

# WATER ACADEMY ANNUAL REPORT 2024



أكاديمية المياه  
Water Academy





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# INTRODUCTION

The Water Academy is one of the key pillars for development and qualification in Saudi Arabia's water sector, playing a pivotal role in developing human capital and enhancing professional capabilities. Established over 43 years ago, the Academy was founded with a strategic vision aimed at strengthening national human resources and achieving optimal efficiency in water management. As a result, it has become a major contributor to building the national capacity to address the growing challenges related to water scarcity, sustainability, and the protection of water resources.

Under the supervision of the Saudi Water Authority, the Academy seeks to equip leaders and professionals with specialized knowledge and up-to-date skills to keep pace with the ongoing developments in the water sector. Its mission revolves around offering specialized training programs, fostering innovation, and contributing to the Kingdom's ambitious vision of securing and sustaining its water resources.

The Academy's objectives focus on enhancing workforce competencies, improving operational efficiency, and ensuring compliance with regulatory standards in the water sector. By combining theoretical and practical training, the Academy has succeeded in raising the technical and professional expertise of specialists in water production, management, and infrastructure.

Through its diverse programs, strategic partnerships, and ongoing initiatives, the Water Academy has made significant contributions to the development of the Kingdom's water sector, helping to promote a culture of excellence and actively contributing to building a sustainable future for the Kingdom's water resources.



# SWA PRESIDENT'S MESSAGE

The Water Academy, the training arm of the Saudi Water Authority, is pleased to present its 2024 Annual Report. We are excited to share the key achievements of 2024, alongside the ongoing efforts to achieve our strategic objectives for the water sector. Our focus extends beyond simply generating positive impacts; we are committed to driving sustainable development and ensuring a prosperous future for generations to come.

The Academy continues its vital role in developing national expertise and enhancing the capabilities of the workforce within this strategic sector. We take pride in our contributions toward achieving development targets and transferring knowledge both locally and internationally, as well as we have strengthened partnerships with globally renowned training institutions to deliver innovative, internationally accredited programs that address market needs and support the goals of Saudi Vision 2030.

With the significant transformations taking place in the water sector, we remain committed to supporting the Academy's ambitious vision to contribute to this change by strengthening the capabilities of technical and engineering staff, as well as companies. We continue to expand our services across the entire water supply chain and intersecting sectors, locally, regionally, and globally. Our commitment to knowledge, excellence, and sustainability empowers son of our soil to lead these transformations, and we are dedicated to raising training and qualification standards as part of our ongoing pursuit of excellence in the water sector.





# GLOSSARY OF KEY TERMS AND DEFINITIONS

**SWA**

Saudi Water Authority

**WA**

Water Academy

**Accreditation**

System that manages institutions effectively through transparent principles and practices, ensuring objectives are achieved ethically while promoting accountability.

**Partnerships**

Cooperation between local and global institutions to foster development, improve performance, and develop skills.

**Corporate Governance**

System that manages institutions effectively through transparent principles and practices, ensuring objectives are achieved ethically while promoting accountability.

**Reverse Osmosis Technology**

A desalination process using a water-permeable membrane under pressure. Energy is only needed for water compression, not heating. Up to 60% of feed water is disposed based on salt content.

**International Programs**

Delivering specialized and targeted water sector programs on an international scale.

**Qualification Programs**

Programs that aim to qualify trainees and provide them with the skills needed in the water sector to improve individuals’ performance

**Specialized programs**

Tailored programs designed to equip participants with advanced skills in areas related to management and the latest technological advancements

**Operational Excellence**

Enhancing performance standards by consistently improving WA’s operational procedures, systems, and policies.

**Simulators**

Enhancing performance standards by consistently improving WA’s operational procedures, systems, and policies.

**Labs**

Facilities that provide the appropriate environment for carrying out training activities.

**Occupational competencies**

A set of behaviors, skills, and characteristics that employees must possess or acquire in order to perform their duties efficiently and effectively.

**Solar Energy**

Renewable energy technology that relies on harnessing sunlight and heat to generate electricity or to heat water and air for domestic or industrial use.

**NWS**

National Water Strategy provides the vision and pathway to work across government and in partnership with the people to achieve lasting water security for our health, prosperity, and growth.



# EXECUTIVE SUMMARY

In 2024, the Water Academy entered a pivotal phase of transformation, solidifying its position as a key pillar for human resource development and innovation within the water sector. While maintaining its traditional focus on desalination plants technologies & operations and water purification training, the Academy expanded its scope to encompass strategic areas such as resource planning, infrastructure development, distribution systems, and emerging technologies.

The initial phase of establishing three new branches in Al-Khobar, Madinah, and Rabigh marks a significant step in the Academy's national expansion, underscoring its commitment to increasing access to high-quality training services in line with global standards. These state-of-the-art facilities, will be equipped with cutting-edge training technologies, specialized laboratories, and advanced workshops, are designed to deliver top-tier educational programs. This ensures that professionals across Saudi Arabia can benefit from advanced training. This expansion is fully aligned with the objectives of Saudi Arabia's Vision 2030, contributing to enhanced water security, sustainability, and workforce development.

The Academy is dedicated to strengthening institutional governance through transparent oversight mechanisms and data-driven decision-making, fostering enhanced trust among stakeholders. In this context, the Academy has developed a diverse portfolio of contracts with over 20 entities and companies, which goes beyond traditional customer relationships. This underscores the continuous growth and diversification of its financial base. Furthermore, this success is bolstered by strategic partnerships across the water sector and other industries, including collaborations with government entities, the military sector, and private-sector partners.

On the international front, the Academy continues to expand its strategic partnerships with renowned institutions such as London Business School, the University of Oxford, the Chartered Management

Institute (CMI), CIWEM, David Paul (DHP), Inc, Water Cycle... These collaborations facilitate the integration of globally recognized expertise into the Academy's training programs, with a focus on advanced desalination techniques, reverse osmosis, renewable energy management, environmental sustainability, leadership development, and operational excellence. These initiatives have attracted participants from across the globe, highlighting the Academy's significant role in advancing the water sector internationally. Additionally, the Academy is opening doors for future collaborations with prestigious institutions such as IHE Delft Institute For Water Education based in Nederland for the long-term program on academic qualifications and capability enhancement, the Association for Materials Protection and Performance (AMPP) etc.

Through these ongoing efforts, the Academy seeks to raise training standards within Saudi Arabia and establish itself as a trusted global resource of knowledge and skills in water sustainability, technological innovation, and strategic leadership. With plans for further expansion and deepening its outreach, the Water Academy is steadily advancing toward becoming a globally recognized leader in the qualification and development of professionals in water management, operations, and maintenance, while enhancing its resilience and innovation for the future.

