

WMO-No.1205

Guide to Competency

How the Guide can help organizations implement
competency frameworks

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ET-ETC

AMF/AMO Competencies

Regional/Organisational status

1. Competency assessments of all staff complete
2. Competency assessments of staff in progress
3. Competency assessment of staff not started

WMO Global Survey

Part 5.4 AMF/AMO competency assessment

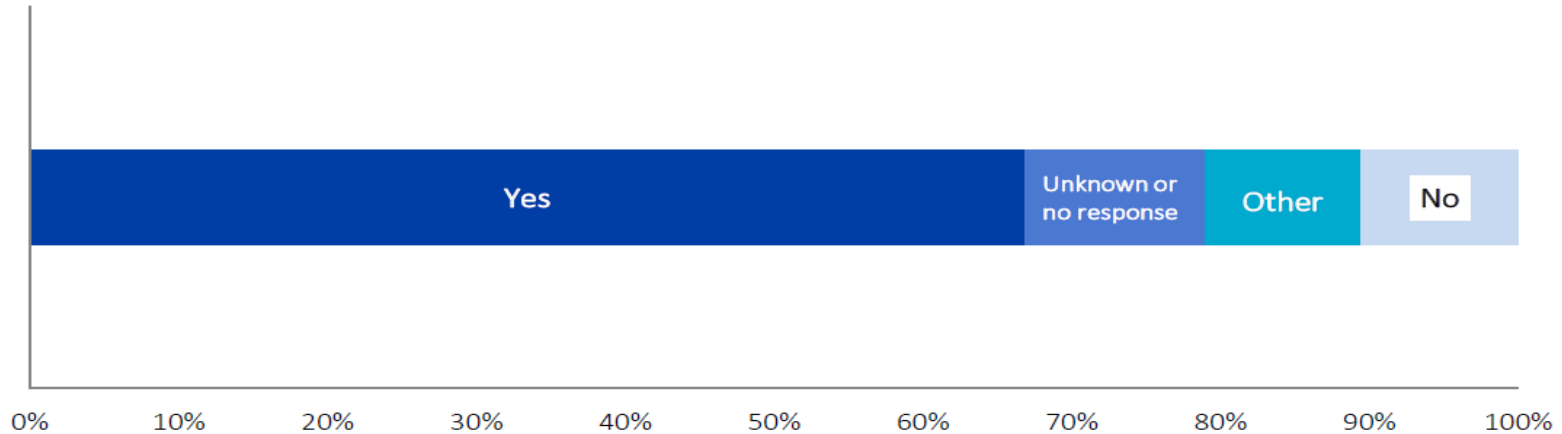
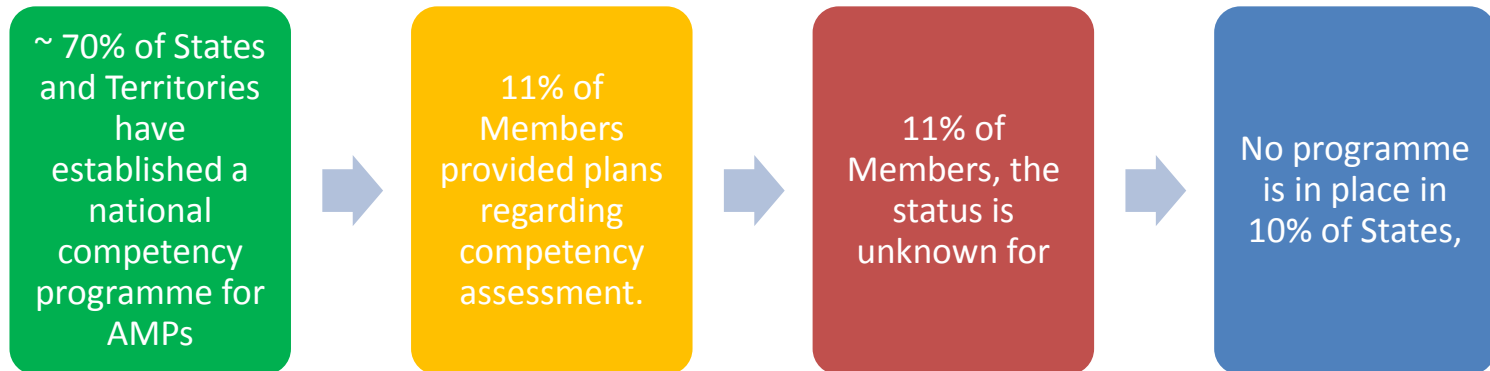


Figure 37. Existence of national competency programme



WMO Global Survey

Part 5.5 BIP-M Qualifications

~40% of Members indicate that their AMSPs are fully compliant with the WMO qualification standard for aeronautical meteorological forecasters (AMF),

40% of Members indicated that 50% to 99% of their AMFs are compliant,

12% of Members less than half of their AMF comply, and

the status is unknown for 10% of Members.

