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NEPAD Networks of Centre of Excellence in Water Sciences PHASE II

A C E W A T E R 2 p r o j e c t 2 0 1 6 - 2 0 1 9

HUMAN CAPACITY DEVELOPMENT COMPONENT

Deliverable 1: Draft Progress Report



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LIST OF ACRONYMS

AMCOST	:	African Ministers' Council on Science & Technology
AMCOW	:	African Ministers' Council on Water
AUC	:	African Union Commission
CoE	:	Centres of Excellence
DBSA	:	Development Bank of Southern Africa
GWPSA	:	Global Water Partnership Southern Africa
HCD	:	Human Capacity Development
IA	:	Implementing Agency
IUCN	:	International Union for the Conservation of Nature
IWRM	:	Integrated Water Resources Management
M&E	:	Monitoring & Evaluation
MS	:	Member State
MTR	:	Mid Term Review
NEPAD	:	New Partnership for Africa's Development
RBO	:	River Basin Organisation
RC	:	Regional Consultant
RIDMP	:	Regional Infrastructure Development Master Plan
RISDP	:	Regional Indicative Strategic Development Plan
RSAP	:	SADC Regional Strategic Action Plan on Integrated Water Resources Development and Management
SADC	:	Southern African Development Community
SHCDP	:	SADC Strategic Human Capacity Development Plan (2014-2020)
SADC-WD	:	SADC - Water Division
SANWATCE	:	Southern African Network of Water Centres of Excellence
SDGs	:	Sustainable Development Goals
SIWI	:	Stockholm International Water Institute
UNESCO-IHP:		United Nations Educational, Scientific and Cultural Organization International Hydrological Programme
WACDEP	:	Water Climate and Development Programme (AMCOW-GWP)
WARFSA	:	The Water Research Fund for Southern Africa

1. INTRODUCTION

1.1 Background

The NEPAD-SANWATCE is implementing a project titled 'NEPAD African Network of Centres of Excellence on Water Sciences and Technology (phase II)' (ACEWater2) with support from the UNESCO-IHP. The project supports the implementation of the African Water Ministers' declaration urging the AUC and NEPAD Centres of Excellence to develop a "Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector" at national level in the Centres of Excellence countries.

Building on the experience and working arrangement among the Centres of Excellence in southern Africa, the University of Stellenbosch through the NEPAD-SANWATCE Secretariat is coordinating the Human Capacity Development (HCD) Component in five countries in the region hosting CoE. These countries include Botswana, Malawi, Mozambique, South Africa and Zambia. In each country, the programme will be prepared in close consultation with all key water related stakeholders. The Centre(s) of Excellence in the country, in partnership with national IHP committees will coordinate the preparation of the programme.

The purpose of this report is provide feedback on the progress the HCD Component of the ACEWater2 project made since it initiated in the latter part of 2016, to June 2017.

1.2 Project aim

The HCD component aims to support the preparation of national strategies on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa (Botswana, Malawi, Mozambique, South Africa and Zambia), including an implementation plan framework together with a monitoring and evaluation (M&E) framework

1.3 Project objective

The objective of this component is to establish a national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE Countries from Southern Africa. Specifically, this part of the component see to;

1. Support the CoE at national level in five countries in identifying needs and defining priorities with national governments through a multi-stakeholder participative approach

Activities

- Study on sector needs at national level including consultation of national partners and stakeholders
- Organisation and implementation of national dialogue for capacity building in the water sector with all stakeholders and partners: Defining priorities from the needs.
- Designing and Validation of a national strategy for capacity building in the water sector
- Organisation and facilitation of a national validation workshop

2. Define an implementation framework together with an M&E framework

Activities

- Identification of priorities for the implementation framework with partners and stakeholders in the framework of the national dialogue for capacity building in the water sector
- Design of a national implementation framework for capacity building in the water sector
- Identification, Formulation and Validation of the M&E framework with partners and stakeholders in the framework of the national dialogue including sector indicators
- Organization and facilitation of a national validation workshop

1.4 Methodology

In order to conduct the above activities, the component is divided into 4 core activities. These include (i) regional inception workshop; (ii) national scoping studies; (iii) national dialogues; (iv) national validation workshops and (v) regional feedback meeting. This report covers 2 activities namely the regional inception workshop and national scoping studies.

Regional Consultative Workshop

In preparation for the workshop, initial contact was made with regional partners that included the SADC Water Division, WaterNet, Global Water Partnership Southern Africa and SIWI. These institutions were specifically targeted to help inform the regional context and relevant HCD component linkages with their respective initiatives.

The meeting brought together all Centres of Excellence (CoEs) and regional partners to launch the HCD component. By bringing together regional water sector partners and Water Centres of Excellence, the workshop sought to understand the regional water sector human capacity development context by drawing on experiences and exploring possible linkages with relevant human capacity development initiatives in the region. Through contextualising implementation in SADC context, the regional workshop identified opportunities for linkages and synergies in order to ensure that the HCD component supports, adds value and avoids duplication of existing human capacity development initiatives. The workshop also aimed to discuss the tentative implementation plan, key outputs and anticipated outcomes planned as well the overall approach.

Outcomes

- It was proposed that translating 'junior professionals' must be guided by country experiences and take into consideration new entries in the sector and gender balance in roll out. Similarly, the definition must focus on skills caps and not age caps i.e. junior and not young professionals. In addition, attention must be placed on youth interventions and building on youth strategies developed during the RSAP IV formulation consultations. In defining technicians and technical level capacities, a clear linkage must be drawn between universities and technical training institutions
- Scoping study – CoE must utilise RSAP IV consultations reports - national dialogue reports and regional partner networks/contacts at the country level. This part of the project will also rely on CoEs role as nodes to engage at the country level. This role is critical in addressing national and regional needs beyond institutional needs
- Government's participation – partnership with the government is critical to the success of the project. To this end, consultation with the government needs to start during project development/conceptualisation to ensure that the project responds to the needs of the

country. Therefore, the inception phase entails consultations, liaising and agreeing on implementation of the project with relevant ministries. It was proposed that government officials will have to participate and give guidance during regional consultations as well

- The aims and outcomes of the project need to be realistic given the project limitations - budgetary limitations, the scope of work and the type of output expected given national protocols and processes as well as project timelines. Consequently, the product realised from the project must take into account national contexts and address specific country needs. It must give a good fit at the Member State level and be aligned with the regional framework
- The need to document process to facilitate learning the sharing of experiences with all SADC Member States was emphasised. Communication mechanisms must be put in place to enable feedback and sharing as well as providing well packaged clear and concise information. Sharing will enable transparency and contribute towards regional integration
- As the project is being piloted in 5 countries, there is need to share a plan of how the project will be rolled out in the remaining countries. Sustainability of the project must speak to subsequent phases and provide a vision of how the process will go forward

The meeting also resulted in an agreement of project processes and timelines as capture below

Table 1: ACEWater2 HCD Component activities and timelines

Activity	Timeline
Contracting	Due date: end March 2017
Scoping study (identify needs)	Draft scoping study reports by 15 June 2017 Feedback and finalisation by 30 June 2017
National dialogues (define priorities, implementation framework and monitoring and evaluation framework)	All to be conducted by 31 July
Draft national HCD framework (includes the implementation and M&E Frameworks)	Draft submission - 31 Aug 2017 Feedback to national - 15 September
National validation workshop	All to be conducted by 15 October 2017
Regional feedback meeting - 18 th WaterNet/WARFSA/GWP-SA Symposium	25-27 October 2017
Final national HCD framework	First draft 20 Nov Feedback by 30 November 2017 Final national HCD framework submitted by 10 December 2017

The report from the regional consultative workshop which includes the workshop agenda and workshop participants list is contained in appendix 1.

