



**An Roinn Tithíochta,
Pleanála agus Rialtais Áitiúil**
Department of Housing,
Planning and Local Government



Building workplace skills in a changing climate

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What's Driving the Changing Climate

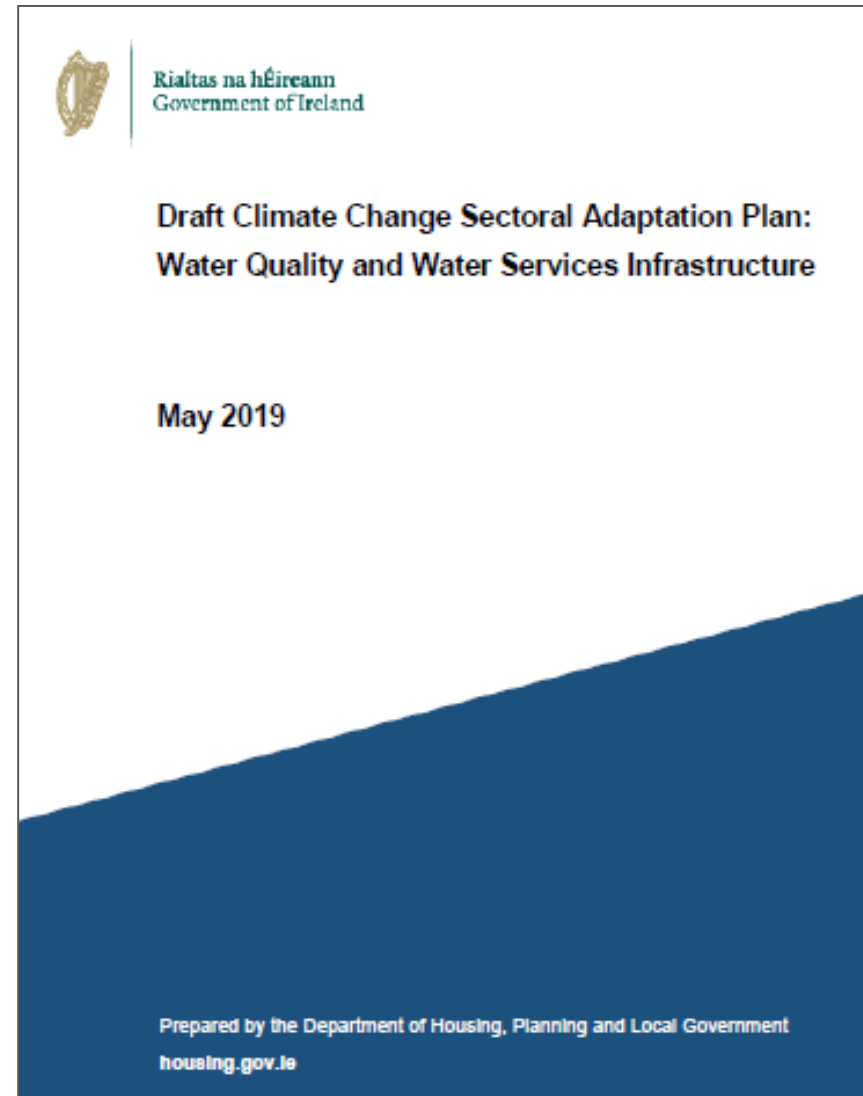
- Demographic Shift & Changing Expectations
- Technological Transformation
- Resource Scarcity & Climate Change



Future Skills



“Utility staff training and training for operators is implicit for all adaptive capacity. “



How can we prepare?



Develop a competency framework to provide a common language and clear direction



Provide a variety of training channels to suit different learners



Support the sharing of knowledge across the industry

What is a Competency Framework?

- Defines the core knowledge and skills required for each role in an organisation
- Provides transparency and clarity around the fundamental requirements, behaviours, skills and knowledge and supports development & mobility

*Provides a
Common
Language*

*Standardises
Training
Programmes*

*Promotes
Best Practice*

*Supports
Training &
Development*

*Supports
Staff Mobility*

What does it look like?



