Session 4.5.3: “Ensuring sustainability of water infrastructures by investing in Water Training Centers: it pays back!”

Wednesday 15 April, 14h40-16h40
Daegu EXCO, DEC_307, DAEGU - EXCO, 3F Room 321

Professional training needs and evolutions in water utilities
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Professional training needs and evolutions in water utilities
Training needs and evolution

An evolutive process of 145 years

Needs
To complement basic educational skills. Mainly oriented to cover the whole range of professional activity:

- Operational
- Technical
- Management
- Executive
- Educational

Evolution

- Adaptation to new operational tools and strategies
- Incorporation of new regulations and demands
- New technologies and advances solutions
- Improvement of educational skills
- Globalization of the activity (adaptability, exchange)

But, it is not just about training, you need a talent approach inside the organisation!
Talent Management Vision

Sustainability and its challenges will determine the future of water professionals

Key foundations for a successful talent management

- **Talent Development**
  - Assessments
  - Appraisal system
  - Talent maps
  - Development

- **Innovation Management**
  - Business oriented
  - Short vs long term
  - ...

- **Training**
  - Clear objectives
  - Technical portfolio
  - E-learning strategy
  - Training plan

- **Transfer and Knowledge Management**
  - KM strategy
  - IT Tools
  - Government
  - Link to business

But, it is not just about training, you need a talent approach inside the organisation!
How to prioritise the training needs

Every training need has to be analysed according to the skills that are required for a specific position and taking into account the availability of the student.

- **STUDY OF TRAINING NEEDS**
  - Strategic analysis of business to define the roles and skills
  - Target analysis: technical, manager, blue-collar workers, etc.
  - Desired or required position

- **DEFINITION OF SKILLS REQUIRED**
  - Technical
  - Managerial
  - Executive
  - Soft skills
  - Etc.

- **SELECTION OF TRAINING PROGRAMME**
  - According to the contents

- **ADAPTATION TO STUDENT’S AVAILABILITY**
  - Duration: short course, long course
  - Online / blended / face-to-face
Recent acceleration of evolution according to the needs (School of Water)

Corporate University

1st Internal Master in Water Management

2005

2008 Internal Technical Postgraduate Courses

2009 External Master in Water Management and Technology UPC - UPM

2011 Palencia Museum of Water Diploma with Tec Monterrey

From Department to Business Unit: ADN is born

2012 Talent Programme for Aguas Andinas (Chile)

2013 Online courses in water management Vocational Training

2014 External Technical Postgraduate Courses

Industrial PhD Vocational Training with Public Administration

Online Diploma in Waster Water Treatment Aqualogía Educational Programme

International consultancy and In Company training: Cuba, Chile, Algeria, Haiti, Saudi Arabia

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