



WATER RESEARCH COMMISSION

FETWATER BUSINESS PLAN TEMPLATE 2015/16 – 2016/17

PROPOSAL DETAILS

KSA	10
Thematic Area	Water Use, Services and Sanitation
Proposer	Ms Yvette Geyer
Proposal Title	Business Plan for the FETWater Water Use, Services and Sanitation Thematic Network 2015/16 - 2016/17
Proposal Number	
Start Date	01 July 2015
End Date	31 March 2017



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA



ORGANISATIONS

Lead organization

Organization Name	Rural Water Concepts South Africa
SMME	YES
HDI	NO
Department/Component	Capacity Building
Contributions	None
Postal Address	814 Government Ave
City	Arcadia, Pretoria
Postal Code	0083
Physical Address	814 Government Ave
City	Arcadia, Pretoria
Postal Code	0083
Supporting Documentation	
BEE Certificate	Already Submitted
Tax Clearance Certificate	Already Submitted
Company Registration Certificate	Already Submitted
Bank Account Confirmation Letter	Already Submitted

Contract Signatory

Title	Ms
Initials	AM
First Name	Adrienne
Last Name	Vienings
Gender	Female
Race	White
Nationality	South African
Citizenship	South Africa
Country of Origin	South Africa
Email Address	adie@waterconcepts.co.za
Telephone Number	(012) 342 5488
Physical Address	814 Government Ave
City	Arcadia, Pretoria
Postal Code	0083

Collaborating Organizations

Organization Name	Adopt Moreleta Spruit Community Forum
Department/Component	Chairperson
Contributions	Core Network Member
Contact Details	+27 12 472 0069
Address	http://www.riv.co.za/
City	Pretoria
Postal Code	0001

Organization Name	Department of Cooperative Governance and Traditional Affairs (COGTA)
Department	Local Government Support and Capacity Building
Contributions	Core Network Member
Contact Details	012 334 0600
Address	NOSA Building, Cnr. Johannes Ramakhoase and Steve Biko Streets, Arcadia
City	Pretoria
Postal Code	0083

Organization Name	Department of Water and Sanitation (DWS)
Department/Component	Corporate Services: Human Resources
Contributions	Core Network Member
Contact Details	+27 12 336 8387
Address	185 Francis Baard Street
City	Pretoria
Postal Code	0001

Organization Name	Engineering Council of South Africa (ECSA)
Department/Component	Executive Office
Contributions	Technical Advisory Services - Capacity Building Support
Contact Details	0313112105
Address	1st Floor, Waterview Corner Building 2 Ernest Oppenheimer Avenue Bruma Lake Office Park, Bruma
City	Johannesburg
Postal Code	2198

Organization Name	Energy and Water Sector Education and Training Authority (EWSETA)
Department/Component	Water Sector Cluster
Contributions	Technical Advisory Services - Capacity Building Support
Contact Details	+27 11 274 4700
Address	2 nd &3 rd Floors, Sentinel House, Sunnyside Office Park, 32 Princess of Wales Terrace, Parktown
City	Johannesburg
Postal Code	Energy and Water Sector Education and Training Authority (EWSETA)

Organization Name	Local Government Sector Education and Training Authority (LGSETA)
Department/Component	Learning Programmes
Contributions	Technical Advisory Services - Capacity Building Support and Political Support
Contact Details	+27 21 686 7081
Address	2 nd Floor Four-H House, Belmont Office Park, Belmont Road
City	Rondebosch
Postal Code	7700

Organization Name	Institute of Plumbing South Africa (IOPSA)
Department/Component	Capacity Building
Contributions	Core Network Member
Contact Details	+ 27 823725894
Address	37 Linksfield Rd, Dowerglen
City	Johannesburg
Postal code	2000

Organization Name	South African Local Government Association (SALGA)
Department/Component	Municipal Infrastructure Support Services Directorate
Contributions	Technical Advisory Services - Capacity Building Support and Political Support
Contact Details	+27 21 446 9800
Address	7 th Floor, 44 Strand Street
City	Cape Town
Postal Code	8000

Organization Name	Trans Caledon Tunnel Authority (TCTA)
Department/Component	Capacity Building
Contributions	Core Network Member
Contact Details	+27 12 683 1200
Address	265 West Avenue, Centurion
City	Pretoria
Postal code	0046

Organization Name	Water Institute of Southern Africa (WISA)
Department/Component	Training
Contributions	Technical Advisory Services - Capacity Building Support
Contact Details	+27 11 805 3537
Address	1 st Floor, 5 Constantia Park, 546 16 th Rd
City	Midrand
Postal Code	1685

