

A1-HRD

Asian Waterworks Utilities Network of
Human Resources Development



About A1-HRD

A1-HRD, officially called Asian Waterworks Utilities Network of Human Resources Development, is an initiative launched in 2007 by the Bureau of Waterworks, Tokyo Metropolitan Government.

The initiative helps to bring waterworks utilities in Asian cities together to exchange information and know-how on personnel development, with the aim of contributing to the increase of waterworks skill levels throughout Asia.

Our abbreviated name (A1-HRD) comes from the first letter of each word (A WUN HRD). As the pronunciation of WUN is similar the number 1, we have used the abbreviated name A1-HRD. The name also includes a concept of becoming "No.1 in Asia through a personnel development network."

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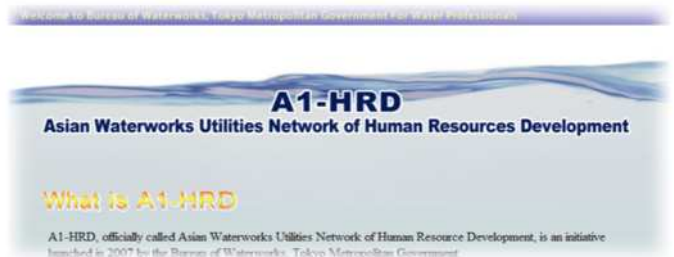
Activities

■ Information Exchange

Participating waterworks utilities can keep up to date by exchanging information related to their own personnel development, including those on initiatives and know-how, by operating websites, publishing email newsletters.

● Website

Reports of past meetings are provided on our website.



[URL]

<https://www.waterworks.metro.tokyo.lg.jp/en/g/waterprofessionals/a1hrd.html>

● Newsletter

Members get the latest news by Newsletter.



■ Meeting

Meetings are held every year to enable waterworks utilities in Asian cities to raise issues that they are facing during training and other personnel development.

Past Meetings

2008 1st (Tokyo, Japan) "Human Resources Development (HRD)"
Members verified to keep cooperating for HRD in order to develop waterworks in Asia.
2009 2nd(Seoul, Korea) "Human Resources Development (HRD)"
Latest training programs and HRD directions of each utility were presented.
2010 3rd (Taipei, Taiwan) "Human Resources Development (HRD)"
It was discussed on several matters concerning HRD such as ways to encourage the instructors.
2011 4th (Tokyo, Japan) "Assuring and Advancing Technology" It was held as a part of IWA-ASPIRE
Future management policies and the aim of network activities were discussed.
2012 5th (Kaohsiung, Taiwan) "Non-Revenue Water Management"
This was the first meeting with a technical theme.
2013 6th (Daejeon, Korea) "Expert Training Programs"
It was discussed on the ways to grow training experts, which is an issue each member is facing.
2014 7th (Bangkok, Thailand) "Activities to enhance trust of the tap water"
"Introductions of the technical excellence examples"
2015 8th (Tokyo, Japan) "Human Resources Development (HRD)"
It was the first meeting held in the Tama area in Tokyo. A1-HRD membership policy being established.
2016 9th (Seoul, Korea) "HRD to promote risk management"
"Environment-friendly water projects and HRD".
2017 10th(Taichung,Taiwan) "Water Quality Monitoring and Inspection to Ensure the Health of the Public and HRD" "Apply Information Technology to Enhance Water Supply Management and HRD"
2018 11th(Tokyo, Japan) "Policies for Allocation and Development of Human Resources Required for Waterworks Business"" Retainment and Development of International Human Resources"
2019 12th(Bangkok, Thailand) "HR transformation in the digital era"
"The collaboration of HRD and Line Manager to develop staff"
2020 13th(Online) " Water Education Programs: Enhancing on-site work capabilities through hands-on learning"" Human resources development to gain trust from customers"
2021 14th(Online) "Human resources development toward the realization of sustainable water-supply business ""The challenges and solutions for knowledge management implementation"
2022 15th(Online) "Human resources development for stable water supply"
"Creating work environments unrestricted by time or location"
2023 16th(Tokyo,Japan) "Human Resources Development for Enhancing Water Supply Resilience"
"Actions to Maintain a High Level of Compliance Awareness".
2024 17th(Seoul,Korea) "HRD in order to achieve compatibility of environmental conservation and sound business management" "Devising Human Resources Development for Digital Transformation in Waterw
2025 18th(Bangkok,Thailand) Wed. Oct. 29 - Wed. Oct.30, 2025
"Talent Management : Unleash and Utilize the Potential of Talent in Waterworks Utilities"
"Human Resource Development in Various Crisis Preparedness"

2026 19th(Tainan,Taiwan)

The Taiwan Water Corporation (TWC) will host the event in scheduled October in Taiwan.

The themes are :

- 1 AI-Driven Smart Transformation & Digital Transformation of Water Operations and Customer Service for Human Resource Development
- 2 Initiatives for Human Resorce Development to Ensure the Transfer of Technology and Strengthen Technical Capabilities

Members

Bangladesh

-Dhaka Water Supply and Sewerage Authority (DWASA)

Japan

-Bureau of Waterworks, Tokyo Metropolitan Government

Korea

-Korea Water Resources Corporation (K-water)
-Seoul Waterworks Authority

Taiwan

-Taipei Water Department (TWD)
-Taiwan Water Corporation (TWC)

Thailand

Observers

Macao

-Macao Water Supply Company

Mongolia

-Housing and Public Utilities Authority of Ulaanbaatar City
-Water Management Research Center of Mongolia (WMRC)

(In Alphabetical Order)

Contact US // A1-HRD Secretariat

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