



6th World Water Forum Template

Target & Solutions Group Session Report

Target and Solutions Group “Target 3: By 2015, a programme is designed and implemented to ensure development and sustainability of vocational water training centres, in order to ensure implementation of a water technician and workers capacity building programme by 2020.”

Session proposal on the target, its action plan, its identified solutions and commitments and the related Forum session



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1. Introduction

The global objective of the target 3 is to develop capabilities and vocational skills, both at managerial level, and among technicians and workers of the water and sanitation services. In order to do so it advocates for the recognition at global level that continued vocational training is a vital tool for boosting the efficiency of water and sanitation services. It also proposes the emergence of support mechanisms for the creation and reinforcement of vocational training centres around the world in order to delay capacity building of water technician and workers.

Reaching this target will require strong involvement of a wide variety of actors; Water Training Centres, Water and Sanitation services, governments and national authorities, donors... It is therefore of primary importance to succeed in its preparation until Marseille by identifying all relevant existing and innovative solutions and mobilizing key players in order to agree during the Forum on a Call for Action and its necessary related roadmap.

2. Background and rationale of the target

Supplying water for people, health, hygiene, domestic uses and agricultural production has always been a major issue for mankind. Today more than ever, improving water supply and sanitation services is a major priority for development, health and fight against poverty.

Current conditions around the world are alarming:

- 1.3 billion human beings do not have access to clean water,
- 2.6 billion human beings do not have basic sanitation.

Today more than ever, improving water supply and sanitation services is a major priority for development, health and fight against poverty.

To achieve the water and sanitation Millennium Development Goals, we need to create new infrastructures and improve the quality of services to better meet the users' needs. This involves improving the way their infrastructures are operated, maintained and replaced, indwell require better governance of services, reinforced capacities and human resources. Even though investments are still insufficient, significant funds are spent in the water sector each year. These investments do not always fully achieve their targets, and this is sometimes the result of design faults in infrastructures, but more

often due to multiple deficiencies in the way they are managed and run. Many infrastructures become run down too quickly and funds are frequently squandered.

Actions are still too focused on simply building new equipment, without sufficient concern for how it is to be economically managed, operated and maintained in the future, or appropriate consideration of the “Overall Water Cycle”.

Capabilities and vocational skills are still insufficiently developed, both at managerial level, and among technicians and workers. It is therefore vital to build the institutional, economic and technical training means for those who work in water, resulting in more efficient organization of water uses and services.

This involves a large number of employees, and the needs are significant. For example, an urban water supply service reaching 1 million inhabitants requires an estimated 500 to 700 staff members.

The hierarchical division of employees depends on the geographical zone studied. Workers are the largest group, but the percentage of managers and technicians tends to rise in line with a country’s level of development.

Furthermore, workforce expenditure can represent up to a third of the total cost of the water supply service. The key to optimizing this considerable item of expenditure is to build capacities through basic and continuing vocational training.

In this context, it is therefore necessary to ensure:

- Integrating capacity building and development of vocational training in the water sector policies and programmes,
- Backing vocational training with sustainable financial mechanisms
- Incorporating vocational training into human resource development strategies
- Making use of specialized bodies with the appropriate capacities and educational tools.

In order to pursue the previous objectives, the target consists in implementing prior to, during and after the 6th World Water Forum in Marseille, concrete actions for (i) the recognition that vocational training is an essential tool, (ii) the design and implementation of a global programme to ensure development and sustainability of vocational water training centres, (iii) the design and implementation of a global programme to ensure capacity building of water technician and workers.

3. Target action plan and commitments

After the target description note and action plan designed in June 2011, a general communication was undertaken, consisting in a call for solutions electronically disseminated to around 3000 contacts in the field of water and sanitation services and training. This has helped receiving comments and to collect relevant initiatives on the topic.

The hereafter action plan was detailed thanks to the session, in particular for the setting-up of quantified objectives and corresponding deadlines.

During the preparation process, several information on commitments have been received; commitments towards achievement of specific solutions and partners gathering ready to commit to implementation of particular solutions.

Two specific commitments were released during the session:

- An arrangement has been signed for the creation of «AQUACAMPUS », jointly by AgroParisTech – ENGREF, l'ENGEES, 2IE, ONEMA and OIEau for organization and development of professional masters and vocational training for future managers of water services and administrations.
- An announcement for the Creation of the Mediterranean Network of Water training, together with the release of a draft charter and an open call for joining.