# WATER ACADEMY IN NUMBERS

## Statistics of training activities 2024

992	16,380	21,570
Training Programs	Trainees	Training Hours
+8	+18	5
Leadership Programs	Commercial Contracts	Agreements with International Entities
88%	+15	
Trainee Satisfaction Rate	International & Local Accreditations	



# STRATEGIC OVERVIEW

The Water Academy marked 2024 as a transformative year, evolving from a traditional training institution into a comprehensive center of excellence serving the entire water supply chain. Building upon our established foundation in advancing the water training ecosystem, we expanded our scope to address emerging sector challenges while maintaining unwavering alignment with Vision 2030.

This strategic evolution reflects our commitment to achieving global excellence in water training through the adoption of international best practices and innovative methodologies. Our enhanced approach not only strengthens the Kingdom's water sector capabilities but also reinforces our position as a key enabler in achieving national development goals.



- VISION**  
To become the leading global source for water industry professionals
- MISSION**  
To bring water security to the world by developing professional water specialists and enabling them to design, implement and operate quality water supply solutions that are sustainable and cost-effective
- VALUES**  
Our values: Integrity & transparency, professionalism, commitment & seriousness, Innovation development & sustainability, healthy & safe environment.

Water Academy's mission, vision, and values

## Strategic Directions

01

Leading the knowledge in the water sector

02

Elevating the Academy's standards through the attainment of international accreditations.

03

Forging strategic international partnerships

04

Supporting water sector leaders locally and globally

05

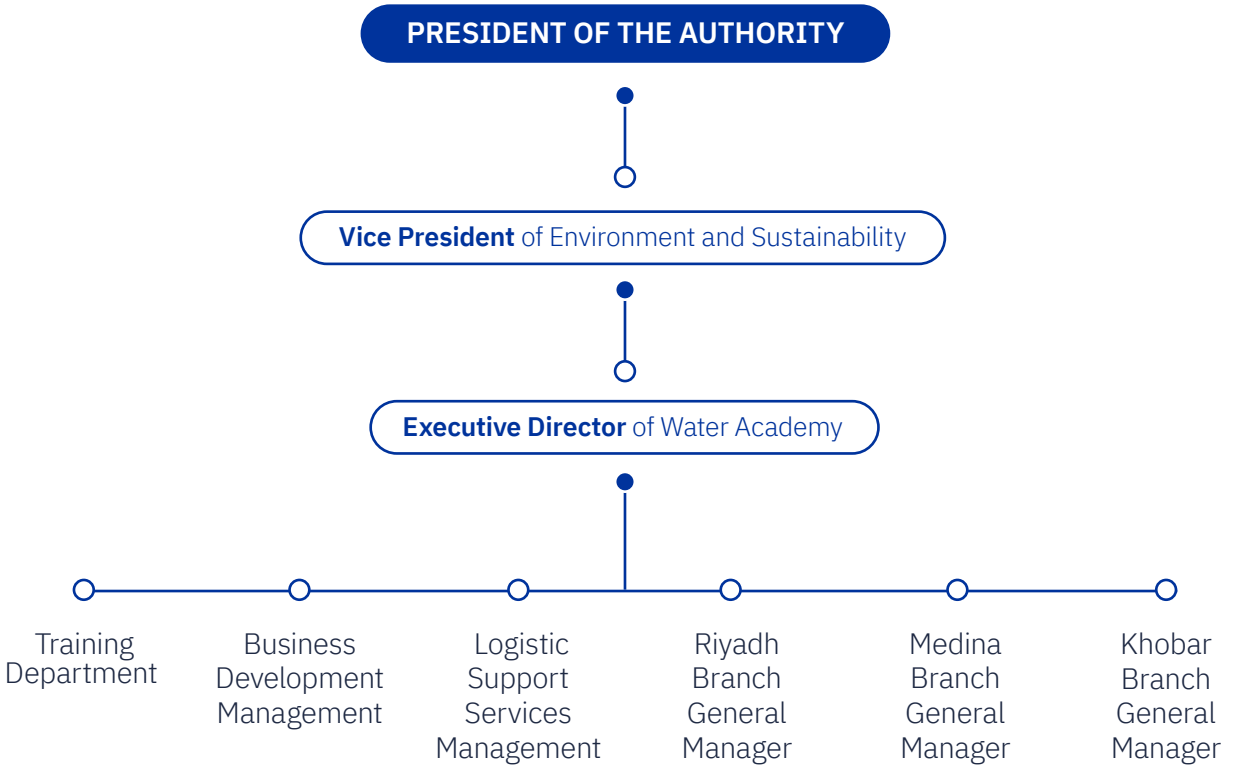
Launching specialized environmental programs



# CORPORATE GOVERNANCE

The Water Academy, functioning as the training division of the Saudi Water Authority, adheres to exemplary standards of corporate governance that align with the Kingdom of Saudi Arabia’s national strategic framework. The governance structure is designed to support our primary mission of human capital development within the water sector, following the objectives outlined in Saudi Vision 2030.

In 2024, key governance achievements included optimizing organizational performance through efficient power allocation systems, implementing centralized information systems for data-driven decisions, and establishing robust facility maintenance protocols. Additionally, the Academy enhanced workplace safety with advanced occupational health measures.



WA organizational chart

# STRATEGIC TRANSFORMATIONS AND DEVELOPMENT INITIATIVES

The year 2024 represented a pivotal moment in the evolution of the Water Academy. We undertook an ambitious transformation to fundamentally reshape our training mission and institutional reach. This transformative journey signifies a strategic transition from our traditional role to a comprehensive center of excellence serving the entire water supply chain.

Our expanded scope encompasses various disciplines, including resource planning, infrastructure development, distribution systems, customer service, and sustainability practices. This broadened mandate reflects our recognition of the water sector’s increasingly interconnected nature and the need for holistic expertise across various domains.

The construction of new state-of-the-art facilities in Al-Madinah, Rabigh, Al-Khobar, and Kids Academy has begun, with completion expected by 2025. These cutting-edge facilities will serve as regional hubs for excellence in the water sector, significantly boosting and enhancing our capacity to deliver high-quality training across the Kingdom. Equipped with the latest technologies, specialized laboratories, and modern workshops, these centers are designed to offer top-

tier training programs, ensuring that professionals across Saudi Arabia benefit from advanced training. In parallel, we are actively pursuing strategic partnerships within the GCC to establish a robust regional network of expertise in the water sector.

