

# Managing Competencies and Qualifications for better service



**WMO OMM**

World Meteorological Organization  
Organisation météorologique mondiale

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## Qualification

The **qualification** certificate covers a spectrum of education and training, from school qualifications to training courses, tertiary and postgraduate degrees and diplomas.

It is assumed that when a qualification certificate is issued, the holder is competent in whatever the certificate is about. But, by education or training, having a qualification does not necessarily indicate that the person is competent

**Qualifications are assumed to last for many years even though our knowledge base is rapidly changing.**



## Competency

**Competency** is defined as the knowledge, skills and behaviours required to perform specific tasks in the fulfilment of a job responsibility



A system of continuing education and training is required for competencies to be maintained.

For some activities, there is a requirement to demonstrate competence is maintained. This is usually done by a knowledge test and skills demonstration. Certifications for such competencies usually last only 24-36 months, but some organisations apply longer validities.



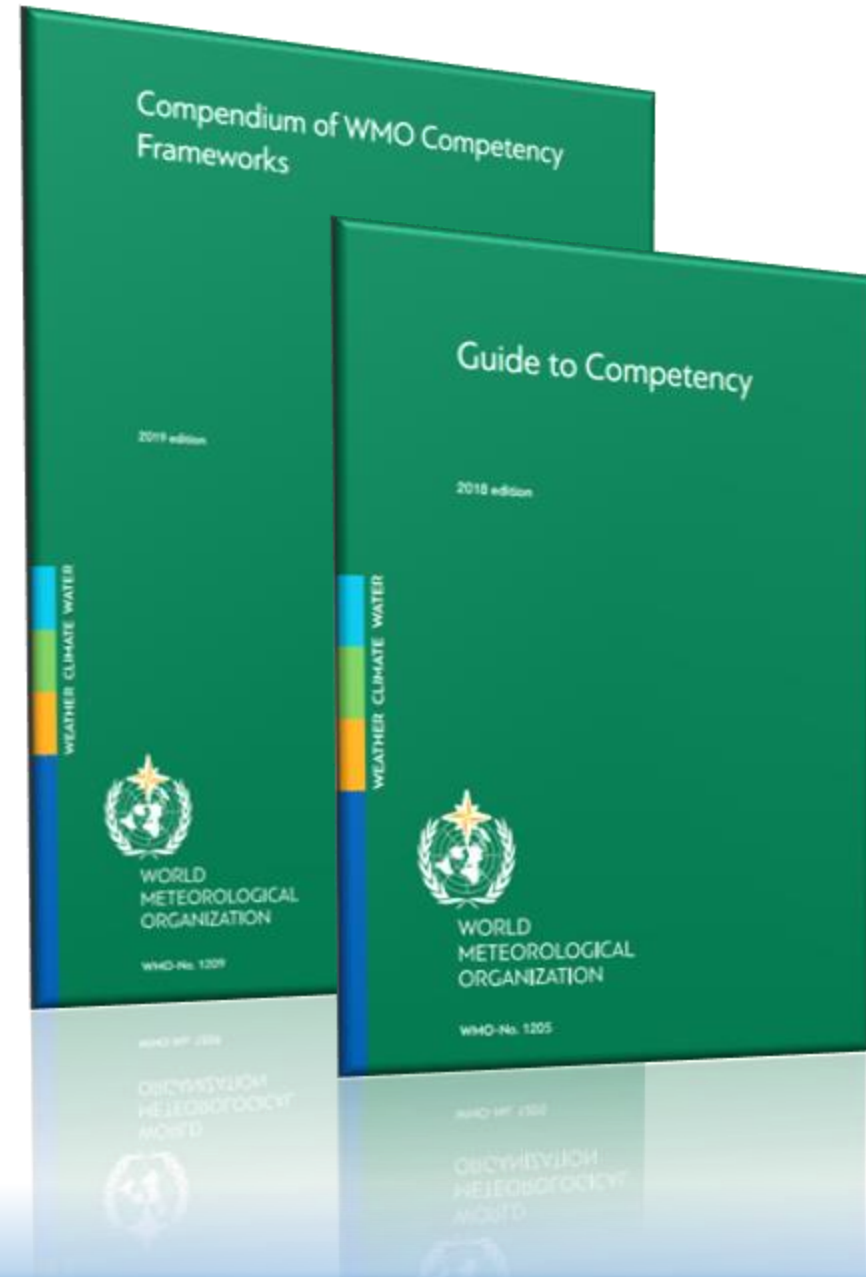
## Competency

**WMO** published the **frameworks** for most of the meteorological, climatological and hydrological activities related competencies

The **WMO guide to competency** gives all needed details related to competency implementation

It has to be clearly understood that competencies need to be authentic, related to activities, and that the competency implementation needs to be flexible

A transparent **competency management system** needs to be developed at the organisation level





## The role of competency implementation and assessment

**Organization's competitiveness** derives from its **core competencies** and core products (the tangible results of core competencies). Core competence is the collective learning in the organization.

Using a **competency framework** enables organization to successfully align its staff's skills, capabilities and knowledge with organizational priorities, resulting in business improvement and efficiencies.

A **competency management system** will be instrumental in creating an efficient competency maintenance cycle which minimizes the burden of training and assessment on personnel and resources.



## The role of competency implementation and assessment

There are no basic or advanced competencies, only those appropriate for different job functions. Competencies define what must be done, in other words, they describe the basic requirements for successful performance

**Since competence is defined as the achievement of competencies**, organisations may choose to define levels of competence. For example, Entry Level, Foundation or Advanced. These levels of competence usually have different competency definitions.

Most organisations define a level of achievement of the required competency set if a person is to be deemed competent.



## The role of competency implementation and assessment

Competencies are widely used and are embedded in all human resources management functions, such as planning, recruitment, performance management and staff development. They are determined by the occupational roles and responsibilities and the complexity of duties outlined in job descriptions

Improves the quality of service provision. For example, the Commission for Aeronautical Meteorology (CAeM) noted that one long-term benefit of the implementation of competency standards is that they will improve the quality of the meteorological services provided to international air navigation by ensuring that personnel meet the defined performance criteria and knowledge required to provide these services;

Provides a tool for evaluation by enabling organizations to perform a gap analysis between actual skills, knowledge and behaviours and desired skills, knowledge and behaviours;

Has a huge impact on strategic planning of the organizations, considering staff dynamics, necessary time to achieve the competencies necessary to perform activities, training needs, etc





## Support from WMO in competency implementation

Course for On the Job Trainers and Competency Assessors – first session in RA-VI, Bucharest, Romania (July 2022). 23 experts from 19 countries in WMO RA-VI participated in this event, with excellent feedback

The following topics were addressed:

- 1 - Fundamental concepts of competency, including its definition, key drivers and challenges, general principles of engagement and the overarching benefits of competency implementation
- 2 - Authentic means for obtaining and maintaining competencies: Basic Instruction Packages, followed by continuous training, On-the-Job Training and Competency Assessors
- 3 - Relevant knowledge and specific skills to assess competencies, effectiveness and compliance with ethical standards
- 4 – Practical applications dedicated to obtaining the necessary skills as On the Job Trainers and Competency Aseorsors



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