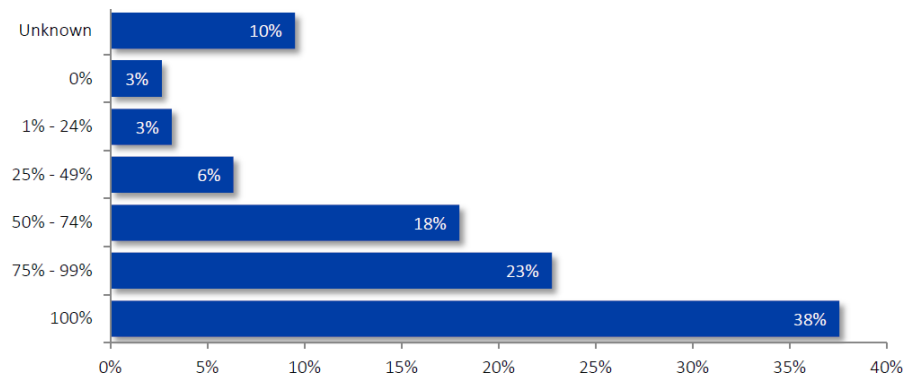
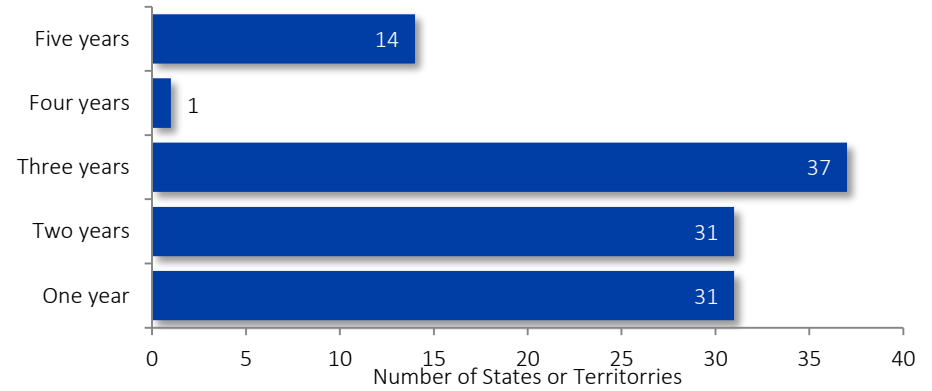
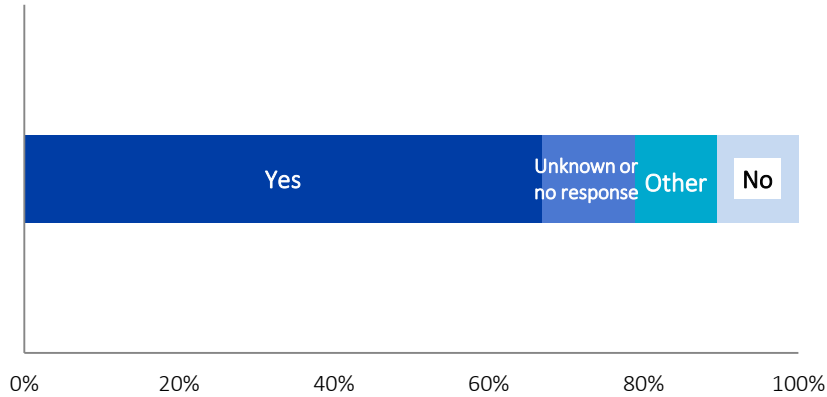


