

Building Technical Skills in Municipalities

Context?

Many urgent needs
Long term needs
Alignment with current initiatives in the Water Services Sector, etc.
National Priority Skills Task Team
Project Consolidate
But Project Consolidate does not always address WSAs & WSPs
Skills Development Team within DWAF
Some municipalities have inappropriate skills set
Some municipalities need help to identify exactly what skills set and organisations required
SETA database of accredited service providers around leaderships
Database of non-accredited service providers
WSA and WSP have different sets of needs
Municipalities aware of their own requirements, things should not be imposed on them
New municipalities have a whole range of challenges and little previous experience or structure

Opportunity

Need database of capacity-building initiatives
Need to access training providers database
Sector collaboration enables participatory planning over sector and municipal needs
DWAF can take the level in assisting municipalities voicing their common needs
WSA checklist can be used
Good experience from WSACBBP and review yield info
Huge need felt around WSP needs
The regulator can also express a need for certain skills
Possible regional support organisations to supplement specialised
Willingness to cooperate, coordinate and take action
Simplify regulatory requirements
Considerable experience from which lessons can be learnt
Some municipalities implementing best practice from which we could learn
We can also learn from the private sector
Communities can express their needs and perceptions re service delivery shortcomings
DWAF support is useful

Priorities

WSP needs
WSA needs: Section 78(3) decision, policies and bylaws, use WAS checklist
Management capacity: Official and Political
Procurement
Core engineering / technical competence
Skills retention strategies

Ways of allowing / enabling mobility and redistribution of skills
Understand available resources for capacity building / training support
Coordination of approaches
Skills audit of new / inherent organisation
Better recruitment approaches
Robust coaching and mentoring
Long-term strategy to recruit good young people to technical professions
Incentivise private sector people back into Municipalities

Strategies

Project management
Contracts management
Financial management
Provincial analysis and support system
Needs developed with municipalities
Political support for a stable employment environment in Local Government
Create incentives to perform and fully utilise skills they have gained
Acknowledge that coaching has an extra cost in money, time and delayed goals
Inculcate coaching and mentoring into normal practice
Take advantage of many offers to provide support
We need a champion with dedicated capacity
Incentive for employing students during courses
Support the separation and ring-fencing of WSPs in Municipalities