Looking forward, the Water Academy has outlined a multi-horizon strategic roadmap: in the near term, consolidating its position as Saudi Arabia’s leading institution for water sector training; in the medium term, expanding its reach across GCC countries. This phased approach ultimately aspires to realize its long-term vision of becoming a globally recognized organization in the water sector, equipped to address the evolving challenges and opportunities of the international water landscape.



# ALIGNMENT WITH SAUDI VISION 2030 AND NATIONAL WATER STRATEGY

The Water Academy’s strategic initiatives align with Saudi Arabia’s Vision 2030 and the National Water Strategy (NWS), supporting national transformation while addressing sector-specific challenges. Through this dual alignment, the Water Academy fosters the development of human resources of the Kingdom’s water sector.

In advancing Vision 2030’s broader national transformation agenda, the Academy focuses on developing highly qualified professionals capable of leading the evolution of the water sector. Our programs enhance water security through specialized training in critical domains while creating opportunities for Saudi citizens in advanced technical fields. This approach supports the Kingdom’s objectives of workforce development, economic diversification, and establishing global leadership in water technologies.

The Academy’s alignment with the NWS manifests through targeted technical programs addressing specific sector requirements. These programs encompass advanced desalination technologies, integrated water resource management, and environmental sustainability.

Combining Vision 2030’s transformational objectives with NWS’s technical imperatives, this comprehensive approach positions the Academy as a key enabler in developing a sustainable and innovative water sector.

# WATER ACADEMY’S CONTRIBUTION TO SAUDI WATER AUTHORITY STRATEGY

In terms of capacity building, the Academy made a significant impact in 2024 by providing training services to over 16,000 trainees across various fields, compared to only 5,749 trainees in 2023, representing a remarkable expansion of nearly three times. The Academy also implemented specialized programs and strengthened its partnerships with prestigious institutions, equipping the workforce in the water sector with essential technical and leadership skills. These efforts have contributed to improving the sector’s performance across all water service activities.

The Water Academy has made a significant contribution to the Monitoring and Compliance initiative, aimed at overseeing the water ecosystem and ensuring strict adherence to relevant regulations and standards.

The Academy has successfully qualified and certified dozens of inspection officers to carry out field inspections, ensuring robust oversight and compliance. Furthermore, the Academy has trained numerous professionals, including water auditors specializing in identifying water leaks in urban infrastructure and residential units, and has certified them in collaboration with the National Center for Water Efficiency and Conservation.

These efforts play a crucial role in ensuring regulatory compliance, enhancing customer service quality, and improving the overall efficiency of water resource management, thus contributing to the advancement and development of the water sector.



# MAJOR PROJECTS COMPLETED

In 2024, the Academy successfully delivered training programs addressing the needs of the water sector’s supply chain. These programs covered critical areas such as water production, transmission, strategic storage, distribution, collection, treatment, and reusing treated water for irrigation. A significant highlight was the introduction of professional certifications for Specialists in Reverse Osmosis systems, as well as training for Water Auditors and Enforcement Compliance Officers to meet emerging sector demands.

One of the Academy’s major projects in 2024 was the development and implementation of the training programs pyramid, a comprehensive framework that guides the Academy’s strategy and defines the diverse groups it serves. By aligning its offerings with this structured framework, the Academy has solidified its role as a key contributor to workforce development, ensuring that its programs address the unique needs of every stakeholder.

Another achievement was the collaborations of the Academy with private sector water companies to elevate workforce competencies. Notably, the Academy partnered with ERWAA Water—a joint venture between Veolia and Alkhorayef Water & Power Technologies (AWPT)—to deliver specialized employee training.

The Water Academy’s specialized training programs extend across various age groups, empowering individuals to become part of the water sector, where the future is shaped through sustainable solutions. This is part of the Academy’s ongoing efforts to equip the water sector with knowledge and sustainable development.

**Kids Academy:**

The Kids Academy aims to foster advanced childhood development by providing modern methodologies and programs that build a promising generation with exceptional talents and capabilities.

**SWA Youth Leadership Program:**

The Academy focuses on the younger generation by offering a leadership program designed to provide the expertise necessary to qualify future leaders and train them for leadership roles in the sector.

**Summer Internships:**

The Academy offers summer programs for university students across various disciplines, aiming to qualify human resources through practical and hands-on experience within the Academy’s facilities.

**Engineers Program:**

The Academy organizes intensive training programs to train and develop engineers according to labor market needs, ensuring the qualification of professional expertise that guarantees the sustainability of the sector.

**Academy Ambassadors:**

These are distinguished alumni of the Water Academy (formerly the Training Center of SWCC) who have risen to senior leadership positions within the water sector, private sector, and industry. As role models, they inspire and motivate younger generations to strive for greater achievements. The Academy provides a clear and supportive pathway from the early stages of training to leadership roles, ensuring that its programs nurture talent and prepare individuals for impactful careers. This commitment ultimately shapes the next generation of leaders in the water sector.



Training programs pyramid by target audience

All these efforts work together to empower individuals and integrate them into the water sector, contributing to the development of sustainable solutions for the future.

Expanding its reach beyond Saudi Arabia, the Academy conducted training programs for Gulf Cooperation Council (GCC) countries, hosting delegations and delivering programs tailored to the region’s unique needs. Notably, specialized training programs held in Oman further strengthened qualifications and skill development within the Gulf region, reinforcing the Academy’s commitment to regional collaboration and workforce advancement.





DEVELOPMENT  
PROJECTS



The Water Academy has identified 2024 as a year of significant growth, focusing on expanding its national presence and enhancing its training capabilities.

Key infrastructure projects include the ongoing rehabilitation of the Madinah Branch and the ongoing construction of the Rabigh Branch, both of which are expected to open in 2025. Additionally, the Kids Academy will secure its site in 2025, while the Al-Khobar Branch is set to begin construction in the same year. These strategic developments are crucial to the Academy's continued growth and its commitment to strengthening the workforce within the water sector.

Parallel to physical expansion, the Academy launched its comprehensive Testing and Certification Initiative in Q3 2024. This program introduced state-of-the-art testing facilities with modern computer workstations, supporting specialized training and certification programs. The initiative focuses on four strategic pillars: professional efficiency enhancement, accreditation advancement, quality assurance, and sustainable development.