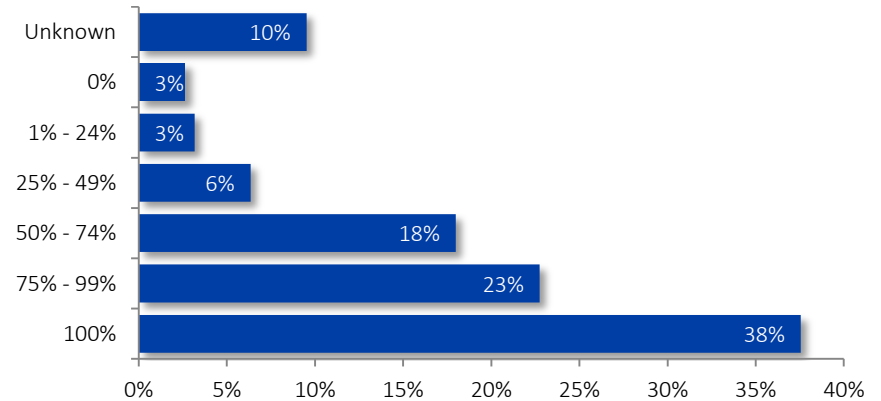
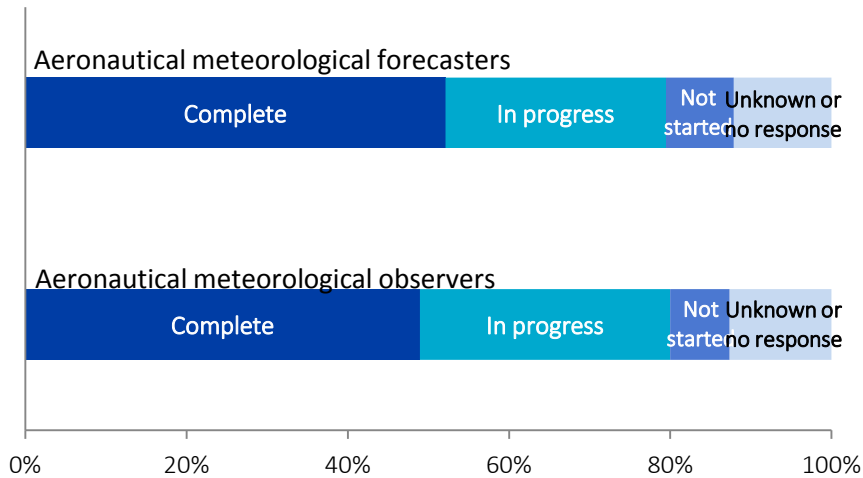
Figure 40. Readiness to comply with AMF qualification standard



Sample size is 114 - status January 2017

5.3 Has a national competency assessment programme for aeronautical meteorological personnel been established in your State/Territory to ensure compliance with the WMO competency requirements?

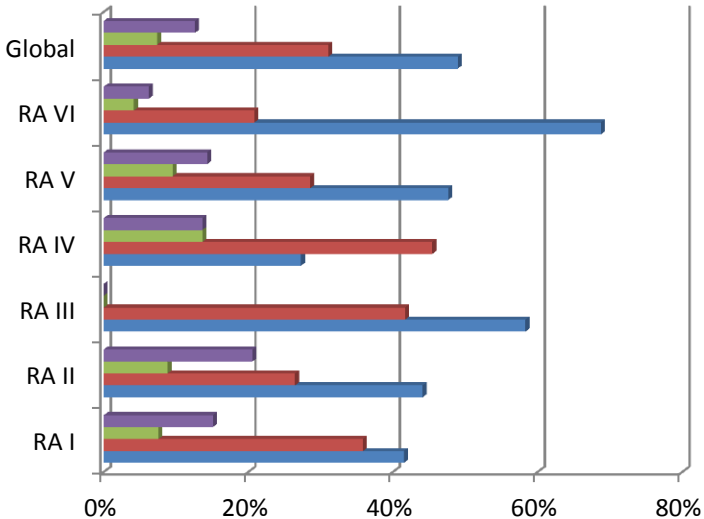
5.3. If your answer to the preceding question was "YES", what is the frequency of the competency assessment (in years)?



5.5. What is the readiness in your State/Territory to comply with the WMO qualification standard for aeronautical meteorological forecasters to become applicable on 1 December 2016?

5.4. What is the status of the competency assessment of aeronautical meteorological personnel (observers and forecasters) in your State/Territory in accordance with the competency standards of WMO (applicable since 1 December 2013)?

