

Extrait du OIEau - IOWater - OIAgua [en cours]

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Algeria : Training of staffs in charge of the National Water Plan (NWP)

- IOWater - Training -

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(The News N° 21 - January 2011)

With financing from the European Union, the Algerian Ministry of Water Resources entrusted the SOFRECO, Grontmij / Carl Bro - Progress - IOWater group with updating the National Water Plan for Algeria (NWP). IOWater is responsible for the training component which has concerned members of the Project Planning Unit (PPU) of the Directorate of Studies and Hydraulic Engineering, i.e. 9 engineers and 2 computer scientists and the 15 representatives of "Focal Points", the NWP's partners in the organizations supervised by the Ministry :

- The 5 departments of the central administration ;
- The 5 River Basin Agencies (ABH) ;
- The 5 Decentralized Agencies and Offices : "ANRH", "ANBT", "ONID", "ONA" and "ADE".

IOWater's experts developed a training strategy to meet the needs of the NWP which was implemented in the form of a targeted program :

1 - Basic training held in Algeria in the form of 10 workshops combining the input of new knowledge and learning skills in all key areas for controlling the NWP and its operation, such as :

- Computer tools (ArcGIS geographic information, operation of the Mike
- Basin software, data administration) ;
- Technical knowledge : assessing groundwater, rainfall-runoff simulation
- model ;
- Law and water institutions in Algeria, water demand for agriculture, financial analysis techniques.

2 - Additional training in France :

- on "advanced" techniques in computing : Modeling a decision-making information system, designing and implementing a data warehouse and using UML 2.0 language. These courses were organized in CEGOS and EGILIA LEARNING,
- on project and data management at

3 - Technical visits to French planning departments providing an opening to very specific aspects of planning such as the European Water Framework Directive, cost recovery, service governance, intake protection... The group could meet with key organizations operating in the planning sector : Loire-Brittany Water Agency, Bureau of Geological and Mining Research (BRGM), Department of Observation and Statistics of the Ministry of Ecology, Loire River Public Body, National Agency for Water and Aquatic Environments (ONEMA). The conclusions were drawn at the French Ministry of Ecology in Paris with the Directorate of Water and Biodiversity.

Training needs of the staff of the water sector

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For better facing the major challenges as regards the mobilization of water resources to meet an increasing demand resulting from the demographic growth and economic and social development of the country, the Algerian **Ministry of Water Resources (MRE)** developed an ambitious strategy for the modernization of the water sector, including, in particular, a significant component for building the staff's professional abilities in the sector.

In order to improve the effectiveness of its training system, the "MRE" launched a study in 2008 on the 3 following components :

- Assessment of the staff's training needs in the water sector,
- Analysis of the current offer of the national training system,
- Drafting of the terms of reference for a multi-year training plan.

This study, entrusted to the International Office for Water, was supported by the French Development Agency (AFD).

In May 2009, a feedback Workshop allowed presenting a set of recommendations for revising and modernizing the strategy on its human resources management. Six large actions were identified :

1. Drafting of a "**Professional Training Charter**", specifying the new orientations for staff training in the water sector and specifying the means for its recognition (qualification, certification or enabling).
2. Reorganization of the National Institute for Infrastructure Development (INPE), with the modification of its statutes and the creation of an office in Algiers. It was proposed that "INPE" takes charge of a "**Professional Water Information System**" focusing its training offer on Management and Work Control. This reorganization would be consolidated by the creation of partnerships for excellence with higher education institutes.
3. Increasing the means in educational engineering to better structure and build the capacities of the sector in human resources management.
4. Implementation of a large training of trainers program, to create a "pool" of permanent trainers in the various fields required by the strategy for modernization of the sector (work control, project management, management of services, etc).
5. Formulation of a multi-year program of technical assistance to the "INPE" in order to support its new assignments.
6. Modernization of HRD communication and of continuing training in the Ministry : creation of websites on the training activities of the sector, development of new training methods (e-learning - e-training), electronic catalogue, etc.

On the basis of these proposals, the "MRE" launched a survey, during the summer of 2009, on the measures needed for creating a School on the Management of Public Water and Sanitation Utilities.