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4.3 Draft Implementation Plan of the IOC Capacity Development Strategy 2023-2030

**Johanna Diwa-Acallar
Deputy IOC CD Global Coordinator
23rd April 2025**

IOC Capacity Development Strategy 2023 - 2030

IOC Decision A-32/Dec.4.3



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- Adopted by the 32nd Assembly of the UNESCO-IOC
- Booklet available in four languages: EN-FR-SP-RU (printed and e-copies at the IOC CD website)

Output 	Activity 	Output 	Activity
1. Human resources developed at individual and institutional levels	1.1 Academic and higher education	4. Development of ocean research policies in support of sustainable development objectives promoted	4.1 Fostering the development of ocean research policies
	1.2 Continuous professional development		
	1.3 Sharing of knowledge and expertise including through community building	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
	1.4 Integration of ocean science in basic education		
	1.5 Improving gender, generational and geographic diversity	6. Sustained resource mobilization reinforced	6.1 Enhancing sustained support (in-kind and financial) to the IOC for its international coordination role
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		6.2 Promoting sustained bilateral and multilateral support among Member States
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		

6 Outputs
16 Activities
31 Actions



Revised GE-CD Terms of Reference (Dec. EC-57/4.6)

Terms of Reference IOC Group of Experts on Capacity Development (GE-CD)

The IOC Group of Experts on Capacity Development (GE-CD) is composed of experts nominated by IOC Member States responding to a call by circular letter detailing the GE-CD membership.

The IOC Group of Experts on Capacity Development (GE-CD) is responsible for the following tasks:

- (i) assist global and regional programmes with the implementation of capacity development needs assessments in a consistent manner;
- (ii) also assist global and regional programmes with the development of programmatic and regionally relevant capacity development work plans based on the IOC CD strategy and related needs assessments, building on ongoing activities and making use of existing training and education facilities;
- (iii) develop an implementation plan for the current IOC CD Strategy 2023-2030 for submission to the IOC Assembly at its 33rd Session in June 2025;
- (iv) provide advice to global and regional programmes on the implementation of the IOC Capacity Development Strategy 2023-2030 and on relevant methods and tools to improve the quality and impact of CD efforts;

Revised GE-CD Terms of Reference (Dec. EC-57/4.6) Cont'd

- v. advise the IOC CD Secretariat on the design and implementation of the biennial CD survey in close collaboration with the regions, possibly including CD implementation impact monitoring/metrics, also taking into account other methods such as regional reviews, science conferences etc.;
- vi. ensure coordination of the work of the Group of Experts and its Task Teams with GOSR and CD aspects of the United Nations Decade of Ocean Science for Sustainable Development, including the Capacity Development Facility and Working Group 9 of the Vision 2030;
- vii. guide the further development and promotion of the Ocean CD-Hub by highlighting linkages of CD activities and collaboration opportunities between users and providers and among other global, regional and national organizations;
- viii. provide advice to Member States on the promotion of visibility and reach of the IOC Capacity Development Strategy 2023-2030 to assist with the planning and implementation of their capacity development efforts;
- ix. report results to the Assembly at its 33rd session.

GE-CD-VI Session (22-24 October 2024; Oostende, Belgium)



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- **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



Task Team on Needs Assessment

**Laura Correa (Co-Chair),
David O’Sullivan (Co-Chair),
Elva Escobar, Ana Carolina
Mazzuco, Fatma Jebri, Ahmad
Al Karim, Ibukun Adewumi,
Zhao Chang, Natalia Stepanova,
Lina Eyouni.**

November 22, 2024

Presentation of draft survey design highlighting questions and progress. Documents shared to the wider group.

November 28, 2024

Wider CD GE meeting for Overview of CD Implementation Plan progress and integration of Needs Assessment. Review Joint progress of subgroups and agreed Next Steps.

1

October 22-24, 2024

Established at the IOC Group of Experts on Capacity Development Sixth Session Oostende, Belgium

October 31, 2024

First Meeting TT
Introduction of new members, discussion on the development of the Needs Assessment questionnaire and suggested timeline.

3

November 6, 2024

Review previous survey and Strategy for [IOC-CD 2023-2030 10 Challenges - Ocean Decade](#).
January Deadline for TT to deliver a survey to the IOC secretariat is established.

4

November 14, 2024

- Integrate 10 Challenges into existing survey Questions and reorder accordingly. Map ‘new’ questions to 6 CD outputs – Fatma, Laura and Elva
- Rank open questions /priorities / eliminate bias – Ibukun / Lina
- Map existing IOC activities (eg OTGA) – Ana / Ahmed
- Prepare Cover Letter - Explain clearly what the expectations are and why this questionnaire will be helpful for RSBs – David

8

January 2-12, 2025

Review of draft RSBs questionnaire Needs Assessment

9

January 13, 2025

Capacity Development Needs Assessment Questionnaire issued to RSBs. Deadline 21st February.

