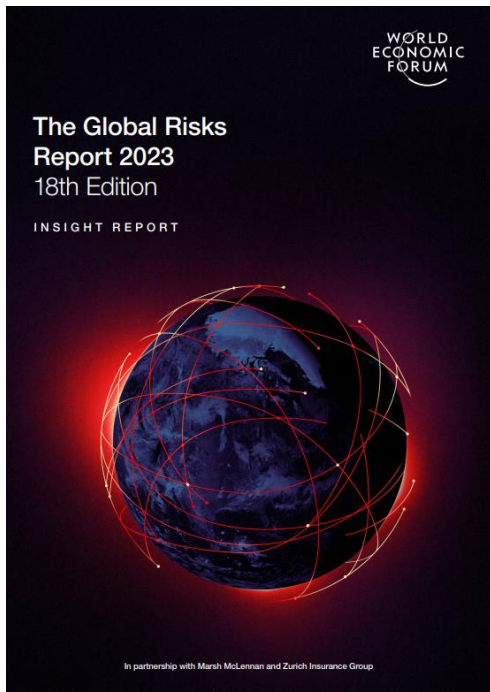


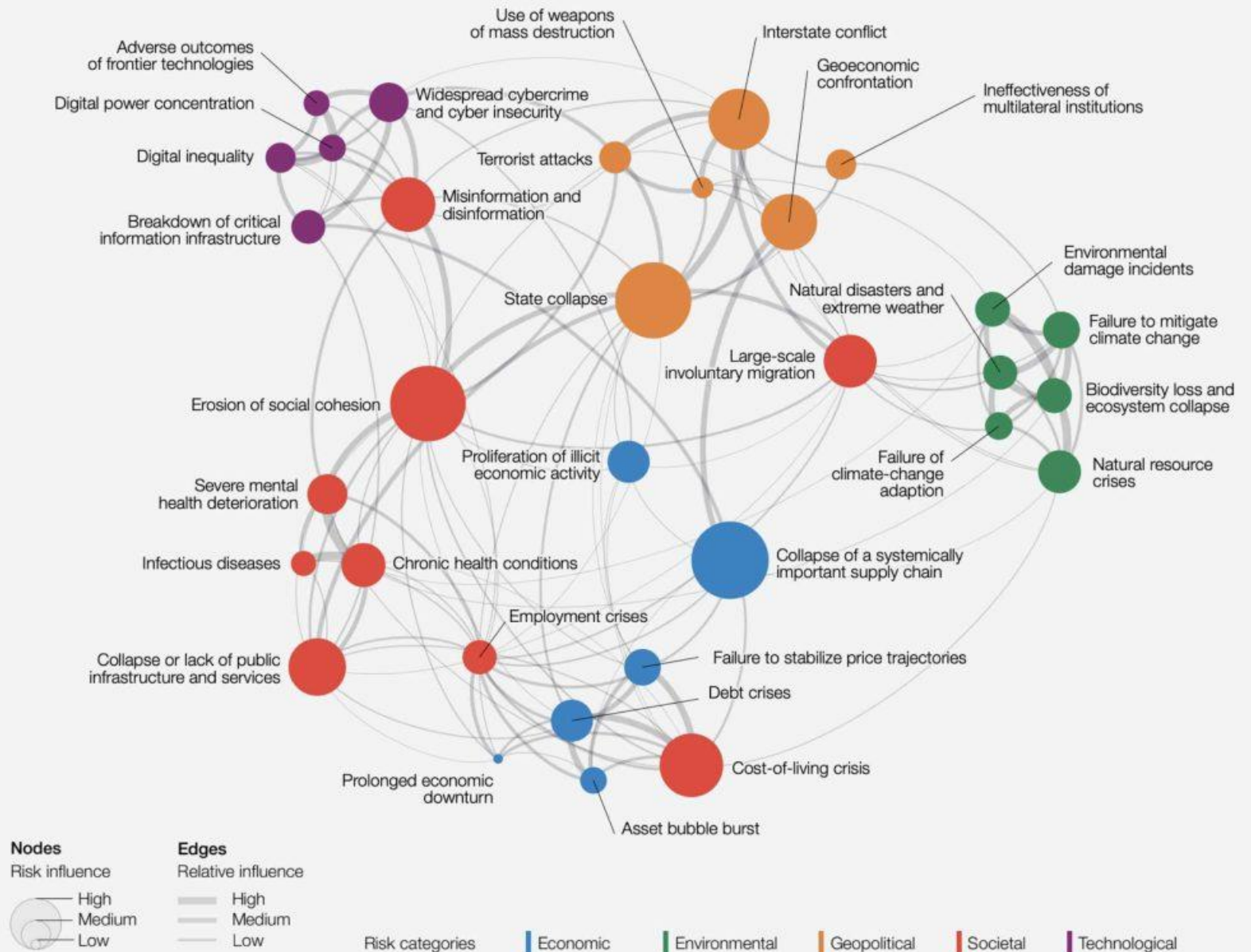
# Bridging the skills gap in an evolving water job market

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- **Highly interconnected** challenges
- Need for **systems thinking**
- **Infrastructure for improving future resilience:**
  - environments to innovate at the interface of different disciplines
  - environments to catalyze cooperation between different actors
  - build capacity of new generation of water professionals



Source  
World Economic Forum, Global Risks Perception Survey 2022-2023.