Regional characteristics - AMF



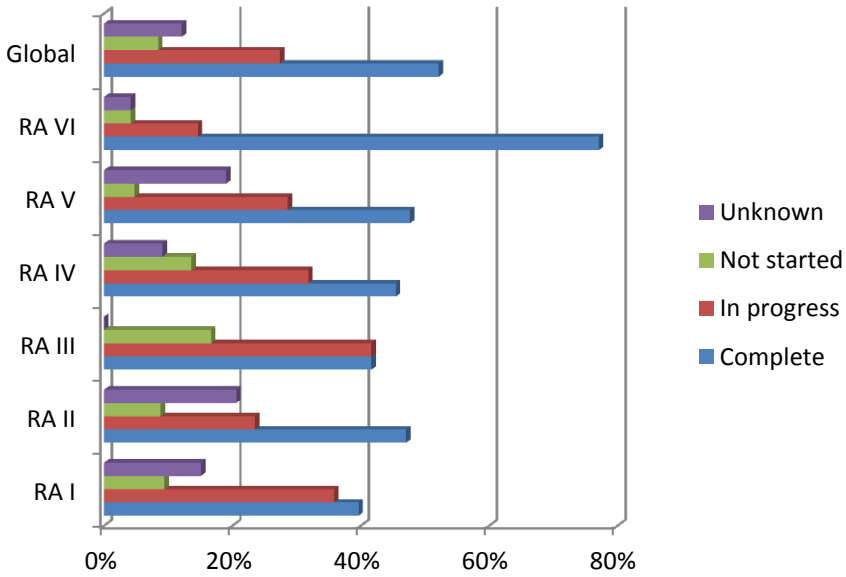
AMF	RA I	RA II	RA III	RA IV	RA V	RA VI	Global
Complete	42%	44%	58%	27%	48%	69%	49%
In progress	36%	26%	42%	45%	29%	21%	31%
Not started	8%	9%	0%	14%	10%	4%	7%
Unknown	15%	21%	0%	14%	14%	6%	13%
	100%	100%	100%	100%	100%	100%	100%

- Unknown
- Not started
- In progress
- Complete

AMF – status of competency assessment per RA and global average

Regional characteristics - AMO

AMO	RA I	RA II	RA III	RA IV	RA V	RA VI	Global
Complete	40%	47%	42%	45%	48%	77%	52%
In progress	36%	24%	42%	32%	29%	15%	27%
Not started	9%	9%	17%	14%	5%	4%	8%
Unknown	15%	21%	0%	9%	19%	4%	12%
	100%	100%	100%	100%	100%	100%	100%



WMO Guide to Competency

Purpose of the Guide:

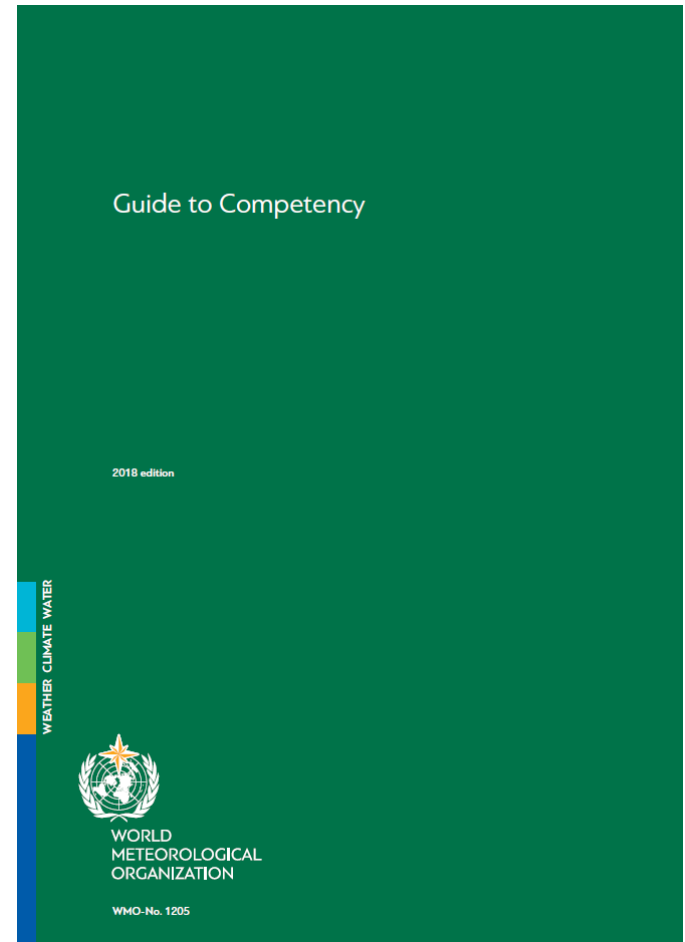
Provide guidance to Members' organizations that are developing, implementing and/or maintaining competency-based training and assessment programmes.

