

## Agenda Item 4.2

<u>Working document</u>	IOC/A-33/4.2. <u>Doc</u> (1)	Draft Implementation Plan for the IOC Capacity Development Strategy 2023–2030
-------------------------	------------------------------	---

<u>Information</u>	<u>IOC/GE-CD-VI</u>	Report of the Sixth Session of the IOC Group of Experts on Capacity Development (22–24 October 2024, Ostend, Belgium)
--------------------	---------------------	---



**unesco**

Intergovernmental  
Oceanographic  
Commission

**33rd Assembly**  
**25 June- 3 July 2025**

----

**Item 4.2**  
**IOC Capacity Development**  
**Strategy 2023-2030**  
**Implementation Plan**

**Suzan El-gharabawy**  
**Co-Chair, IOC Group of Experts on Capacity Development**  
**2 July 2024**

# IOC Capacity Development Strategy 2023 - 2030

IOC Decision A-32/Dec.4.3



**unesco**

Intergovernmental  
Oceanographic  
Commission

Output	Activity
1. Human resources developed at individual and institutional levels	1.1 Academic and higher education
	1.2 Continuous professional development
	1.3 Sharing of knowledge and expertise including through community building
	1.4 Integration of ocean science in basic education
	1.5 Improving gender, generational and geographic diversity
2. Access to technology, physical infrastructure, data and information established or improved	2.1 Facilitating access to technology and infrastructure
	2.2 Facilitating equitable access to and sharing of ocean data and information
3. Global, regional and sub-regional mechanisms strengthened	3.1 Further strengthening and supporting secretariats of regional commissions
	3.2 Enhancing effective communication between regional sub-commission secretariats and global programmes as well as other communities of practice (incl. other organisations)
	3.3 Identifying specific national and regional capacity development needs through regular needs assessment
	3.4 Encouraging regional and sub-regional organisations to be leaders in, and amplifiers of capacity development
4. Development of ocean research policies in support of sustainable development objectives promoted	4.1 Fostering the development of ocean research policies
5. Visibility, awareness and understanding on the roles and values of the ocean and ocean research in relation to human wellbeing and sustainable development increased	5.1 Fostering the development of ocean related public information and communication services
	5.2 Fostering the development of ocean literacy
6. Sustained resource mobilization reinforced	6.1 Enhancing sustained support (in-kind and financial) to the IOC for its international coordination role
	6.2 Promoting sustained bilateral and multilateral support among Member States

## Six targeted outputs:

1. Human resources developed at individual and institutional levels
2. Access to technology, physical infrastructure, data and information established or improved
3. Global, regional and sub-regional mechanisms strengthened
4. Development of ocean research policies to support sustainable development objectives promoted
5. Visibility, awareness and understanding on the roles and values of the ocean and ocean research in relation to human well being and sustainable development increased (promoting ocean literacy)
6. Sustained resource mobilization reinforced



# IOC Group of Experts on Capacity Development (GE-CD) Sixth Session, 22-24 October 2024; Oostende, Belgium

## **GE-CD Co-Chairs:**

**Suzan El-Gharabawy & Lina Eyouni**

- Task Team on Needs Assessment**

Co-Chairs: Laura Correa & David O'Sullivan

Members: Elva Escobar, Ana Carolina Mazzuco, Fatma Jebri, Ahmad Al Karim, Ibukun Adewumi, Zhao Chang, Natalia Stepanova, Lina Eyouni, Nimit Kumar

- Working Group on Implementation Plan**

Co-Chairs: Rebecca Lahl & Carlos Torres

Members: Masahiko Fujii, Viktor Komorin, Massata Ndao, Hai Doan-Nhu, Yesim Aslanoglu, Suzan El-Gharabawy, Madona Madona, Ann-Katrien Lescrauwaet, Ana Suarez, Zacharie Sohoun, Carlos Martin Barrientos, Francis Augustine Pavanathara





# Draft Implementation Plan for the IOC CD Strategy 2023-2030

---



## Overall Objectives:

- Provides further detail on the delivery of the Outputs and Actions identified in the IOC Capacity Development Strategy and to monitor progress and effectiveness.
- Aims to translate the IOC Capacity Development Strategy 2023–2030 into concrete, actionable steps that address the specific needs and challenges of regions and Member States, aligning with the objectives of the UN Decade of Ocean Science.
- Serves as a structured pathway to achieving these objectives, ensuring that the Strategy translates into measurable, region-specific actions that support the global mission of sustainable ocean science development. It will also articulate in greater detail how the Actions listed in the Strategy will be implemented and progress and effectiveness monitored.