ACADEMY PROGRAMS

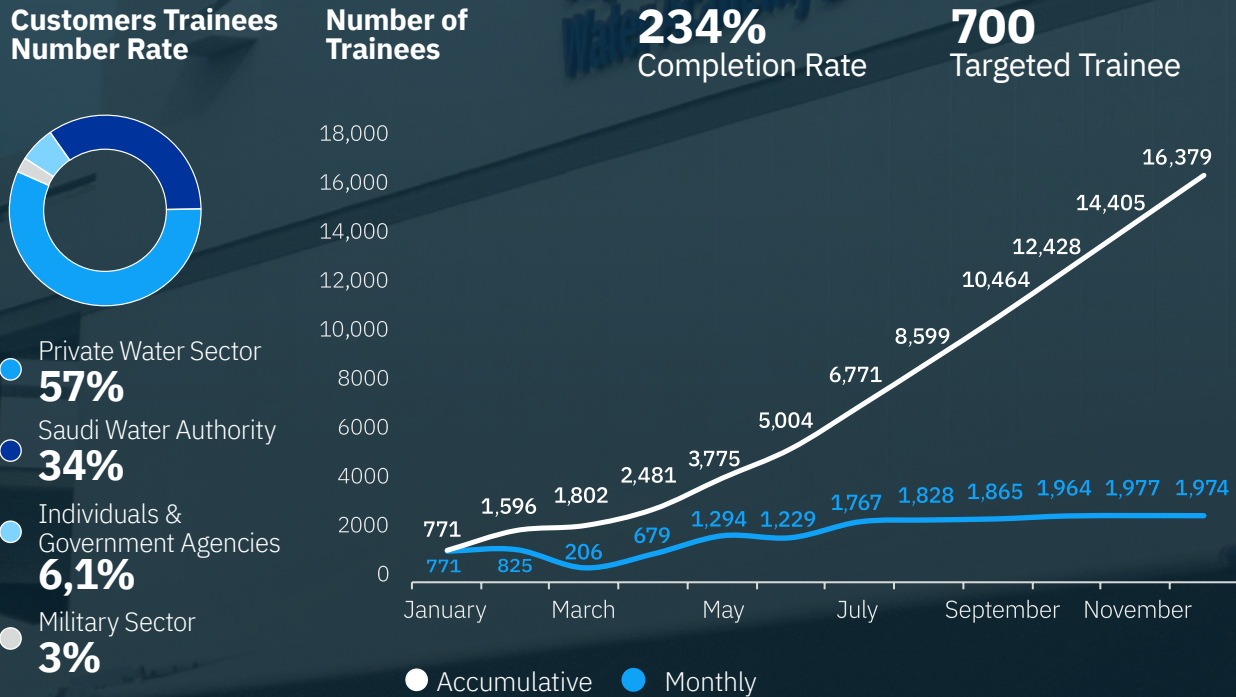
At the Water Academy, we provide an integrated training experience that aligns with the latest learning methodologies and labor market demands. Designed to address the objectives of Vision 2030, our programs are tailored to meet the dynamic needs of the water sector. These programs combine cutting-edge theoretical knowledge and hands-on practical training to ensure participants are well-prepared for their professional responsibilities.

Building on this foundation, the Water Academy offers various programs tailored to meet specific needs, including Developmental courses, Qualifications courses, Qualification programs, Training diplomas and International programs. This offer is aligned with the TVTC (Technical and Vocational Training Corporation) categories classification.

WATER ACADEMY

Highlights of training achievements of 2024

TRAINING IN NUMBERS FOR 2024	DEVELOPMENT COURSES	QUALIFICATION COURSES	DIPLOMA
<b>+16,380</b> Trainees	<b>+15,760</b> Trainee	<b>+395</b> Trainee	<b>16</b> Trainee
<b>+990</b> Training Program	<b>+970</b> Training Program	<b>12</b> Training Program	<b>1</b> Training Program
<b>+21,570</b> Training Hour	<b>+16,980</b> Training Hour	<b>+3,357</b> Training Hour	<b>+1,040</b> Training Hour





## LEADERSHIP PROGRAMS

Leadership development is key to organizational success and sustainability. The Water Academy’s leadership programs aim to equip participants with the skills to navigate a dynamic business environment effectively.

These programs focus on cultivating strong, capable leaders who can drive organizational growth and innovation. By refining participants’ leadership abilities, the academy ensures they are prepared to meet challenges and achieve their professional goals.

- At WA, our suite of programs includes:
- “Leadership and the Future Role” - program for middle leaders.
  - “Leading Change, Creativity, and Organizational Development” - program that aims to enhance productivity, creativity, and leadership skills for sustainable development.
  - “Strategic thinking and decision-making” – course that equips participants with skills for data analysis and formulating effective strategies.

## INTERNATIONAL PROGRAMS

In line with our mission to advance global expertise, the Water Academy offers international programs that focus on desalination technologies, operational excellence, and sustainability. ,led by industry experts. These programs aim to equip professionals with advanced knowledge and practical skills, contributing to the growth and development of the global water sector.

These programs are designed to support water sector leaders worldwide by fostering vital skills in water management, environmental stewardship, and technological innovation. A total of 8 international programs were delivered with over 200 participants as detailed below.



### Chartered Management Institute

- “Global Water Management” - Thirty candidates attended the program, which aimed to enhance and build capacities to strengthen water supplies’ sustainability and efficiency in June.
- Second edition of the “Water Management Program” - The program aims to enhance leadership capabilities and develop skills according to the highest global practices in November.



### London Business School

- “Operational Excellence” - Program in Riyadh where a group of water sector leaders attended the program, which aimed to enhance skills and design professional strategies for administrative operations.



### David H. Paul Inc.

- “Reverse Osmosis Challenges and Solutions” - Program targeting engineers and technicians working in industrial facilities.
- The second edition of the “Reverse Osmosis Challenges and Solutions”
- The third Edition of the “Reverse Osmosis Program” - Program focused on water production techniques using renewable energy in reverse osmosis.



### University of Oxford

- “Design Thinking Practitioner” - as part of the Innovation in Water Sustainability Conference. The program covered the fundamentals of professional design thinking and innovation practices, aiming to achieve the conference’s objectives.



### KPMG

- “Sustainability Reporting According to GRI Standards” - Program that equips participants with the tools to design and implement effective ESG reporting frameworks, enhancing transparency and accountability in the water sector.

