



Towards Human Capital Agenda for the European Water Sector

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Inter-Project Coaching/ 23 September 2020

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

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Strengthening of master curricula in water resources management for the Western Balkans HEIs and stakeholders
Project number: 597888-EPP-1-2018-1-RS-EPPKA2-CBHE-JP



Co-funded by the Erasmus+ Programme of the European Union

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Skills Alliance for Industrial Symbiosis (SAIS) –
A Cross-sectoral Blueprint for a Sustainable Process Industry (SPIRE)
Co-funded by the Erasmus+ Programme
612429-EPP-1-2019-1-DE-EPPKA2-SSA-B

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Why is Water Europe there?

- Water Europe is the **voice and promoter of water-related RTD and innovation in Europe.**
- Recognized by the EC **European Technology Platform for Water**
- **Mission:**
 - ✓ Improve **coordination and collaboration** in the water sector and water using sectors in EU and beyond;
 - ✓ Enhance **performance** of the European water sector and water using sectors;
 - ✓ Contribute to solving **societal challenges** through RTD&I.
- **Water Europe Strategy:**
 - ✓ Water Europe Water Vision: The Value of Water
 - ✓ Services to members



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Water-Smart Society

- a society in which the **true value of water** is recognised and realised, and
- all available water sources are managed in such a way that **water scarcity and pollution of groundwater are avoided.**
- Water and resource loops are largely closed to foster a **circular economy** and optimal resource efficiency,
- while the water system is **resilient against the impact of climate change** events.

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Water Europe Programmes



COLLABORATION PROGRAMME

The Water Europe Collaboration programme allows our members to network and collaborate along the water value chain to address the water challenges and shape successful project consortia.

Water Knowledge Europe



ADVOCACY PROGRAMME

The Water Europe Advocacy Programme is all about making sure that the value of water for our society is reflected in European policies and funding programmes.

Water Innovation Europe



MARKET PROGRAMME

The Water Europe Innovation Programme enables our members to bring their research results and innovative solutions to the market in Europe and beyond.

Water Market Europe



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Challenges on the Human Capital Agenda

- Climate change
- New technologies
- Digitalization, big data and cyber threats
- Working in Silos
- Low position on policy agenda

- Fragmented & Small Organizations
- Low employer branding. (Lack of competing assets: money, conservative, unknown)
- Lack of ambitious career opportunities
- Conservative and older workforce

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Working Group Human Capital

- Founded June 2019, Water Europe
- Create sensitivity within the water sector to the human factor at European level.
- Positioning the European water sector as a reference in this domain by the definition of a common agenda, creating possibilities and its level of expertise.

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Working Group Human Capital

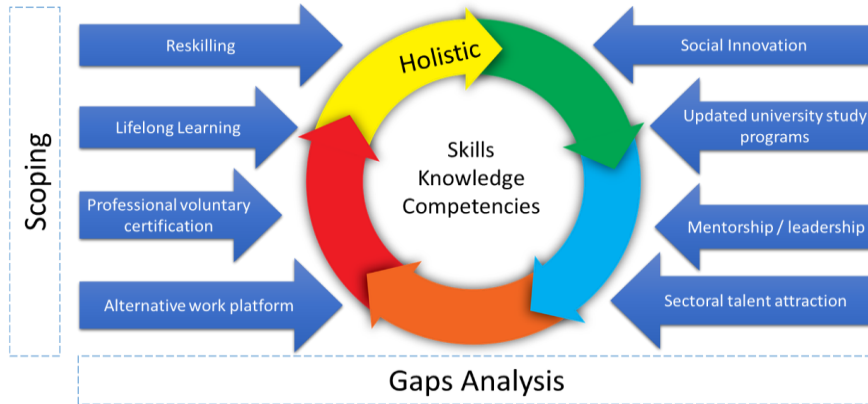
- **Create more insight knowledge, collaborations programmes** to ensure a future prove workforce for the water sector.
- **Support and accelerate** the innovative water sector with te creation of a human capital agenda.
- This WG will **collect the knowledge and will set up and supports collaborations** on human capital to support the technical innovations and the creation of a water smart society.

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Sustainable Human Capital Agenda for the Water Sector *(concept draft)*



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Project Water Europe : EJWP1

Identify challenges and good practices of Human Capital Within the European Water sector.

June 2019-Sept 2019

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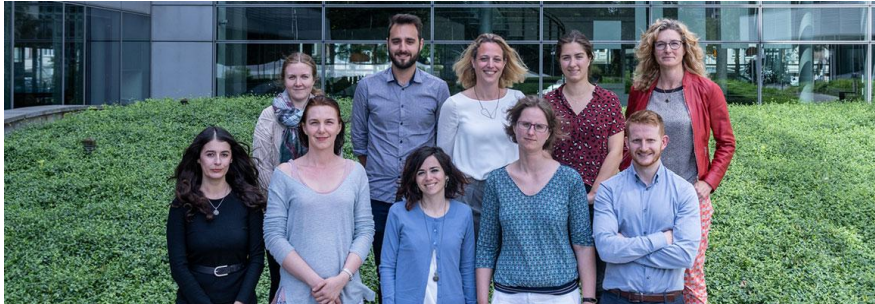
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KickOff June 2019: Project EJWP1

The European Junior Water Programme offers the **next generation** a unique opportunity to boost their career in European water management.

A two-year top programme for networking, transferring knowledge and the necessary soft skills to work together in Europe.



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Identify challenges and good practices of Human Capital
Within the European Water sector.