The aim is to:

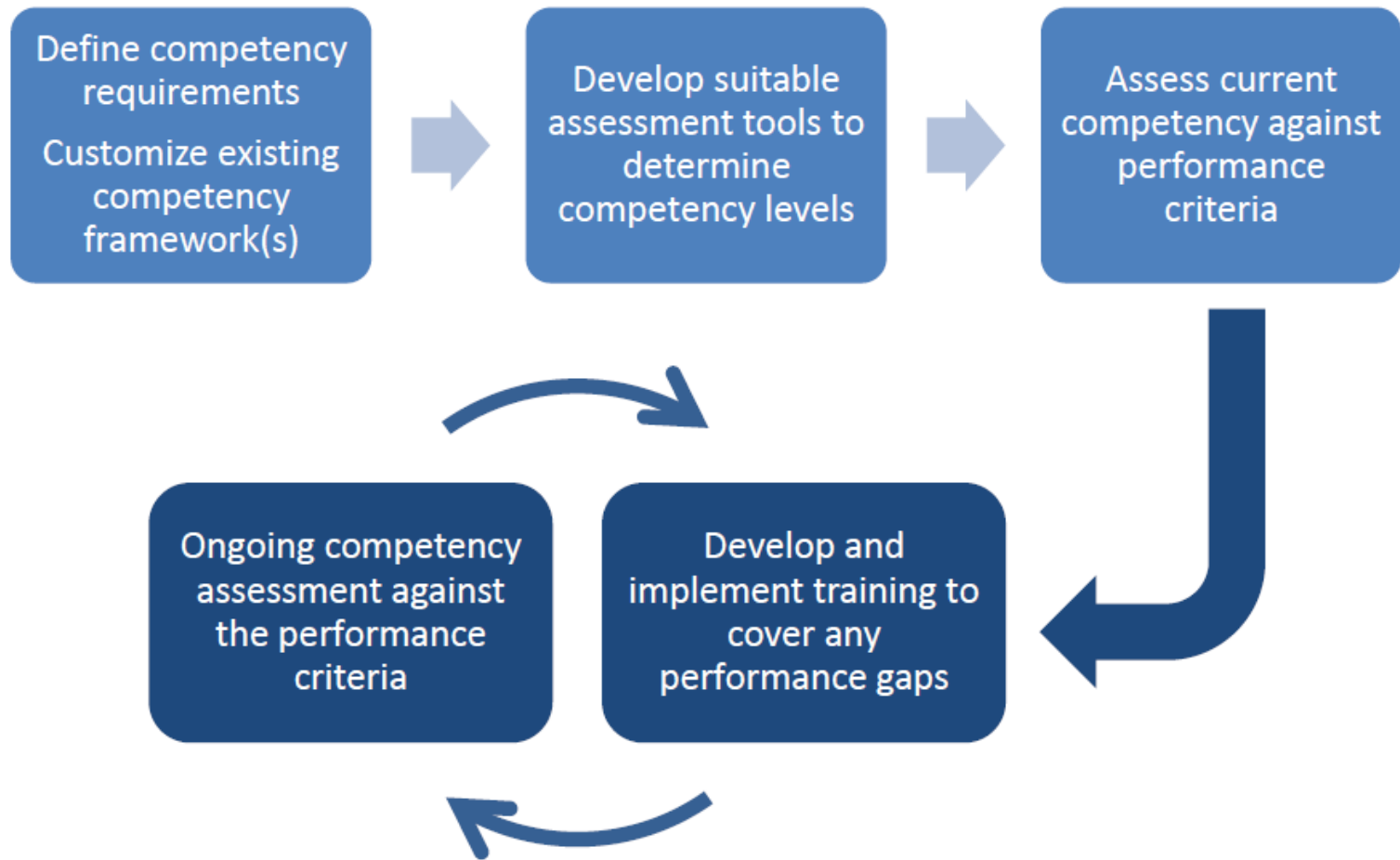
- Assist technical commissions develop and update competency frameworks
- Assist training providers in shaping their training plans and course designs to meet competency requirements
- Assist NMHSs and other Members' organizations in implementing WMO competency frameworks



