

Overview of Water Initiatives

Association of Kootenay Boundary Local Governments drinking water workshop in Fernie,
April 17th 2018

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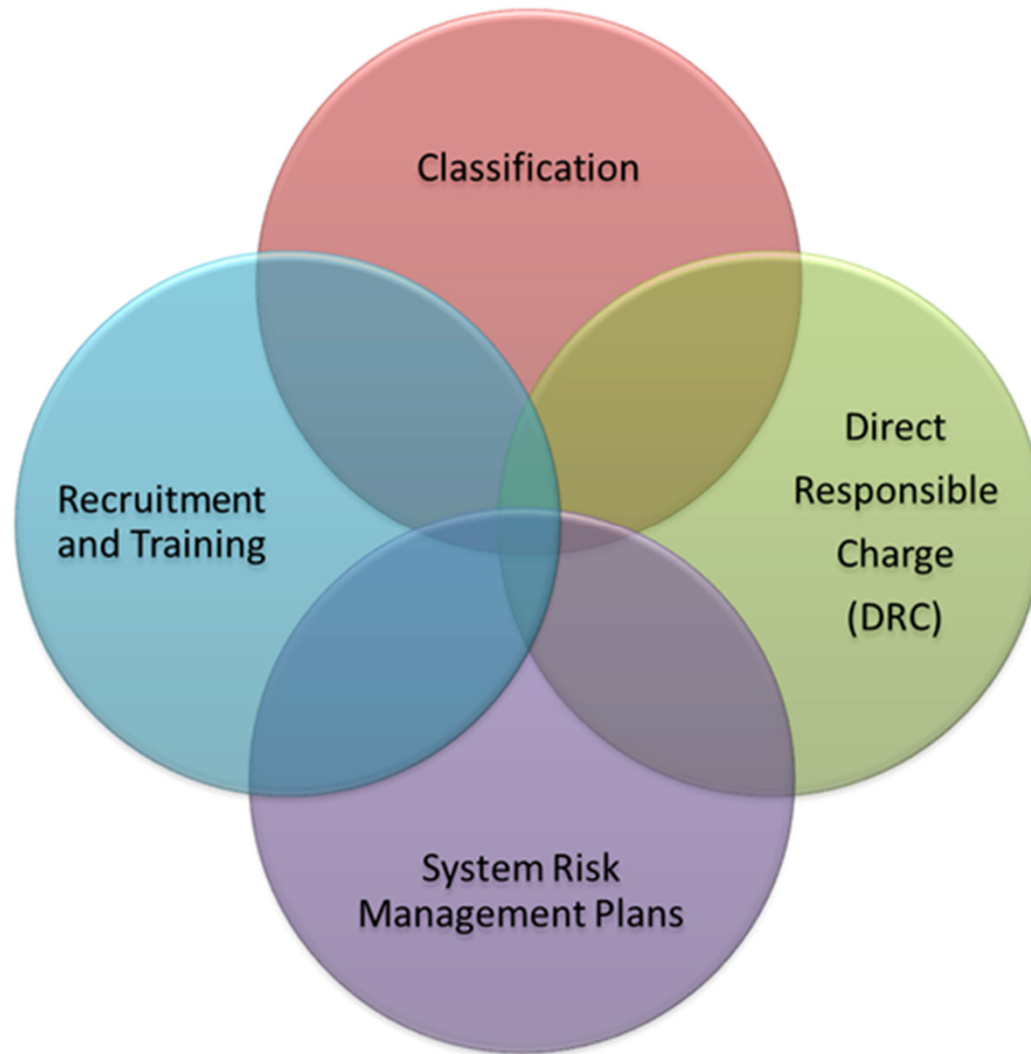
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EOCP Directions Report: 2013-2015

Classification and Certification Project



EOCP Directions Report: Classification Function

- Technical classification of all facilities
- Reclassification every 5 years or with major change in the system
- Process flow schematic/diagram of each system
- Identification of where 'responsible charge' can be earned: major processes and where supervision is required
- Identification of operator roles

Classification Changes: Benefits

This will:

- Increase the transparency of classifications
- Assist with industry comparisons among the classification levels
- Highlight operator roles
- Serve as a complement to Responsible Charge Plans
- Facilitate recruitment from other jurisdictions.

