

# WATER ASSOCIATION MEETING

*“Mission, Vision, Challenge, Priority”*

COUNTRY ASSOCIATION PRESENTATION

## Spearheading Competent Workforce in Malaysia

**Date** : 10 November 2016 (Thursday)

**Time** : 9.30am - 12.00 pm

**Location** : Kyoto International Community House



**JAPAN WATER WORKS ASSOCIATION**



**MALAYSIAN WATER ASSOCIATION**

### CONTENT

- Introduction
- Proposed Institutional Set-up
- Industry Workforce
- Organisational Framework
- Certification Flowchart
- Conclusion

## INTRODUCTION

- ❑ Malaysian Water Association had formed a company to undertake training and competency certification, Malaysian Water Academy (MyWA)
- ❑ This program is intended to be undertaken by MyWA
- ❑ MyWa has been doing training and certification recognised by National Water Services Commission (SPAN), the Regulator for the water industry.
- ❑ MWA as a non-Governmental organisation (NGO) is active in collaborating with the Government and industry to embrace best practices in the industry
- ❑ MWA has been active in the restructuring of the Water Industry as it has taken active role in the formulation of the two new water acts , Act 654 SPAN dan Act 655 WSIA.
- ❑ MWA is anticipating to be appointed by Malaysian Department of Skills Development as the Industry Lead Body (ILB) for the water industry this year

## INTRODUCTION

### ❑ Malaysia Water Academy (MyWA) Board of Directors

#### **Government representatives (KeTTHA):**

- ❑ Hj Sutekno Ahmadbelon
- ❑ Ir Noor Azhari Zainal Abidin
- ❑ Dato' Ir Mohd Akhir Mohd Jiwa

#### **MWA representatives:**

- ❑ Ir Syed Mohamad Adnan Al Habsyi
- ❑ Dato' Ir Abdul Kadir Mohd Din
- ❑ Ir V Subramaniam

- ❑ **MyWA address** – Level 2 & 3, No 24, Jalan Sri Hartamas 8, Taman Sri Hartamas, KL
- ❑ **CEO** – Ir Lee Koon Yew (Group ED)
- ❑ **No of staffs** - 7

# INTRODUCTION

- ❑ The new WSIA (Act 655) stipulated the requirement of competent personnel in the water industry
- ❑ Training in water industry had been quiet for some time after the privatisation of national training institute of Public Utilities Department (IKRAM) in 1995. IKRAM is today an institution of higher learning, known as KLIUC
- ❑ Training are mostly in-house by operators except limited training done by MWA (thorough MyWA), PWSA, CIDB and other small private HR training providers
- ❑ Enforcement of training requirement has not been in place and has affected on the demand for training
- ❑ With the appointment of MWA as ILB by Department of Skill Development and concurrent regulation by SPAN, the demand for competency training and competency certification is expected to increase steeply

# PROPOSED INSTITUTIONAL SET-UP



## INDUSTRY WORKFORCE

### Water Operators

- Management 741
- Executive 1,893
- Non exec 15,075
- Meter Reading 1,708
  
- Total 19,419

### Sewerage Operator (IWK)

- STP 1,433
- Network 279
- Desludging 423
- Ops & Planning 989
- Lab 282
  
- Total 3,406

### Govt/Contractors/Consultants/Other operators \*

- Estimate 15,000

\* Estimate of workforce that needed training/competency

**GROSS TOTAL 38,000**

## INDUSTRY WORKFORCE

### Targeted Competency Certification of Skilled Workers

3 year target 2017 - 2019 : 3,000

2017 : 700

2018 : 1,000

2019 : 1,300

Strategy to adopt :

