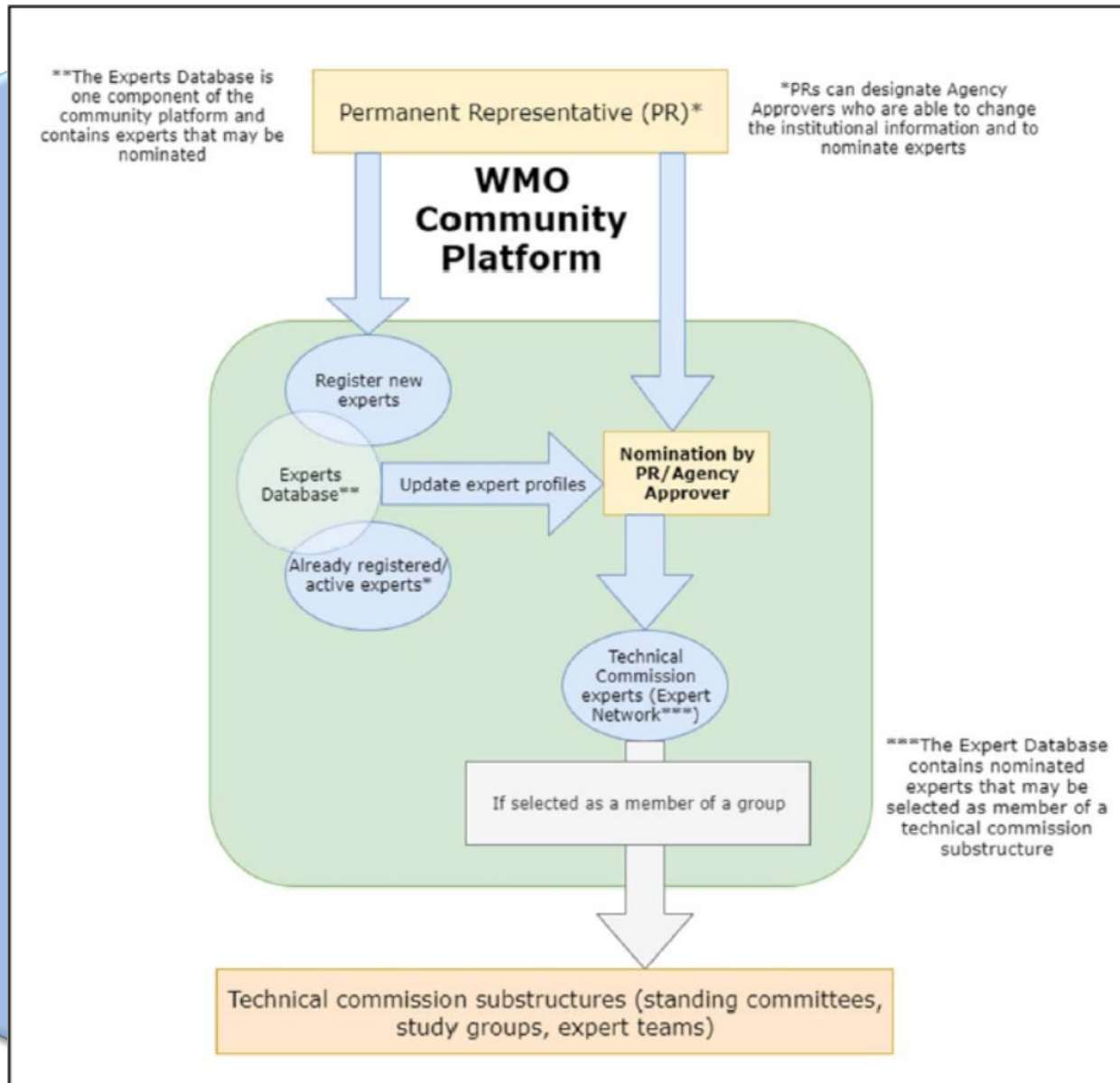
Roles of the WG chair and vice-chair

Have these been identified for CONECT?

Are defined roles useful for all WGs?

We have already run into challenges associated with succession and the roles of the WG chair and vice-chair.

# Activity 7. Nomination of experts



Do we want to follow a formal WMO procedure?

<https://community.wmo.int/en/activity-areas/community-platform/nomination-expert-network>

Pro – already in place  
Con – need to go through the PR

## Activity 7. Nomination of experts

Alternative: Is the following information sufficient?

- Provide a statement of interest and qualifications.
- Commitment of 1-2 years.
- Actively engage in the discussion and development of guidelines on the identified topic as a means to achieve the goals of the WMO Global Campus.

# Updated Planned Activities 2024-2025

1. Workforce planning: Leverage strategies from Management and Leadership Training Programs in WMO and external to WMO.
  - I. Identify and share resources through the calendar and encourage members to share their resources related to this.
  - II. Succession Planning – tap into I. above to develop one
  - III. Identify and leverage collaborations, available resources, and broader initiatives. (more discussion in CONECT-2 Agenda Item 6)
2. Promotion of gender policies
3. Roles of the WG chair and vice-chair
4. Nomination of experts



**WMO OMM**

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**Thank you  
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Acknowledgment to  
additional contributors:  
Anna Timofeeva  
Alexander Baklanov  
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