7

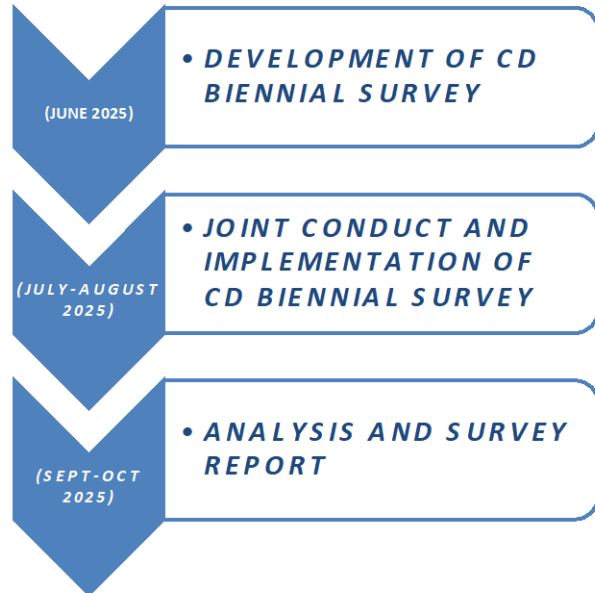
December 16-20, 2024

Feedback on immediate priorities sought and agreed approach to revised RSB questionnaire.

6

5

**Outcomes summarized in
the Implementation Plan**



IP of IOC Capacity Development Strategy 2023-2030

Overall objectives:

To provide further detail on the delivery of the Outputs and Actions identified in the IOC Capacity Development Strategy and to monitor progress and effectiveness.

IP Implementation Framework =

1. Overarching Recommendations:

- *Leverage Existing Programs;*
- *Improve implementation capacity;*
- *Strengthen Regional Implementation;*
- *Global Coordination;*
- *Global Forum on Ocean Capacity Development;*
- *Strategic Partnerships;*
- *Enhanced Outreach & Communication;*
- *Prioritization & Risk Management;*
- *Monitor, Evaluate and Adapt*

2. Timeline

Table 1: Timeline of the Implementation Plan

	Milestones	General Timeline
Launch Capacity Development Strategy	Official publication in four languages, finalization of CD Needs Assessment and Implementation Plan by GE-CD	Q1 2024 – Q2 2025
Launch of Implementation Plan Promotion and Outreach	Official publication after IOC Assembly	Q3 2025
	Public outreach and partnership building (see Chapter 8), Global Forum on Capacity Development (Q3 2027)	Q3 2025 – Q2 2026
First Phase of Implementation (timeframe consistent with IOC's biennial budget cycles)	Joint Global Forum (Q3 2027), focus on high priority actions, resource mobilization and regional implementation. Revision of Draft M&E (Chapter 9)	Q3 2025 – Q4 2027
Evaluation and Adjustments	Review and revision to inform the development of a post-2030 CD strategy (to be presented and adopted at the IOC 35 in Q2 2029)	Q1 2028 – Q2 2029
Final Phase of Implementation	Focus on Medium/low Priority Actions; Alignment with end of Ocean Decade	Q1 2028 – Q4 2030

3. Regional Priorities / Needs Assessment

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

4. Action Plans for each of 31 Actions (*Fact Sheet Format*)

5.4. Detailed Actions

OUTPUT 1. Human resources developed at individual and institutional level

Activity 1.1 Academic and higher education

Action
Action 1.1.1 <i>Promote and assist with the establishment of consortia of higher education and research institutions at the appropriate geographic scale</i>
Objective
Foster collaboration among higher education institutions to develop joint curricula, degree programs, and research initiatives that enhance the capacity of ocean science professionals. Where national universities lack the necessary curriculum, consortia can pool resources to deliver full degree programmes.
Pathway
<ul style="list-style-type: none">• Map existing BSc, MSc, PhD programmes within Member States• Facilitate open dialogue within educational and research institutions through regional workshops to identify potential partners.• Develop appropriate, regionally scaled CD consortia formalized within a relevant Memorandum of Understanding signed by all partners.• Support Member States in the development of curricula and a framework for curriculum integration.• Identify resources to support consortia activities and develop competitive funding proposals.
Main Partners
RSBs, UNESCO Chairs, Research Institutions, Academic Networks, Universities, CD National Focal Points (Member States), ECOPs
Resources
Existing resources Existing and new partners