Organization Name	Wildlife and Environment Society of South Africa (WESSA)
Department/Component	Howick Office
Contributions	Core Network Member
Contact Details	+27 33 330 3931
Address	1 Karkloof Rd
City	Howick
Postal code	3290

PROJECT TEAM

Project team member details

Organisation	Rural Water Concepts South Africa
Role	Network Coordinator
Title	Ms
Initials	YB
First Name	Yvette
Surname	Geyer
ID/Passport Number	7012250014089
Gender	Female
Race	White
Nationality	South African
Citizenship	South African

Country of Origin	South Africa
Relevant Years of Experience	22
Qualifications	BA (Political Sciences) and MM (Public and Development Management)
Email Address	yvette@waterconcepts.co.za

Organisation	Water Institute of Southern Africa (WISA)
Role	Project Coordination for Process Controllers Qualification, and team member of CEP for Water Services Hand/Water Reticulation and Sanitation Coordinator
Title	Ms
Initials	A
First Name	Anita
Surname	Pillay
ID/Passport Number	7907240091081
Gender	Female
Race	Indian
Nationality	South African
Citizenship	South African
Country of Origin	South Africa
Relevant Years of Experience	20
Qualifications	BSc.
Email Address	training@wisa.org.za

RATIONALE

Motivation

The FETWater Programme is now in its third generation of implementation. The original FETWater programme has its origins in a DWAF/ UNESCO/ WMO assessment report on capacity and skills needs in the water sector to implement the National Water Act in South Africa. In order to address the needs identified for capacity building, FETWater was established as a network programme drawing on a successful Belgian international model.

To date the FETWater programme has grown from three coordination networks, multiplied into seven and adjusted into six networks to align with the current organisational design structure of the current Department of Water and Sanitation (DWS). The network model has successfully created a learning forum in which the State, the academic body, the private and more recently the civil society sector are able to jointly coordinate and strategise to ensure the legal mandate in legislation can be met in a competent manner.

Meeting legal mandates requires attention to capacity building in areas of water resource infrastructure, monitoring and assessment, water resource planning, regulatory requirements, diagnostics of the water situation in the country, water use & water and sanitation services, institutional management and water governance.

The vision of FETWater Phase III is to provide, through effective and co-operative networking, appropriate capacity building, training and education opportunities to practitioners in the water sector in South Africa to empower them to solve water-related problems and to manage water resources in an integrated manner.

Each of the identified networks requires funding to operate for three years. Through a process of nomination Water Concepts has been appointed as the Network Coordinator for the Water Use, Services & Sanitation network.

This Business Plan outlines the rationale, outcomes and expected impacts, methodology, budgetary requirements, knowledge dissemination and research uptake, innovations that will arise, capacity and competency development what will result, address matters of intellectual property and any additional information pertinent to the successful achievement of the objectives of FETWater Phase III.

During Phase I, 484 people were trained, and during Phase II, 1 247 people were trained. In total 1 731 people have been trained. Of these, 63% were previously disadvantaged individuals and 32% were women. DWA officials formed 36% of the 1 721 people trained. The nature of collaboration over the years has built a solid foundation which should lead to these numbers being significantly increased through Phase III.

Recommendations from the evaluation of the FETWater Phase I and II have already been implemented which include drawing in previously disadvantaged institutions and individuals, focusing on a demand driven approach to capacity building more than supply driven approaches and moving ownership of the programme squarely into the hands of a local stakeholder – in this case DWS.

This Business Plan builds on these successes and incorporates the key capacity building strategies required to meet the most critical and scarce skills required in order to meet the requirement of delivering quality water for all in South Africa.

It has drawn on consultations with stakeholders in the water use, services and sanitation sector. The outcome of these consultations is attached as the Network Training Report for the drawing up of the Water Use, Services and Sanitation Business Plan.

Outputs/Outcomes and Expected Impact

Of importance is ensuring a coordinated and collaborative approach to building capacity in the water sector, in this case for Water Use, Services and Sanitation specifically. This will ensure a strategic response to the need to address scarce and critical skills in the first instance. In the second, to ensure a quality driven capacity building approach that takes into account national imperatives and contributes to meeting the objectives contained in each of these key documents.

These include the National Development Plan, the National Skills Development Strategy III, the National Human Resource Development Strategy Vision 2030, the National Water Resource Strategy 2 (Chapter 15 in particular), EWSETA SSP, For and through SIPS Report and FETWater Documents to date.