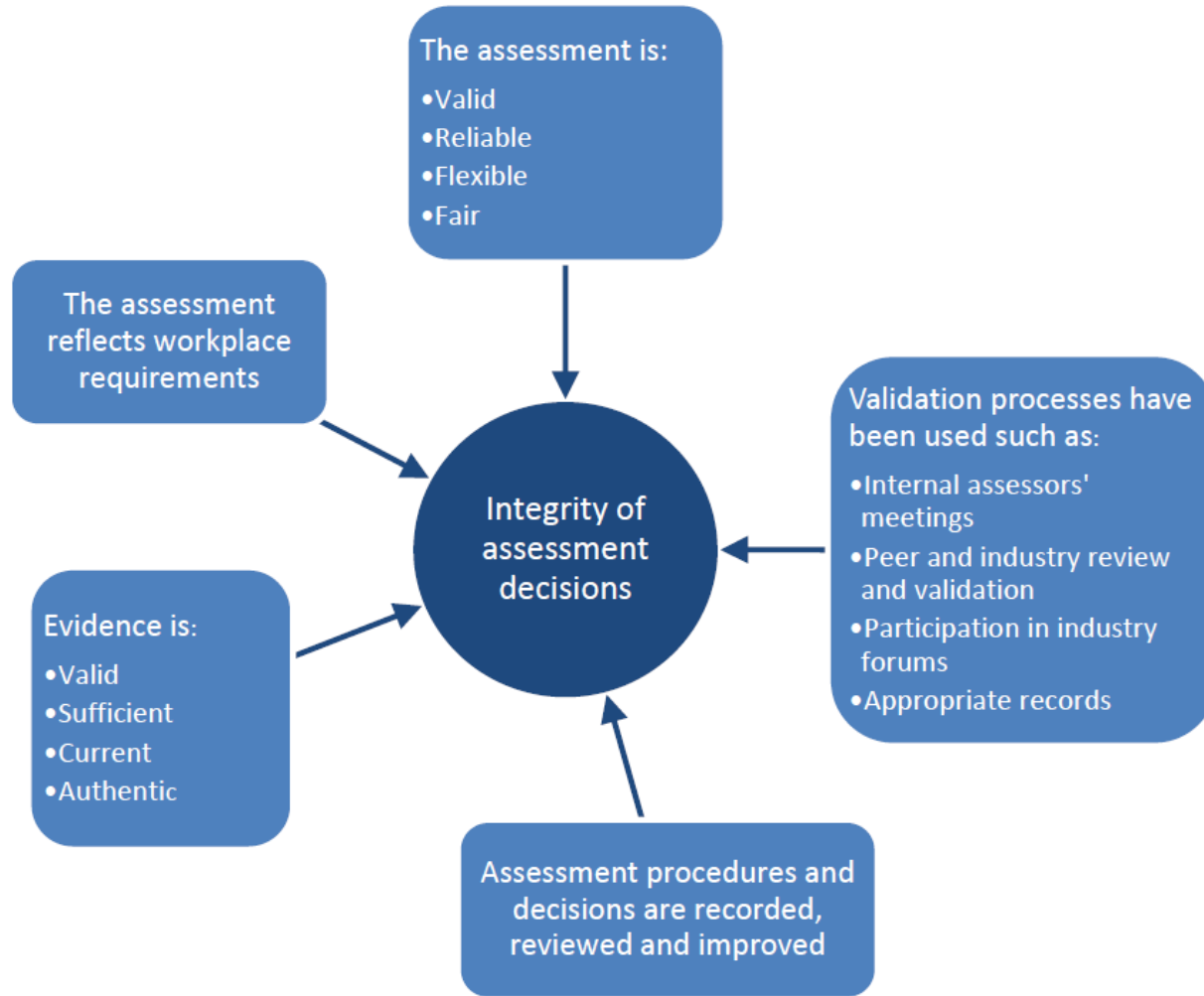
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Status: Not Yet Started