TARGET ACTION PLAN:

	<u>IMPLEMENTATION OF THE TARGET</u> Expected results & Indicators of Success	<u>PRACTICAL STEPS</u> Activities to be done/	<u>RESPONSIBLE PARTIES</u>		<u>KEY-REQUIREMENTS/ASUMPTIONS</u>	<u>ESTIMATED BUDGET</u> (1k€, 10k€, 100k€, 1m€, 1b€) & potential
			Lead institution	Main partners		
<u>Milestone 1:</u> Recognition that vocational training is a essential tool for boosting the efficiency of water and sanitation services and is a profitable investment						
July 2011 - Fall 2011	Promote recognition of vocational training as a tool for boosting the efficiency of water and sanitation services	<ul style="list-style-type: none"> - Refine draft Target Action Plan - Collect feedback on existing solutions and ideas for innovative solutions - Mobilization of interested parties - Contacts with Training Centres and Water and Sanitation services to gather data on quantification of benefits from vocational training (surveys) 	INWTC	Target and Solutions Group	Water and Sanitation services open to share data and/or indicators on effectiveness and benefits of training	
Until March 2012	<p>TSG finalizes the draft target and its action plan that will be discussed/endorsed in Marseille.</p> <p>Mobilisation of the voluntary partners</p>	<ul style="list-style-type: none"> - Contacts with donors and major actors 	INWTC	Target and Solutions Group	Good mobilization to identify existing or innovative solutions	
<u>Milestone 2:</u> By 2012, agreed on a Call for Action to develop and design a global programme to ensure development and sustainability of vocational water training centres						



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			Lead institution	Main partners		
March 2012 (6th World Water Forum)	Target action plan is refined and/or endorsed at the World Water Forum	- Present and discuss the target and action plan during a break-out session	INWTC	Core-group CS3, Target and Solution group, Solutions presenters Donors		
End 2012	A programme is designed to ensure development and sustainability of vocational water training centres	- - Publication of a white paper on vocational training and its benefits towards efficiency of water and sanitation services - - Agree on a work programme until the next Forum	Programme secretariat to be nominated	Water Training Centres Water and Sanitation services, government and national authorities, donors		
<u>Milestone 3: By 2015, a programme is implemented to ensure development and sustainability of vocational water training centres</u>						



	<u>IMPLEMENTATION OF THE TARGET</u> Expected results & Indicators of Success	<u>PRACTICAL STEPS</u> Activities to be done/	<u>RESPONSIBLE PARTIES</u>		<u>KEY-REQUIREMENTS/ ASUMPTIONS</u>	<u>ESTIMATED BUDGET</u> (1k€, 10k€, 100k€, 1m€, 1b€) & potential
			Lead institution	Main partners		
2013-2015	Follow-up of programme implementation Development of Reporting system on a regular basis.	- Organization of an international conference on vocational training in the field of Water - Define performance indicators that make it possible to assess the impact of training and the actual return on investment - Support the creation of 20 new water training centre throughout the world and strengthen existing ones. - Create "Earmarked Funds" at national levels for developing vocational training ...	Programme secretariat to be nominated	Water Training Centres Water and Sanitation services, government and national authorities, donors		
2013-2015	Design a programme to ensure capacity building of water technician and workers	- Training needs analysis to be performed in 25 WSS - Draw-up 25 long-term Training Plans both nationally and within water companies.			Strong links to be found with Target 4 under CS3 and others under other PF	
7th WWF	Report on the state of the target		INWTC			

Milestone 4: By 2020, a programme is implemented to ensure capacity building of water technician and workers



	<u>IMPLEMENTATION OF THE TARGET</u> Expected results & Indicators of Success	<u>PRACTICAL STEPS</u> Activities to be done/	<u>RESPONSIBLE PARTIES</u>		<u>KEY-REQUIREMENTS/ ASUMPTIONS</u>	<u>ESTIMATED BUDGET</u> (1k€, 10k€, 100k€, 1m€, 1b€) & potential
			Lead institution	Main partners		
2015-2020	<p>Follow-up of programme implementation</p> <p>Develop skills and increase the number of resource persons in the fields of water supply and sanitation.</p> <p>Development of Reporting system on a regular basis.</p>	<ul style="list-style-type: none"> - Include staff training in water operators' budgeting (public and private) at a minimum of 1% of the total wage bill. - Define terms of reference for training, with quantifiable requirements on quality, professionalism and efficiency. - Implement training for technicians and workers of WSS 		<p>Water Training Centres</p> <p>Water and Sanitation services, government and national authorities, donors</p>		

4. Solutions

During the preparation process, several contacts helped identifying /discussing existing or innovative solutions after the release of the devoted “CS3.3 Call for solutions”.

