

# GAPS IN SKILLS, TRAINING AND PROFESSIONAL DEVELOPMENT

## PROJECT SCOPE

- Assess and map water industry gaps in skills, training, professional development.
- Identify regional gaps in availability of training package courses and fill them.

This project should have a strong focus on evidence based information and advice. Accordingly the findings and outcomes should be based on empirical data and thorough, transparent consultation with key stakeholders. The work should be guided by a Steering Group who will provide advice, information and support. This Steering Group composition to be drawn from stakeholders in the WICD Industry Reference Committee.

## **TASK 1**

Assessment of current and future skills demand:

- Profile current workforce (audit of skills, qualifications, formal and informal training) using a survey instrument.
- Identify current and future critical skills/competencies in accordance with the direction of the industry, competition from other industries for similar skill demands e.g. regulation, certification etc through research and interviews.
- Analysis of current/future skill demand:
- Develop an overview of key trends and developments impacting on the future supply of skills.
- Identifying Skill Gaps and Priorities:
- Compare the predicted demand and the projected supply.
- Identify existing/emerging areas of skills shortage and the quantum of these shortages.
- Determine which skills shortages are the most critical.

## **TASK 2**

Assessment of current and future training and professional development requirements:

- Survey industry for all current training and professional development (both internal and external) and aggregate.
- Identify current and future training and professional development requirements in accordance with the direction of the industry and identify priorities.

For more information on this project, please contact:

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Identify Gaps and Priorities:

Compare what is on offer with what is required for the future, by state, by regional and urban and quantum.