

***Sharing the Water, Sharing the Responsibility:
Reducing Costs Through Regional Standardized
Employee Certification and Training***

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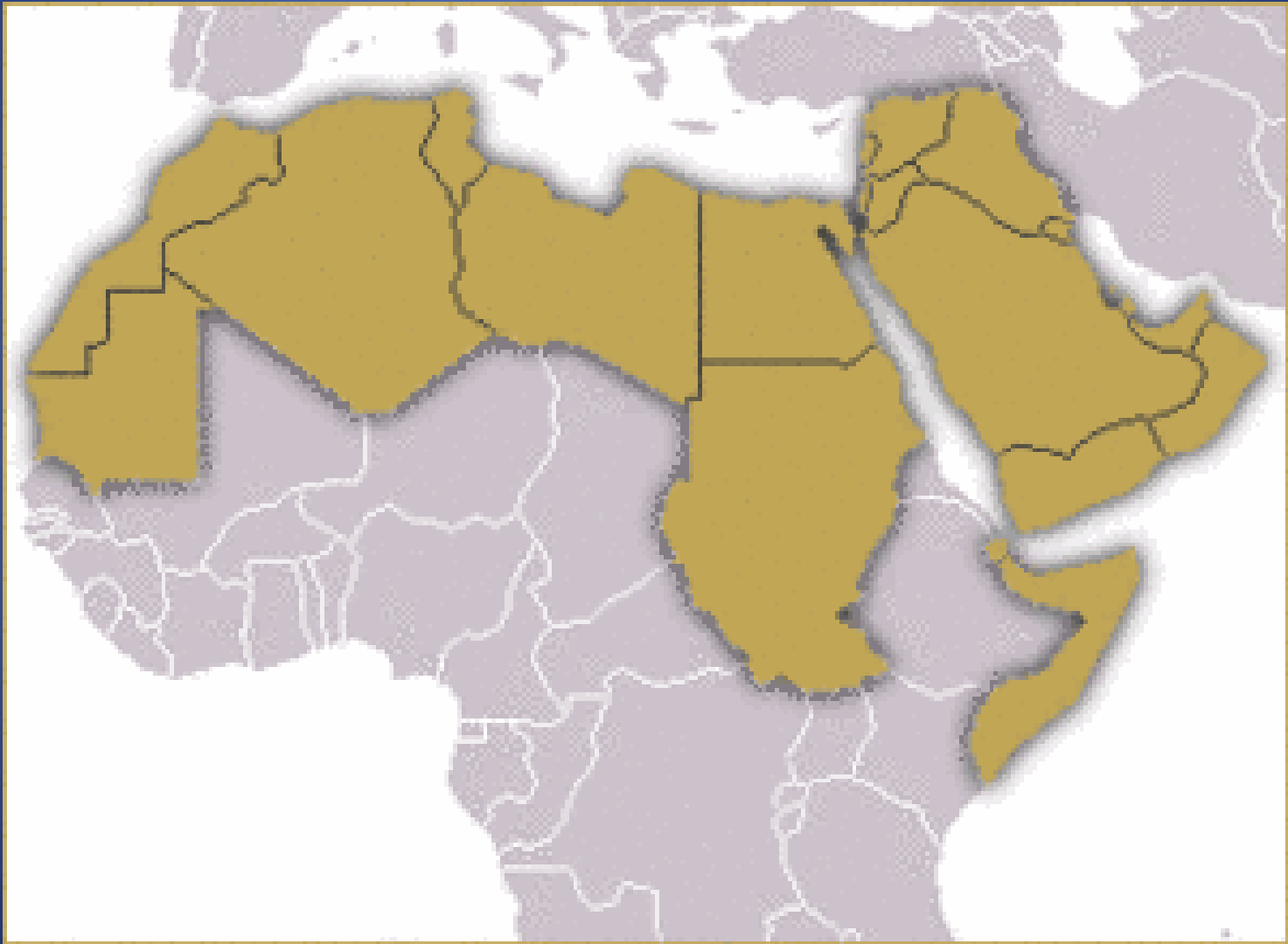
Management & Training Corporation

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Shared Water



First Water Treaty 2500 BCE



Mikhail Gorbachev



“...it is the lack of a suitable international legal framework for resolving the global water crisis that presents such a huge stumbling block to the solution of this problem”

