



Water supply and sanitation

Technical personnel

Tertiary education and training

RESEARCH AIMS

● Assess demand

To assess and map the skill requirements among technical personnel in water and sanitation service provision

● Factor influence

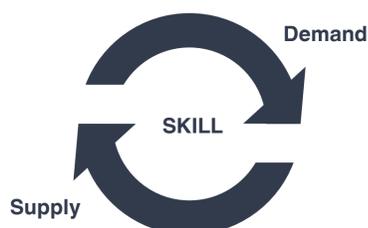
Examine how enabling and dynamic factors influence demand and supply of skill to the sector.

● Assess supply

To interrogate the alignment of tertiary education and training to skill demand for technical roles.

PROVISIONAL IMPACT

- Improved collaboration between tertiary education and the sector in teaching and skills development.



- Improved absorption and retention of competent technical personnel into the water and sanitation sector

Well Suited

A skilled and motivated workforce for the water and sanitation sector

INTRODUCTION

The need for sufficient human resources is reiterated as a priority for the water and sanitation sector. Training for skills and knowledge plays a significant role in supplying the required personnel to design, implement and maintain resilient water supply and sanitation services.

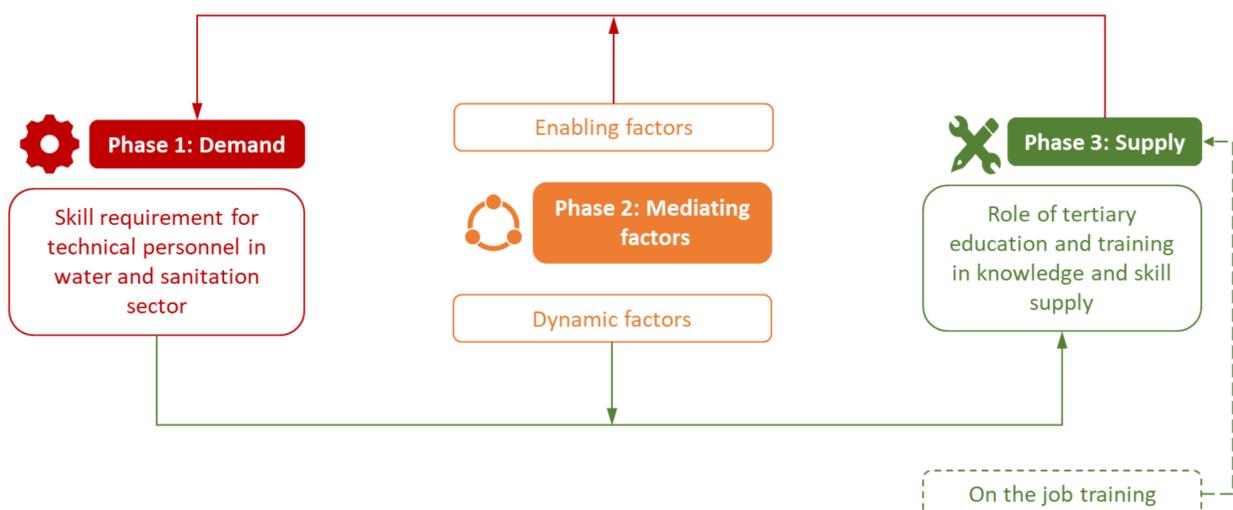
Quality focused assessments on skill demand in the sector are however needed. Understanding skill requirements can help shape education and training to equip and provide a skilled workforce.

RESEARCH APPROACH

Phase 1 | Skill Demand

2024-2026

Cross-sectional ethnographic study of technical personnel in the sector that examines a) the career progression of a recruited graduate cohort over 3 year study period b) technical personnel at different career stages



Phase 2 | Mediating factors

2024-2026

The interaction of mediating factors (e.g technological innovations, recruitment, remuneration, job location) with demand and supply is observed throughout the ethnographic study phases.

Phase 3 | Skill supply

2024-2026

Proposes to use an adapted framework from the Accreditation of Higher Education Programmes (AHEP) system to assess the input and alignment of tertiary education and training supply to skill demand.