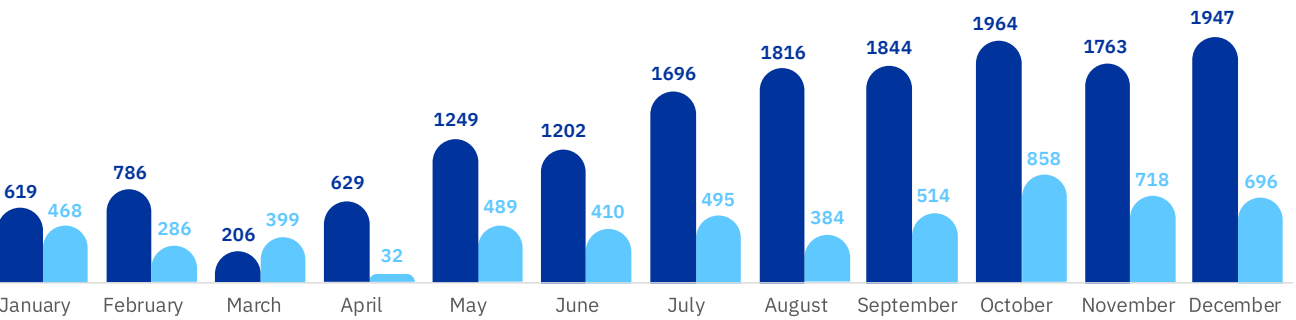
## DEVELOPMENTAL COURSE

This course is a short-term training program lasting no more than one month, with a maximum of 60 training hours. It is designed to develop specific skills or competencies in a brief period, typically aimed at enhancing professional skills or updating knowledge.

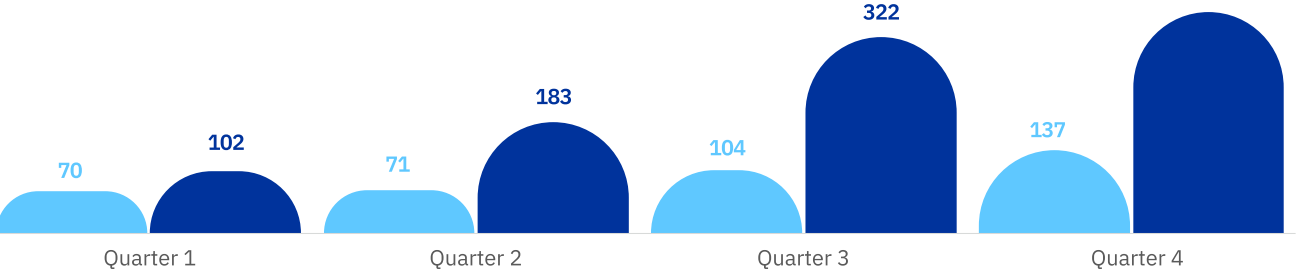
These courses represent the majority of the programmes offered by the Academy, which show significant growth in both the number of programmes delivered and the number of trainees in 2024 compared to 2023.

The following graphs show the comparative analysis:

Number of Trainees for Training Programs ● 2023 ● 2024



Number of Training Programs ● 2023 ● 2024



## QUALIFICATION COURSE

This course lasts less than a year and includes more than 60 training hours. It provides foundational knowledge and skills for specific professions or tasks, being more extensive and comprehensive than a developmental course. For these courses, the number of trainees increased from 343 in 2023 to 368 in 2024.

At the Water Academy, we offer qualification courses designed to address current and future challenges. Our suite of programs includes:

- “Youth SWA Leadership” in collaboration with Imam Abdulrahman Bin Faisal University, aimed at developing leadership skills in high school students in the water field.
- “Water System Management and Application”

program with the Regulatory Affairs Sector, training dozens of trainees to become inspection officers in the water sector.

- “Kashif” program, preparing water auditors to identify and detect leakage issues, in alignment with the Authority’s objectives.
- Workshop on “Mechanism for Preparing Project Terms of Reference,” in collaboration with Jubail Water Desalination System, for drafting specifications and improving project quality.
- Confined Space Rescue Emergency Response course, including practical training on rescue techniques in a safety and firefighting building.



# QUALIFICATION PROGRAM

This program is an advanced training option. It offers more in-depth and extensive training than qualification courses, combining both theoretical and practical learning to prepare individuals for specialized roles or professions.

The program offers courses tailored for engineers and technicians, equipping them with the skills needed to cover a wide range of specialties essential for working in the water sector.

Specialized qualification programs are essential for preparing the workforce to meet the demands of the modern labor market. These programs drive innovation, research, and economic development by empowering individuals with advanced skills.

- A batch of 38 engineers was trained and equipped with the necessary knowledge and skills, preparing them for fieldwork and enabling them to actively contribute as valuable members of the water sector in the Kingdom of Saudi Arabia.
- Training for 38 SEPCO employees in desalination industry operations and maintenance programs for engineers and operators.
- 4 groups of technicians were trained at water purification plants, with 115 operators qualified through water purification plant operations programs. This contributed to enhancing their skills and capabilities, thereby supporting the development of human resources in the sector.

# TRAINING DIPLOMA

This diploma program lasts from two to three years and provides a comprehensive understanding of a specific vocational field. It is designed to prepare individuals for advanced or leadership roles in their respective professions, requiring an extensive and thorough training period. In 2024, the Water Academy has successfully implemented a two-year Diploma Program in Water Production Systems Operations, which resulted in the graduation of 16 participants after they completed the Water Operator Program. The primary objective of this program was to equip participants with the essential knowledge and skills required for the efficient operation and maintenance of water production systems.

The Water Academy, in collaboration with manufacturing companies in the water sector, is set to implement future diploma programs for technicians in this vital field. Among the fruitful partnerships, the plan to launch a diploma program titled “Pump Manufacturing” in collaboration with the German company KSB has been announced. The program is scheduled to begin in 2025 and is designed to provide intensive training to equip trainees with specialized technical skills in pump manufacturing, while offering employment opportunities upon graduation. The program aims to localize knowledge, enhance technical expertise, and create job opportunities for youth in the water and industrial sectors.

# SPECIALIZED PROGRAMS

In 2024, the Water Academy successfully conducted several professional certification programs aimed at enhancing the skills and qualifications of professionals across various sectors, benefiting over 210 participants. These programs included the Risk Management Professional certification, offered in two separate sessions on July 21, 2024, and September 8, 2024. The Academy also hosted the Certified Risk Management Professional (CRMP) certification, with two sessions held on October 11, 2024, and November 17, 2024.

The Governance, Risk, and Compliance Professional (GRCP) certification was conducted on December 15, 2024, further contributing to the development of expertise in compliance and governance. The Academy also offered programs focused on Solar Cell Design and Solar Cell Installation, addressing the region’s growing demand for renewable energy solutions. These sessions were held throughout the year, including January 28, 2024, November 8, 2024, November 24, 2024, and December 5, 2024.

