

2024 DANUBE WATER FORUM

RIDING THE WAVE

Creative ways to engage and grow talent
Compania Apa Brasov as an example

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Content:

Current state

Key drivers and Challenges

Approaches to attract young talents

Current state of water workforce

To address these challenges and make progress in achieving universal access to water and sanitation, the water sector needs people

THE WATER SECTOR FACES DEEP WORKFORCE SUSTAINABILITY ISSUES

1 BRAIN DRAIN

Ageing workforce eligible to retirement



In the US, **30-50%** of the water sectors' workforce retire in the next **10 years**.

Low capacity to compete with other sectors



2 SKILLS MISMATCH

between job functions and people's competences

New technologies and emerging challenges demand:



- Training and professional development
- New skills
- Improved access to courses in tertiary education
- Reorientation of curricula

3 UNDER-RESOURCED

Limited capacity and finance to attract and retain professionals



There is limited data available on human resources capacity in the water and sanitation sectors, but an IWA's assessment in 10 countries reveals that there aren't enough skilled water professionals to attain SDG6.

4 LACK OF DIVERSITY

Women professionals are underrepresented



17% of the workforce in these 10 countries*



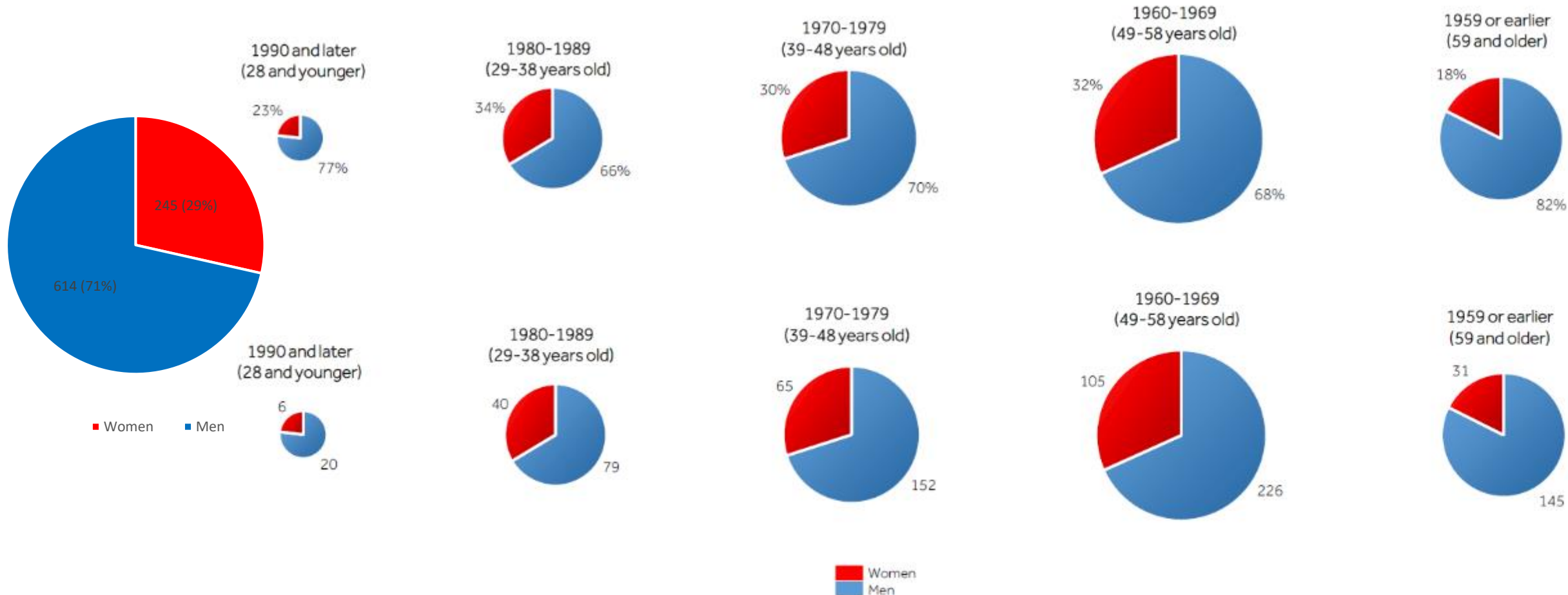
EDGE GENDER AND AGE DIAGNOSTIC

World Bank Danube Project

Brasov Water Company, Tirana Water Utility,
and Prishtina Regional Water Company

November 2018

Staff structure on age and gender



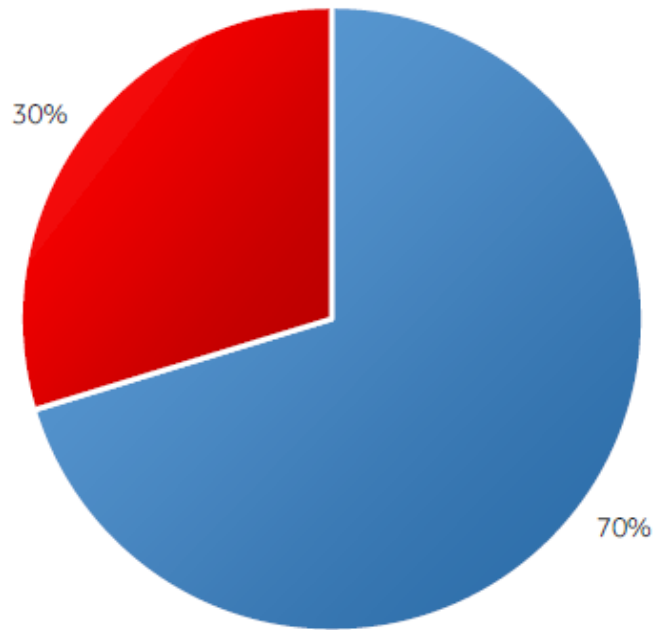
29% women | 17% under 38 years | 58% over 49 years

Career transitions and gender balance by level of responsibility

Operational



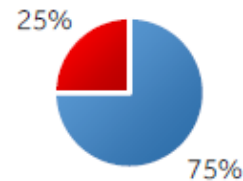
Other employees



junior



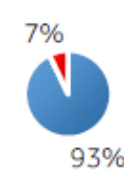
Employees with higher education who have staff in subordination, Technicians with subordinate staff, Foreman with subordinate staff



middle



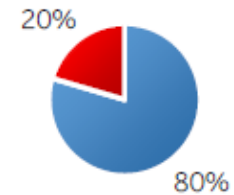
Shift manager, Area manager, and Compartment coordinator



upper



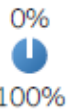
