

Skills Development Objectives for the Water Sector

Skills are vital to key Water Sector strategic goals for:

- Ensuring sustainable and equitable water
- Ensuring universal access to safe and affordable water services
- Building, operating and maintaining infrastructure
- (Aligned) and effective institutions
- The Water for Growth and Development goals

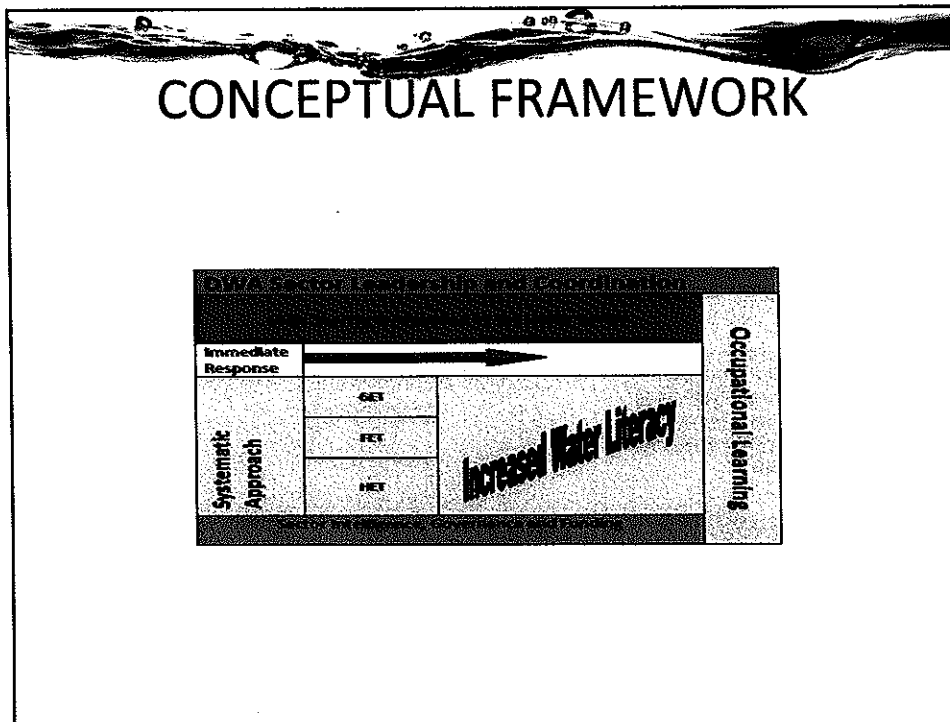
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Strategic objectives and Timeframe

Develop and adopt an Internal policy directive relating to an integrated focus on institutional capacity building.	March 2013	DWA
Review and re-develop an education, training and capacity building framework that conceptually and practically integrates the various elements of the water-value-chain-pipelines approach	Nov 2012	DWA
Ensure alignment with EWSETA and LGSETA SSP (2011-2016)	Ongoing between 2011-2016	EWSETA DWA
Expand the functions of the DWA Learning Academy	February 2013	DWA EWSETA DBSA
		DWA

Strategic objectives and Timeframe(Continued)


Establish a sector-supported institutional model for the effective coordination of institutional capacity building, education, training and skills development	Nov 2013	DWA Water Boards CMAs
Establish a skills/ business intelligence hub for skills planning, coordination, quality assurance, knowledge management and skills intelligence.	Feb 2014	DWA WRC EWSETA
Development of management capacity needed to support good water governance in all water institutions.	Ongoing	DWA DBSA EWSETA -PALAMA
Implementation of public awareness campaigns to make everyone aware of the value of water	Ongoing	DWA DBE EWSETA
Promote awareness of the role of water as a strategic resource amongst politicians, other decision-makers and	Ongoing	DWA



Key Interventions over the next 5 years: WATER LITERACY

- Roll Out of the Curriculum Aligned Resource Materials to Grade R-9 in all schools across the country (*some work have started*)
- Roll Out Curriculum Aligned Resource Materials for Grade 10-12 and FET Colleges
- Capacitating educators on water education
- Develop strategy and programme for HET-level water literacy and partner SAQA on water elements of education and training

National Public Education as a Cross-Drive



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Key Interventions over the next 5 years: FURTHER EDUCATION & TRAINING (FET)

- Investigate the FET training sector, infrastructure and processes for water sector
- Establish Water-Focused FET College (s)
- Promote FET training as a viable and credible training route for the water sector
- Ensure that FET College Curriculum and Training Processes Meeting Sector Needs
- Promote, support and strengthen Apprenticeships system




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Key Interventions over the next 5 years: WATER SECTOR / HET ALIGNMENT

- Enable structured and effective dialogue between HET and water business to narrow gap between sector needs and graduates entering the workplace
- Strengthen and Support DWA Learning Academy
- Engage effectively with Department of Higher Education and Training to improve quality of training (and trainers) for Engineers, Scientists, Managers and Socio-Econo-Enviro Professionals across institutions of Higher Learning
- (Work has already started with RAU, to have Short Learning Programmes on Water – water graduates)



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Key Interventions over the next 5 years: WORKPLACE TRAINING & DEVELOPMENT

- Promote dialogue and sharing among water businesses to encourage enabling environments for workplace training and development (e.g. Municipalities)
- Facilitating processes to improve Mentorship in the water sector and development for Occupations and Trades
- Focus on Professionalising Sector Education and Training
- Facilitating dialogue and programmes on retention strategies for the water sector, i.e. Water Efficiency



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Key Interventions over the next 5 years: SECTOR INTELLIGENCE

- Develop a comprehensive Sector Intelligence Mechanism to anchor education, training and skills development in the sector
- Develop effective mechanisms and processes for all water businesses and Sector Partners to Provide Credible information for the intelligence mechanism
- Develop "State of the Water Sector Education and Training" Reports from intelligence gathered through the system




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SKILLS DEMAND: SKILLS & OCCURRENCE IDENTIFIED BY THE SERVICES SECTOR

• Civil Engineers	• Biochemists
• Chemical Engineers	• Analytical Chemists
• Electrical Engineers	• Limnologists
• Mechanical Engineers	• Environmental Health Practitioners
• Hydrologists	• Economists
• Hydraulic Specialists	• Lawyers
• Microbiologists	• Health Promotion Officers
• Construction Project Managers	• Engineer Managers
• Technical Project Managers	• Artisans
• Technicians	• Scientists
• Process Controllers	• General Managers
• Water Resource Managers	


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Skills Category	2011	2012	2013	2014	2015	2016
Engineers and Scientists	3534	3652	3770	3887	4005	4123
Technologists	201	208	214	221	228	235
Technicians	3835	3963	4091	4218	4346	4474
Artisans	3184	3290	3396	3502	3608	3715
Operators	1425	1473	1520	1568	1615	1663
Financial Managers	77	80	82	85	87	90
Project Managers	401	414	428	441	454	468
Professionals (e.g. Planners, HR, Safety, IT)	3911	4041	4172	4302	4432	4563


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