

The Report of the 15th A1-HRD Meeting (held online)

The 15th A1-HRD Meeting was held online by Seoul Waterworks Authority in November 2022. Members actively exchanged information and opinions about the meeting theme “Human Resource Development”.

【Participation Organization】

[Korea] K-water Academy

Seoul Waterworks Authority (Seoul Water)

[Japan] Bureau of Waterworks, Tokyo Metropolitan Government

[Taiwan] Taiwan Water Corporation (TWC)

[Thailand] Metropolitan Waterworks Authority (MWA)

[Vietnam] Ho Chi Minh City College of Construction (HCC)

[Bangladesh] Dhaka Water Supply and Sewerage Authority (DWASA)

【Outline of Presentations】

<Theme 1>

[Human resource development for stable water supply]

● Seoul Waterworks Authority (Seoul Water)

Various HR nurturing methods related to stable water supply

• Vocational training in Seoul Waterworks

: Providing training courses by categorizing waterworks areas into 7 sectors.

• Expansion of waterworks training facilities

: Formulating a waterworks training facility that enhances actual responding capacities by realizing the same environment and conditions as the actual field.

• Contents production for S-OJT

: Producing educational video clips to hand down know-how of the existing skilled employees.

● Bureau of Waterworks, Tokyo Metropolitan Government

• Outline of the Tokyo Waterworks Bureau

• Changes and Issues Surrounding the Tokyo Waterworks Bureau

: Entering an era of population decline, concentration of replacement time due to deterioration of facilities, threat of natural disasters.

• Details of human resource development activity

: On the job training at various field, implementing hands-on training using VR.

● K-water Academy

Global knowledge sharing is essential to ensure stable water supply in developing countries.

For this reason, K-water is focusing on international education programs.

- Global knowledge sharing about HRD system

: K-water is conducting education consulting program to change developing countries' HRD system.

- Global knowledge sharing with a new format

: Also, we are doing online training in a new format to give practical help to developing countries' water management.

- Global knowledge sharing through networking

: Finally, we are promoting alumni's knowledge exchange & collaborating with other organizations to share K-water's know-how with more people.

● Ho Chi Minh City College of Construction (HCC)

HCC and the development of human resources in water and environment sector at enterprises and localities in Vietnam.

1. Vietnam is short - staffed in water sector

- Urban areas need: 80,000 workers and technicians.
- Rural areas need: 148,000 workers and technicians.
- Current HR: 10,000 workers and technicians.

2. Supporting policies from Vietnamese government

- Tuition-free Courses: Water Supply and Drainage and Drainage & Wastewater Treatment.

3. Training program at localities provided by HCC

Major: Water supply and drainage,

- Advantages: Reducing cost, On-job training, Local enterprises participate in teaching
- Disadvantages: Un-eterogeneous practical equipment, Lack of learning material resources from the college, Unprofessional learning environment

● Metropolitan Waterworks Authority (MWA)

- Best Practice in Training and Innovation Development to support plumbing installation

In order to increase essential competency and important skills of staffs, MWA has developed Data Driven Organization Project, which is under MWA Corporate Plan (2020-2022) and meets Thailand's National Strategy.

- Our development framework consists of HR Development, which contains 1) Big Data Training courses, 2) Innovation Development, 3)Expert Development course and Business Development.

- After MWA has developed staffs by mentioned framework, one of our teams could able to develop a very useful Innovation for water supply, which is called Camera Intelligence Alert (CIA). CIA has won various awards, such as Silver Medal, Taiwan Innotech Expo 2022..
- CIA's Main features:
 - Tracking and controlling a quality of plumbing installation construction.
 - Supporting the plumbing installation process, etc.

● Dhaka Water Supply and Sewerage Authority(DWASA), Bangladesh

- An introduction about WASA Act. 1996.
- Dhaka WASA mandate, vision & mission.
- An overview about the challenge faced by Dhaka WASA prior to the turnaround program (2009) and its achievements.
- Brief description about HRD departments and its activities.
- Activities of Dhaka WASA training center.
- Sustainable DMA Management including Sustainable DMA Management Tools.
- Achievements of Dhaka WASA.

<Theme 2>

[Creating work environments unrestricted by time or location]

● Taiwan Water Corporation (TWC)

- Reasons for using Construction Real-time Image Information Management System:
 1. Images on construction site being transmitted in real time, and reviewed by construction supervising personnels at all levels helping to enhance construction quality, and reduce the occurrence of occupational accidents.
 2. To strengthen supervising functions throughout the entire work on holidays or weekdays.
 3. To reduce the contractors' workload on management analysis.
- Results and Benefits:

TWC's major occupational accidents had dropped from 3 cases in 2014 to 1 case in 2021, and no cases in 2022 so far.
- Future Prospect:

5G applications and A.I. applications.

【Discussions】

●About the 16th Meeting

Bureau of Waterworks, Tokyo Metropolitan Government will host the 16th meeting.

The themes of the 16th meeting have been decided as follows.

- (1) “Human Resources Development for Enhancing Water Supply Resilience”
- (2) “Actions to Maintain a High Level of Compliance Awareness”

●About the host of the 17th Meeting

Ho Chi Minh City College of Construction will be the host of 17th meeting.

