

Building Capacities of Operators of Water Supply and Wastewater Utilities



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Programme— GIZ EGYPT**

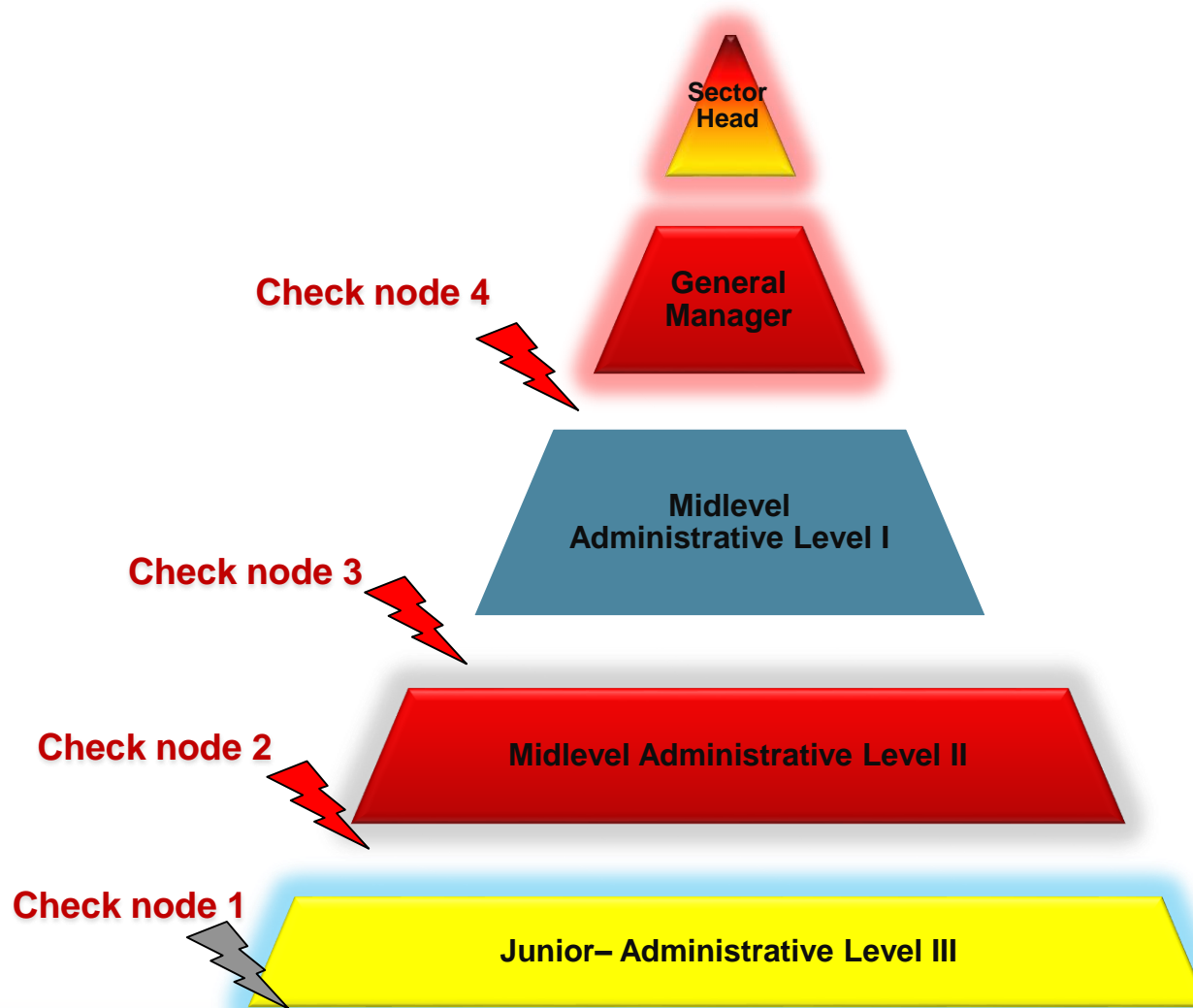
Background Water & Wastewater Sector Egypt

- More than 130.000 employees within 25 Affiliated Companies (ACs) under umbrella of Holding Company for Water & Wastewater (HCWW)
- Promotion system follows governmental Labor law based on number of years spent as a pre-requisite.
- Many donors working in the sector, each developing/ using its own training material.
- Technical schools and universities producing graduates that do not have practical qualifications

Technical Career Path

- promote a standardised training culture
- relate training to the competencies needed to perform a certain job
- assessment-based promotion system
- guarantee most qualified personnel get the promotion.

