Capacity building: Professional Training to Improve Water Management

Skilling and Training of Professionals, a Priority for Financing

Hendrina C. Doroba
Manager, Education and Skills Development
African Development Bank
Bank’s initiatives on education and skills development are aligned with its agenda on the High 5s.
Bank’s Thematic Focus in Education and Skills Development

Selective focus on TVET and Higher Education

**Thematic Focus:**
(What we do)

- TVET | HE
- STI | 4IR Skills
- Innovative Finance

**Technical Expertise:**
(How we do)

- Economic Sector Work
- Policy Dialogue
- Non-Sovereign Operations
- Special Initiatives
- Trust Funds
- Sovereign Operations
Priority Areas in Education and Skills Development

**STRENGTHENING EDUCATION SYSTEMS**
Curriculum development, teacher training, policy dialogues

**INNOVATIVE FINANCING MECHANISMS**
Creation of new financing schemes to support TVET and higher education

**KNOWLEDGE PRODUCTION**
Knowledge products to inform Bank's agenda

**ACADEMIC-PRIVATE SECTOR PARTNERSHIPS**
Industry linkage to improve the quality and relevance of skills development
AfDB’s Investment in Skills Development in Africa

- Bank leverages its expertise in priority human capital development areas: and has been able to create impact across the human development value chain in Africa.

- **TVET | HE**
  - 395,000 trained during annually
  - Invested USD 1.5B in TVET & HE
  - Students enrolled increased from 30% in 2010 to 38% in 2017

- **STI | 4IR Skills**
  - 3 Biannual Policy dialogue
  - 2,000 Youth trained
  - 14 centers identified
  - 6000 Youth trained via online platform from December 2019

- **Innovative Finance**
  - Over 20 partnerships and $10M secured from Rockefeller, Japan and Korea

- **Human Capital Development**
  - 500,000 beneficiaries (including 300,000 women) from the Bank’s operations annually
State of Water Resources Management in Africa

Africa Water Vision for 2025 states that, “Africa faces a crisis of endemic poverty and pervasive underdevelopment”.

It is estimated that over the next 12 years (2021 – 2032), investments in the water sector will, benefit an additional 154 million people with access to improved WSS services.

African Development Bank is using Integrated Water Resources Management (IWRM) as a tool in addressing these development challenges, which is central to the Bank’s High 5 Priorities for development in Africa.

Though there is increased awareness and commitment to IWRM in Africa, lack of capacity remains a limitation.

Specifically, inadequate human capacity for the collection, assessment and dissemination of data on water resources for developing, planning and implementing projects.
Lack of an enabling environment in the form of legal agreements, institutional frameworks, data availability and human resource capacity, hinder the promotion of private sector involvement necessary for infrastructure development.

Need for capacity development and training in the water sector.

The skills for water management are not widely available in Africa. There is thus the need to:

- Develop strategies and programmes for the development of these skills
- Retain those skills once they are acquired.
- Address paucity of new data on water resources which is a key limitation in water resources management at the national, regional and continental level.
Water Management Personnel Requirements

Technical Sector:
- Skilled Operator (Engineering Technician, Certified Craftsman)
- Shift Supervisor, Chief Operator (Senior Engineering Technician, Engineer)
- Managing Director (Engineer, Senior Engineering Technician)

Administration:
- Managing Director (Bachelor/Master)
- Group/Team Leader
- Clerk
- Worker

Unskilled and semiskilled workers
Skills and training provides knowledge and expertise to operate and maintain water treatment plants and water distribution systems.

Prepares human resource on how to meet the demand for acceptable quality and quantity of water for societal use.

Water crises is usually occasioned by lack of capacity and of skilled professionals for effective water management, especially educational, scientific, technological and institutional.

Mismatch between training and water management human resources needs, high training cost and poor quality of training provided by TVET institutions are critical inadequacies in the water sector.
The Bank is working on:

• **Skills for Employability and Productivity Action Plan (2021-2025)** whose focus will be (i) quality skills infrastructure for skills development at TVET and HE levels and (ii) promoting an enabling environment in the sector.

• **Skills operational guidelines** to embed skills development in each project/initiative.

• A special initiative on **Building the Development and Management Capacity of African River Basin Organizations (RBOs)** aimed at developing transboundary water resources management and development and to **build knowledge and opportunities** for RBOs to implement their mandates.

• **TVET mapping study** which has recommended the need to invest in internship and apprenticeships as well as centers of excellence in each sector to improve quality and relevance.

This will improve the management of water resources and accelerate socio-economic development.
Conclusion – Key Messages

• Improving water sector performance and governance and maximising asset value to strengthen the enabling environment is critical.

• Quality TVET Infrastructure and relevant skills and training of professionals in the water sector is crucial for advancing sustainable utilization and provision of water services.

• This calls for the need to foster governments’ efforts towards supporting skills development to boost accessibility and affordability of water resources.

• To achieve this, stakeholder partnerships is crucial, particularly between training institutions and private sector.

• The Bank remains steadfast in partnering with all stakeholders to support skills development, improve water management and stimulate inclusive growth in Africa.
THANK YOU Very Much!