The Project Outputs, Outcomes, Impact, Monitoring and Evaluation Mechanisms and Risk Analysis (including preconditions and assumptions prior and post the implementation phase) is included in the table below.

Objective/ Outcome	Output	Existing Pre-Conditions /Assumptions	Potential Risks	Mitigation Strategy	Post Intervention Conditions/ Assumptions
Objective 1: To ensure effective coordination of the activities of the Water Use, Services and Sanitation FETWater III network					
<u>Outcome:</u> Improved coordination between FETWater and WSLG Skills Task Team.	Regular Reports on improved cooperation as a result of FETWater initiatives.	The information within FETWater is not widely known throughout sector stakeholders.	The seamless distribution of information from all six networks to each of their stakeholders may not be synchronised.	Regular communication with stakeholders.	There will be a regular practice of informing others of the process not only the outcomes attached to capacity building initiatives.
Objective 2: To complete the QCTO process for the Process Controller Qualification					
Outcome:A Process Controller Qualification will be finalised and will be available to the water and sanitation sector.	Process Controller Qualification Registered and Learning Materials Developed and Piloted.	The process controller process is underway and requires assistance for the final phases of registration	The existing group of experts will not be sufficient to support the completion of this qualification	To build on the sector wide support for this qualification	That the qualification level developed through this process (NQF2) will be supported by the development of further NQF qualification levels.
Objective 3: QCTO alignment of three qualifications in the Water Use, Services and Sanitation network area					
<u>Outcome:</u> Learning materials will have been developed and a service delivery model piloted towards a post graduate Sanitation Coordinator qualification	Qualification/s Registered and Learning Materials Developed and Piloted.	Unit standards and a curriculum outline exist for this qualification	The resources allocated may not be adequate	Further fundraising may need to take place	There will be sufficient uptake in student numbers through extensive TVET and UoT offerings.

AIMS AND OBJECTIVES

AIM

To address capacity shortages and gaps in the Water and Sanitation Sector through the development of three qualifications and fundraising for shortfalls over a two year period that provides a strong foundation for a Water Use, Services and Sanitation Capacity Building Community of Practice.

No	Objective
1	To ensure effective coordination of the activities of the Water Use, Services and Sanitation

	FETWater III network
2	To complete the QCTO process for the Process Controller Qualification
3	To support activities towards the completion of post graduate Sanitation Coordination Qualification

ACTIVITIES

Activities

The activities include the following:

1. Network Coordination Meetings
2. FETWater Coordinator Meetings
3. WSLG Skills Task Team Meetings
4. Writing of funding proposals/grant applications in particular for community awareness and local monitor development
5. Fundraising and networking
6. WISA Conference Session
7. Roadshows
8. Coordinate Audits and Skills Planning for Sanitation Coordinator
9. Coordinate Curriculum Development and Registration for Sanitation Coordinator
10. Coordinate Learning Material Development for Process Controller, and Sanitation Coordinator Qualification
11. Coordinate Piloting for Process Controller Qualification
12. Coordinate Accreditation for Process Controller and Water Reticulation Professional Qualification

Methodology of implementation

The network will be built using the following different methodological approaches:

1. Following QCTO processes for qualifications identified in the current business plan

In the instance of the Process Controller Qualification much work has already been done. In this instance the following QCTO steps will be undertaken:

- Learning Material Development
- Piloting
- Accreditation/Certification of Learners
- Mainstreaming

In the instance of developing a post graduate Sanitation Coordination qualification the following QCTO processes will be undertaken:

- Learning Material Development
 - Piloting
 - Accreditation/Certification of Learners
 - Mainstreaming
2. Engagement with LGSETA and EWSETA in order to access grant funding

The network coordinator and project team coordinators for the two qualification processes will apply for grant funding from the two SETAs in order to ensure access of grant funding to complete the processes and to supplement the grant budget attached.

3. Fundraising

Network members will be drawn on in order to assist with further fundraising or proposal writing for initiatives that are critical such as Community Education and Awareness that is not costed into

this business plan. This matter has been highlighted as critical but given the limited funding of FETWater will require separate fundraising.

Project Implementation

A Gantt chart is hereunder subject to update upon review of activities of 2015/2016.