Activity	Status
<p>Regional Consultative Workshop</p>	<p>Completed</p>
<p>National Scoping Studies An information note was developed to guide the scoping studies. The purpose of the guiding note was to guide and assist CoEs in carrying out the Human Capacity Development (HCD) scoping study. This is the critical first step towards understanding the country context, status and needs that will inform the development of a national HCD plan/framework, addressing junior professional and technical level capacity challenges.</p> <p><i>Objective of the Scoping Study</i> The scoping study will present a situational analysis of the water sector's human capacity development initiatives and indicative HCD needs in the country. The scoping study includes the key issues and challenges in the water sector within the country's development context. The study will inform the process of developing an HCD plan/framework that addresses junior professional and technical level capacities challenges.</p> <p>The scoping study addresses the following:</p>	<p>On-going</p> <p>National Scoping studies currently underway in all CoEs. To be completed before the national dialogues.</p> <p>Information note completed</p>
<p>a. Identify and review key national development and relevant water sector instruments (laws, policies, plans and strategies) and commitments in order to identify provisions that speak to the human capacity development in the country;</p> <p><i>Include in activities:</i></p> <ul style="list-style-type: none"> - reflection on the type of opportunities and provisions present for coming up with an HCD programme that addresses junior professional and technical level capacity challenges - what is required to achieve to fulfil institutional requirements - identify institutional arrangements and resource needs to fulfil capacity development related policy aspirations (e.g. water research council to be funded from water levies etc) - water supply related instruments - consider SDG 6 and its targets and identify if the Water Ministry has engaged on these and identify capacity development needs related to this - 	<p>In progress at all CoEs. To be completed before national dialogues</p>
<p>b. Identify and review past, on-going and planned water sector human capacity development studies and initiatives. Summarise and look for synergies/ complementarities and possible collaboration to avoid duplication; Assess current and potential barriers/hindrances to the planning, development and implementation of these HCD initiatives;</p> <p><i>Include in activities:</i></p> <ul style="list-style-type: none"> - a summary of past, on-going studies and how findings have been implemented, or not - draw linkages between needs identified with sector instruments' provisions (can be presented in table form) 	<p>In progress at all CoEs. To be completed before national dialogues</p>

Activity	Status
<p>c. Conduct a stakeholder analysis, identifying key actors and institutions, policy, technical and financial partners involved in the water sector human capacity development areas in the country and identify existing human capacity development initiatives;</p> <p><i>Include in activities:</i></p> <ul style="list-style-type: none"> - Identification and mapping of relevant stakeholders at the national level - summarise what currently exists, which must include institutions (including tertiary, technical training institutions, as well as other institutions offering water sector training in their portfolios and their services (capacity building programmes, projects and where training core services/business offered) - identify gaps that exist between sector needs (as informed by sector instruments for example) and existing HCD initiatives - conduct interviews with stakeholders for an in depth understanding of HCD needs to inform the development of the national HCD plan/framework (these must include relevant government ministries, water utilities and local water institutions (e.g. catchment councils, associations, any sub-national water management bodies) 	<p>In progress at all CoEs. To be completed before national dialogues</p> <p>An interview schedule (see appendix 2) was drafted and shared with CoEs to guide in-depth interviews with stakeholders. A questionnaire (contained in appendix 3). Informed by the Nigeria and Ghana reports submitted in ACEWater1, was adapted and shared with CoEs. This questionnaire will be used prior to and during the national dialogue to collect additional data from stakeholders.</p>
<p>d. Through document reviews (national and SADC) and stakeholder interviews, identify capacity development needs highlighting gaps.</p> <p><i>Include in activities:</i></p> <ul style="list-style-type: none"> - Consideration of the SADC HCD strategic plan and the listed priority themes/topics for human capacity development in the SADC water sector, which was developed through a Member State consultative process. - Consideration of the national consultative reports from the 2015 SADC Water Week dialogues (RSAP IV consultations) in your country to look for human capacity development needs expressed. The Secretariat will make your country report available to you. - Highlight the target beneficiaries (individual/institution) as well as the target level (household, catchment (sub-catchment), local, utility, national etc.) <p>[Individual level HCD needs: those capacities that lead to changes in skills, behaviours and attitudes; may include formal and informal training (mentoring, learning by doing), knowledge sharing, and networking are ways of strengthening capacities; Institutional level HCD needs: targets improving and strengthening the overall functioning and performance of an organisation. (FAO, 2010)]</p>	<p>In progress at all CoEs. To be completed before national dialogues</p>

1.5 Limitations

- The HCD Component started six month later than planned but this was not reflected in the project deliverable deadlines. This has, as a result, affected project implementation and increased pressure on Centres of Excellence to deliver within tight timelines. Compromises have had to be reached with CoEs so as to ensure that the project outputs are of good quality and add value to the national water sectors. The Secretariat, therefore, developed the scoping study information note, questionnaire, interview guide and scoping study report proposed outline (appendix 4).
- While the contracting period had been agreed up during the March 02 – 2017 meeting (as shown in the table above), CoEs and the Secretariat arrived at an agreement on the content of the agreement at the end of May 2017. This, therefore, had a negative knock on effect on subsequent activities especially the commencement of national scoping studies. To date, two (Malawi and Mozambique) of the five agreement have been signed. This has also hampered the processing and release of funds from the Secretariat to the CoEs for activity implementation as the Secretariat finance department will not release funds without a signed contract. However, for the sake of making progress on the project, CoEs were requested and agreed to commence on national scoping studies on risk while their respective institutions dealt with the contracts. Nevertheless, some CoEs have complained about the lack of funds limiting the extent to which they can deliver the project outputs timeously. As the Secretariat, we also fear that the current situation, i.e. unsigned agreements, will affect preparations for the national dialogues. CoEs have, therefore, been urged to speed up the contracting process at their various institutions.

2 THE REGIONAL CONTEXT

The Southern African Development Community (SADC) has put in place regional regulatory policy, strategies and plans that provide the enabling environment for the implementation of the SADC water sector programmes and plans. These are summarised in Table 2.

Table 2: Summary of regional instruments (adapted from SADC, 2015)

Instrument (SADC Document)	Brief summary
The SADC Declaration and Treaty (1992)	The SADC Treaty, which governs the Regional activities of SADC and its Member States, came into force on 30 September 1993.
The SADC Regional Indicative Strategic Development Plan (RISDP) & Revised RISDP (2015)	The RISDP outlines the key interventions necessary to deepen regional integration and reduce poverty on a sustainable basis over the period 2005 to 2020. The RISDP was formulated in March 2001 and was adopted and approved in August 2003. In order to ensure that the overarching objectives of poverty eradication and regional integration were more focused, the RISDP was revised in 2007 and again in April 2015 to review the period 2015 to 2020. The re-prioritised areas are as follows: <i>Industrial development and market integration; Infrastructure in support of regional integration; Peace and security cooperation; and Special programmes with a regional dimension.</i> There is a strong focus on industrial development within the market integration agenda and also more direct alignment with the focus areas of the Regional Infrastructure Development Master Plan (RIDMP) of energy, transport, tourism, information and communication technology (ICT), meteorology; and water . The special programmes with a regional dimension initially included education and human resource development; health, HIV and AIDS and other communicable diseases; food security and trans-boundary natural resources; statistics; gender equality; and science, technology and innovation and research and development. They now also include employment and labour; the environment; and a focus on the private sector (Mwanza, 2015).
The SADC Revised Protocol on Shared Watercourses (2000)	The overall objective of the SADC Revised Protocol on Shared Watercourses, which came into effect in 2003, is to foster closer cooperation for judicious, sustainable and coordinated management, protection and utilisation of the 15 SADC shared watercourses, and advance the SADC agenda of regional integration, poverty alleviation and economic development.
The SADC Regional Water Policy (2005)	The SADC Regional Water Policy aims at providing a framework for sustainable, integrated and coordinated development, utilisation, protection and control of national and transboundary water resources in the SADC Region, for the promotion of socio-economic development and regional integration and the improvement in the quality of life of all people in the region.
The Southern African Vision for Water, Life and the Environment in the 21st Century (2000)	The SADC Vision for Water, Life and the Environment in the 21st Century is: <i>Equitable and sustainable utilisation of water for social, environmental justice, and economic benefit for present and future generations.</i>
The SADC Regional Water Strategy (2006)	The Regional Water Strategy (RWS) is based on the Regional Water Policy (RWP) and provides a framework for the implementation of the RWP. Whilst the RWP deals with the "What" on Regional water issues, the RWS deals with the "How", "Who" and "When" in the implementation of the RWP.
The SADC Regional Awareness and Communication Strategy for the Water Sector	The ultimate goal of the SADC Regional Awareness and Communication Strategy for the Water Sector is to improve awareness and understanding on water issues and initiatives in the SADC region, contributing to poverty eradication and regional integration.