# Implementation Framework: Overarching Recommendations

- 1) **Leverage Existing Programs** – Build on IOC's established global and regional capacity development programs and efforts and strengthen existing initiatives
- 2) **Improve implementation capacity** – Adapt a cohesive approach, strengthen Member States' engagement via national CD focal points
- 3) **Strengthen Regional Implementation** – Enhance the capacity of IOC regional sub commissions, through increased staffing, sustainable funding, technology transfer and improved coordination with global programs
- 4) **Global Coordination** – Support the IOC CD Secretariat as a central coordinating body for CD implementation and alignment with ongoing and new IOC-wide initiatives
- 5) **Global Forum on Ocean Capacity Development** – provide a critical platform for a global discussion on IOC Capacity Development actions, expanding collaboration opportunities among relevant stakeholders, beneficiaries and potential partners

# Implementation Framework: Overarching Recommendations (cont'd)



- 6) **Strategic Partnerships** – Explore, establish, consolidate and promote strategic partnerships with key UN agencies, NGOs, regional and global networks including regional nodes
- 7) **Strengthen Equity, Inclusion and Decolonialisation** - grounded in principles of equity and supports geographical representation, inclusive dialogue, and critical reflection
- 8) **ECOPs as Change-Makers** – Early Career Ocean Professionals as key drivers of innovation and change
- 9) **Enhanced Outreach & Communication** – Promote the implementation plan and actions, through targeted publicity, outreach, and engagement strategies to ensure broad participation and maximum impact
- 10) **Prioritization & Risk Management** – Avoid fragmentation by streamlining efforts, reducing redundant sub-groups, and ensuring strategic alignment of capacity development initiatives. Prioritize key activities for maximum impact.
- 11) **Monitor, Evaluate and Adapt** – a structured approach to track progress, measure impact, and ensure accountability within the CD Strategy and its initiatives

# Implementation Framework



unesco

Intergovernmental  
Oceanographic  
Commission

## ***Key pillar: improved global coordination through strengthened regional implementation***

- IOC CD: **cross-cuts all other IOC functions**: all functions adopt and deliver IOC CD Strategy and IP as a key output
- **Regions are all different** and have varying CD needs and societal priorities
- Regional Sub Commissions are key in the successful delivery and implementation of a **cohesive and inclusive capacity development** in the regions
- Support/Improve **regional needs assessments implementation**
- Develop **regional workplans and regional capacity (Working Groups, Focal Points..)**, that responds to the IOC capacity development strategy and IP

Output	Activity	Actions	IOCAFRICA	IOCARIBE	IOCINDIO	WESTPAC
1. Human resources developed at individual and institutional levels	1.1 Academic and higher education	1.1.1 Promote and assist with the strengthening and establishment of consortia of higher education and research institutions at the appropriate geographical scale	- Support and Strengthen HABs network of experts: identify the origin of invasive or exotic species and pathways of invasion, the environmental conditions conducive to invasion, and their major effects on local habitats, species, and ecosystems. - Support the Strengthening of the GOOS Africa coordination office at CURAT, Abidjan, Cote d'Ivoire	National, regional higher educational and research network database	High Priority: On Marine Spatial Planning  Medium Priority: On Pollution	1. Deep-Sea 2. Coastal Hazard Early Warning Systems 3. AI Application for Ocean research
		1.1.2 Promote collaboration between UNESCO Chairs and IOC, and between IOC and other organizations dealing with ocean matters on human resources development	- Support the Strengthening of the GOOS Africa coordination office at CURAT, Abidjan, Cote d'Ivoire		Medium Priority: --On Marine Spatial Planning -On Pollution -On Coastal Hazard Early Warning Systems	1. Deep-Sea 2. Coastal Hazard Early Warning Systems 3. AI Application for Ocean research
	1.2 Continuous professional development	1.2.1 Promote and assist with the organization of training courses, workshops and	1.Coastal Hazard Early Warning Systems o A coastal hazard modeling and forecasting certification program	1. Blue Schools SIDS network 2. A New Blue Curriculum 3. Working to increase ocean knowledge among	High Priority: - On Marine Spatial Planning  Medium Priority:	1. Deep-Sea 2. Coastal Hazard Early Warning Systems

