

# Intra Water Industry Secondments

## **PROJECT SCOPE**

To create guidelines for the development and implementation of secondments and exchanges across the water industry.

## **BACKGROUND**

Water Industry Capacity Development (WICD) has been created to provide national coordination of and access to water-related training and professional development to ensure that necessary skills are available to meet the water industry's future needs. To achieve this, a number of projects have been identified. This project focuses around development of secondment opportunities across the water industry at a national and international level.

Across the water industry there is a desire for secondments as a way to build the capability of staff. With a tight labour market and shortage of particular skill sets in various areas across the industry there is a need to identify development opportunities for staff that serve to attract and retain them to the industry as a whole.

This project will provide opportunities for the development of all staff through job mobility via mechanisms such as: secondments, job exchanges, special projects, higher duties opportunities, and internships, in accordance with the relevant agreement across industry.

Developing staff across the water industry through a secondment/exchange program will provide the industry with an additional benefit that cannot be offered by individual organisations. It will also ensure that the industry employment brand that is currently being developed as a separate project, will have a further dimension to its offerings and be a source to attract high quality candidates to a career path within the water industry.

A coordinated approach to secondments and exchanges across this industry has not been carried out previously and hence this project aims to develop simple guidelines and mechanisms for organisations to participate in this program both across Australia and internationally.

## **OBJECTIVES**

1. Create a set of guidelines to enable intra water industry secondment opportunities to enhance career development.
2. Create tools and materials to assist member organisations to implement intra industry secondments.

For more information on this project, please contact:

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