(2009)	
The SADC Regional Strategic Action Plans I, II, III & IV	<p>The main objective of the RSAP I (1999 to 2004) was to create an enabling environment for joint management of Regional water resources. The major change between RSAP I and RSAPII (2005-2010) was the emphasis put on infrastructure development. The goal of the RSAP III (2011-2015) was to strengthen the enabling environment for regional water resources governance, management and development through the application of integrated water resources management at the regional, river basin, Member States and community levels.</p> <p>The key objective of the 4th phase of the SADC water programme is: <i>To unlock the potential for water (and related resources) to play its role as an engine and catalyst for socio-economic development through water infrastructure development and management to support water supply and sanitation, energy, food security, and security from water related disasters with the ultimate goal of contributing towards peace and stability, industrialisation, regional integration and poverty eradication.</i></p>
The SADC Guidelines for Strengthening River Basin Organisations (2010)	<p>Published in 2010, the <i>SADC Guidelines for Strengthening River Basin Organisations</i> covers four areas: establishment and development, environmental management, funding and financing and stakeholder participation.</p>
Climate Change Adaptation in SADC: a Strategy for the Water Sector (2011)	<p>The SADC Climate Change Adaptation Strategy for the water sector was launched in November 2011. The overall goal of the strategy is to improve climate resilience in SADC.</p>
The SADC Regional Infrastructure Development Master Plan (RIDMP) (2012)	<p>The primary objective of the SADC Regional Infrastructure Development Master Plan (RIDMP) is to define the minimum but ultimate regional infrastructure development requirements and conditions to facilitate the implementation and realization of the key infrastructure in the water, energy, transport, tourism, meteorology and telecommunication sectors that will move forward the SADC agenda and enable the SADC region to realize its goal by year 2027: <i>the attainment of an integrated regional economy on the basis of balance, equity and mutual benefit for all Member States.</i></p>

The blue shaded row above in Table 2 highlights the RSAPs since 1998. The RSAPs are 5 year 'IWRM' action plans, which guide implementation of key aspects of the regional water policy and strategy based on priority challenges facing the region. Developing capacities of professionals in the SADC Water Sector has always been a core element of the regional strategic action and development plans. Over the last 10-15 years within the SADC (and their Implementing Agency (IA)) programmes, many capacity development initiatives have been undertaken. It is important to gain some perspective of progress in these regional HCD initiatives, the gaps that remain and issues that have more recently emerged as key HCD priorities. Table 3 below attempts to highlight key progress areas in HCD as well as give an indication of gaps and priorities. It is informed by the mid-term review of the RSAP III and a scan of the relevant literature



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Table 3: Summary of HCD activities in SADC programmes and SADC Implementing agencies (last 10-15 years)

Regional initiative	Year/ period	Comment (relates to implication for implementation of AceWater2)																		
RSAP II	2005-2010	<p>Capacity building was one of the four strategic focus areas of the RSAP II: building and strengthening human and institutional capacity for sustainable management of water resources at local, national and regional level.</p> <p>A mid-Term Review of RSAP II conducted in June 2010 showed that good progress had been made against the RSAP II strategic objectives that related to the enabling environment (planning and management of shared water resources, effective participation of stakeholders and capacity development). There was, however, <i>limited progress against the infrastructure development</i> support strategic objective (SADC 2014).</p> <p>The RSAP III MTR stated that for RSAP I & II - there was a lack of capacity within the Water Division <i>and also in Member States and RBOs to ensure adequate implementation of the programme (SADC 2014). This highlights the need to support SADC WD and MS capacity to implement the RSAP IV.</i></p>																		
RSAP III	2011-2015	<p>Capacity Development was prioritised as a strategic objective. The SADC RSAP III Mid Term Review (MTR) indicated that much capacity development progress had been achieved for the enabling environment (governance) and integrated planning processes (management) – see 1st row of the matrix on the right (SADC 2014).</p> <p>In terms of the preparation of bankable water projects (OO1.2), the MTR (SADC 2014) stated that there was a significant <i>challenge in providing the technical support necessary to develop projects to full bankability</i> and support was called for by several Member States. Specifically that ‘Human capacity [was] insufficient...for effective co-ordination [,]...implementation and development of bankable projects that can attract financing’.</p> <p>The involvement of the Development Bank of Southern Africa (DBSA) as an implementing agent is an important addition to the suite of IAs used by the Water Division. There are two important elements to the DBSA role, the one being the support to the water and sanitation fund, and the other being the Project Preparation and Development Facility for projects in the RIDMP. The implementing agency agreement between SADC and the DBSA has been signed and the latter is actively promoting its role amongst MS which should significantly enhance capacity in this area.</p>	<table border="1"> <thead> <tr> <th></th> <th data-bbox="1398 781 1577 808">Governance</th> <th data-bbox="1577 781 1759 808">Infrastructure</th> <th data-bbox="1759 781 1938 808">Management</th> </tr> </thead> <tbody> <tr> <td data-bbox="1339 834 1388 971" rowspan="2">Capacity Development</td> <td data-bbox="1398 818 1577 971"> OO 1.1: Enabling environment 21 </td> <td data-bbox="1577 818 1759 971"> OO 1.2: Bankable infrastructure projects 8 </td> <td data-bbox="1759 818 1938 971"> OO 1.3: Integrated planning processes 20 </td> </tr> <tr> <td data-bbox="1398 997 1577 1149"> OO 2.1: Common understanding of CC 9 </td> <td data-bbox="1577 997 1759 1149"> OO 2.2: Increased water storage 8 </td> <td data-bbox="1759 997 1938 1149"> OO 2.3: Reduce CC risks and impacts 7 </td> </tr> <tr> <td data-bbox="1339 1192 1388 1328">Social Development</td> <td data-bbox="1398 1175 1577 1328"> OO 3.1: Empower local communities 6 </td> <td data-bbox="1577 1175 1759 1328"> OO 3.2: Improve livelihoods 5 </td> <td data-bbox="1759 1175 1938 1328"> OO 3.3: Equitable and reasonable utilisation 5 </td> </tr> </tbody> </table>				Governance	Infrastructure	Management	Capacity Development	OO 1.1: Enabling environment 21	OO 1.2: Bankable infrastructure projects 8	OO 1.3: Integrated planning processes 20	OO 2.1: Common understanding of CC 9	OO 2.2: Increased water storage 8	OO 2.3: Reduce CC risks and impacts 7	Social Development	OO 3.1: Empower local communities 6	OO 3.2: Improve livelihoods 5	OO 3.3: Equitable and reasonable utilisation 5
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Regional initiative	Year/ period	Comment (relates to implication for implementation of AceWater2)
		<p><i>There is an urgent need in the SADC MS to develop human capacity for effective co-ordination & implementation and development of bankable projects The AceWater2 HCD component should explore what HCD initiatives the DBSA is planning in the next 3 years and look for synergies regarding content and targeted training beneficiaries as project preparation & infrastructure development remain critical challenges for SADC</i></p>
<p>WaterNet (SADC subsidiary institution for human capacity development in integrated water resources management)</p>	<p>2005-2015</p>	<p>According to the SADC RSAP III MTR, much needed technical and other skills needed have been developed, both through post-graduate programmes and through short courses offered by WaterNet and by the SADC Water Division. A number of WaterNet graduates now hold key positions in water departments in the SADC Member States as well as sector international organisations operating in the region. The appointment of WaterNet as a subsidiary organisation of SADC has further strengthened the relationship between the two institutions.</p> <p>To date, the IWRM Programme has produced more than 500 Masters graduates who have completed core modules as follows: Principles of IWRM, Principles of Hydrology, Socio-Economic Aspects of Water & Environmental Resources, Principles of Aquatic Ecology & Environmental Management, Policies, Laws and Institutions and Water Resources Planning. These graduates would have also completed modules offered under one of the following specialisation: Water & land; Water & society; Water supply & sanitation; Water & environment; Hydrology; Water resources management; GIS and Earth Observation Systems.</p> <p>Recent short courses in 2015 & 2016:</p> <ul style="list-style-type: none"> • Sustainable water supply and sanitation systems for peri -urban areas (with Institute for Water & Sanitation Development – Harare) • Strategic implementation of IWRM at river basin level: concepts and tools (Second Edition, with CapNet & University of Eduardo Mondlane - Maputo) • Promoting the Application of Environmental Flows in the Management of Transboundary River Basins in Southern Africa (IUCN) • Promoting the Application of Environmental Flows in the Management of Transboundary River Basins in Southern Africa (IUCN & RESILIM) • Promoting the Application of Environmental Flows in the Management of Transboundary River Basins in Southern Africa: From Theory to Practical: E-flows Indicators Training Course (IUCN, Ara-Centro, Save Catchment) • Sustainable water supply and sanitation systems for peri-urban areas CapNet, IWSD, WaterCap • WaterNet Alumni Refresher Course: Introduction to open source QGIS from Geospatial and Earth Observation ITC, University of Botswana, WaterNet Alumni Association • Africa Drought Monitoring UNESCO Regional Office for Southern Africa, Department of Geography, University of Zimbabwe. <p>The 2017 short course calendar is available at http://www.waternetonline.org/training-workshops/upcoming-trainings.</p>



