

CS3.3 Vocational Training :

Main Outcomes



MARSEILLE, FRANCE '12

TIME FOR SOLUTIONS

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15 March, 2012, CS3 Outcomes



1. Additional ideas & solutions

- 🔥 **Integrating capacity building and development of vocational training in the water sector policies and programmes,**
 - 🔹 Various existing training providers but necessity to bring consistency based on the assessment of needs (scaling-up, coordinating efforts)

- 🔥 **Incorporating vocational training into human resource development strategies**
 - 🔹 Links between HR and training must be supported by tailor-made processes (internal)
 - 🔹 Some tools for assessment of needs could be supported by national strategies and studies (transversal)
 - 🔹 Define performance indicators that make it possible to assess the impact of training and the actual return on investment

- 🔥 **Backing up vocational training with sustainable financial mechanisms**
 - 🔹 Advocate for sustainable financing of the training sector (not one-shot project based)
 - 🔹 Seek for Financial autonomy of water training centres
 - 🔹 Create “Earmarked Funds” at national levels for developing vocational training



2. Updates to the Target Action Plan, including follow-up actions

- - 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,
 - - Create "Earmarked Funds" at national levels for developing vocational training
 - - Define performance indicators that make it possible to assess the impact of training and the actual return on investment
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- - Organization of an international conference on vocational training in the field of Water => **2013**
 - - Publication of a white paper on vocational training and its benefits towards efficiency of water and sanitation services => **2012**



3. Final list of commitments

🔥 Creation of a Francophone Institute for training of water management professionals

- 🔹 During the session 6 training related institutions have signed a MoU to create **AQUACAMPUS**

🔥 Creation of the Mediterranean Network of Water training Centers

- 🔹 During the session the creation of this network was announced together with an open call for joining



4. Take away messages & unexpected results

- Many vocational training operators are existing, trying to cope with the tremendous needs of the water sector
 - They aim at sustainability of their works (management of training centers, financing...)
 - They have reached important steps to link Human Resources management and training
 - They acknowledge the interest and necessity to exchange on their practices, thanks to networks, internationalisation of their works, development of common tools etc...
 - But they also acknowledge the necessity to extend the exchanges with “non-trainers”; HR managers, utilities managers, donors...
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- WWF5, Istanbul: Bridging divides for waters
 - WWF6, Marseille: Time for solutions
 - WWF7: BRIDGING SOLUTIONS ?



5. Updated list of speakers and panelists

- Capacity Development; the Palestinian Experience 2004-2011	Ziyad FUKAHA, Palestinian Water Authority
- Creating a Francophone Institute for training of water management professionals	Thierry Rieu, AgroParisTech
- Campus Afrique Centrale, regional expertise centre for professional training	Paul Giniès, 2IE François Ombanda, SEEG
- WIKTI: a network of people for Know-How Transfer and performance improvement	Raed Mahmoud, Saudi National Water Company
French FASEPs French Government FASEP financing tool for vocational training	Joseph Pronost, OIEau
Swiss-Uzbek “Water Management Skills Development Project in Uzbekistan” (WMSDP)	Hans-Dieter Hoepfner, WMSDP

6. Contact Information

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