In addition to these, the Academy delivered specialized programs such as the Project Management Professional (PMP) certification on March 11, 2024, and the Reverse Osmosis (RO) Specialist Reverse Osmosis Engineer Certification Exam on September 15, 2024. To further strengthen its technical training offerings, the Academy conducted a session on Dismantling and Installing Membranes on February 14, 2024.

These initiatives underscore the Academy’s commitment to providing advanced professional training, thereby equipping individuals with the essential skills required to meet the evolving demands of the water, energy, and renewable sectors.

# ENVIRONMENT, SAFETY AND INDUSTRIAL SECURITY PROGRAMS

The Water Academy features fully equipped and specialized facilities in safety and firefighting, designed with the latest technologies and advanced infrastructure to provide comprehensive training that combines both theoretical and practical aspects. This state-of-the-art facility creates a realistic training environment, allowing trainees to experience programs in safety, environment, and industrial security, in addition to training in rescue, firefighting, and rapid response in emergency situations. This ensures that trainees are well-prepared to handle critical situations with efficiency and professionalism.

In our Safety, Environment, and Industrial Security programs, we are fully committed to promoting environmental sustainability while prioritizing the well-being of the workforce. These initiatives are designed to foster sustainable practices, minimize environmental impact, and enhance safety standards across various industrial environments.

Our strong commitment to safety, environment, and industrial security is demonstrated through our continuous focus on promoting environmental sustainability while ensuring the health and well-being of the workforce. These initiatives are designed to encourage sustainable practices, minimize environmental impacts, and achieve the highest safety standards across various industrial environments.



- At the Water Academy (WA), our program offerings include:**
- Confined Space Rescue Emergency Response, Technical Rescue Level 1, Public Safety Telecommunications Level 1 (according to NFPA 1006)
  - Professional Qualifications for Fire Investigator (NFPA 1033)
  - HAZMAT Training Levels 1, 2, and 3
  - Firefighting Practical Training for Sadara Chemical Company’s firefighting and rescue team, with various fire scenarios for hands-on experience.
- Additionally, we offer:**
- “Enhancing Security Culture in Safety”, in collaboration with the Executive Directorate of Industrial Security, which focuses on improving safety protocols and securing facilities from potential risks.
  - Specialized firefighting training for 32 trainees from Sadara Chemical Company, enhancing emergency response through simulation scenarios
  - “Enhancing Sustainability”, developed in partnership with Schneider Electric and presented at the COP16 conference. This program emphasizes advanced technologies to combat desertification and ensure the long-term sustainability of water resources.
  - Solar Energy Programs, which include:
    - “Introduction to Renewable and Non-Renewable Energy Sources”
    - “Design of Off-Grid Solar Energy Systems”
    - “Operation and Maintenance of Solar Energy Systems”

These initiatives reflect our unwavering commitment to promoting sustainable energy solutions and advancing environmental responsibility across various industries.



# TRAINEE SATISFACTION RATES

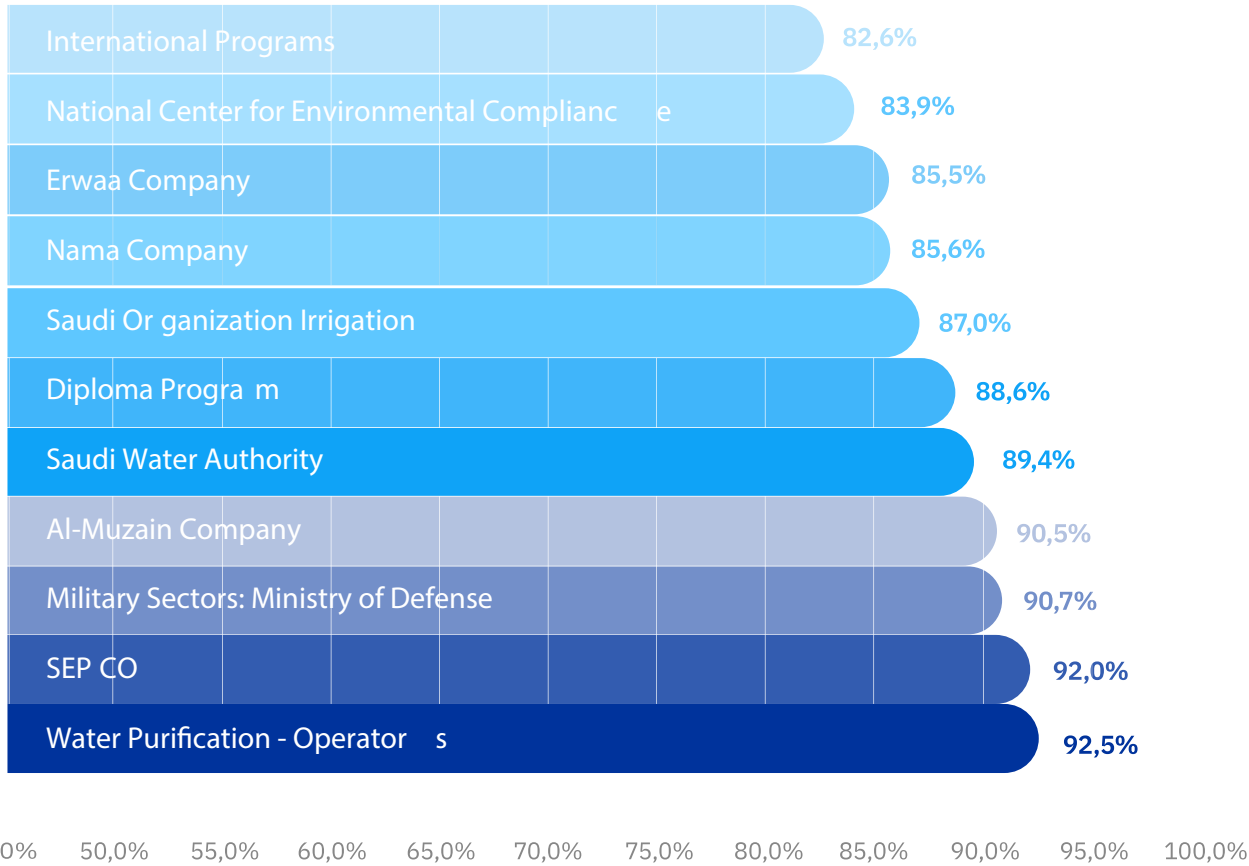
The Water Academy prioritizes trainee satisfaction as a critical indicator of our training excellence. Our commitment focuses on maintaining a dynamic learning environment that meets trainees’ professional aspirations while adapting to evolving sector needs.