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Regional initiative	Year/period	Comment (relates to implication for implementation of AceWater2)
		<p><i>It is important that the AceWater2 HCD component does not duplicate the above-mentioned modules of the WaterNet Masters programme or the short courses. Where technician and junior professional needs arise for these topics, collaboration with WaterNet and listed partners must be sought to build on existing course material for the specific trainee target group.</i></p>
<p>SADC Water Research Agenda - WARFSA</p>		<p>The strategic objective of the SADC Water Research Agenda is to promote evidence-based implementation of SADC water programmes and projects through multi- and inter-disciplinary research, and synthesis of existing and new information, which will lead to a realisation of SADC developmental goals. The research agenda has two focal areas, namely Infrastructure for Health, Livelihoods and Economic Development, and Water Resource Management and Environment.</p> <p><u>Infrastructure for Health, Livelihoods and Economic Development</u></p> <p>Theme 1: Development and sustainable implementation of resilient water-related infrastructure Theme 2: Innovation in affordable and appropriate technologies and innovative approaches and practices Theme 3: Sustainable Water institutions Theme 4: The Human Right to Water</p> <p><u>Water Resource Management and Environment</u></p> <p>Theme 1: Assessment of surface and groundwater resources Theme 2: Operational Rules for Water Resources Management Theme 3: Impact of Urbanisation on Water Resources Theme 4: Water Governance and Institutional Arrangements Theme 5: Water and Land</p> <p>The Water Research Fund for Southern Africa (WARFSA), which has been designated by SADC Water Division as the implementing agency for research in water issues is institutional home for the research agenda.</p> <p>The SADC research agenda is mentioned here for 2 main reasons 1. Adequate capacity is required to undertake research in these prioritised areas and 2. Whilst WaterNet has (since its inception) addressed developing research capacity through its Masters programme, given NEPAN SANWATCE's responsibility with WARFSA and thus the research agenda, it would seem apt to consider possible linkages and stronger collaboration between WaterNet and SANWATCE on developing technical research capacity for themes and topics in the SADC research agenda.</p> <p><i>The AceWater2 HCD component should consider possible linkages in view of the themes and needs that may be identified at national level.</i></p>
<p>GWPSA/ Africa Coordinati</p>	<p>2005-2015</p>	<p>The Global Water Partnership Southern Africa (GWPSA) is one of the 13 regional networks the Global Water Partnership created to foster an integrated approach to water resources management (IWRM). Its vision is for a water secure world. GWPSA offers practical advice for sustainably managing water resources specifically to 15 countries in the SADC region. Some activities that GWPSA has worked on include</p>



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Regional initiative	Year/period	Comment (relates to implication for implementation of AceWater2)	
on Unit (SADC Implementing agency)		<ul style="list-style-type: none"> IWRM awareness & capacity building – series up until 2004 IWRM Planning capacity building in targeted countries – Botswana, Malawi, Mozambique, Namibia, Swaziland (2005-2010); LDC countries National Adaptation Planning (NAP) training (Francophone and Anglophone) with UNDP (2014/2015) Training with ANBO and EUWI on Financing Transboundary Water Resources Management (2014/2015) Training on Economics of Climate Change Adaptation with UNDP- GWF and water security and climate resilience Water Climate & Development Programme (2012-to date) Various IWRM, water security and climate resilience building capacity development activities basin perspectives for local grassroots communities; national stakeholders and ministries as well as youth engagement & awareness on SADC priority framework, water security, climate resilience, the investment in water resources management & development (since 2013). 	
		<p>The WACDEP capacity development programme of (AMCOW) that GWP Africa is implementing focuses on building human and institutional capacity in water security and climate resilience as well as investment planning, project preparation and climate resilient/robust infrastructure. Phase II of the programme started in 2016 and will continue until 2018. It will be implemented in Tanzania and Zambia. The 1st phase was piloted in Mozambique and Zimbabwe.</p> <p><i>Of relevance to the AceWater2 HCD component are the approaches, the training materials developed under WACDEP on water security and climate resilience as well as investment planning, project preparation and climate resilient/robust infrastructure. Zambia is a beneficiary of both WACDEP & AceWater2 and synergies must be sought.</i></p>	<p>AMCOW Pan African Capacity Development Programme</p> <p>Logos: GWP Africa, Cap-Net, UNDP, GEF, unitar</p> <p>Context: Sector(s), Organisations, Individuals</p> <p>Organisations: Political Economy, Laws, Regulations, Policies, Strategies, Systems, Structures, Procedures, Assets</p> <p>Individuals: Skills, Knowledge, Attitudes</p> <p>Callouts: <ul style="list-style-type: none"> Integration into sector development process Mentoring, coaching & action plans 5 Workshops in the 8 WACDEP countries – 96 planners; 46 women; 3/4 sectors </p> <p>Conducted a needs assessment in the 8 WACDEP countries to define capacity building needs in institutions key to development</p> <p>41/19 May 2015 Water Climate and Development Programme www.gwp.org</p>
	2016-to	<ul style="list-style-type: none"> Enhancing Integrated Flood Management in Southern Africa – with WaterNet & WMO Enhancing Resilience In the Limpopo River Basin through water governance and disaster risk preparedness (with RESILIM & 	



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Regional initiative	Year/ period	Comment (relates to implication for implementation of AceWater2)
	date	WaterNet) <u>Emerging programme areas with HCD relevance:</u> <ul style="list-style-type: none"> • Integrated Urban Water Management – wastewater, recycling and reuse • The Water-Energy-Food nexus • The SDGs – SDG 6 and related goals, including means of implementation – Goal 17.

2.1 The SADC RSAP IV

The overall objective of the RSAP IV programmes and interventions, whose cluster pillars are governance, infrastructure development and management (and from which the focus areas are derived), is to contribute towards the achievement of SADC Treaty Goals of poverty eradication, peace and stability, industrialisation and regional integration. To this end, the RSAP IV's intervention focus is to facilitate ecological and water infrastructure development to enable the provision of water supply and sanitation services, water for energy and food security, water for industrial development while enhancing the safety of communities and investments from water related disasters. The RSAP IV conceptual framework (Figure 1 below) cluster pillars are founded and anchored on a solid base provided by the adoption and utilisation of the principles and good practices of IWRM and the use of nexus approaches (SADC, 2015).

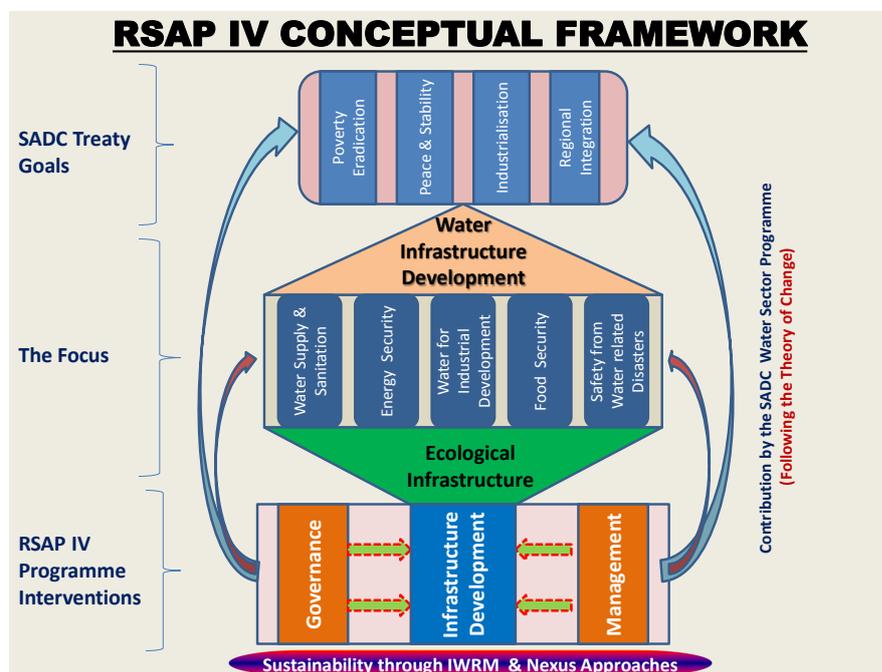


Figure 1: The SADC RSAP IV Conceptual Framework (SADC, 2015)

Table 4: List of RSAP IV Priority Programmes

No.	Programmes
1	Regional Instruments for Cooperation
2	RBO/SWI Establishment and Strengthening
3	Gender, Youth Development and Stakeholder Engagement
4	Human Capacity Development and Research
5	Infrastructure development, operation and maintenance
6	Water resources management for sustainable growth
7	Climate Change and Variability
8	Nexus & Industrialisation

Whilst all 8 programme areas may be relevant for building human capacity in the water sector, it is expected that the substantive content of national HCD programmes will be informed by the specific capacity needs at country level and yet aligned to the 8 programme areas. It should be noted that all 15 SADC Member States made input into the RSAP IV

through consultative workshops. Country reports are available for the regional and country AceWater2 HCD teams. For this inception report, in setting the context, attention is further given to the specific components relating to human capacity development (programme 4) and youth development (programme 3).