Behavioural Competencies



Professional Competencies



Technical Competencies



R.I.S.E
(Regulation, Induction, Safety, Essentials)

How It Supports Training Development



Energy Management

Leakage Management



Widen the Training Channels



Widen the delivery channels to attract & retain the best, across the industry



Knowledge Sharing



Creating pathways
for knowledge
sharing &
collaboration

Training Delivery

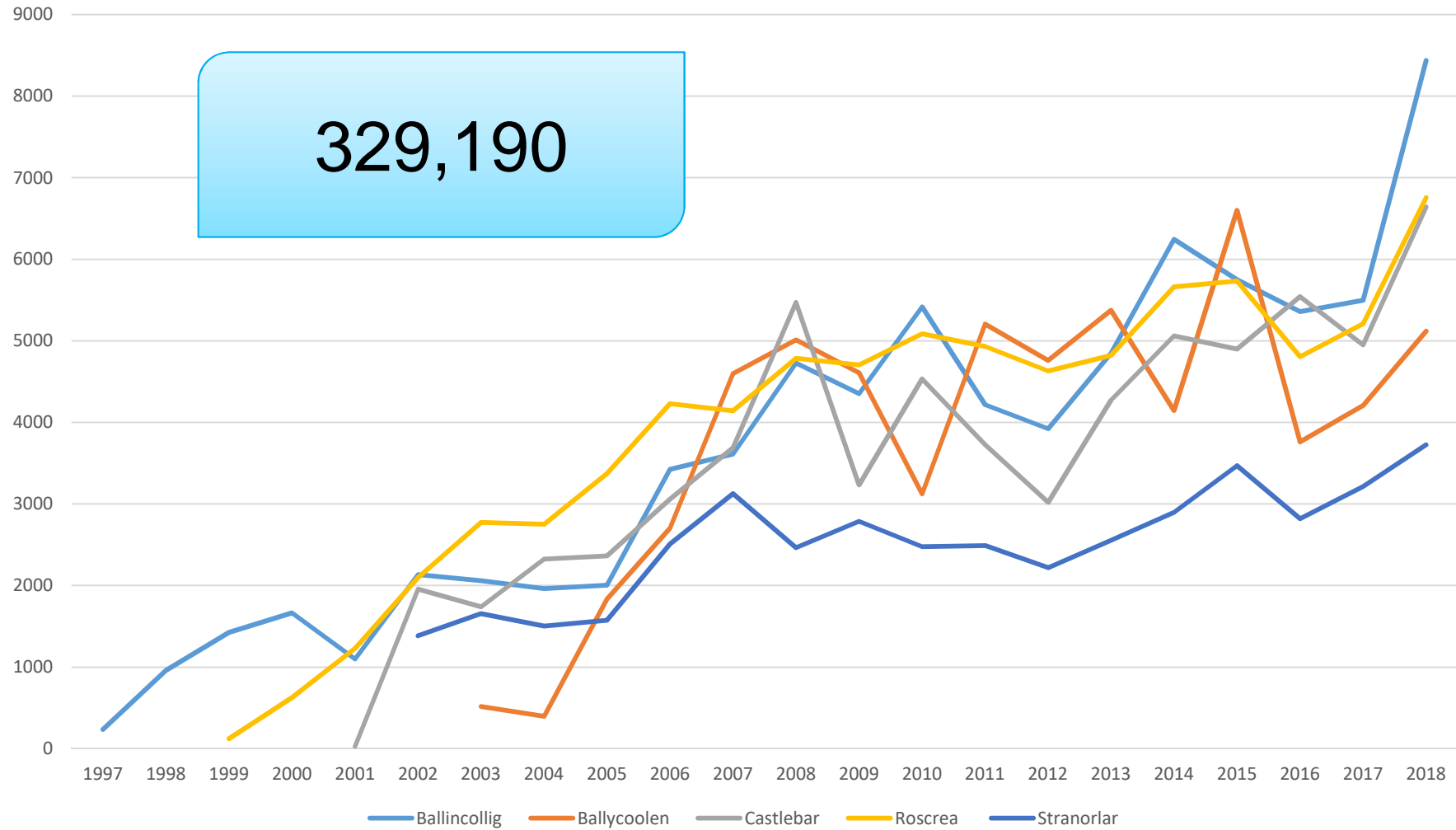
LASNTG



- A Local Authority Shared Service, established in 1994
- Roads, Water, Environment and Fire Training Group
- Design, Develop and Deliver Training
- QQI Approved Training Body
- 5 Regional Training Centres



Person Training Days to Date



Collaboration with Third Level Institutes



Collaboration between LASNTG, IT Sligo DTTAS and Irish Water lead to the development of Level 6 and Level 9 (Masters) Postgraduate Courses for the Roads and Water Sector which have been running since 2014

LEVEL 9 MASTERS (SLIGO)

- Engineers and Scientists (Level 8) Entry
- Online
- Dissertation

Post Graduate Diploma and Master of Science in Water Services Management

UISCE, in collaboration with Irish Water and the Local Authority Services National Training Group, provides the highest level of education. This is made possible by the Post Graduate Diploma and Master of Science in Water Services Management. This unique world-first has been developed on a part-time basis to address the increasing and demanding needs of professionals in the water and wastewater sectors.