Client: Water Europe, WGHC

Participants: Water Europe (BE), Water Footprint Implementation
(NL), Isle Utilities (IT), Technical University Kosice (SK), Aqua Alarm
(NO), Water Board Delfland (NL), De Watergroep (BE), Welsh Water
(UK)

Period: June- September 2019

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Objectives and Limits

- **Collaboration between:** EJWP and WE
- **Date:** From June to September 2019
- **Aim:** mapping exercise with identification of good practices
- **Deliverable:** living document



How do we define Human Capital ?

"The knowledge, skills, competencies and attributes embodied in individuals that facilitate the creation of personal, social and economic well-being".

[Keeley, B \(2007\) Human Capital: How what you know shapes your life, chapter 2.](#)



4 Categories:

- general overview,
- education,
- demography
- indirect investment



Limits: project period, number of replies and confusion of Human Capital with Human Resources



General Overview

3 main remarks:

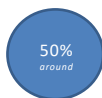
- A fragmented sector
- Lack of data at EU level on human capital
- Weakness of EU institutions on this matter

From our respondents:

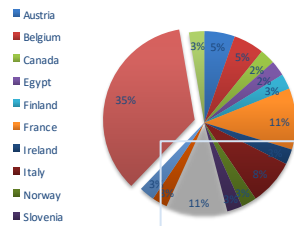
Have a HC policy considered



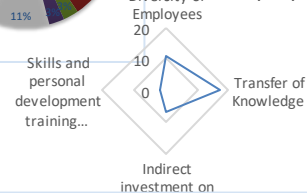
Don't have but



Respondents per country



Which aspects are included in the developed human capital policy



«RESAVER is a multi-employer occupational pension solution for research organisations in Europe and their employees. It enables employees to stay with the same pension plan when moving between different countries or employers».

This programme aims to facilitate increasing the stock of knowledge in Europe and encourage the knowledge transfer between the member and associate states by removing the pension scheme and insurance barriers for R&D&I European carriers.

Education



3 main remarks:

- Water is intertwined with many other different topics (agri, energy etc)
- Needs of large diversity skills
- EU stakeholders deal with water in a nexus

From our respondents:

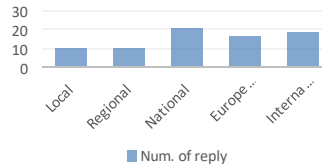


Participate in programs to transfer knowledge on a local, national, European and/or international level



Respondents consider that acquisition of the desired skills can be obtained through participation in educational programs

At which level are you participating in programmes to transfer knowledge ?



The National Water Trainee Program gives young professionals after graduation a start in their career. Young professionals can start this 2-year program, while working for an organization in the water sector such as a waterboard, municipality, drinking water company, consultancy or a research institute.

During this 2-year program, the trainees work 4 days at their organization in the water sector and the fifth day is reserved for education. During this education day, trainees work together on a project for an (other) organization in the water sector, or they jointly have a training on personal development. The program is developed in such a way that after successfully finishing the program, young professionals can profile themselves as broadly oriented, self-managing water professionals based on personal leadership and the acquired knowledge and skills.

Demography



3 main remarks:

- Different challenges for Europe : aging population, gender gap
- Already some *ad hoc* policy implemented

From our respondents:



Consider diversity as important for their company

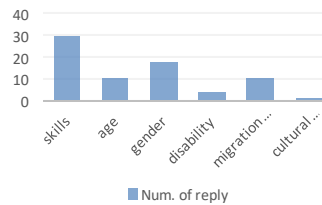


Participate in youth programmes



Consider diversity of skills as key for their company

Which type of diversity is the most important for you?



The EU Prize for Women Innovators was created by the European Union to award women who created a company which successfully brought an innovation to market. The three award criteria are : breakthrough innovation, impact and inspiration for other.

The EU institutions created this prize because they consider that: "Women are underrepresented in terms of creating innovative enterprises. This is untapped potential for Europe, which needs to optimise all available resources to remain competitive and find solutions to our societal challenges. This award recognises the role of women in bringing about game-changing innovations to market and honours the outstanding achievements of female entrepreneurs running innovative companies".

Indirect Investment



3 main remarks:

- Few water-related authorities elected in Europe
- Diversity of consideration of citizens' involvement
- Majority of stakeholders participate in water-related public activities



The 21% mostly coming from the Netherlands where there is an election process for the water authorities.

From our respondents:

21
%
around

Consider that citizens have high impact on their activities

Extremely high contrast!

99
%
around

Organise or co-organize public activities

Created in 1992 by the United Nations General Assembly, the **World Water Day** aims to focus on water-related challenges and learn more about the importance of freshwater for our society, each 22 March. It is also an opportunity to promote sustainable management to tackle climate change and water scarcity.

This day is an indirect investment on our people to better understand the Value of Water and the creation of a Water Smart Society. It contributes to develop human capital of each nation. Each year the programme is based on the annual UN Water Report which highlights specific challenges <https://en.unesco.org/commemorations/waterday>. The Value of Water expresses the importance of water for our society at large, including enabling all our economic activities societal functions related to health and well-being, as well as the (potential) economic value of resources (nutrients, chemicals, metals, minerals) and energy embedded in our water streams.



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Fase 2: Kick Off SPIRE-SAIS



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Year 2: WGHC

- Action Plan WGHC

- Launch EJWP2
- Look to creating new opportunities to gain knowledge on the Human Capital Agenda's in each region
- Look and connect with new networks
- Support new collaborations to improve skills development in the water sector
- Set up a project proposal for a BluePrint for the Human Capital of Water



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