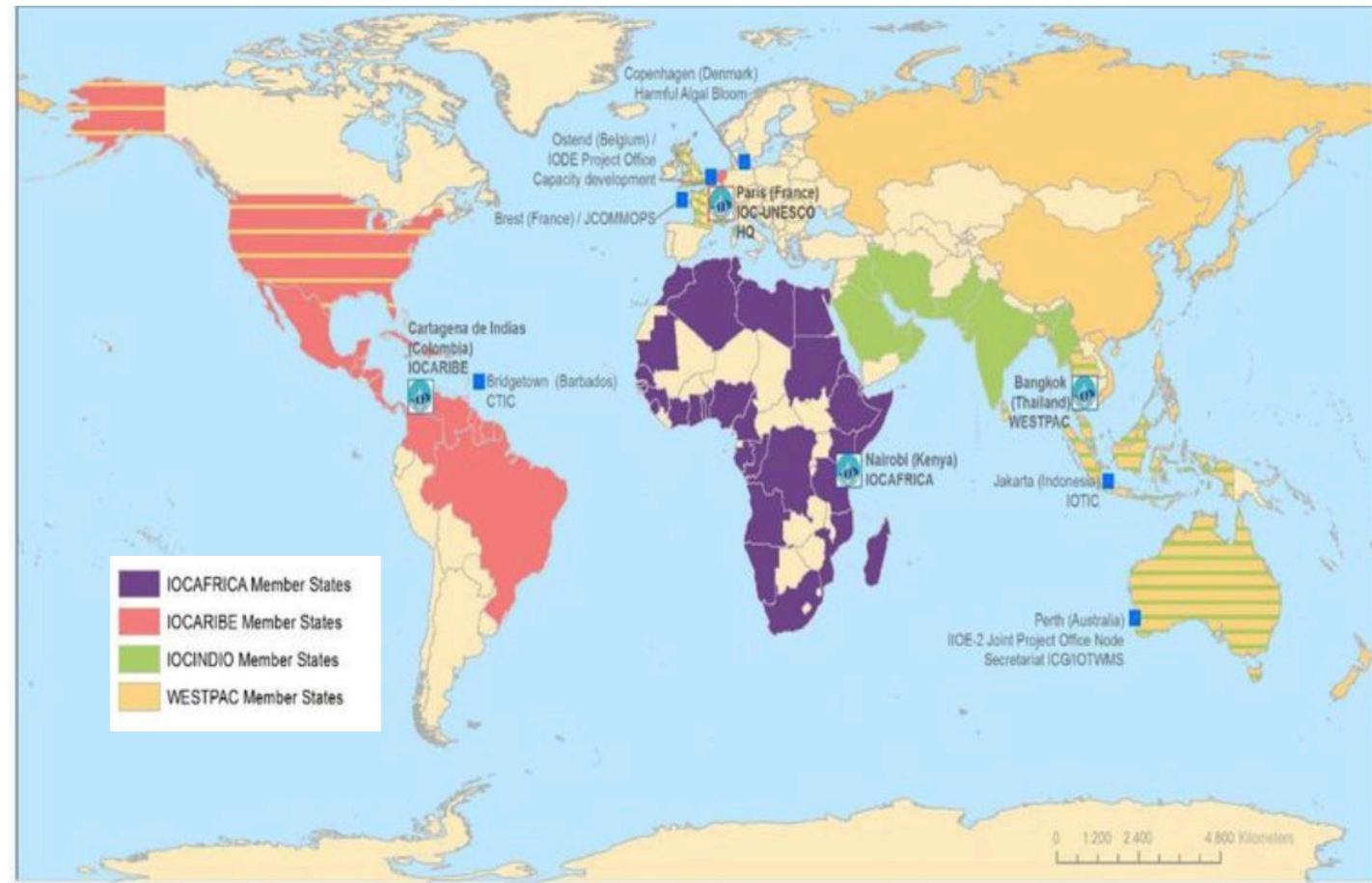
5. Draft M&E framework for KPIs

6. Communication and Outreach Plan

Capacity Development through the IOC Functions and RSBs

Strengthen Implementation within IOC

- IOC CD: **cross-cuts all other IOC functions**: all functions should adopt and deliver IOC CD Strategy and IP as a key output
- IOC CD: **Strategy and IP supportive of RSBs** (Output 3) and call for staffing and funding.
- RSBs are key in the successful delivery and implementation of a **cohesive and inclusive capacity development** in the regions
- RSB should adopt and deliver IOC CD Strategy and IP as a key output
- **Regions are all different** and have varying CD needs and societal priorities
- Support/Improve **regional needs assessments**
- develop **regional workplans and team capacity (Working Groups, Focal Points..)**, that responds to the IOC capacity development strategy and IP





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THANK YOU