In the overall approach of the HCD project implementation and given the priority SADC water context, it is important for the AceWater2 HCD component to consider also the following on youth capacity development

“There is need to develop youth capacity in the water sector. The development and capacitating of the youth to ensure the future of the water sector is important. The youth require **appropriate training and mentorship** to ensure sustainability of the sector. Activities include:

- a. Conducting needs assessment on capacity development and competencies (link to SADC Strategic Human Capacity Development Plan – explained in the following section);
- b. Conducting training for youth in the following areas:
 - i. leadership skills;
 - ii. entrepreneurship skills; and
 - iii. planning, monitoring, reporting and evaluation skills.
- c. Developing an internship programme in the water sector at the SADC Secretariat and other water related institutions such as RBOs, implementing agencies and the private sector;
- d. Conducting a situation analysis on the extent to which water and sanitation- related issues are incorporated in school curricula in Member States;
- e. Developing a strategy that promotes water as a career option, emphasising on enrolment of girls in Science, Technology, Engineering and Maths (STEM) programmes at all levels (primary, secondary and tertiary). RSAP IV (P3.3) (SADC, 2015:19)”

The country teams must also engage the SADC Water Youth Network representatives in the 5 countries. These youth networks and structures were established in 2015 at the SADC Water weeks. SADC and GWPSA have the respective youth focal points’ contact details for consideration by country teams in the scoping and stakeholder identification processes. It is important that the AceWater2 HCD component demonstrates its commitment to building on relevant existing SADC and Member State processes.

Programme 4 of the RSAP IV focuses on Capacity Development and Research. The objective is to implement the Strategic Human Capacity Development Plan of the SADC Water Sector (2014-2020) and strengthen institutions and support research in water on agreed themes.

Of particular relevance to the HCD project is the following:

- That capacity development will form a continuum thereby addressing knowledge gaps into skills and meta-competencies in support of the implementation of the RSAP IV.
- That WaterNet is entrusted by SADC to play a leading role in the implementation of the capacity development component of the RSAP IV. Other implementing agencies for the regional water programme will be chosen based on their already existing capacity to carry out the implementation.
- The capacity development programme in the RSAP IV focuses on individual capacity development.

2.2 The Strategic Human Capacity Development Plan of the SADC Water Sector (2014-2020)

The development of the Strategic Human Capacity Development Plan of the SADC Water Sector (2014-2020) (SHCDP) was prioritised during implementation of the RSAP III. This was because the SADC Water Division required a strategic plan to guide and advise SADC Member States, RBOs and other water sector stakeholders such as ICPs, on the prioritised human capacity development (HCD) interventions to facilitate effective and efficient HCD at all levels of the regional water sector. The overall objective of the SHCDP is that effective and efficient individual capacity is in place to support relevant organisations and societies in SADC to implement the Regional Strategic Action Plans on integrated water resources management and development and the water sector of the Regional Infrastructure Development Master Plan so as to support the longer term sustainable transboundary water resources management and development in the SADC river basins.

The SHCDP includes primarily three parts:

- I. A human capacity development strategy part which outlines the strategic direction on the mode of delivery, specification of the target groups following the subsidiarity principle, innovative Human Capacity Development approaches, learning and innovation.
- II. A strategic human capacity development plan which outlines the specific content and sequence of the Human Capacity Development interventions.
- III. Human capacity development factsheets that provide template example. *The templates might serve as useful guides for the ACEWater2 HCD Component going forward once the countries have identified and prioritised specific topics.*

The 15 key topics of the SHCDP include:

- negotiation skills in transboundary surface and ground water resource management;
- international law and instruments including UN articles on groundwater;
- water governance (water supply and sanitation);
- groundwater management;
- media relations training for water professionals;
- journalists reporting on water;
- economic accounting for water;
- monitoring and communicating of river water status;
- gender mainstreaming tools;
- initiating a process leading to the establishment of a common platform for promoting innovation and collaboration in Marine Science Research;
- water demand management;
- monitoring and evaluation methodologies;
- training of citizens on the monitoring and communicating of river water status;
- youth capacity development and training; and
- Water nexus.

Table 5: Summary of Suggested Human Capacity Development Intervention Areas (SHCDP, 2014)

TOPIC #	HUMAN CAPACITY DEVELOPMENT INTERVENTION AREA	OBJECTIVE OF THE HUMAN CAPACITY DEVELOPMENT
1	Negotiation Skills	Enhanced negotiation and conflict management skills by RBOs and Member States officials in relation to the management and development of water Resources in the SADC Region.
2	International Water Law and Instruments	SADC RBOs and Member States officials appreciates the provisions and instruments provided by international water law in general, and in particular the Revised SADC Protocol on Shared Watercourses the 1997 UN Convention on the Law of the Non-Navigational Uses of International Watercourses This also includes the legal principles of “equitable and reasonable utilisation” and “prior notification”.
3	Conflict Resolution, Mediation and Benefit Sharing	Staff of the SADC WD is trained in areas of mediation and conflict resolution, benefit sharing, monitoring and evaluation, GIS, project management to enhance the SADC Secretariat's coordination and networking capacities
4	Media Relations and Gender mainstreaming	Water practitioners are provided with on-the-job HCD to improve their understanding of the media landscape and improve their interactions with the media as well as the role of women in water management
5	Journalists Reporting on water	Individual and organisational capacities of Journalists in the SADC region are strengthened to report effectively on issues related to IWRM
6	Sustainable Infrastructure Development	SADC Member States and RBO officials have a comprehensive understanding of sustainable infrastructure development
7	Water Infrastructure Financing and Investments	SADC Member States & RBO officials have experience of preparation of infrastructure project to bankability including awareness of existing funding and investment opportunities with a focus on the mechanisms and requirements to access these funds.
8	Corporate Governance	Relevant SADC stakeholders are trained in corporate governance, management and various technical aspects of water supply and sanitation
9	Groundwater Management	Refresher course to harmonise data collection of ground water data in the SADC Region, interaction of ground and surface water and factors affecting transboundary aquifers.
10	Economic Accounting for Water	SADC Member States' utilities, RBOs and national officials have practical experience in developing and operating economic water accounts at national and RBO levels.
11	Data Collection, Operation and Maintenance of hydro-meteorological stations.	Refresher course to harmonise data collection of surface water data in the SADC Region, monitoring and maintenance of hydro-meteorological stations.
12	Water Quality Management including EFR	SADC Member States and RBO officials have understanding of the EFR methodology, and how to establish river classification as well as long term impacts of water pollution on human health and the environment.
13	Climate Proofing	SADC RBOs and Member States have understanding of climate proofing methodology, and able to compare with or without situation with climate proofing.
14	Water Demand Management	The objectives of this project are to reduce the water demand of water users by reducing water losses and non-revenue water [NRW], achieve greater water use efficiency, increased water reuse and use of appropriate metering, monitoring and data analysis methods to document volumes delivered/provided and used. The resultant water

		savings can then be used to supply new consumers.
15	Monitoring and Evaluation	Relevant SADC stakeholders are trained in monitoring and evaluation methodologies to facilitate feedback on efficiency and relevance of projects, HCD interventions etc for corrective measures to be employed.

It is important to note that one of the strategic guidance pointers highlighted in the SHCDP was the importance of training more hydro-technicians as the region was far from achieving the ideal ratio of engineers to technicians of 1:5 (SHCDP, 2014). However, for the ACEWater2 HCD component, HCD efforts should also be linked with pressing job and skills situations in key mandated organisations and the national water sector as a whole.

In 2016, WaterNet undertook a consultative regional exercise to take forward the SHCDP and developed an Implementation Plan for Short Professional Development courses. The main objective of this plan was to clearly outline capacity development interventions within the context of the Regional Strategic Action Plan (RSAP) IV, 2016 – 2020. The specific objectives of the plan were:

- Identification of capacity development needs and activities
- Establish collaborative mechanism for short Professional Training courses
- Identification of resources (human, financial, technical)
- Development of a road map and implementation plan for training activities
- Explore experiential and mentorship possibility.

This implementation plan is useful to the 5 countries implementing the ACEWater2 HCD Component once the priority HCD needs have been identified. Country teams can then cross check with this plan to identify any possible linkages and opportunities with on-going regional actions.