- Fast track
- Single Tier
- Using regulatory framework

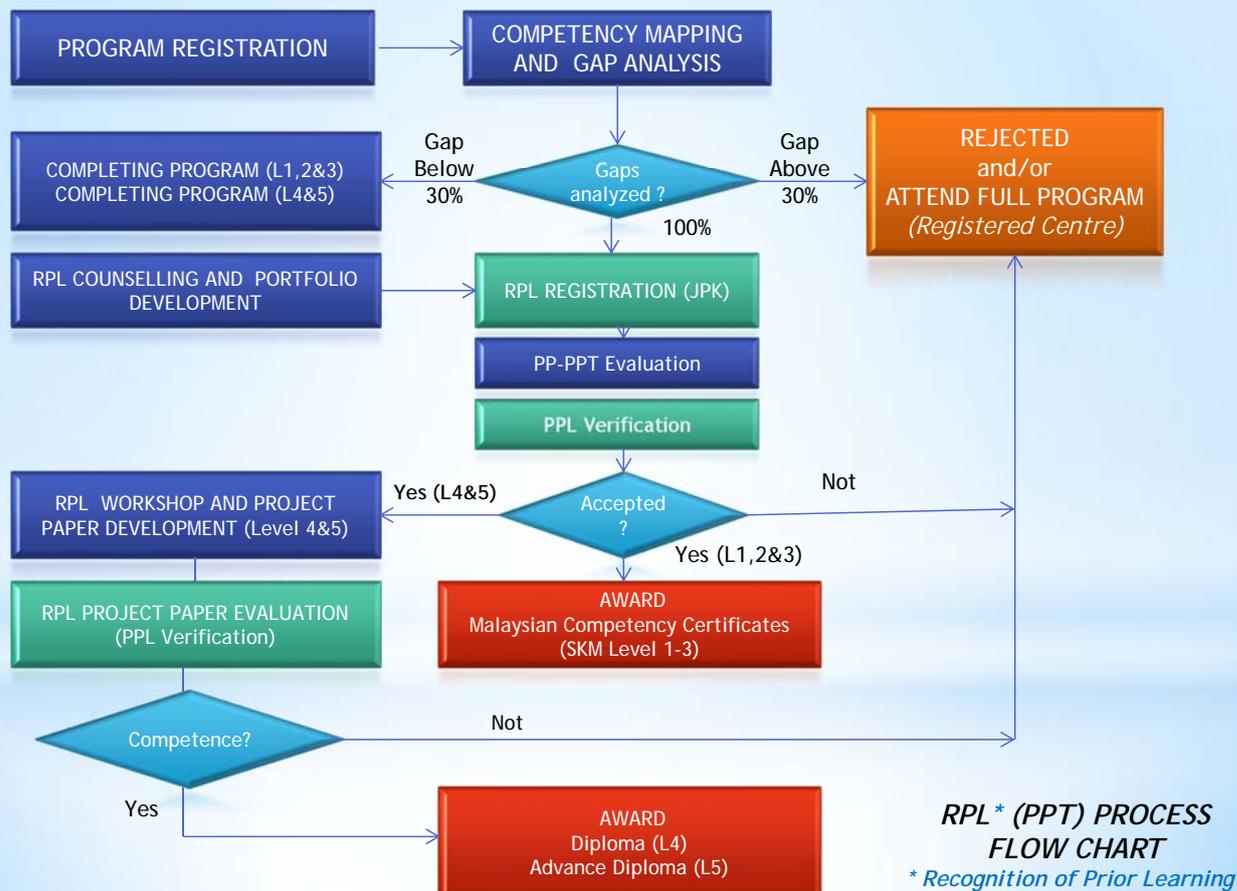
# OCCUPATIONAL FRAMEWORK

SECTOR	WATER SERVICES (42)					
SUB SECTOR	WATER SUPPLY (25)					
Job Area	Water Resource	Water Treatment			Water Distribution	
Sub Job Area		Maintenance	Operator	Laboratory	Instrumentation	Operation
Level 5	Water Resource Manager	Water Treatment Plant Manager			Water Distribution Manager	
Level 4	Water Resource Executive	Facility Executive	Water Treatment Plant Executive	Chemist	Water Distribution Instrumentation Executive	Water Distribution Executive
Level 3	Water Resource Senior Technician	Facility Senior Technician	Water Treatment Plant Senior Technician	Quality Assurance Senior Technician	Water Distribution Instrumentation Senior Technician	Water Distribution Operation Senior Technician
Level 2	Water Resource Technician	Facility Technician	Water Treatment Plant Technician	Lab Assistant Technician	Water Distribution Instrumentation Technician	Water Distribution Technician
Level 1	-	Handyman	Water Treatment Plant Operator	Water Sampler	-	Fitter