Few days before the Forum opening, 19 solutions have been published online on the platform

The collected solutions are related to:

- Past, present and future projects of water training centres creation /reinforcement

- [The Arab Water Academy: Regional Center of Excellence for Human and Institutional Capacity Development in the Arab Water Sector](#)
- [Creating a Francophone Institute for training of water management professionals](#)
- [Capacity Development; the Palestinian Experience 2004-2011](#)

- Example of financing tools in order to support training

- [French Government FASEP financing tool for vocational training](#)
- Swiss Uzbek cooperation “Water Management Skills Development Project in Uzbekistan” (awaiting publication online)

- Incorporating vocational training into human resource development strategies

- [WIKTI: a network of people for Know-How Transfer and performance improvement](#)

- Integrating curriculum, linked to globally validated competency profile and water education network for professionals CS3.4

- [Renforcement des capacités des acteurs impliqués dans les domaines de l'eau et de l'assainissement en situation d'urgence pour la region Afrique de l'Ouest et Centrale](#)
- [International Executive Master Water for All \(Eau pour Tous, OpT\) in Water Utility Management](#)
- [Water Law Water Leaders Programme](#)
- [Building a water-secured culture in South-East Asia](#)
- [Bridging the managerial gap to improve services to the urban poor](#)

- [Les formations Bioforce en “Eau, hygiène et assainissement” de la Solidarité Internationale.](#)

- Training of end-users, communities, sectoral approaches

- [Water & sanitation community learning centres](#)
- [Training Rural Entrepreneurs to Build Domestic Biosand Filters for Safe Drinking Water](#)
- [Making WASH rights a reality for the poor and excluded](#)
- [The Sustainable Sanitation and Water Management \(SSWM\) Toolbox](#)
 - Toolbox, self-training
- [Innovative approach to build human capacity of organizations implementing water, sanitation and hygiene programs worldwide](#)

- [SARAR: Self-esteem / Associative strengths / Resourcefulness / Action planning / Responsibility](#)
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- Education, awareness raising

- [Education of school children on water problems](#)
- [Case study approach for education & capacity building](#)

From those online solutions, some are directly contributing to the target as clear examples of development of sustainable approach in terms of development of training centres but one should note also that many of the proposed solutions are falling under the scope of other targets (either CS3 related or other Priorities for action), this is typically the case for numerous solutions devoted to the training of managers, more related to the development of integrated curriculum (CS3.4) or awareness raising tools (CS3.5).

5. Conclusion

During the preparation process, many contributions were received on the Forum website and the 'platform for "or either directly by the INWTC Secretariat. The exchanges which took place during the Forum allowed to hear inputs and feedback from various organizations, representatives of the various partners involved and the different parts of the world, many training organizations with their practical experience in the field. They have left a very large room for debate and discussion lively and rich!

Issues, especially as the funding of vocational training, have had to expose themselves sometimes divergent positions, showing that it is still difficult to reach a general consensus among all countries and all relevant partners.

But a large majority of participants converged on the relevance appropriate training, national, regional or international, depending on the types of needs to cover in order to cope with global challenges of resource management and ecosystem water, the design, construction of new infrastructure, and operation and maintenance of water services.

6. Session outline

Session Outline Form

Part 1:

Reference number	CS3.3
Target(s)/PFA/CS/Region	CS3.3: By 2015, a programme is designed and implemented to ensure development and sustainability of vocational water training centres, in order to ensure implementation of a water technician and workers capacity building programme by 2020
Session title	Vocational Training, a vital tool for boosting the efficiency of water and sanitation services
Session teaser/description	<p>Capabilities and vocational skills are still insufficiently developed, both at managerial level, and among technicians and workers. It is therefore vital to build the institutional, economic and technical continuous training means for those who work in water, resulting in more efficient organization of water uses and services.</p> <p>The session will identify and analyse the various solutions for developing sustainable approach for supporting continuing vocational training and to ensure:</p> <ul style="list-style-type: none"> • Integrating capacity building and development of vocational training in the water sector policies and programmes, • Backing vocational training with sustainable financial mechanisms • Incorporating vocational training into human resource development strategies • Making use of specialized bodies with the appropriate capacities and educational tools.
Duration	2 hours
Contact details of the Coordinator(s) convening the session	Yannick POCHON, Technical Secretary, International Network of Water Training Centres (INWTC)