2.3 Conclusion

The SADC region embraced IWRM as a guiding philosophy for the water sector more than 20 years ago. However, while the region understands why integrated approaches are essential, the actual implementation and coordination across sectors and between levels of governance has been difficult. The RSAP IV demonstrates dedicated intent and a more urgent appreciation of the need for the ‘water sector’ to engage with the key economic sectors (industry, agriculture and energy for example). Numerous HCD needs still exist in the region. As such;

- The ACEWater2 HCD Component should be cognisant of the above-mentioned regional context which aims to tackle development challenges relating to water and places strong focus on *water financing, investments and infrastructure development* to relieve the region of the main socio-economic and biophysical challenges
- The ACEWater2 HCD Component will serve the region and its member states well if it builds on existing processes and identified priority challenges at national and regional level across all member states.

For the SADC, human capacity development has been identified as critical in the sustainable management of water resources if the region is to meet the SADC Water Division’s vision of *“producing, by year 2020, world class **SADC Water Sector professionals and technicians who will efficiently and competently plan, develop, implement, operate and maintain the national, river basin and regional water infrastructure in a visibly efficient and coordinated manner to the satisfaction of all stakeholders**”*.



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3 NATIONAL SCOPING STUDIES

Centres of Excellence started conducting national scoping studies on 01 June 2017. These were guided by the guidance note, interview guide, questionnaire and proposed report outline referred to in the methodology section. Currently, scoping studies are continuing with CoEs having concluded their desk reviews and conducting their in-depth interviews and administering the electronic questionnaire. Comprehensive national scoping study reports will be submitted before the start of national dialogues in July.



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APPENDICES

Appendix 1: Regional Consultative Workshop Report

NEPAD Networks of Centre of Excellence in Water Sciences PHASE II

ACE WATER 2 project 2016-2019

Human Capacity Development Component

NEPAD SANWATCE Regional Consultative Workshop

02 March 2017

Birchwood Hotel, Boksburg, South Africa

On 02 March 2017, the NEPAD Southern African Network of Water Centres of Excellence, SADC, regional sector partners and UNESCO-IHP gathered at the Birchwood Hotel and Conference Centre for a regional consultative workshop on the ACEWATER2 Project: Human Capacity Development (HCD) Component.

Introduction

The ACEWater2 project, funded by the European Commission and coordinated by UNESCO-IHP, supports the implementation of the African Water Ministers' declaration urging the African Union Commission and NEPAD Centres of Excellence to develop a "Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector" at national level in the Centres of Excellence countries. The human capacity development component aims to support the preparation of national frameworks on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa including an implementation plan framework together with a monitoring and evaluation (M&E) framework. This is aimed at establishing national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE countries in southern Africa. The project description is appended to this report

Objectives and anticipate outcomes

The workshop sought to understand the regional human capacity development context by drawing on partner experiences as well as exploring opportunities for engagement and possible linkages with relevant human capacity development initiatives in the region. By understanding the regional context, it is anticipated that the project will better support, add value to and avoid duplication of existing human capacity development initiatives. The workshop also discussed the tentative implementation plan, anticipated outputs as well the overall implementation approach. The agenda and participant list are appended to this report.

Participant's expectation

Participant expectations included:

- How regional partners can work together better
- A better understanding of regional capacity building programmes bearing in mind that mobility of staff and students is important to learning and consolidating regional efforts
- Concretisation of the HCD component
- Clarity on delivery and deliverables
- Address challenges, hard work and collaboration in implementing the project.

Overview of partner human capacity development initiatives

Regional partners' presentations focused on sharing perspectives on the regional human capacity development context and organisational human capacity development experiences. This was aimed at identifying roles, complementarities and potential collaboration as well as identifying synergies with regional partner activities and relevant country level initiatives that should be considered in implementation approaches at the national level

WaterNet

- In 2015, WaterNet developed its Human Capacity Development Plan for the period 2016-2020. This includes various short professional courses in line with the SADC water agenda. Negotiations are currently underway with SADC and other international organisations to fund some of the courses. The beneficiaries for these courses are mainly those in managerial positions in government ministries, utilities, basin management organisations and the private sector among others
- The Masters in Integrated Water Resources Management programme remains WaterNet's core business. As a requirement, applicants must be nominated by their respective governments. Following this requirement, WaterNet is negotiating with SADC Member States to fund nominated applicants.

Stockholm International Water Institute (SIWI)

- SIWI is working in partnership with the African Ministers Council on Water (AMCOW) and Regional economic Communities (RECs) on institutional capacity building focusing on training member states on the continent in developing bankable water infrastructure projects. The project looks at the commercial viability and building business cases around specific projects. This pan-African programme proposes 5 projects across the 5 regions of the continent. The second component will identify the capacity building needs of institutions mandated with designing and developing the projects targeting different department and levels within the sector at the national level. SIWI and AMCOW are currently completing the inception phase of the project
- Compliance monitoring (Mozambique) – the project presents an opportunity for the HCD component to build on and add value to its capacity building component bearing in mind that all five countries in which the project will be piloted share river basins with Mozambique
- SIWI is also involved in the European Commission funded NEXUS Dialogue programme.

Global Water Partnership Southern Africa (GWPSA)

- Integrated Urban Water Management - The programme is being implemented in 4 countries. With support from the Africa Water Facility, the programme is being implemented in municipalities in Mozambique and Zimbabwe and the Seychelles. The project has progressed towards understanding capacity building needs within these

municipalities. This provides room for collaboration with regional partners. It is envisaged that this programme will lead to the development of an investment plan and bankable priority projects

- NEXUS framework – funded by the European Commission, the project is currently at the conceptualisation phase
- ORASECOM – funded by the Africa Water Facility and NEPAD-IPPF, GWPSA is working with the basin organisation on a 30 month project to develop an investment programme on the Lesotho Highlands Project
- LIMCOM – GWPSA is involved in developing the Limpopo Basin IWRM (2016-2020) Plan as well looking at ways to enhance the capacity building part of the programme
- WACDEP - GWP is supporting AMCOW/ AUC/ RECS and RBOs in advancing the water and climate change agenda on the continent. In the SADC, the programme contributes to the implementation of the climate change component of RSAP IV. The project is currently implemented in Mozambique and Zimbabwe. Going forward, the programme will include Malawi and Tanzania focusing on climate resilient water infrastructure and developing an investment programme. The programme will also explore ways in which to leverage climate funds from the Green Climate Fund to support the development of national adaptation strategies in Malawi, South Africa, Zambia and Zimbabwe.

SADC

- The Regional HCD Strategy has been developed that informs the regional capacity building agenda as contained in the RSAP IV
- National capacity building needs/gaps were identified in some member states during the consultation process of developing the RSAP IV that may be important in informing the scoping study phase of the HCD component implementation
- Apart from the implementation of the RSAP IV, the region is also involved in the European Commission funded NEXUS programme.

Discussion on HCD component objectives

This session aimed at building a common understanding of the objectives of the HCD component. This allowed for a discussion and sought guidance on how the different work packages (objectives) would be rolled out. It, further, clarified on roles and processes bearing in mind project ownership and sustainability implications.

The HCD Component aims to support the preparation of national frameworks on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries in five pilot countries in southern Africa (Botswana, Malawi, Mozambique, South Africa and Zambia). Specific objectives include: (i) support the CoE at the national level in five countries in identifying needs and defining priorities with national governments through a multi-stakeholder participatory approach and (ii) define an implementation framework together with a monitoring and evaluation framework. Please refer to the project description appended to this report.