Direction Report: Responsible Charge

- Develop and maintain 'responsible charge' policy for operators
- Evaluate facility 'responsible charge' plan against classification of the system
- Review submission of 'responsible charge' hours of operators

Water Work Force Strategy

Significant overlap with Directions Report!

The principle **challenges** facing the labour force are:

1. Gaps in knowledge, skills and abilities
2. Limited pathways for entry and advancement in operations
3. Recruitment challenges
4. Career opportunities in the sector are not well understood
5. Knowledge loss due to an aging workforce nearing retirement

Work Force Strategy

The sector's work force strategy identifies **five goals**:

1. The competencies required for occupations and jobs within the workforce need to be clearly articulated
2. Access to continuous, current and relevant professional development opportunities.
3. Implement succession plans and knowledge transfer mechanisms for retiring workers.
4. Present clear and attractive career opportunities to potential workers: opportunities in the industry are not well understood.
5. Implementation of HR best practices to manage and retain employees.

Proposal: Water Work Force Commission

The 'Water Workforce Commission' is a collaborative partnership between the representative:

- water workforce associations (APEGBC, ASTTBC, EOCP),
 - Ministries in water (MoH, MoE, etc.),
 - relevant and interested organizations: training and industry associations
-
- on-going cross-sector engagement to monitor and evaluate the effectiveness of a water-related human resources strategy;
 - a shared understanding of how training, labour mobility, and job creation can be improved in order to manage water, and
 - leadership, co-ordination, and collective responses to the challenges in the job sector for water professionals.

