



WSAA Skills Shortages Project

Mark Wilkin

Manager - Human Resources

Goulburn Valley Water

WHY?

Critical requirement identified by both WSAA and WICD to better understand the extent of the skills shortage in the urban water industry through identifying:

- Current workforce skills and demographic profile of the urban water industry as it is now.
- Characterise the existing and future skills needs & shortages due to varying factors.

WHO?

- WSAA
 - Obtained funding for comprehensive Skills Shortages National Review

- Steering Committee Formed

- Project Submissions received - InfoHRM appointed as Project Manager

- Project meeting held 13/9

WHAT?

TWO KEY COMPONENTS

- **PART 1: SENIOR STAKEHOLDER SURVEY**
- **PART 2: HR DATA REPORTING SURVEY**

WHERE TO?

- Senior Stakeholder Surveys were due 5/10 (approx 15 responses to COB 10/10)
- HR Data Surveys Due 19/10
- Steering Committee Meeting – 30/10
- Final Report to WSAA Board approx 12/11

WHAT DID I FIND.....

LIMITATIONS

- Timeframes
- Not all exact answers and “dart” throwing

POSITIVES

- Federal Government showing a genuine concern regarding the Water Industry
- The most comprehensive review to be undertaken for the Industry