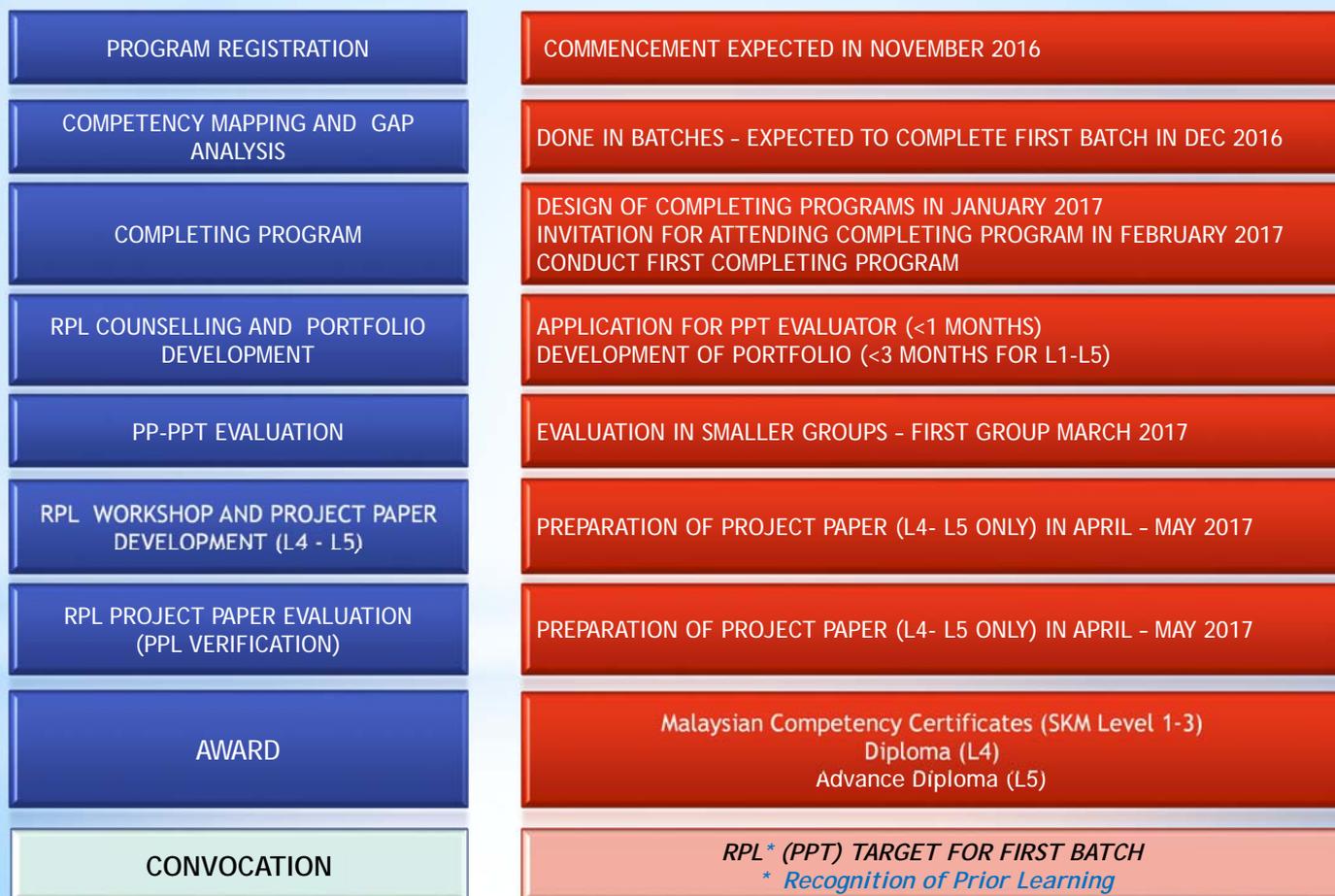
# OCCUPATIONAL FRAMEWORK

SECTOR	WATER SERVICES (42)					
SUB SECTOR	SEWERAGE (17)					
JOB AREA	PLANNING AND DESIGN			OPERATION AND MAINTENANCE		
	TREATMENT	NETWORK	DESLUDGING	TREATMENT	NETWORK	DESLUDGING
LEVEL 5	Planning And Design Manager			Treatment Manager	Network Manager	Desludging Manager
LEVEL 4	Planning And Design Engineer			Treatment Engineer	Network Engineer	Desludging Executive
LEVEL 3	Not Applicable			Treatment Supervisor	Network Supervisor	Desludging Supervisor
LEVEL 2				Treatment Technician	Network Technician	Desludging Surveyor
LEVEL 1				Treatment Operator	Network Operator	Desludging Operator

# CERTIFICATION FLOWCHART



# CERTIFICATION FLOWCHART



## CONCLUSION

- ❑ MWA will undertake to focus on both competency training and competency certification for the water industry
- ❑ MWA is ready to take the role of industry lead body for competency certification
- ❑ MWA to continue providing the platform for promoting best practices and technology advancement in the industry
- ❑ MWA will promote competency certification based on the Malaysian Occupational Skill Standards in the industry
- ❑ MWA will produce first batch of Competent Personnel in June 2017
- ❑ MWA target to certify 3,000 workers in next three years

# THANK YOU



**JAPAN WATER WORKS ASSOCIATION**

MALAYSIAN WATER ASSOCIATION