Activities	June 15/16	July 15/16	Aug 15/16	Sept 15/16	Oct 15/16	Nov 15/16	Dec 15/16	Jan 15/16	Feb 15/16	March 16/17	April 16/17	May 16/17	June 16/17	July 16/17	Aug 16/17	Sept 16/17	Oct 16/17	Nov 16/17	Dec 16/17	Jan 16/17	Feb 16/17
Objective 1: Effective Coordination of Network																					
2 Core Network Meetings																					
Venue																					
Coordination																					
Network Coordinator (inc. Network Coordinator Meetings)																					
Fundraising for Network																					
Writing up SETA grant applications																					
Writing up other funding proposals																					
Networking to raise funds																					
Research																					
Meetings																					
WISA 2016 and Roadshows																					
Preparation for WISA 2016 participation																					
Participation in WISA 2016 Conference																					
Roadshows																					
Objective 2: Completion of the Process Controller QCTO Alignment process																					
Process Controllers Qualification Finalisation																					
Learning Material Development																					
Workshop on Delivery Systems, AQP & Materials Development																					
Pilot site and trainers identified																					
Draft materials developed for delivery system																					
Piloting																					
Workplace and Learner Induction at Pilot Site																					
Delivery System implemented																					
Accreditation Certification of Learners																					
AQP Business plan implemented																					
Draft Materials Developed Summative Assessment																					
Certification, upscaling and marketing workshop																					
Objective 3: Support Activities for the completion of a Post Graduate Sanitation Coordination Qualification																					
Sanitation Coordination Qualification																					
Learning Material Development																					
Workshop on Delivery Systems, AQP & Materials Development																					
Pilot site and trainers identified																					
Draft materials developed for delivery system																					
Piloting																					
Workplace and Learner Induction at Pilot Site																					
Delivery System implemented																					

DELIVERABLES

	Title	Description	Target Date	Amount (R)
0	Advance		01/06/2015	130 000
1	Progress Report 1	Process Controllers Pilot Implementation & Sanitation Coordinator Learning material development	30/11/2015	260 000
2	Progress Report 2	Process Controllers accreditation and learner certification and Sanitation Coordinator Piloting,	30/02/2016	260 000
3	Progress Report 3	Sanitation Coordinator accreditation, and learner certification	30/11/2016	389 400
4	Final Report	Final Report summarizing all deliverables 1 - 3	30/02/2017	260 600

PRODUCTS

Title/Name	Target Group	Application
Qualification 1. Process Controller Qualification Completion 2. Sanitation Coordination	Staff at local municipalities Staff in three different spheres of governance	Information Distribution
Curriculum (Manuals) 1. Process Controller	Learners in Enrolled programmes	Improved educational materials
Reports	Stakeholders in the Water and Sanitation Sector	Enhancement of existing knowledge
Brochures	Stakeholders in the Water and Sanitation Sector	Exposure to qualifications
Posters	Stakeholders in the Water and Sanitation Sector Water Services Authorities	Exposure to qualifications
Podcasts	Community Radio Listeners/Internet Site Visitors	Increased information footprint

BUDGET

Human Resource Costs

Project Team Member	Financial Year	Remuneration Rate (R/day)	Days/Year	Amount (R)
Network Coordinator	2015/16	4600	45	207,000
Network Coordinator Support	2015/16	4300	2	8,600
WISA	2015/16	3500	2	7,000
Implementing Agent	2015/16	3500	68	213,508
Network Coordinator	2016/17	4600	32	147,200
Network Coordinator Support	2016/17	4300	15	64,500
Implementing Agent	2016/17	3500	70	245,000
TOTAL			234	892,808

Travelling Expenses (International Conferences, Symposia, Seminars, Workshops & Meetings)

Item	Motivation	Financial Year	Amount (R)
Core Network Meetings			
Travel (air)	To facilitate effective coordination of network	2015/16	31,500
Travel (ground)		2015/16	6,000
Fundraising Networking			
Travel (ground)	For sustainability purposes for the network	2015/16	3,000
Finalisation of Process Controller Qualification			
Travel (ground)	To conduct a Workplace and Learner Pilot and Up scaling/marketing Workshop	2015/16	24,000
Accommodation		2015/16	16,000
Core Network Meetings			
Travel (air)	To facilitate effective coordination of network	2016/17	31,500
Travel (ground)		2016/17	6,000
WISA 2016 attendance and roadshows			
Travel (air)	To promote the outcomes of the work of the network and to encourage professional registration and use of materials	2016/17	13,000
Travel (ground)		2016/17	3,000
Accommodation		2016/17	7,000
Sanitation Coordination Post Grad Qualification			
Travel (ground)	To conduct a Workplace and Learner Pilot and Up	2016/17	24,000
Accommodation		2016/17	8,000

	scaling/marketing Workshop		
OVERALL TOTAL			163,000

Dissemination/Uptake Activity expenses

Expense Item	Financial Year	Amount (R)
Learning Events	2015/16	182,000
Network Meetings	2015/16	13,000
Learner Materials	2016/17	90,000
Learning Events	2016/17	56,000
Network Meetings	2016/17	6,500
OVERALL TOTAL		347,500

