



The 7th World Water Forum

12-17 April 2015, Daegu-Gyeongbuk, KOREA



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

Creation and sustainability of professional water training centers

Key factors of sustainability for a training centre devoted to water and waste water sector

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IOWater WTC

French NGO existing since 1977

6 000 trainees / year, 700 training sessions / year

60 permanent staff, 35 permanent trainers, 300 external lecturers

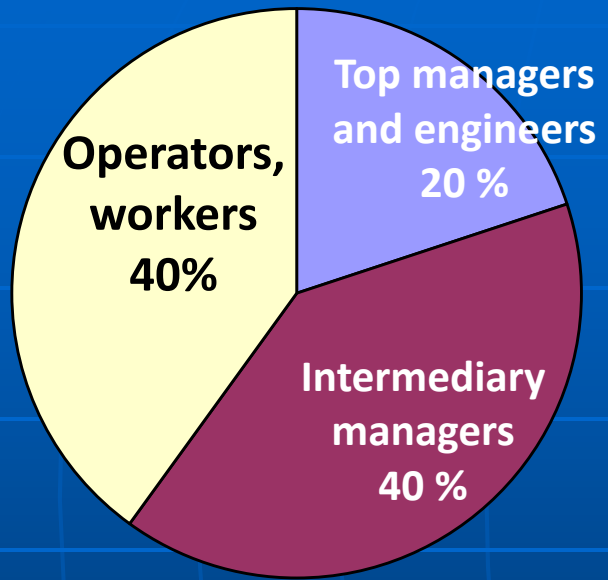
Water, waste water, municipal solid wastes

Many pedagogical plate-forms, facilities : show rooms, practical works, malfunctions modeling

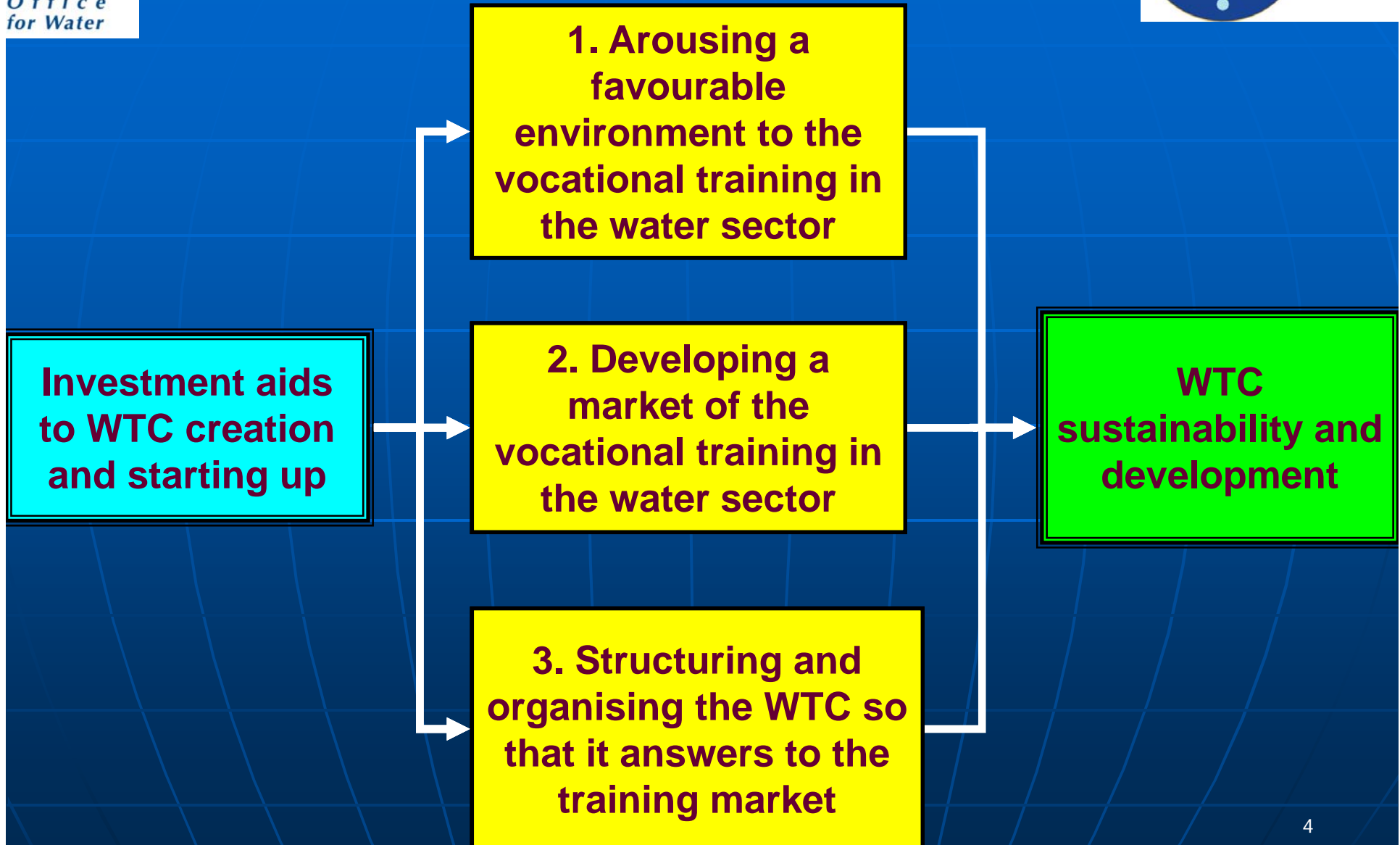
A significant experience at international level



Profiles and origins of trainees



Key factors of sustainability for a Water Training Centre



Key factors of sustainability for a WTC



1. Arousing a favourable environment to the vocational training in the water sector

To define a sector strategy and partnership : implementation of national guiding lines related to vocational training for water sector between WTC, WSS and funding organisations, pilot role of main public and private organizations of the water sector

Operational financial mechanisms for training : 5 % of investment, funds from national water organisation, 2 % of WSS total wage bill ...

Managerial incentives in the WSS : Are WSS top managers convinced that it's worth investing in training their staff ?

External coercive processes for WSS : training national aims, performance obligations (PIS, legislation, contractual rules, ISO certifications ...)

Key factors of sustainability for a WTC

2. Developing a market of the vocational training in the water sector:

To systematize annual training plans in WSS : so that training needs will be expressed to WTC

To structure an offer of training proposed by WTC : training sessions catalogue, enlargement of demand on the base of the offer

Coherence between the training policy and the HR management in WWS : are individual staff interested to increase its skills in the aim to get promotion ?

Staff quantity and skills in the WSS : number of people to train ?

Solvency of the customers : are WSS able to pay for training ?

Key factors of sustainability for a WTC



3. Structuring the WTC so that it answers to the training market

To choose the status : public WTC linked with a public WSS or with a public administration, private WTC linked with a private WSS, NGO

WTC needs to be liable for its efficiency : to account regularly to its parents organization, sponsors, funding organization ...

Management capacity of the training centre direction team : commercial, organization, efficiency, leadership, lobbying capacity, clients satisfaction ...

Development towards a sufficient market : to target all potential clients at national and international level ? Mobility of the trainees or of the trainers ? A diversified commercial wallet ? (training, consulting, information, documentation, water, solid wastes, energy ...) ⁷

To improve skills in the aim to better manage water



Training

Information

Management

Cooperation

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