# WATER AND YOUTH OPPORTUNITIES IN THE MEDITERRANEAN



Gap Analysis and Survey Results

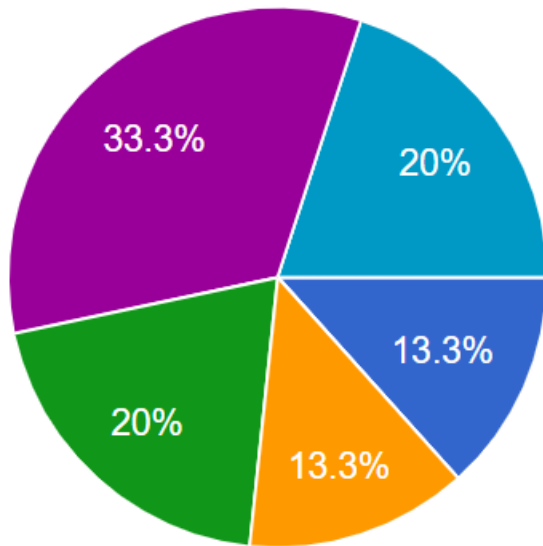


Union for the Mediterranean  
Union pour la Méditerranée  
الاتحاد بين أجل المتوسط

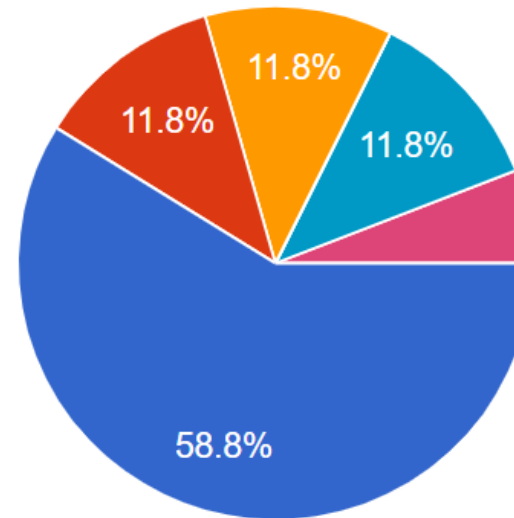
The **aim of the survey** was to understand:

1. youth's perception on **employability in the water sector**
2. youth's perception toward the **compatibility of their traditional academic training** with job market needs
3. **skill sets** necessary for emerging water job market demands
4. **key challenges** for employment in the Mediterranean region

# Seeking jobs in



- Academia
- Government/ Public sector
- Private sector
- Consultancy
- NGOs/ International Organizations
- Own business/entrepreneur



- Water resources management
- Water diplomacy / policy
- WASH
- Water service provider
- Not seeking employment at the moment
- Water level, quality monitoring
- Water level, flow and quality monitoring

# Agree or Disagree

	Disagree	Neutral	Agree
I am confident that I will <b>find the job</b> I am looking for shortly after I graduate	35%	41%	24%
I am confident that I will find this job <b>in my country of origin</b>	59%	23%	18%
I am confident that I will find this job <b>in my country of current residence</b>	47%	40%	13%
The <b>skills</b> I have acquired during my education equip me to understand the <b>complexities of water challenges of the future</b>	18%	41%	41%
My <b>education and training</b> are highly <b>interdisciplinary</b>	0%	53%	47%
Future water jobs will require much more <b>digital skills and literacy</b>	0%	18%	82%
Future water jobs will require a workforce with an <b>interdisciplinary skill set</b>	0%	24%	76%

# Skills

## Technical skills:

- spatial analysis
- big data analytics
- systems thinking
- machine learning
- literacy in digital platforms
- technical writing
- ability to publish



## Soft skills:

- creativity
- critical thinking
- interpersonal skills
- international experience
- ability to work in groups
- remote working skills
- innovation
- management skills
- leadership
- communication
- languages

# Key challenges

## Key challenges

- demands for long years of experience for junior positions
- specific language requirements
- financial crises
- lack of political stability
- lack of connections within the water sector
- lack of necessary training



# Key messages

- Continuous learning is essential in a rapidly evolving water job market
- Skill gaps represent opportunities for new training and apprenticeship programs for youth in the water sector
- Soft skills are as important as technical skills