Summary

Fin. Year	HR	Travelling	Dissemination	Total	Deliverables
2015/16	436,108	70,500	191,200	697,608	Progress Report 1 & 2
2016/17	456,700	92,500	144,500	693,700	Progress Report 3 & Final Report
TOTAL	892,808	163,000	355,500	1,391,308	

TRAINING DISSEMINATION AND UPTAKE

Training of Network members will take place throughout the process including the Community of Expert teams. Learners will be trained through Pilot site training and will be recruited through municipalities and partners in the core and extended network.

Dissemination will occur through service delivery model implementation and marketing including roadshows, marketing material and presentations at industry events such as the WISA 2016 conference

Uptake is difficult to determine upfront but it is likely that the three qualifications are critical to the field and it is likely that the market will be substantial.

ADDITIONAL INFORMATION

Literature References

National Water Resources Strategy 2
National Skills Development Strategy III
EWSETA Sector Skills Plan
Integrated Network Training Report (Gauteng and Western Cape)
Department of Higher Education and Training, April 2010: Framework for the National Skills Development Strategy 2011-2016
Department of Water Affairs and Forestry, May 2008: 2025 Vision for Human Resource Development for Water Sector – Capacity Development Plan for the Water Sector
Department of Water Affairs: Report on Higher Education Institutions Offering Water Related Qualifications
Department of Water Affairs, 2010: A Coordinated Approach to Skills Development – A report on coordinating skills development in the water sector
Energy and Water SETA, 2014: Sector Skills Plan
FETWater, 2003: National Audit of Capacity for Resource Directed Measures for Protection of Water Resources
Rhodes University, 2013: List of Post-Graduate Qualifications in Water – Phase II Report
UNESCO, undated: Towards a Strategy on Human Capacity for IWRM and Service Delivery
Water Concepts, 2011: Integrated Water Sector Skills Intervention Map-based on a Sector Skills Gap Analysis – Report 1.0: Review of Existing Work Relevant to Human Capacity and Competence; completed for the Water Research Commission (WRC Project number K5/2113
Water Concepts, 2011: Integrated Water Sector Skills Intervention Map-based on a Sector Skills Gap Analysis – Report of the Supply Side Research
Water Research Commission, 2007: Assessment of Training Programmes and Capacity Needs for the Water Sector

Additional Comments

Comments with regard to the possibility of the network building a sustainable foundation beyond the project contract that are contained within the Integrated Network Training Report need to be taken under advisement by the WRC and the DWS.

Brief CV details for the Network Coordinator

With a BA (Political Sciences) and MA (Public and Development Management) Yvette has worked in the private, civil society and public sectors over the past 22 years. Her role as a Data Analyst and Business Development Officer at Water Concepts is a reflection of her Qualitative and Quantitative Research, Monitoring and Evaluation, Commissioning of Research, Research Team Management, Strategic Business Operations and Sustainability capacities. In addition she has expertise as a facilitator/trainer/curriculum developer, policy and process advisor, stakeholder relations manager, and project manager. In the area of capacity building her abilities as a trainer and curriculum developer have been nationally recognised as is reflected in her serving as a National Standards Generating Body for Policing during the establishment of SAQA structures.

She has managed large scale projects such as the setting up of Community Police Forums in seven out of nine provinces in South Africa and numerous political exchange programmes.

She has worked at a national level and in the sphere of local governance in a wide variety of fields including elections, safety and security, peace building, secondary and tertiary education, political transition, youth development, anti-racism, social accountability (analysis of public

finance and gender budgeting) and water amongst other areas of specialisation. She has written several publications and research reports in support of this work.

She has worked in or in partnership with institutions at an international level in over 15 countries in Africa, South Asia, the Middle East, North and Latin America and has been the recipient of the Clinton Democracy Fellowship in 2002 and the Kettering Foundation International Residency in 2012. She has also served as a member of various Community Police Forums, Forums in the Capacity Sector, plays an advisory role to several smaller CSOs and is currently the Deputy Chair AgriAids – an NGO working with farmworkers on holistic health approaches including a focus on HIV/AIDS.

List of Abbreviations

CV	Curriculum Vitae
FETWater	Framework Programme for Research, Education and Training in the Water Sector
HR	Human Resources
NWRS2	National Water Resources Strategy Version 2
PDI	Previously Disadvantaged Institutions/Individuals