**4.3 Complexity of Subject Matter – Incremental Improvements**

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| **Improvement** | **Fund Professional Development Opportunities for Community Veterans** |
| **Description** | Few community members are a jack of all trades. ICANN routinely places community members into positions that they do not have the prerequisite skills to do, and they are forced to sink or swim. A better approach would be to fund modest professional development programmes to allow people to hone individual skills which they ned to work on. The ICANN Academy “Leadership Training Program” has sought to do this, however it is limited in scope, runs only once a year, and by all accounts is a waste of money. Community members who have more than three years service in the community should be able to apply for modest support from ICANN org (maximum $5,000) every three years to be able to develop a new skill which they can demonstrate would have a material impact on their ICANN volunteerism. |
| **Objective** | Allow community members who have a history of ICANN volunteerism to develop new and needed skills that will allow Working Groups to function more efficiently and effectively. |
| **Focus** | Current and future WGs |
| **Possible Implementation Steps** | Pilot a new ‘Community Pioneer Professional Development Fund’ and allow up to 5 community members per stakeholder group (with three or more years ICANN volunteerism) to apply for support of up to $5,000 to learn a new and needed skill. |