Available to Engineers, Scientists and cognate Level 8 Degree professional grades in Local Authorities, Irish Water and Private Sector Water and Wastewater organisations. Approved Local Authority and Irish Water employees will have their fees fully funded to undertake these programmes.

Course Description:

This course will prepare participants with the knowledge, skills and competences required for success in management of water and wastewater services.

In Stage 1, the focus is on developing a greater understanding of the management of people and organisations, project planning and implementation, and the legal and planning framework relevant to the water sector in Ireland.

In Stage 2, the focus is on water sector specific specialist topics on contracts and procurement, the integration of management systems, data analysis and information management, strategic management, standard and innovative processes and technologies and asset management and resilience.

Stage 3 involves the completion of a Dissertation on a specialist research topic of your choice relating to a relevant aspect of water, wastewater or a management issue.

Entry Requirements:

2nd Class Honours (2.2) Level 8 degree in Engineering, Science or cognate professional area or equivalent.

To apply please write to Irish Water:

Contact: Ms. Sinéad McGinley, Learning & Development Manager, Human Resources
Phone: +353 (0) 1 89 02007
Email: scg@irishwater.ie

To apply please write to Local Authorities:

Contact: Mr. Tom Kirby, Secretary of IASNTG
Phone: +353 (0) 505 26088
Email: mk@iasntg.com

Application forms can be found on Local Authorities' or Irish Water's:

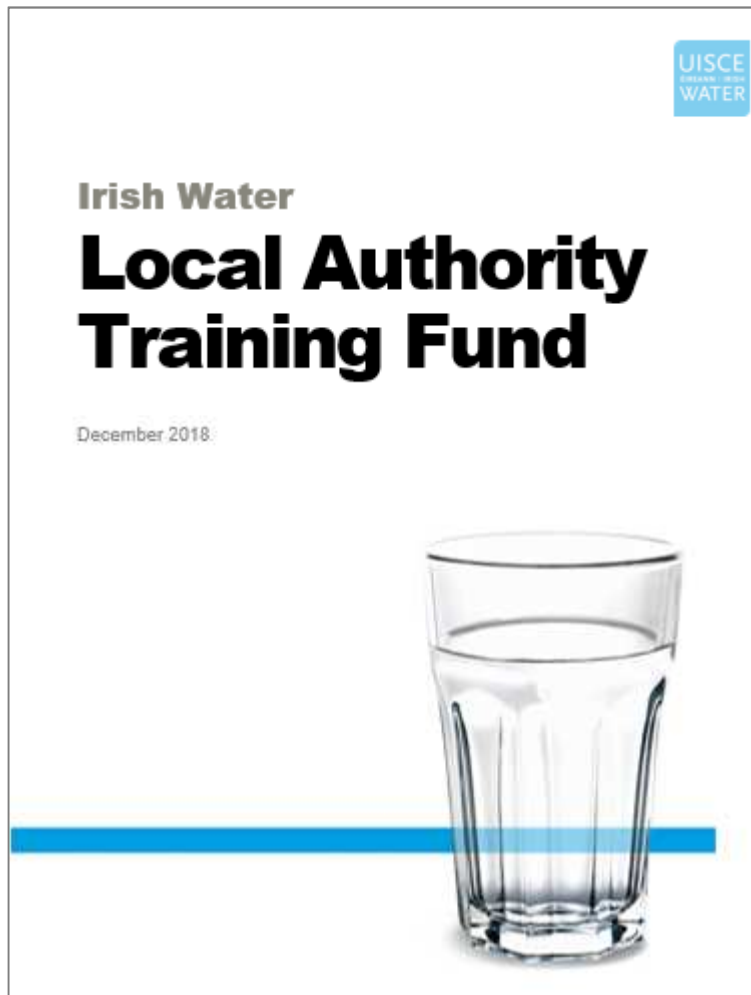
Contact: Admissions, IT Sligo
Phone: +353 (0) 71 931 8031
Email: admissions@it-sligo.ie

Water and Wastewater Level 6

- Leaving Cert (Level 5) Entry
- Online
- Better uptake required for Wastewater Treatment course

Certificate in Wastewater Treatment Operations

Module Title	Stage	Credits	Total Credits in Certificate	Minimum Assessment %	Exam %	Qualification
Introduction to Wastewater Treatment Operations	1	5	5/20	100	0	Certificate in Wastewater Treatment Operations (Level 6)
Water and Wastewater Treatment	1	5	10/20	100	0	
Wastewater Quality and Treatment Requirements	1	5	15/20	100	0	
Introduction to Wastewater Treatment Operations	2	5	20/20	80	20	
Water Management	2	5	25/20	80	20	
Water Quality	2	5	30/20	100	0	
Introduction to Wastewater Treatment	3	5	35/20	80	20	
Wastewater Treatment Operations	3	5	40/20	80	20	
Wastewater Treatment Operations	4	5	45/20	80	20	
Wastewater Treatment Operations	4	5	50/20	80	20	