Check nodes introduced by system



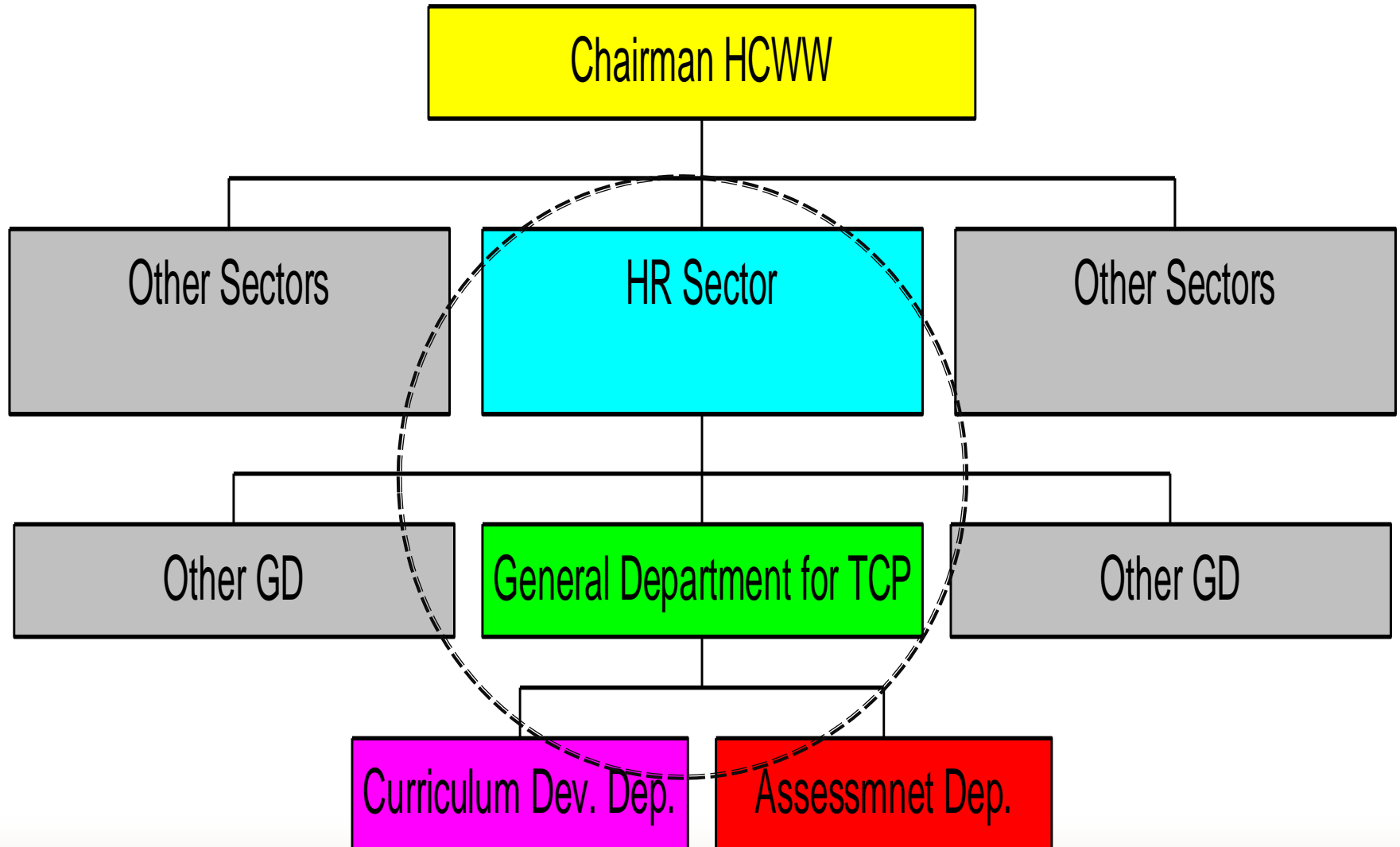
Challenge



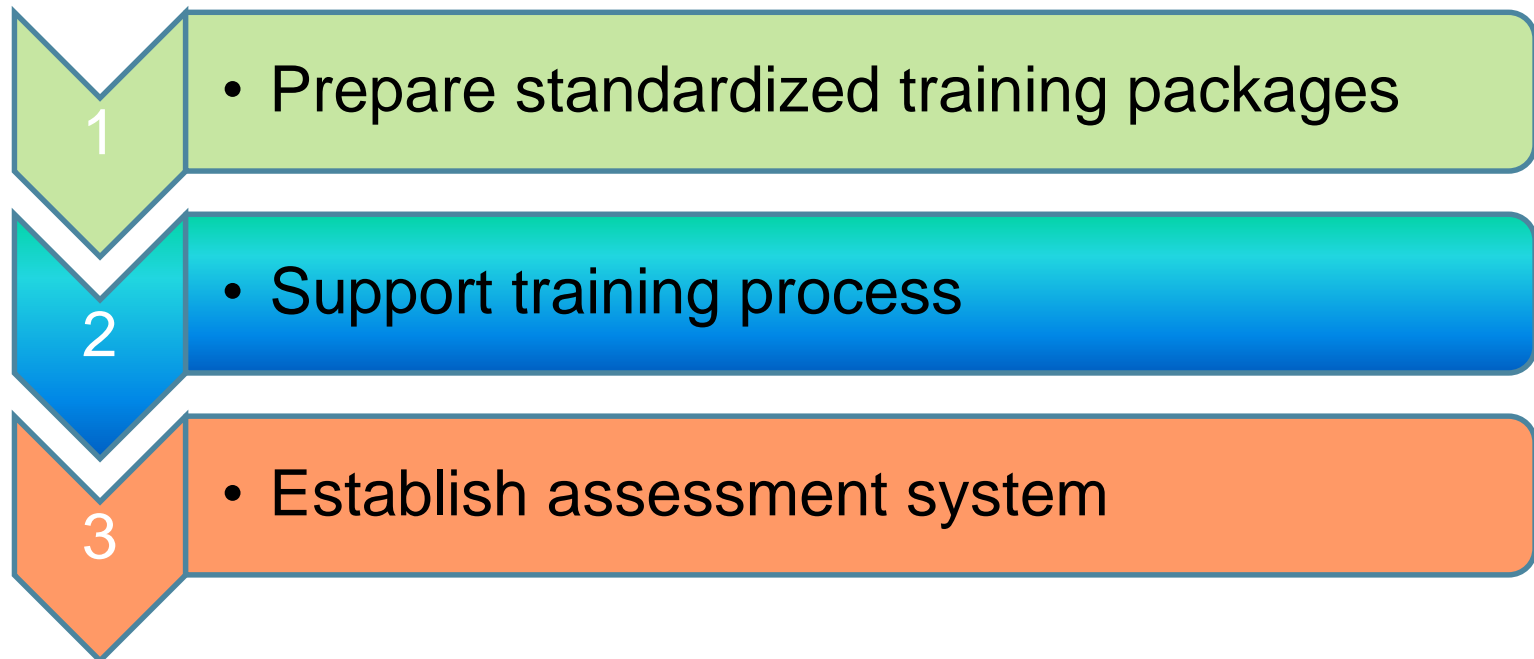
- Number of positions in the ACs - more than 81 position types for technicians and university graduates !
- First phase addressed **15** technical positions (technician, engineers & chemists) - O&M related



Establish General Department for TCP under HCWW



Main Work Areas



1

• Prepare standardized training packages

Formed working groups relevant to careers (technical staff of the ACs)

- Unify job titles and job descriptions
- Define job competencies
- Prepare Table of Contents for **each** competency.
- Prepare standardised training material packages
 - trainees manual
 - trainer's manual
 - PowerPoint presentations- videos, ...
 - Exercise book – workbook
 - Questions and Answers Bank

The process is long, exhausting , frustrating,



BUT

Let the baker bake the bread

2

- Support training process

- Identify,
- Qualify & Train of Trainers,
- Certify

trainers from the ACs

- Create Trainers' Data Base
- Support training Centers at ACs



**Build on other's experience,
and
develop your own tools
based on your local resources**



3

- Establish assessment system.

- Prepare a code of conduct for the assessment & assessors
- Identify, select and certify potential Assessors,
- Standardise the assessment process
- Define assessment locations criteria and identify assessment locations

Implementation Status



- Finalised first issue of the standardised training packages of 15 technical Career (more than 50.000 pages)
- ACs implement standardised training starting mid 2015
- Counterpart developed 7 more careers

To-Do s in the technical capacity building of water and wastewater operators in Egypt

- Support the development of better training and assessment material for technicians (simple language & more illustrations and training aids)
- Develop a culture and tools of more practical trainings and assessments
- Create a link to the vocational training system and universities in Egypt

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