To ensure consistently high satisfaction levels, we have further enhanced our training infrastructure through continued investment in advanced technologies across our training facilities, workshops, and laboratories. The ongoing development of our e-learning management system has strengthened our capacity to deliver high-quality training results while improving accessibility and engagement.

In 2024, the Water Academy surpassed its 80% trainee satisfaction target, achieving an overall satisfaction rate of 88%. This achievement is based on comprehensive surveys conducted across all programs and partner organizations. Over the course of the year, 14,020 surveys were conducted with a participation rate of 92%. These extensive surveys underscore our commitment to gathering reliable feedback to refine programs and enhance quality.

The following chart shows the satisfaction rate per each entity:

Satisfaction Feedback rate





# CONFERENCES, EVENTS, AND PUBLIC INITIATIVES

The Water Academy’s commitment to excellence, innovation, and sustainable development in the water sector continues to drive our local and global engagements. In 2024, we participated in many conferences, events, and public initiatives, fostering collaboration, knowledge exchange, and community awareness.

Our participation is a testament to our dedication to empowering the water workforce and ensuring the adoption of cutting-edge practices across the sector. Below, we detail the Academy’s contributions and initiatives, categorized into international and local activities for 2024.



## Global Climate Conference (COP16)

“Featuring a UNDP-organized panel session, highlighted the Water Academy’s pivotal role in educating and empowering the national water workforce to tackle emerging sector challenges.



## Biban 24 Forum

Presenting a training workshop on modern facility management, highlighted the Water Academy’s expertise in administrative and organizational training for the water sector.

## 10<sup>th</sup> World Water Forum

Hosted in Bali, featured the Water Academy’s flagship training programs and emphasized its dedication to a sustainable water future through excellence and innovation.

## Innovation in Water Sustainability Conference

Fostering collaboration in applying innovative technologies, presented key programs and signed strategic agreements to enhance training quality.

## Environment Week 2024

An environmental awareness initiative, showcased academy training programs and offered interactive activities for children and students through Kids Academy.

## Engineering Day Exhibition for Food Security and Environmental Sustainability

Held at King Faisal University in Al-Ahsa, showcased desalination training options and programs, aligning with the event’s focus on environmental sustainability.

## Saudi Water Forum 2024

A dialogue session addressing the outcomes and strategies for localizing the water sector, while highlighting the Water Academy’s role in capacity building.

## Fifth International Conference on Desalination

Held in Sharm El-Sheikh, Egypt, showcased the Water Academy’s training programs and its role in developing competencies within the desalination sector.

## Third Asian Water Week

Convened in Beijing, shared the Water Academy’s expertise with Chinese entities and underscored its commitment to international knowledge exchange and capacity building.

## World Accreditation Day Forum

Organized by the Saudi Accreditation Center, emphasized laboratory accreditation’s role in enhancing quality services within the water sector.

## Employers and Future Industry 2

Hosted by Imam Abdulrahman Bin Faisal University, showcased academy training programs and engaged with sector leaders to explore future collaboration opportunities.

## 12<sup>th</sup> Career Day Exhibition at Al-Faisal University

Under the patronage of HRH Princess Reema Bandar Al-Saud, showcased the Water Academy’s training programs and contributions to the desalination sector.

## Training Exhibition at Imam Abdulrahman Bin Faisal University

Spotlighting the successes of the Water Academy’s summer training programs for female students, prepared them for the job market.



# ACCREDITATIONS

The Water Academy continues to solidify its position as a leading institution in implementing cutting-edge quality systems and academic accreditation processes. Guided by its strategic vision, Water Academy remains steadfast in fostering an environment that prioritizes excellence and compliance with comprehensive training and operational standards.

The Water Academy achieved significant national and international accreditation milestones in 2024. These accomplishments stand as a testament to the dedication and expertise of its workforce, positioning the Academy as a benchmark for quality and innovation in the sector. Below are the key accreditations and recognitions attained during the year:



## General Corporation for Technical and Vocational Training (TVTC)

TVTC is the leading authority in Saudi Arabia and is responsible for overseeing and advancing the quality of technical and vocational training. This accreditation establishes the Water Academy as a certified technical and vocational training facility authorizing WA to issue training certificates for its programs.



## Secretariat General of the GCC

The academy's recognition as a center for capacity building in the water sector across GCC countries comes from the Secretariat General of the Gulf Cooperation Council. This accreditation supports regional cooperation by providing advanced training programs contributing to workforce development and sustainability across member nations.



## ISO 21001:2018 Certification

WA holds ISO 21001:2018 certification, which recognizes its adherence to global quality standards for training organizations. This certification validates the academy's commitment to delivering exceptional training programs and maintaining a robust quality management framework.



## City & Guilds International

City & Guilds, a global skill development and certification leader, accredits the Academy's Reverse Osmosis Training program. This accreditation enables WA to offer training aligned with international standards.



## ABB Partnership

The Academy became the first accredited center for Distribution Control Systems in the Middle East, in collaboration with ABB, marking a significant milestone in enhancing the region's training capacity in this specialized field.



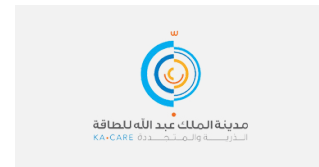
## Prometric

Prometric, a globally recognized testing and assessment solutions provider that collaborates with sector leaders to deliver high-quality certification and evaluation programs. This accreditation allows the Water Academy to offer tailored testing services for engineering, technical, and operational roles, enhancing the academy's ability to meet international standards.



## Massar

The Education and Training Evaluation Commission (ETEC) awarded the WA an accreditation validating the excellence of its educational programs.



## King Abdullah City for Atomic and Renewable Energy (K.A.CARE)

K.A.CARE, a leading scientific and governmental entity focused on atomic and renewable energy development accredited WA in solar photovoltaic energy design and installation. This partnership enhances the academy's ability to deliver cutting-edge training in sustainable energy systems.



## National Water Efficiency and Conservation Center (MAEE)

The academy's accreditation for the "Basics of Water Efficiency and Conservation" program is awarded by MAEE, a center committed to promoting sustainable water practices in Saudi Arabia. This certification reinforces the Water Academy's role in equipping professionals with essential skills to effectively address water demand management and conservation challenges.



## King Salman Energy City (SPARK)

SPARK is a major hub for industrial innovation, making this accreditation vital for advancing technical capabilities in these fields. WA was accredited as an authorized training entity within SPARK. This recognition enhances WA ability to deliver specialized programs in energy and water management.



## ACCREDITATIONS



### Saudi Energy Efficiency Center

Saudi Energy Efficiency Center accreditation for “Energy Efficiency and Conservation in Power Plants” program. This certification emphasizes the academy’s efforts to promote energy conservation and enhance technical skills in power plant operations.



