

# Training & Development

- Introduction
- Water Industry Professionals Association (WIPA)
  - Stormwater Training
- Future focused training & development initiatives
  - Training & development poll questions

# Water Industry Professionals Association (WIPA)

- Introduction
- The WIPA Management Committee
- Why do we need WIPA registration
- Who should join the WIPA registration
- Benefits to Industry
- Benefits to employers
- Benefit to employees
- Eligibility criteria
- WIPA Fees
- Summary



# Introduction

The Water Industry Professionals Association (WIPA) Continuing Professional Development and Registration programme was jointly established by the [Water Industry Operations Group](#) and [Water New Zealand](#) to provide a system of recording the professional development of people working in the water and wastewater industry to ensure a high level of competency within the industry was maintained.





# The WIPA Management Committee

- Comprises of seven members as follows:
  - Nick Hewer-Hewitt (Chair)
  - Craig Freeman (Vice Chair)
  - Noel Roberts (Treasurer and lead for regulation & policy)
  - Maire Porter (Lead for Wastewater)
  - Gareth Mappedoram (Lead for Reticulation)
  - John Clemens (Lead for Drinking Water)
  - Naomi Coatsworth – Taripo (Water New Zealand Rep)



# Why do we need WIPA Registration

- To provide assurance to consumers that our drinking water and waste disposal is constructed, operated and maintained by registered specialists that have the skills, qualifications, competency and professionalism.
- To provide industry stakeholders with staff that are committed to best practice and complying with industry standards
- Increase the profile of the sector and attract trainees to the industry
- To ensure that registered employees maintain registration by continuing their professional development



# Who should join the WIPA

- Employees of organisations responsible for operating and maintaining water or wastewater treatment plants
- Employees of organisations responsible for operating and maintaining water & wastewater reticulation
- Employees of organisations responsible for constructing water & wastewater assets



# Benefits to Industry

- Recognition of the critical key role staff play in the construction, operation and maintenance of our water & wastewater networks
- Reassurance that industry adequately maintains safe drinking water supplies 100% of the time
- Protection of the environment
- Maintaining knowledge of appropriate technical standards, legislation, codes of practice and NZ standards
- Raising the profile of the water industry

# Benefits to employers

- Employers can be confident employees who are registered with WIPA have the necessary skills for their roles and are committed to excellence in their role through CPD.
- The CPD credits required should be attainable within a company's existing training budget.
- Employers will also benefit from increased productivity and long term employment through the enhanced employee engagement.
- By insisting on using registered water industry professionals, employers would be practising sound risk management, and it will help develop and maintain a professional profile with key clients.





# Benefit to employees

- As water industry professionals, employees registered with WIPA will gain greater recognition for their skills, experience and competence from their employers and within the industry.
- Water industry professionals will be recognised as professionals working in an essential area of public health.
- Registration with WIPA will enhance an employees career opportunities within the industry, and their membership of the Association will provide interaction and networking opportunities with other industry professionals at training workshops, conferences and on social media.



# Eligibility Criteria

- Holds an approved NZQA water qualification
- Demonstrates and provides evidence of four years practical experience in the industry
- The following letters of recommendation:
  - One from a senior representative of employer verifying role, capability and length of service
  - One from a senior representative of an external organisation, attesting to the trainees character and suitability

# WIPA Fees

- There is a one off fee for approved applicants to enrol in the WIPA programme. Once you are enrolled you will be required to pay an annual administration fee to ensure your enrolment stays current.
- **Enrolment Fee \$150 +GST**
- **Annual Administration Fee \$100 +GST**
- Course attendance incurs a separate fee at the trainees own/employers cost. More information on course fees can be found under the individual course details.



# Summary

- People working in our industry are passionate about the crucial service they provide to their communities
- Registration encourages them to take the next step in becoming a registered professional, and demonstrates their ongoing commitment to maintaining industry best practices and for their success in continuous professional development
- Our people deserve recognition of their achievements from an industry that cares and values these achievements
- The water industry has an aging workforce and needs to attract people to a career in water
- Standards have to be raised to boost public health
- If you haven't joined WIPA yet – Do it today!

# Future focused training & development initiatives

- Stakeholder Engagement
- Trainee Journey Mapping and training opportunities and pathways
- Pilot of an Emerging Leaders Coaching programme
- Developing and piloting a mentoring scheme
- Developing a leadership programme
- Work with stormwater group
- Utilising PhD students research and thesis
- Micro credential opportunities
- Training and Education sessions

# Poll Questions

- What are the gaps in training and development in the industry at present
  - What type of education opportunities would be beneficial for the industry
  - What training and development initiatives would benefit you and your organisation
  - Any questions and feedback can be emailed to [training@waternz.org.nz](mailto:training@waternz.org.nz)
- 
- Are you keen to be involved in the mentorship programme pilot
  - Would the availability of a learning series be beneficial to members (this would include research, articles etc)
  - Would you be interested in training and development brainstorming sessions
  - Would setting up a training and development forum for members be of interest?