	y.pochon@inwtc.org		
Objectives and outputs	<u>General objectives of the session</u> - Identify and analyse the various solutions for developing sustainable approach for supporting continuing vocational training - Reach Commitments on target implementation	<u>Expected outputs</u> <input checked="" type="checkbox"/> Finalise the Target Action Plan <input checked="" type="checkbox"/> Share promising solutions <input checked="" type="checkbox"/> Work on commitments <input checked="" type="checkbox"/> Enrich the report and its conclusions Other, please specify:	
Format/Logistics request <i>(please note that room settings that are not standard cinema seating reduce the overall number of seats available in the room)</i>	<u>Estimated number of seats needed</u> <input checked="" type="checkbox"/> Less than 200 <input type="checkbox"/> 200-400	<u>Preferred room set-up (not guaranteed by the IFC)</u> <input checked="" type="checkbox"/> Oval/Square seating <input checked="" type="checkbox"/> Roundtable seating <input type="checkbox"/> Standard cinema seating	<u>All rooms will be equipped with:</u> - a computer - a video projector - a screen - 2 microphones - simultaneous translation in French and English
Extra requirements for innovative sessions (professional facilitation, additional technical requirements, etc)			

Part 2:

<p>CS3.3</p>	<p><u>Vocational training</u></p> <p>Tuesday 13, from 14h30 to 16h30</p> <p>Room PEu 1 - Europa 1 in Palais de l'Europe</p>		
	<p>Chairman of the session: Abderaffi Mardi, Director of training, ONEP</p> <p>Rapporteur: Yannick Pochon, INWTC</p>		
<p>Session plan detailing its schedule</p>	<p><u>Time</u></p>	<p><u>Descriptions of items/presentations</u></p>	<p><u>speakers</u></p>
	<p>- 10 min</p>	<p>- Opening speech and introduction: keynote speaker focusing on the benefits of vocational training but also current background and limits</p> <p>Key questions related to the subject, what we want to have out of this meeting</p>	<p>Abderaffi Mardi, Director of training, ONEP</p> <p>Rapporteur: Yannick Pochon, INWTC</p>
	<p>Integrating capacity building and development of vocational training in the water sector policies and programmes,</p>		
	<p>- 25 min</p>	<p>Making use of specialized bodies with the appropriate capacities and educational tools</p> <p>- Capacity Development; the Palestinian Experience 2004-2011</p> <p>- Creating a Francophone Institute for training of water management professionals</p> <p>- Campus Afrique Centrale, regional expertise centre for professional training</p>	<p>Ziyad Fukaha, Palestinian Water Authority</p> <p>Palestinian Water Authority</p> <p>Thierry Rieu, AgroParisTech</p> <p>Paul Giniès, Genreal Director, 2IE</p> <p>François Ombanda, General Director, SEEG</p>
	<p>- 10 min</p>	<p>3 -- Interactive debate</p> <p>Questions, remarks, feedback, proposals from the audience</p>	<p>Audience</p>

Incorporating vocational training into human resource development strategies		
- 8 min	1- Example of solutions: - WIKTI: a network of people for Know-How Transfer and performance improvement	Raed Mahmoud, Senior Human Resources Manager, Saoudi National Water Company
- 15 min	2 -- Interactive debate Questions, remarks, feedback, proposals from the audience	Audience
Backing vocational training with sustainable financial mechanisms		
- 15 min	1- Examples of solutions: French FASEPs French Government FASEP financing tool for vocational training Swiss-Uzbek "Water Management Skills Development Project in Uzbekistan" (WMSDP)	Joseph Pronost, OIEau Hans-Dieter Hoepfner SRC Representative
- 15 min	2 -- Interactive debate Questions, remarks, feedback, proposals from the audience	Audience
Time for commitments		
- 20 min	Release of commitments by participants Endorsement of the target	ONEMA : Patrick Lavarde 2iE : Paul Ginies AgroParisTech : Thierry Rieu OIEau : Pierre Roussel Mediterranean network: Jean-François Donzier, OIEau