Status: In progress



Status: Complete

Keep adequate records

Review competency documentation

Review feedback

Update assessment resources as required

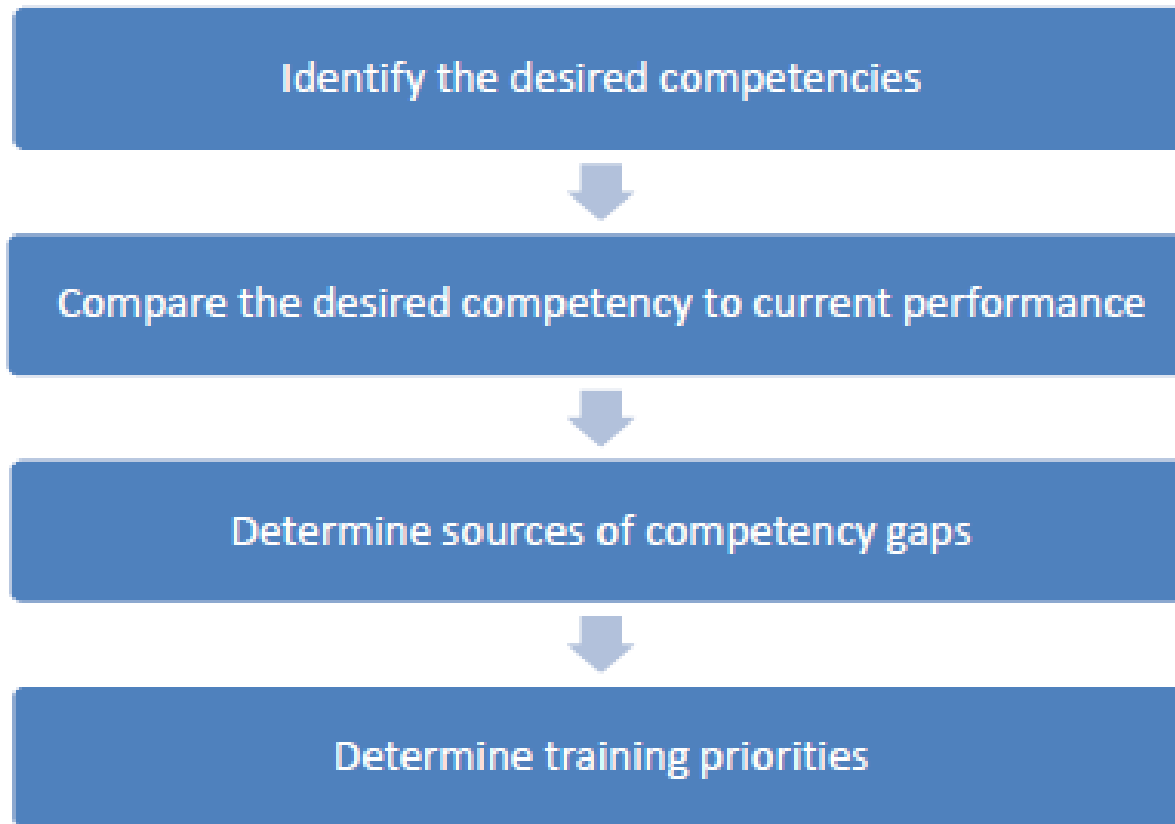
Report outcomes to relevant authorities

Competency maintenance

- Plan for next steps



Training Needs Analysis



Competency Training Resources

WMO Global Campus

- [The WMO Global Campus](#)
 - the collaborative network of WMO Member institutions and National Meteorological Hydrological Services involved in the development and delivery of education and training.
- The goal is to address the evolving global priorities for learning for WMO Members.
- The WMO Global Campus is based on
 - the WMO Regional Training Centres
 - other WMO-designated centres engaged in learning activities,
 - but will include all institutions contributing to the learning needs of WMO Members
- [WMOLearn](#) is a communication mechanism for the WMO Global Campus.
- It provides portals for sharing and discovering learning events and resources, information about collaborative projects, and fora for stimulating collaborative efforts.

AMP Competency Training Mapping Database

- Competency Assessment Toolkit (TT-CAT), the toolkit contains guidance on:
 - Experiential questions;
 - Test questions;
 - Direct observation;
 - Classroom or paper simulation;
 - Case study.
- [Aeronautical Meteorological Personnel \(AMP\) training database](#)
 - References a list of courses focused on the AMP competency from various sources WORLD WIDE e.g. EUMETCAL and COMET courses
- The list containing the number of references for each secondary-level competency for AMF and AMO
- http://forum.14.caem.wmo.int/post14web/ete/master_list/web/



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Next Steps

- Plan for 2018-2022
 - Maintenance of competency globally
 - Training for assessors
 - Results coming out of the Global Survey
 - Developing resources for Global Campus

Thank you Merci



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World Meteorological Organization
Organisation météorologique mondiale