FUNDING WATER AND SANITATION SERVICES



World Bank 2010 current active WSS portfolio
\$10.7 billion



Kuwait Fund 2008 disbursements
\$ 1.394 billion



USAID budget request
\$774 million



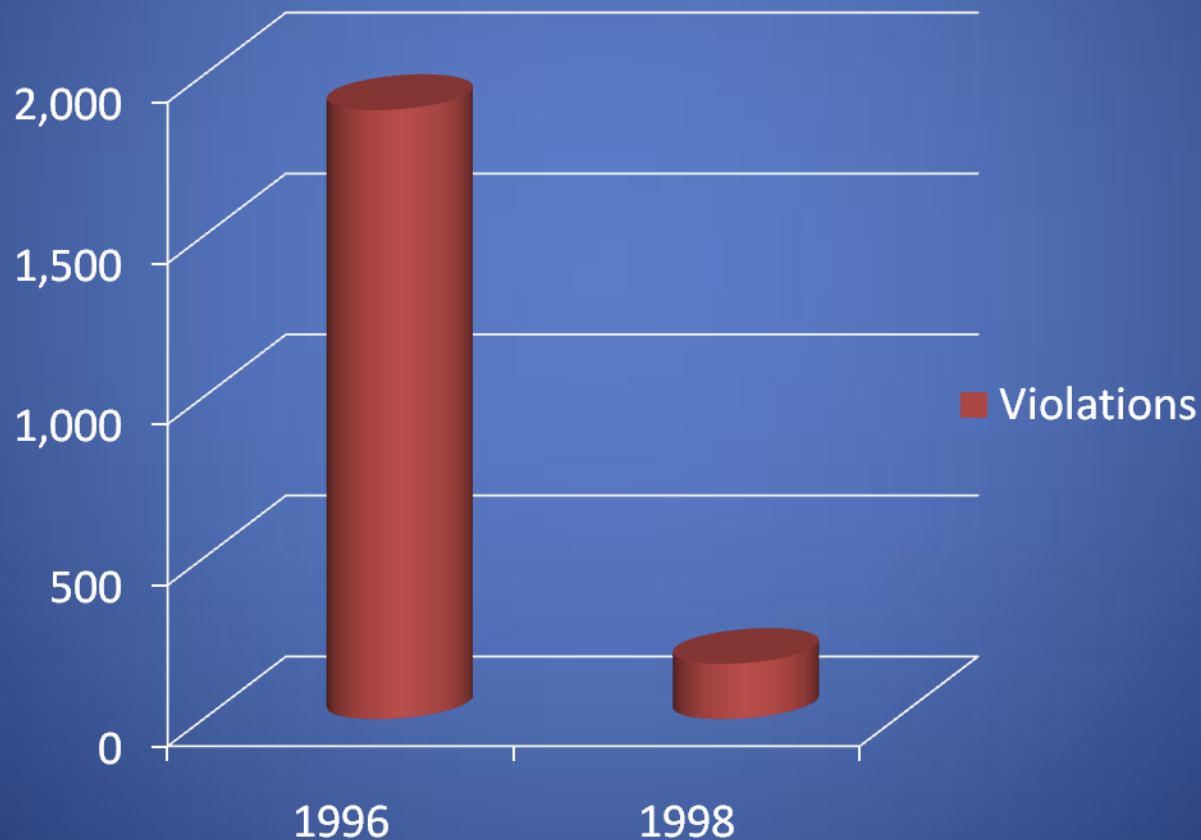
ADB 2010 WSS disbursements
\$2.5 Billion

Why Legislate Training and Certification?

- **Regulations:**
 - Requires consistency in face of political and economic change
 - Requires compliance – penalize non-compliance
 - Standardizes protocols
 - Sets personnel competency standards
 - Ensures sustainability

Operator Training and Certification Works

Delaware's Example



Operator Training and Certification Works

BENEFITS OF A TRAINED WORKFORCE

- Perform their work confidently
- More committed to the job
- Recognize changing conditions
- Take corrective action
- Reduce non-compliance
- Reduce the possibility of fines

Operator Training and Certification Works

FACILITY BENEFITS

- Properly operated and maintained equipment:
 - Suffers less downtime for repair – SAVES MONEY
 - Has a longer operational longevity – SAVES MONEY
 - Reduces non-compliance frequency and potential fines – SAVES MONEY



ACWUA'S ROLE

- **Develop standard operating and maintenance protocols**
- **Provide guidance to stakeholders**
Governments, industry, academia, NGOs, consumers, media, social services
- **Lead multilateral adoption of legislation and regulations**
- **Establish training centers**

Effective Training For Stability

Keys to economic security in the 21st century



Preparation



New skill requirements



Continuous life-long learning

Appropriate Training Framework: MTC



Relevant

Flexible

Effective and Efficient

Accessible

Sustainable

Who should Provide Training?

- Collaboration among:
 - ACWUA
 - NGOS
 - Specialized Training Providers
 - Institutions
 - Expert and Experienced holistic engineering firms
 - Industries

Linking Training, Certificate, and Jobs



The MTC Training Design Model

- Specify training objectives with industry input to identify skill sets and accreditation requirements
- Assess training development needs
- Specify the criteria for selecting participants
- Develop the curricula, pedagogy and training materials
- Select delivery mode, deliver training and measure outcomes
- Arrange follow-up to the training

Measuring Training: Job Corps Training Achievement Record (TAR)

- TARs for 90 Occupations in 9 career clusters
- Able to measure levels of proficiency in skill sets
- Allows for evaluation from trainer, employer and student
- Ensures universal skills of all graduates and aligns with industry certification and standards
- Open entry-open exit learning in and out of the classroom
- In 2010, added “green”, environmental skill sets

Sustainable Training for A Cleaner Environment

- **Demand driven:** collaboration with the industries, communities and countries it serves;
- **Flexible:** responds to changing technologies, markets and regulatory or political environments;
- **Effective:** incorporates continuous improvement practices based on a robust monitoring and evaluation program to insure high quality.
- **Linked:** strong partnerships with stakeholders and employs a “train the trainer” approach so that training becomes embedded in the community

Andrew Natsios, former USAID Administrator



“Effective training prepares participants to be workers in a modern economic system. It gives them the skills they need to function successfully in their chosen profession today, and enables them to be life-long learners, able to respond to the challenges of an increasingly integrated global economy. Management & Training Corporation’s training methodology provides participants with a firm technical foundation as well as preparing them to assume responsible positions of community leadership. MTC’s international training is:

- *Demand driven: developed with the close collaboration of the businesses, communities and countries it serves;*
- *Flexible: responds to changing technologies, markets and regulatory or political environments;*
- *Effective: incorporates continuous improvement practices based on a robust monitoring and evaluation program to insure high quality.*
- *Linked: develops strong partnerships with stakeholders and employs a “train the trainer” approach so that training becomes embedded in the community”*

Thank you شكرا

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