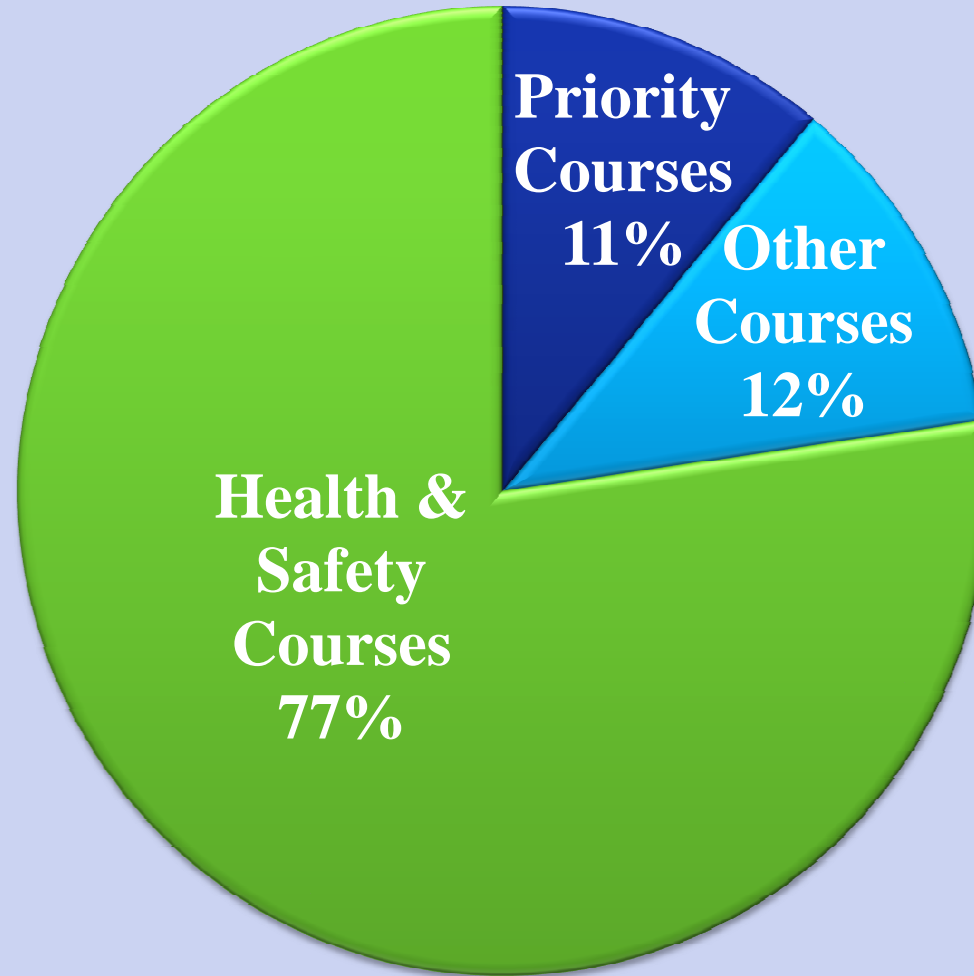


- €1.5M annual training fund from Irish Water
- Includes Health and Safety training
- Separate funding for courseware development and administration

Irish Water Priority Courses



COURSE TYPES



KEY HEALTH AND SAFETY COURSES

- Temporary Traffic Management
- CSCS Signing, Lighting & Guarding at Roadworks
- Managing Openings in Public Roads



MANAGING OPENINGS IN PUBLIC ROADS



- Circular RW 5/2017
- Deadline extended to 1st May 2020 (subject to approved submission)
- Road Opening & Reinstatement – Basic and Advanced (Certifiers)
- Applies to all Water (incl. group schemes) Services & Roads Crews, Utilities, Private Contractors
- Initially 2 per crew (1 backup) basic plus 1 per crew advanced - budgetary and logistics constraints

TEMPORARY TRAFFIC MANAGEMENT



- Traffic Signs Manual, updated Aug 2019 required courseware revisions
- Temporary Traffic Management Planning and Design (Engineers and Technicians)
- CSCS Signing Lighting and Guarding (up to 6000 for refresher training (2 day) by June 2020)
- All cardholders to be retrained on a priority basis

Thank you