From the discussions that followed:

- It was proposed that translating ‘junior professionals’ must be guided by country experiences and take into consideration new entries in the sector and gender balance in roll out. Similarly, the definition must focus on skills caps and not age caps i.e. junior and not young professionals. In addition, attention must be placed on youth interventions and building on youth strategies developed during the RSAP IV formulation consultations. In

defining technicians and technical level capacities, a clear linkage must be drawn between universities and technical training institutions

- Scoping study – CoE must utilise RSAP IV consultations reports - national dialogue reports and regional partner networks/contacts at the country level. This part of the project will also rely on CoEs role as nodes to engage at the country level. This role is critical in addressing national and regional needs beyond institutional needs
- Government’s participation – partnership with the government is critical to the success of the project. To this end, consultation with the government needs to start during project development/conceptualisation to ensure that the project responds to the needs of the country. Therefore, the inception phase entails consultations, liaising and agreeing on implementation of the project with relevant ministries. It was proposed that government officials will have to participate and give guidance during regional consultations as well
- The aims and outcomes of the project need to be realistic given the project limitations - budgetary limitations, the scope of work and the type of output expected given national protocols and processes as well as project timelines. Consequently, the product realised from the project must take into account national contexts and address specific country needs. It must give a good fit at the Member State level and be aligned with the regional framework
- The need to document process to facilitate learning the sharing of experiences with all SADC Member States was emphasised. Communication mechanisms must be put in place to enable feedback and sharing as well as providing well packaged clear and concise information. Sharing will enable transparency and contribute towards regional integration
- As the project is being piloted in 5 countries, there is need to share a plan of how the project will be rolled out in the remaining countries. Sustainability of the project must speak to subsequent phases and provide a vision of how the process will go forward

Process and timeframes

Activity	timeline
Contracting	Due date: end March 2017
Scoping study (identify needs)	Draft scoping study reports by 15 June 2017 Feedback and finalisation by 30 June 2017
National dialogues (define priorities, implementation framework and monitoring and evaluation framework)	All to be conducted by 31 July
Draft national HCD framework (includes the implementation and M&E Frameworks)	Draft submission - 31 Aug 2017 Feedback to national - 15 September
National validation workshop	All to be conducted by 15 October 2017
Regional feedback meeting - 18 th WaterNet/WARFSA/GWP-SA Symposium	25-27 October 2017
Final national HCD framework	First draft 20 Nov Feedback by 30 November 2017 Final national HCD framework submitted by 10 December 2017



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Actions points

Action	Responsibility	Timeline
Prepare project presentation and documentation for the WRTC, directors of Science and Technology and water ministers for endorsement and to ensure that governments systems are in place as well as motivate for network membership	Secretariat SADC	May and June 2017
RSAP IV consultations documents – National Dialogue reports	GWPSA	March – April 2017
Liaise with UNESCO-IHP on the use of 'strategy' as a deliverable. Framework proposed	Secretariat	March 2017
Get clarity on the development of the Regional HCD Strategy - was that process documented?	Secretariat SADC	March – April 2017
Put in place a project communication system	Secretariat	March – April 2017
Project sustainability	Secretariat UNESCO-IHP CoEs	



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Appendices

Appendix 1: Workshop Programme

ACEWater2: Human Capacity Development Component

Regional Workshop

2 March 2017

Birchwood Hotel, Boksburg, South Africa

Introduction

The ACEWater2 project, funded by the UNESCO-IHP, supports the implementation of the African Water Ministers' declaration urging the African Union Commission and NEPAD Centres of Excellence to develop a "Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector" at national level in the Centres of Excellence countries. The human capacity development component aims to support the preparation of national strategies on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa including an implementation plan framework together with a monitoring and evaluation (M&E) framework. This is aimed at establishing national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE countries in southern Africa.

Objectives of regional workshop

By bringing together regional water sector partners and Water Centres of Excellence, the project seeks to understand the regional water sector human capacity development context by drawing experiences and exploring possible linkages with relevant human capacity development initiatives in the region. Through contextualising implementation in SADC context, the regional workshop will ensure that the project supports, adds value and avoids duplication of existing human capacity development initiatives. The workshop also aims to discuss the tentative implementation plan, key outputs and anticipated outcomes planned as well the overall approach. Guidance is sought from all invited delegates.

Outputs and Outcomes of workshop

SADC regional context understanding achieved for and linkages with ACEWATER 2 identified.

Regional and national stakeholders contribute to the implementation plan and share opportunities for engagement and linkages.

Registration

09:00

Workshop Programme

SESSION & TIME	Agenda item	Aim/outcome
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<p>Session 1 09:15 – 10:45</p>	<p>Background and project overview</p> <ul style="list-style-type: none"> • NEPAD SANWATCE and UNESCO <p>ACEWater2: Human Capacity Development</p> <p>Regional partners' brief presentations – sharing perspectives on SADC regional human capacity development context, organisational human capacity development experiences and highlighting possible linkages</p> <p>SADC WaterNet GWPSA SIWI</p>	<p>Provide an overview of the project as well as draw regional linkages between COEs and COEs and Regional Partners.</p> <p>Identify roles, complementarities and potential collaborations with regional partners and Actors</p> <p>Identify synergies and possible linkages with regional partner activities and relevant country level initiatives that should be considered in implementation approaches at the national level</p>
<p>10:45 – 11:00</p>	<p>Tea/coffee</p>	
<p>Session 2 11:00 – 13:00</p>	<p>Discussion on work packages and their objectives</p>	<p>Build common understanding of the objectives. Allow for discussion and seek guidance on how the different work packages (objectives) within the component are envisaged are to be rolled out Clarity of roles & processes mindful of ownership and sustainability</p>
<p>1300 – 14:00</p>	<p>Lunch</p>	
<p>Session 3 14:00 – 15:30</p>	<p>Process and time frames (Solicit indication of CoE commitment regarding dates for tasks and deliverables going forward)</p>	<p>Discussion and agreement on time frames and contractual matters, identification of constraints managing expectations</p>
<p>Session 4 15:30 – 16:00</p>	<p>Summary of key points and agreement on next steps and further engagement. Closing</p>	<p>Ensure all are clear about what has been agreed</p> <p>Next steps</p>
<p>16:00</p>	<p>Tea</p>	



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Appendix 2: Participant list



ACEWater2 Project - Human Capacity Development Component

Regional Consultative Workshop

Birchwood Hotel and Conference Centre

2 March 2017

Registration Form



NEPAD Planning and Coordinating Agency
Agence de Planification et de Coordination du NEPAD

First name	Surname	Institution	Signature
Manta	Nowbuth	University of Mauritius	
Annatoria	Chinyama	Zimbabwe National University of Science and Technology	
Daniel	Nkhuwa	University of Zambia	
Samson	Sajidu	University of Malawi	
Thokozani	Kanyerere	University of the Western Cape	
Harrison	Pienaar	CSIR	
Ashwin	Seetal	CSIR	
Joao	Mutondo	UEM - IWEGA	
Damas	Mashauri	NUST - Nam	
Stanley	Liphadzi	WRC	
Aidan	Senzanje	UKZN	
Piet	Kenabatho	UB	
Krasposy	Kujinga	WaterNet	
Anton	Earle	SIWI	
Armand	Houanye	GWPSA	
Kenneth	Msibi	SADC	

BIEDLER MURRAY

UNESCO IHP

Ruth	Beukman	Consultant	<i>[Signature]</i>
Nico	Elema	NEPAD-SANWATCE	<i>[Signature]</i>
Joanna	Fatch	NEPAD-SANWATCE	<i>[Signature]</i>
Siwe	Hatto	Stellenbosch University	<i>[Signature]</i>
Murray	Biedler,	UNESCO- IHP	<i>[Signature]</i>

Appendix 3: Project Description

ACEWater2 Human Capacity Development Component

PROJECT BACKGROUND

The NEPAD-SANWATCE is implementing a project entitled ‘NEPAD African Network of Centres of Excellence on Water Sciences and Technology (phase II)’ (ACEWater II) with support from the UNESCO-IHP. The project supports the implementation of the African Water Ministers’ declaration urging the AUC and NEPAD Centres of Excellence to develop a “Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector” at national level in the Centres of Excellence countries.

Building on the experience and working arrangement among the Centres of Excellence in southern Africa, the University of Stellenbosch through the NEPAD-SANWATCE Secretariat is coordinating the Human Capacity Development Component in five countries in the region hosting CoE. These countries include Botswana, Malawi, Mozambique, South Africa and Zambia. In each country, the programme will be prepared in close consultation with all key water related stakeholders. The Centre(s) of Excellence in the country, in partnership with national IHP committees will coordinate the preparation of the programme.

Project aim: Support the preparation of national frameworks on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa (Botswana, Malawi, Mozambique, South Africa and Zambia), including an implementation plan framework together with a monitoring and evaluation (M&E) framework

Project objective: Establish a national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE Countries from Southern Africa

Specific objective 1: Support the CoE at national level in five countries in identifying needs and defining priorities with national governments through a multi-stakeholder participative approach

Activities

- Study on sector needs at national level including consultation of national partners and stakeholders
- Organization and implementation of national dialogue for capacity building in the water sector with all stakeholders and partners: Defining priorities from the needs.