Chief of service, Workshop chief, Chief of the sector, Chief of office, Laboratory chief



top



Line directors



= New hire
 = Exit
 = Promotion
 = Stay in same position or lateral move

Women
 Men

Women more likely than men to make this transition
 Women and men equally likely to make this transition
 Men more likely than women to make this transition
 No transitions

Key drivers will transform the water workforce

- water is moving from linear to circular economy
- the technology is advancing exponential e.g.
 - satellite flooding monitoring or water loss search;
 - the Advanced Metering Infrastructure
 - blockchain and digital twins

**We need different workforce qualifications and
re-modelling the operational processes**

Challenges that confront the water workforce in addressing the drivers

- no strategy addressing lack of skills
- difficulty of the process
- lack of finance and expertise
- management reluctance
- people's resistance
- labour legislation and trade unions

Approaches to innovate the water workforce

- innovative recruitment
- improving the pay system
- training support
- carrier opportunities
- adapting the work program

Danube Water Partnership

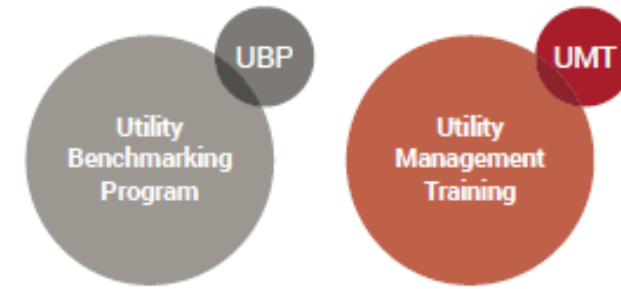


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The Danube Learning Partnership is supported by



Foundation Programs



Technical Programs



Implementation Programs



FIGURE 4: DANUBE LEARNING PARTNERSHIP OFFERED PROGRAMS

Why Flexwork?

- Work when we are most productive
- Work when and where we have fewer distractions
- Avoid peak commute times and/or reduce commute times
- Reduce work life conflicts and stress
- Maintain operations during disaster situations
- Enhance our employee value proposition
- Reduce our environmental footprint



Ensure the socially just and equitable outcome of workforce transitions

Water is about people, including our workforce.

- proper framework for re-qualification:
- communication
- financial support
- recognition, expressed in the
 - better work conditions
 - better pay

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Thank You!

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