Water Work Force Associations

APEGBC

Competency program

ASTTBC

Training Curriculum

Career Pathways

EOCP

Co-op programs



**Systems:
Water/Waste Treatment,
Distribution,
Collection**

Engineers

HR products

Technologists

Mutual Aid agreement templates

Technicians

Operators

In-house training tools/templates

Succession planning tools

Co-op programs



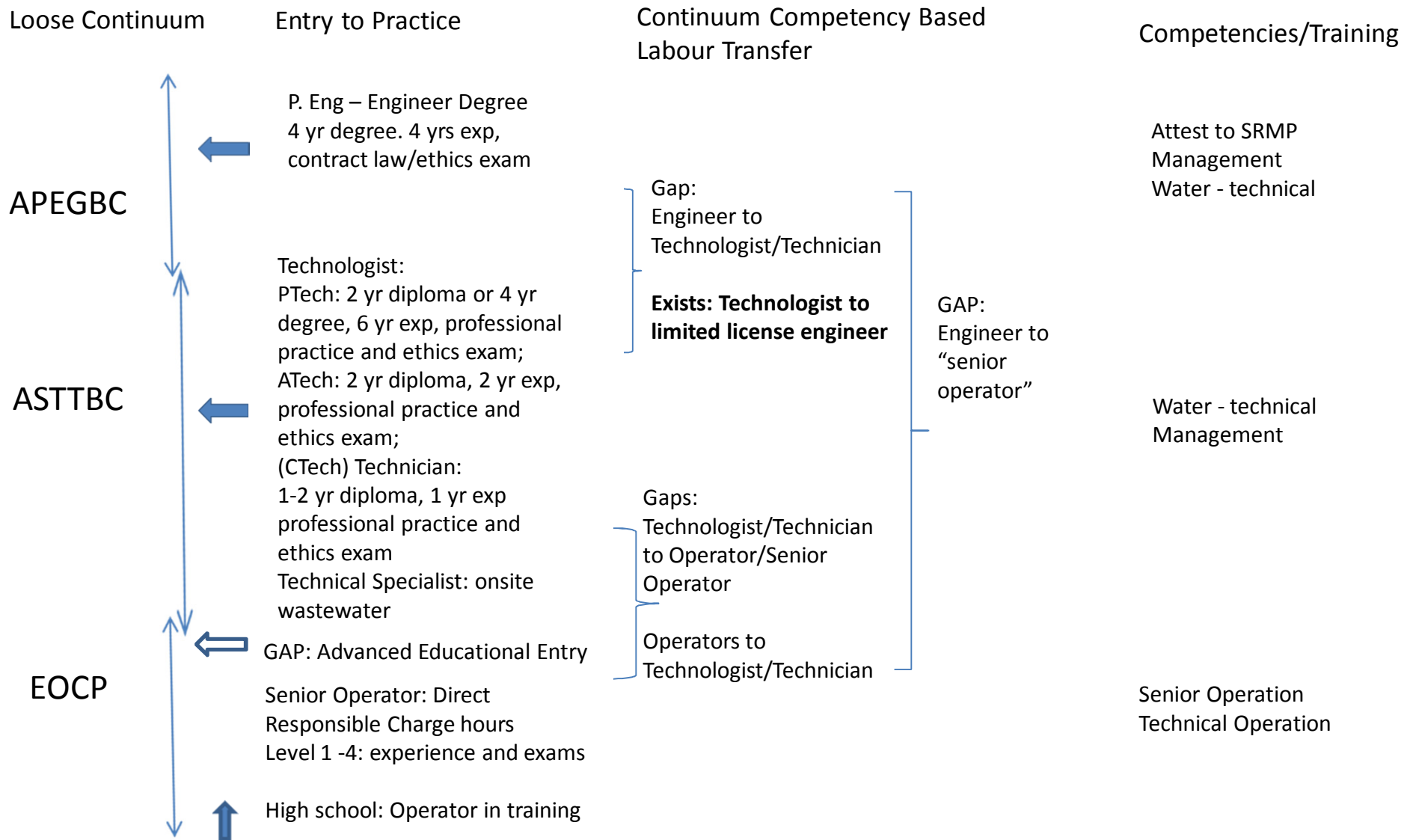
Training Institutes

Competency training programs

In-house training programs

Facilitate mutual aid training

Water Workforce Continuum



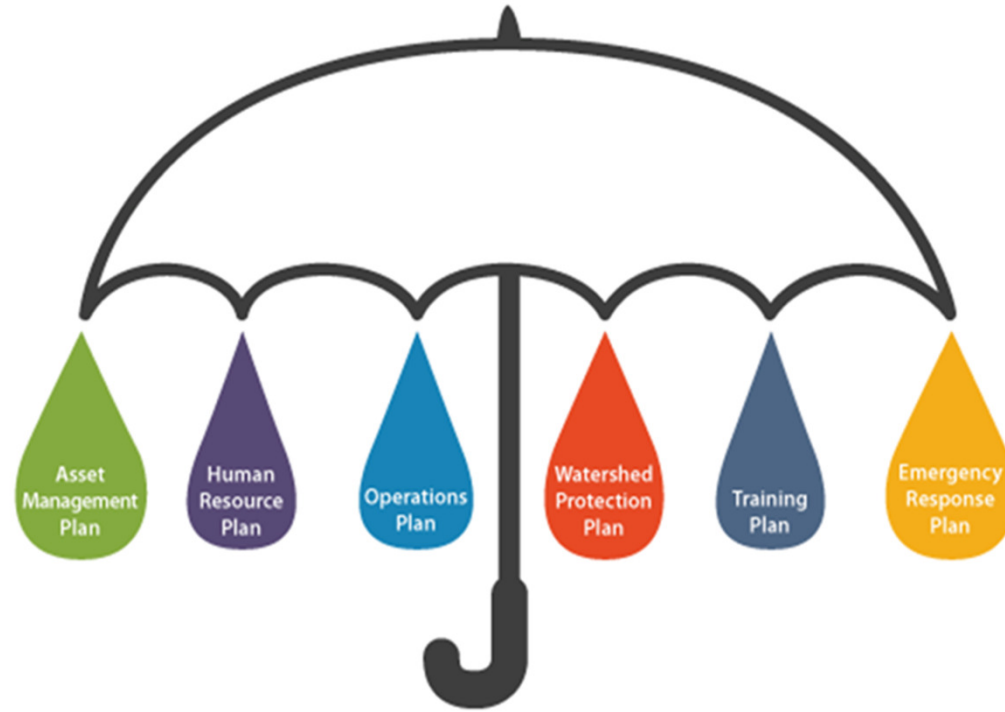
EOCP: Operator Competency

1. Competency for level 1 to 4 operators. Technical competencies mapped against ABC 'Need to Know' criteria
2. Senior Operator Competency for level 1 to 4 facilities.

Potential New Additions:

1. Emergency Response Competency
2. Professional Operator Competency

SYSTEM RISK MANAGEMENT UMBRELLA



Water System Risk Management Plans

System Risk Management Plans (WSRMP) Short History

Ad hoc provincial dialogue in 2008-2014

We **heard** a community request for:

- **A professional voice**
- **Integrated water management** in communities for:
 - source water,
 - drinking water and
 - wastewater
- A **human resources** focus: opportunities, jobs, training, competencies
- A **‘water system resiliency’** focus
- **Recognition and adoption** of informal best practices

Our **response**: WSRMP concept & pilot project to develop:

- APEGBC guideline for WSRMP
- “Sample WSRMPs” in communities:
 - Fort St John, Vancouver, North Vancouver and Regional District of Nanaimo