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- Designing and Validation of a national strategy for capacity building in the water sector
- Organization and facilitation of a national validation workshop

Specific objective 2: Define an implementation framework together with an M&E framework

Activities

- Identification of priorities for the implementation framework with partners and stakeholders in the framework of the national dialogue for capacity building in the water sector
- Design of a national implementation framework for capacity building in the water sector
- Identification, Formulation and Validation of the M&E framework with partners and stakeholders in the framework of the national dialogue including sector indicators
- Organization and facilitation of a national validation workshop

Time period: January – December 2017



This project is funded by the Commission of the European Union



Appendix 2: Scoping Study Interview Guide

NEPAD Networks of Centre of Excellence in Water Sciences PHASE II ACE WATER 2 project 2016 - 2019 Human Capacity Development (HCD) Component

NEPAD SANWATCE Interview guide

1. Introduction

Provide a brief background to the project and why you are conducting the study

In the email seeking an appointment, you may use the following text as an introduction

The ACEWater2 project, funded by the European Commission and coordinated by UNESCO-IHP, supports the implementation of the African Water Ministers' declaration urging the African Union Commission and NEPAD Centres of Excellence to develop a "Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector" at national level in the Centres of Excellence countries. The human capacity development component aims to support the preparation of national frameworks on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa (Botswana, Malawi, Mozambique, South Africa and Zambia) including an implementation plan framework together with a monitoring and evaluation (M&E) framework. This is aimed at establishing national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE countries in southern Africa.

In this pilot phase, [CoE name] is coordinating a process to identify needs and define human capacity development priorities in the water sector with national governments through a multi-stakeholder participatory approach. To this end, [CoE name] is undertaking a scoping study of sector needs at the national level including consultation of national partners and stakeholders....

Objective of the meeting

This meeting is sought to gather in-depth information on water sector human capacity needs important for inclusion in the national human capacity development programme that addresses junior professional and technical level capacity challenges

Ethical considerations

- all information provided will be used for purposes of the report and to inform coming stages if the current HCD component as well as subsequent phases of the overall project
- name of interviewee will not be disclosed
- the stakeholder has the right to not respond to whichever questions or to stop the interview altogether

Name of organisation and contact details	
Water sub-sector (if relevant)	
Name and signature of interviewee	



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Interview guide

General

What opportunities do national water sector instruments present to human capacity development relevant to your organisation/sub-sector?

In your opinion, what are the gaps between the what is proposed at the policy level and reality on the ground?

Junior professional

- How do you define a junior professional in your sub-sector/organisation?
- Are junior professionals important in your sub-sector/organisation?
- What are the typical roles/designations of junior professionals in your sub-sector/organisation?
- What capacity gaps exist in your sub-sector that can be filled by junior professionals

Technical level capacity

- how do you define technical level capacity in your sub-sector?
- Are technical capacities important in your sub-sector/organisation?
- What are the typical roles/designations of technical personnel in sub-sector/organisation?
- What capacity gaps exist in your sub-sector/organisation that can be filled by technical personnel

General

- Does your organisation have a human capacity building plan or programme?
- Are there resources allocated to the organisations' human capacity development plan?
- What are the challenges/gaps with the existing HCD initiatives in your organisation?
- Does your organisation have a relationship with any capacity building institutions?
- Are existing capacity building institutions in your country able to meet your capacity building needs?
- In your opinion, what should a national HCD programme focusing on addressing junior professional and technical level capacity look like for your sub-sector/organisation?
- What are the opportunities that such a programme would bring to your organisation and the water sector as a whole?



Appendix 3: Scoping Study Questionnaire

ACEWater 2: National Human Capacity Development Programme

Introduction

The ACEWater2 project, funded by the European Commission and coordinated by UNESCO-IHP, supports the implementation of the African Water Ministers' declaration urging the African Union Commission and NEPAD Centres of Excellence to develop a "Human Capacity Development Programme for junior professional and technician level capacity challenges in the water sector" at national level in the Centres of Excellence countries. The human capacity development component aims to support the preparation of national frameworks on Human Capacity Development addressing junior professional and technician level capacity challenges in five NEPAD CoE countries from southern Africa (Botswana, Malawi, Mozambique, South Africa and Zambia) including an implementation plan framework together with a monitoring and evaluation (M&E) framework. This is aimed at establishing national Human Capacity Development Programme addressing junior professional and technician level capacity challenges in at least five NEPAD CoE countries in southern Africa

In this pilot phase, the Natural Resources and Environment Centre (NAREC) at Chancellor College is coordinating a process to identify needs and define human capacity development priorities in the water sector with national governments through a multi-stakeholder participatory approach. To this end, NAREC is undertaking a scoping study of sector needs at the national level including consultation of national partners and stakeholders

Objective of the questionnaire

The questionnaire will assist the CoE in gathering complementary data on water sector human capacity development needs relevant to addressing junior professional and technical level capacity challenges important for inclusion in the national HCD programme

Ethical considerations

All information provided will be used for purposes of the report and to inform coming stages of the current HCD component as well as subsequent phases of the overall project
Name of respondent will not be disclosed

* Required

1. **Email address ***

2. *Mark only one oval.*

Option 1

3. **Name and surname**

4. **Title**

Mark only one oval.

Prof

Dr

Mr

Ms

Other

5. Name of organisation *

Untitled title

6. Address *

7. Type of organisation *

tertiary education, research, water utility, private sector (consulting), local government, municipal government, national government, river basin organisation, CSO, NGO and others

8. Core organisational mandate *

Check all that apply.

- Policy making
- Planning
- Teaching and training
- Water service provision
- Finance
- Communication
- Research
- Operations and utilities oversight
- Networking
- Other: _____

9. How does your organisation define a junior professional *

by age category/years of experience/qualifications etc?

10. Junior professional capacity important to organisation *

Check all that apply.

- Water engineers
- Coastal engineering
- Communications
- Project management
- Data collection
- Environmental health
- Water law and policy
- Other: _____

11. Current junior professional level capacity gaps *

12. How does your organisation define technical level capacity? *

qualification type/designation etc?

13. Technical level capacities core to organisation *

14. Technical level capacity gaps in organisation *

15. Current junior professional and technical level capacity development programmes available at organisation *

Check all that apply.

- In service training
- Internships
- Mentorship
- Further education training (e.g. short courses)
- Higher education training
- Other: _____

16. Does your institution have an appropriate budget allocated to capacity building activities?

Mark only one oval.

- Yes
- No
- Maybe
- Other: _____

17. Are existing capacity building institutions in your country able to meet your capacity needs?

Mark only one oval.

- Yes
- No
- Other: _____

18. Does a link exist between research centres, academia and development partners (government and donors)?

Mark only one oval.

- Yes
- No
- Maybe
- Other: _____

19. Has your organisation participated in other human capacity development audits *

Mark only one oval.

- Yes
- No
- Not sure
- Other: _____

20. Name capacity audits organisation has participated in



ACEWater 2: National Human Capacity Development Programme
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21. **Results from this scoping study will inform a national dialogue to prioritise capacity needs that will inform the development of a national human capacity development programme. Would you like to participate in the dialogue? ***

Mark only one oval.

- Yes
- No

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Appendix 4: Scoping Study Report Proposed Outline

NEPAD Networks of Centre of Excellence in Water Sciences PHASE II

A C E W A T E R 2 p r o j e c t 2 0 1 6 - 2 0 1 9

Human Capacity Development (HCD) Component

NEPAD SANWATCE

National Scoping Study Report Proposed Outline

1. Introduction

- 1.1. Background
- 1.2. Goal and scope of the study
- 1.3. Objective of the report
- 1.4. Conceptual framework
 - 1.4.1. Defining junior professional
 - 1.4.2. Defining technical level capacity
- 1.5. Methodology
 - 1.5.1. Document reviews
 - 1.5.2. Interviews
- 1.6. Limitations of the study

2. Policy and legislative context

- 2.1. Introduction
- 2.2. Overview of national water sector guiding documents
- 2.3. Analysis of capacity building provisions, institutional arrangements and resource needs for capacity development

3. Review of water sector junior level and technical level capacity studies

- 3.1. Introduction
- 3.2. Summary of documents reviewed
- 3.3. Discussion on key findings

4. Capacity development stakeholder consultations

- 4.1. Introduction
- 4.2. Overview of capacity development stakeholders
 - 4.2.1. Government ministry
 - 4.2.2. Municipal/local government
 - 4.2.3. Utility
 - 4.2.4. Education institutions
 - 4.2.5. (recipients/beneficiaries/providers)
- 4.3. Summary of existing capacity development initiatives
 - 4.3.1. Mainstream tertiary institutions
 - 4.3.2. TEVET institutions
- 4.4. Analysis of opportunities and gaps for capacity development

5. Key issues and conclusions

- 5.1. Introduction
- 5.2. Analysis of opportunities and gaps in sector instruments, previous studies and stakeholder consultations



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5.3. Concluding remarks: developing a capacity development programme for junior professionals and technical level capacities

6. Recommendations

6.1. Introduction

6.2. Capacity development needs to address junior professional and technical level capacity challenges

7. References

8. Annexes

8.1. List of stakeholders consulted

8.2. Interview schedule/questionnaire

8.3. Others