## 5.3 Preliminary Capacity Needs Assessment with IOC Regional Sub-Commissions



# Implementation Framework

## 5.4 Detailed Action Plans for each of 31 Actions

- A set of activities and actions identified and designed as actionable steps in section 5.4 of the draft implementation plan
- Building on the strengths of the IOC, the pathways closely link outcomes, activities, and actions to contribute to the implementation of the Strategy by ensuring cohesion, coordination and collaboration amongst efforts.

## 6. Stakeholder Engagement

## 7. Monitoring and Evaluation

## 8. Communication and Outreach

### Activity 1.2 Continuous professional development

Action	
<b>Action 1.2.1</b> <i>Promote and assist with the organisation of training courses, workshops and “summer schools” relevant to the IOC mandate, including training of trainers/technicians and executive career development for institutional managers/decision makers, in collaboration with other organisations</i>	
Objective	
<ul style="list-style-type: none"><li>• Enhance disciplinary, technical and managerial competencies among marine science professionals.</li><li>• Build capacity through targeted training activities/programmes that are tailored to the needs of Member States and the IOC mandate.</li><li>• Organize short-term, focused intensive training programmes (including summer schools) that focus on practical application and leadership development.</li><li>• Develop competencies and implement learning frameworks related to Blue Skills, considering novel and emerging topics relevant to upskilling of ocean professionals and enhance institutions capability.</li><li>• Enhance and leverage existing IOC projects and programs focused on capacity development</li></ul>	
Pathway	
<ul style="list-style-type: none"><li>• Identify specific technical, scientific, and management training needs by professionals via CD biennial survey and in conjunction with RSBs.</li><li>• Implement a training request mechanism, e.g. official call or request form via OTGA platform</li><li>• Design an integrated training program offered by IOC that includes courses, workshops, and summer schools aligned with identified needs.</li><li>• Develop “training of trainers” (TOT) initiatives to ensure a cascading transfer of knowledge.</li><li>• Further develop the CD-Hub as primary global marine science training portal for CD opportunities</li><li>• Further develop the OceanTeacher Global Academy (Action 1.2.5) as a central online learning platform</li><li>• Coordinate with consortia of higher education and potentially developed programs (Action 1.1.1).</li><li>• Utilize the Capacity Development Facility's matchmaking service to replicate/scale up training initiatives and advance other capacity development activities prioritized by IOC</li></ul>	
Main Partners	Resources
All IOC programs and initiatives, RSBs, International Oceanographic Data and Information Exchange (IODE), OceanTeacher Global Academy (OTGA), CDF, CD National Focal Points (Member States), ECOPs, UN and non-UN Organizations, Universities, NGOs	Existing resources/New resources Existing and new partners

# TOWARDS A ROBUST CAPACITY DEVELOPMENT PROGRAMME

---



- The successful implementation of the IOC Capacity Development Strategy 2023–2030 hinges on effective coordination, innovative collaboration, and continuous performance monitoring and improvement.
- Through the strategic initiatives outlined in this plan, IOC will achieve its desired outcomes while fostering innovation, efficiency, and stakeholder engagement.
- As implementation progresses, regular assessments and refinements will be necessary to address evolving challenges and optimize results.
- By maintaining a proactive and agile approach based on this implementation plan, the IOC can ensure the long-term sustainability and impact of its capacity development interventions.



**unesco**

Intergovernmental  
Oceanographic  
Commission

**THANK YOU**