watershed to tap: sink to watershed

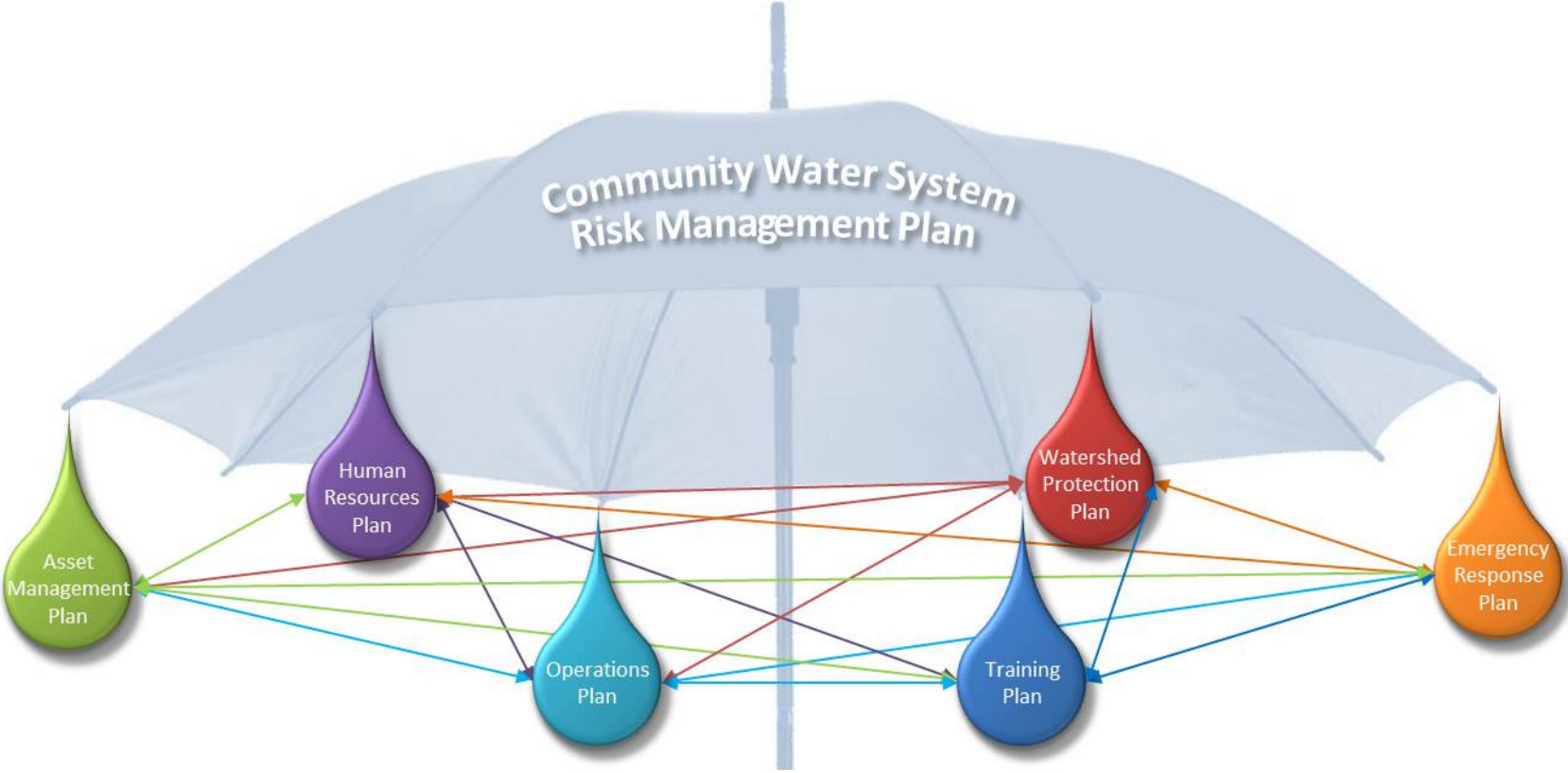


Vision of WSRMP: ***It's about relationships***

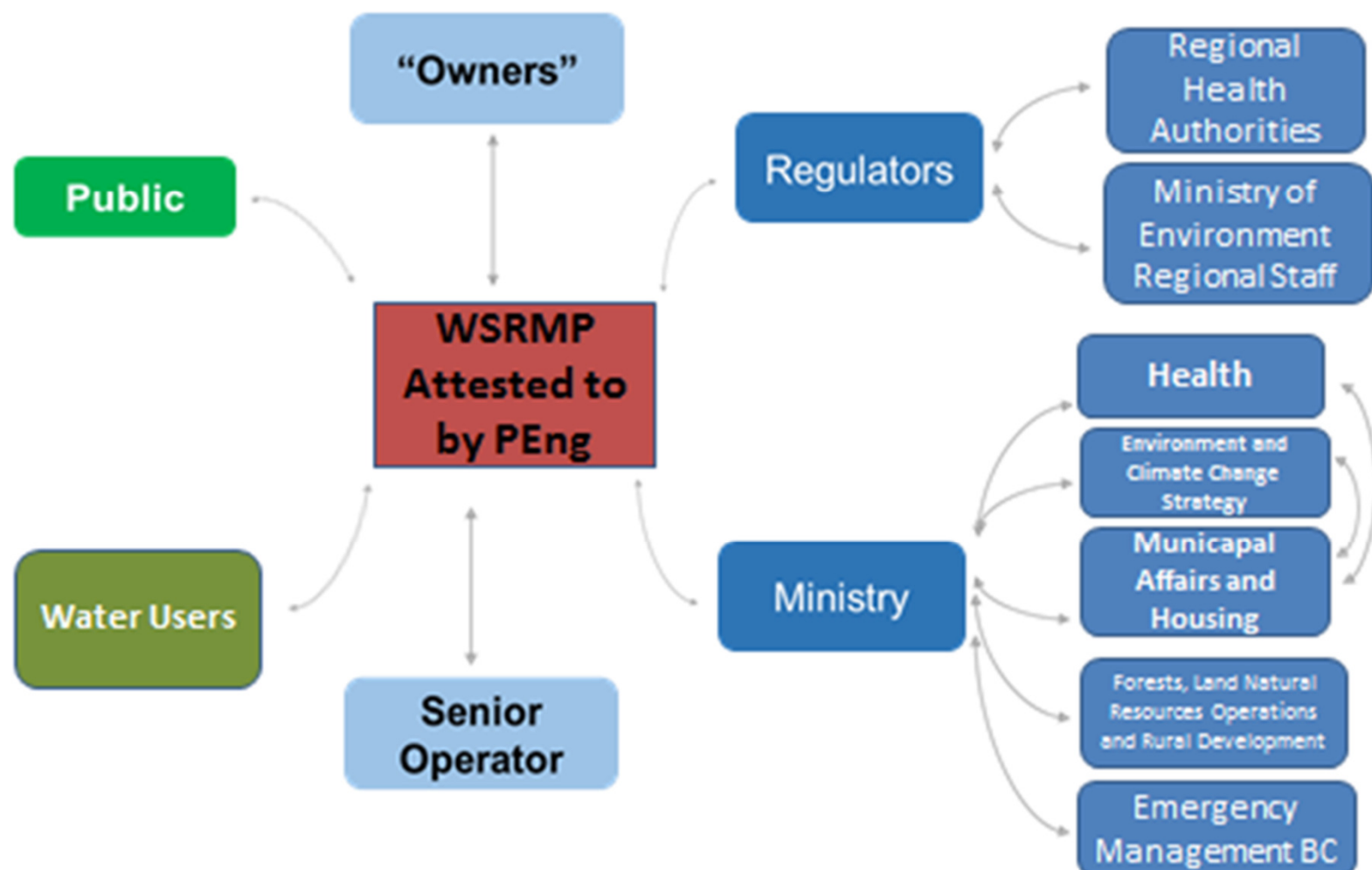
With, between, within:

communities
EOCP, ASTTBC, APEGBC
water users
decision makers – council
provincial partners

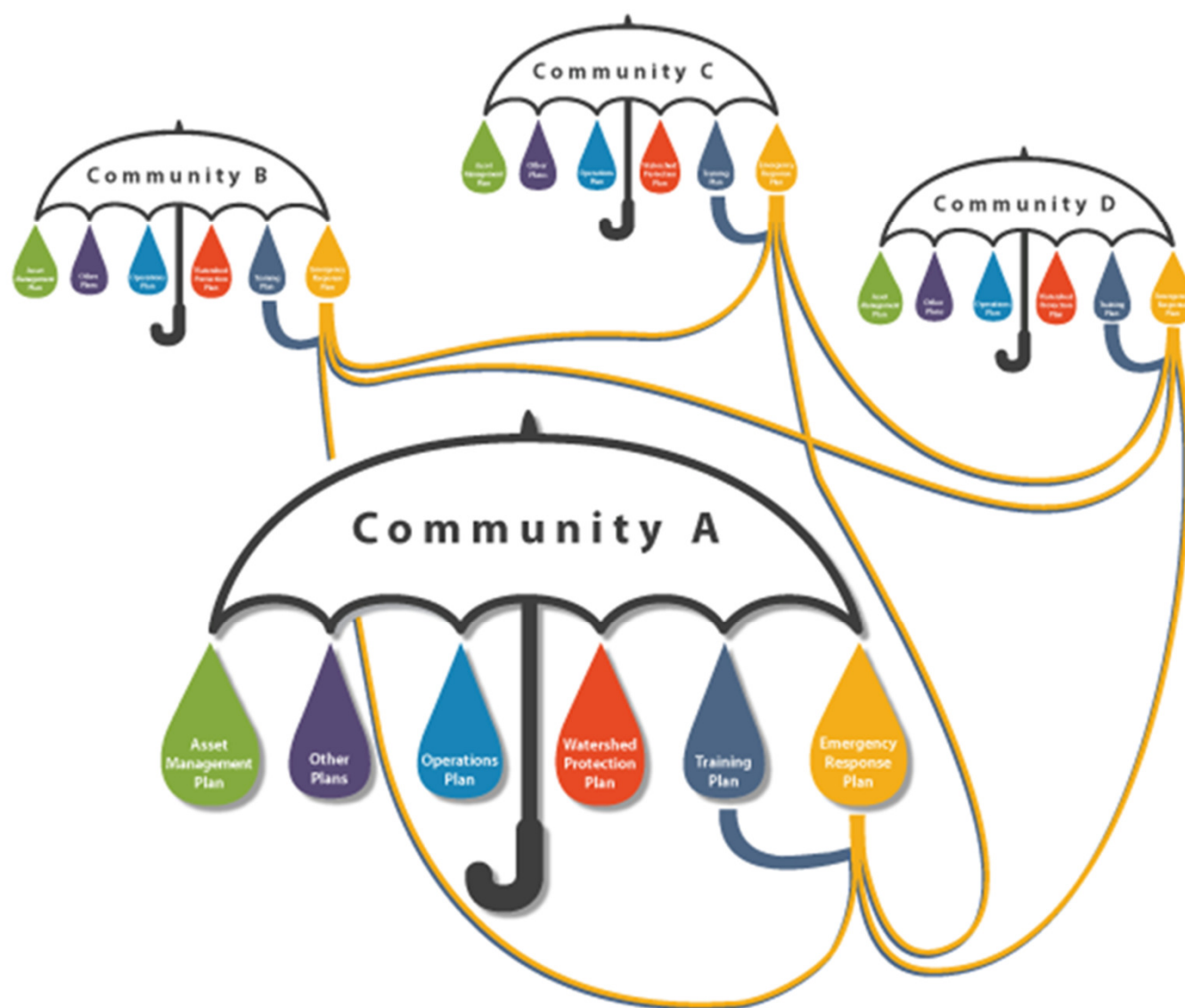
Integration of Water System Plans



New Relationships Created Through Professional Involvement in Water System Risk Management Plans



SYSTEM RISK MANAGEMENT PLAN EMERGENCY RESPONSE LINKED WITH TRAINING

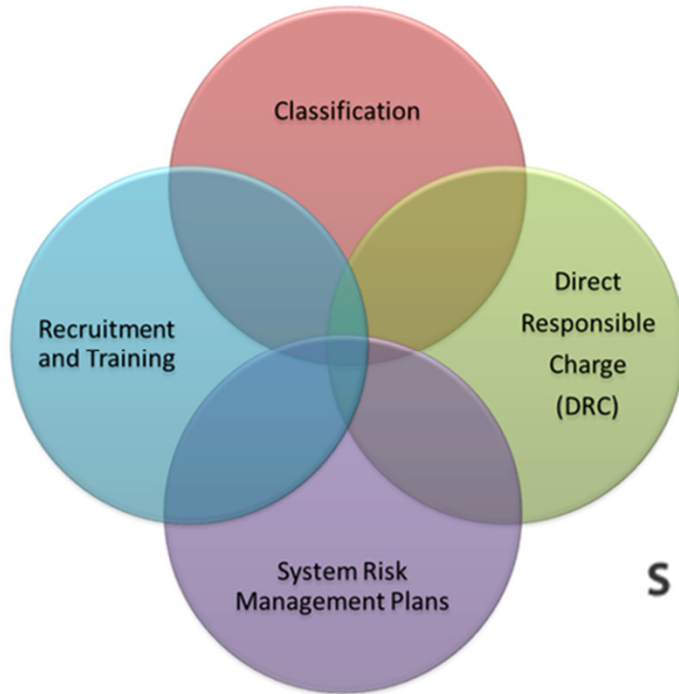


WSRMP and Classification/Certification

- Classification of systems enables greater linkage between systems - common system components
- In-house training relationships between systems: development of well rounded operators and development of system resiliency

WSRMP: Next Steps

- Completion of sample WSRMP in communities
- Provincial dialogue on WSRMP concepts with following documents (2018):
 - A) Vision for WSRMP
 - B) EGBC guideline
 - C) Sample WSRMP in communities
 - D) Path to completion document



Questions?

SYSTEM RISK MANAGEMENT UMBRELLA

