

The 11th Meeting Held in Tokyo

The 11th Meeting, hosted by the Tokyo Waterworks bureau and held in Tokyo, was a great success thanks to the cooperation of the participating members. At the meeting, the members had lively discussions about how to vitalize the A1-HRD. We expect further development of A1-HRD in the future.

【Participating organizations】

Korea : Korea Water Resources Corporation (K-water)

The Office of Waterworks, Seoul Metropolitan Government

Taiwan : Taiwan Water Corporation (TWC)

Thailand : Metropolitan Waterworks Authority, Bangkok Thailand (MWA)

Japan : Bureau of Waterworks, Tokyo Metropolitan Government

Mongol:Water Management Research Center (WMRC)

Opening speech by the Director General

With the information exchange and training experiences provided through this network, we have promoted mutual interaction and established closer relationships. These meetings are very important occasions for us to sit around a table together and exchange opinions.

Introduction of the History of Tokyo Waterworks by the Senior Director

This year marks 120 years since the Tokyo Waterworks was established as a modern waterworks.

In 1898, the Tokyo Waterworks were turned into a modernized system that employed iron pipes, pumps, and meters. That enabled the landfill of Edo Bay or Tokyo Bay, facilitating the development of the Tokyo Waterfront Subcenter from the late 1980s until today. The venue for the meeting is located at the center of the area where the Tokyo Big Sight also stands and at which the IWA World Water Conference is being held. We are able to hold the meeting at that particular venue thanks to the development of waterworks, which underlines my sense of appreciation.

【Outline of Presentations】

● Bureau of Waterworks, Tokyo Metropolitan Government

Policies for Allocation and Development of Human Resources Required for Waterworks Business

- In March this year, the Tokyo Waterworks Human Resources Retainment and Development Policy was formulated.
- Kind of human resources required: That have overall practical management ability backed by onsite experience and also the ability to flexibly cope with a variety of situations onsite.
- The bureau will strive to achieve business operation sustainable into the future, for the next 50 or even 100 years, through the firm retainment and aggressive development of human resources.

● Bureau of Waterworks, Tokyo Metropolitan Government

Retainment and Development of International Human Resources

- Qualities required for international human resources include an international perspective, understanding of other cultures, English skills and the ability to get things done.
- Human resources have been developed through overseas projects, international conferences, and a series of training courses.
- Hands-on training was implemented to prepare for the IWA World Water Conference as it was to be held in Tokyo this year.

● Office of Waterworks, Seoul Metropolitan Government

Development Policies Required for Waterworks Business

- The passing on of technical skills is critical as approximately 38% of 1,850 officials are over 55 years old as of 2018.
- A variety of training programs were presented, including hands-on training in preparation for power outages, training for water supply and water quality monitoring systems, and hands-on training for water supply services.
- The office aims to enhance training specialized according to the work of each official.

● Taiwan Water Corporation

Policies for Allocation and Development of Human Resources Required for Waterworks Business

- Officials are recruited in a transparent process and employed on the basis of test results.
- Testing includes writing tests, oral tests, special skill tests, and physical tests.
- Newly hired officials have six months of training, including five months of OJT.
- Approximately 30 senior officials are slated to receive 140 hours of training for management strategies, leadership, etc. approximately once every two years.

●Metropolitan Waterworks Authority

Human Resources Development for Fostering a Global Mindset

- A TOEIC score of at least 500 points is a prerequisite for the employment of new officials.
- The English Training for International Conferences was presented. The five-day training course for 20 young officials is designed to help them learn how to give presentations in English etc.
- Training for the third language is also conducted, featuring Japanese and Chinese.

●K-water

Overview of the Water Supply Operation Center and Human Resources Development at the Center

- The Professional Course training was presented. It is a rigorous training that can be completed by only approximately 10 people each year, providing practical content, such as proposals of solutions for business challenges and hands-on training overseas.
- In the International Training Program, officials act as lecturers to provide education for overseas waterworks utilities.
- In Junior Global, officials with work experience of less than 10 years visit overseas organizations.

○Water Management Research Center (participated as observer)

Policies for Allocation and Development of Human Resources Required for Waterworks Business

- Challenges facing Mongolian waterworks utilities were presented.
- Many officials lack adequate skills due to insufficiencies in training.
- The center aims to establish a training center where they can learn technologies, and develop their knowledge and expertise.

【Discussions】

• Themes of the 12th Meeting

The themes of the 12th Meeting have been decided as follows:

- 1) Changeover in Human Resources Development in Conjunction with IT Technology Evolution
- 2) Collaboration between Human Resources Development Department and Line Managers for Developing Officials

• The city that is to host the 13th Meeting

K-water has been selected as the host for the meeting.



Meeting place



Presentation



Group photo



Discussion



Souvenir exchange



experience practical training



IWA Exhibition



Tokyo Water Science Museum



IWA Business Forum