WCRP-wide Capacity Development

- **Key points**
  - A WCRP Capacity Development Strategy is needed that is both supportive of bottom-up initiatives and coordinated
    - identifying regional gaps
    - building on community-driven initiatives through core-projects/WGs
  - WCRP-wide CD should have a long-term vision (from event-based & opportunistic activities, to targeting sustained and longer-term impact)
  - Sustained support for ECSs is a matter of priority as a resource for WCRP
  - Capacity Development also requires building confidence, not only improving skills

- **Proposed actions / Recommendations**: JSC to advise on long-term goals and directions for WCRP Capacity Development
  - Review (JPS - Lee, IPOs – Pirani, O'Rourke, .. : April/May)
    - to assemble information on "what has been done"- successes & failures
  - Design of WCRP CD Strategy (April-June)
    - JSC sub-group on Capacity Development
    - Also to involve Core Projects and SSG representatives
    - ECS views
  - Early Career Scientist Workshop (JPS, IPOs, ECR networks, in 2015)
    - Aim for global representation, with a span of scientific topics across weather and climate
    - Joint WCRP-WWRP efforts for support, identifying resources
    - Propose to consider leveraging other WCRP meetings/events already planning ECS engagement
  - Implementation through Partnerships
    - Indentify CD organizations (Global, regional, national)
    - Roundtable discussion to identify partnership opportunities for efficient investment/leverage of resources, near-term actions
    - Develop sustained funding options
  - Tracking return of investment/impact - metrics for CD Strategy
    - develop a tracking/evaluation mechanism with partners (a 'grand challenge')

  - **Infrastructure / Framework**
    - Propose developing a "WCRP mentorship framework", working with a network of existing training institutions/programs
    - Objective mechanisms for selection (individuals, regions, etc.): preferably a general WCRP-wide framework
    - Engage ECS in mentoring efforts, recognising that senior scientists may be less available, and would have less to gain