### IACET International

The International Accreditors for Continuing Education and Training (IACET) accredited the WA enhancing its international standing in continuing education and professional development



### PROEXAM

As an accredited partner of PROEXAM, WA delivers evaluation and testing solutions for technical and operational roles in the water sector. This accreditation enhances the academy’s ability to provide sector-specific certifications, fostering professional growth in the sector.

These notable achievements and accreditations highlight the Academy’s ongoing commitment to excellence, innovation, and global recognition in water sector training and education.



### CIWEM

The Chartered Institution of Water and Environmental Management (CIWEM) awarded the WA an accreditation certificate, enabling it to offer specialized programs in water, environmental management, and sustainability, reflecting its leadership in promoting environmental stewardship.



### Takamol Business Services

Takamol, a leading company specializing in professional accreditation and workforce development solutions. WA is recognized for its implementation of professional accreditation, testing, and evaluation programs for expatriate workers.



### Digital Government Authority Certification

WA’s website is certified by the Digital Government Authority, ensuring compliance with the highest digital quality and security standards. This accreditation reflects the academy’s commitment to leveraging technology for improved accessibility and operational efficiency.

## MEDIA PRESENCE

In 2024, the Water Academy further solidified its presence across social media platforms and media outlets, showcasing its achievements, milestones, and initiatives to a broad audience.



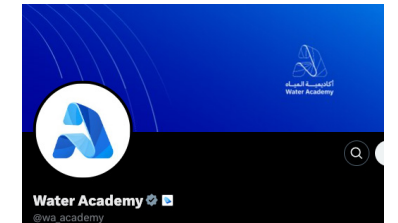
### A renewed identity for the future

The Water Academy unveiled its new brand identity in 2024. This refreshed identity includes an innovative logo and modern designs, reflecting the Academy’s renewed vision and strategic direction as a leader in water sustainability and capacity building.



### Participation in the “Sabah Al-Saudi” Program

The Water Academy was interviewed about the Saudi Green Initiative Forum on the Saudi Channel’s Sabah Al-Saudi program. This media appearance highlighted the Academy’s commitment to sustainability and its role in supporting the Kingdom’s environmental goals.



### Social Media dissemination strategy

The Water Academy’s social media presence plays a vital role in shaping its image in society, maintaining effective communication with its audience, and sharing its achievements in water desalination and sustainable practices.

With a collective audience surpassing 21,500 followers across platforms like X and LinkedIn, the Academy has shared over 175 tweets and 70 LinkedIn posts, highlighting its initiatives and milestones in innovative and impactful ways.





# SOCIAL COMMITMENT

The Water Academy is deeply committed to fostering meaningful connections with the community through a variety of social initiatives. These activities reflect the Academy’s dedication to social responsibility, environmental stewardship, education, and public health awareness. From hosting interactive programs for young minds to promoting crucial health campaigns, the Academy continues to leave a positive impact on society. Below is a summary of the key activities that exemplify its efforts:



## Volunteer Initiatives

Under the patronage of the Saudi Water Authority, the Water Academy organized volunteer activities with the ambitious goal of achieving 50,000 volunteer hours.



## Environmental Awareness During Environment Week 2024

The Academy participated in the Environment Week 2024 initiative, showcasing its training programs focused on environmental sustainability. Kids Academy supported the event with interactive activities designed to educate children and students about the importance of water and environmental conservation.



## Summer Program for Children

The Academy, in collaboration with Imam Abdulrahman Bin Faisal University, organized a summer program for children. Utilizing cutting-edge methodologies from Kids Academy, the program included artificial intelligence-based learning, practical experiments, and interactive activities to prepare the next generation to shape the future.



## Pink October Campaign

As part of its commitment to social In support of Breast Cancer Awareness Month, the Academy organized the “Pink October” event under the theme “Stay One Step Ahead.” The event featured informative lectures and educational materials to promote early detection and self-care practices, reinforcing the Academy’s commitment to community health awareness.



## Graduation Ceremony for Al Yaqza High School

As part of its commitment to social responsibility, the Academy hosted Al Yaqza High School’s graduation ceremony for the class of 2024, further strengthening ties with the community.



## Youth SWA Leadership Program

In collaboration with Imam Abdulrahman Bin Faisal University, the Academy launched the “Youth SWA Leadership” program, aimed at high school students. This course is part of the academy’s commitment to developing young leadership by providing them with the necessary knowledge and skills to enhance the value of water and ensure its sustainable production at high quality for the benefit of society.



## World Children’s Day: Ajeel Academy Initiative

On World Children’s Day, the Academy introduced the “Kids Academy” as a community-driven initiative. The program aimed to nurture young talent through creative and innovative activities designed to stimulate growth and inspire the next generation.



## Visit of Gifted School Students to the Water Academy to Support and Foster Innovation

As part of its efforts to support national talents and foster innovation among promising generations, the Water Academy hosted a group of gifted female students from Al-Faisaliah Private Schools. This visit is part of the academy’s initiatives aimed at guiding and nurturing young talents in the fields of water sciences and environmental engineering.



# OUR PARTNERS & CLIENTS

Strategic partnerships and collaborations remain at the core of the Water Academy's mission to elevate the water sector through cutting-edge training and development initiatives. By fostering alliances with local and international institutions and working closely with our clients, the Water Academy continues strengthening its presence as a hub of academic and professional excellence, delivering tailored solutions to its clients and addressing the sector's evolving needs.

## KEY MEMORANDUMS OF UNDERSTANDING (MOUS)

- **UNESCO** - IHE Delft: collaboration to launch training programs to provide unique academic qualifications, foster cultural and scientific exchange, and enhance practical research to address global water challenges.
- **KSB Company**: training programs and exams to enhance employee competencies while supporting local content objectives for the Saline Water Conversion Corporation.
- **IX META (Expertise Innovation Company)**: integrating VR, AR, and AI to create innovative e-learning programs and smart training solutions for the water sector.
- **Saudi Water Partnership Company**: strengthening public-private partnerships through tailored training initiatives, privatization support, and committee contributions.

## OUR PARTNERS

- These partnerships, supported by key Memorandums of Understanding (MoUs), enable us to broaden our training portfolio, incorporate innovative technologies, and create unique research and knowledge-sharing opportunities. Below, we highlight our most notable collaborations and agreements, underscoring their transformative impact on the water sector and beyond.

## KEY PARTNERSHIPS

**The Academy's partnerships in 2024 exemplify its commitment to innovation and sustainability:**

- Nayzak Company: wind energy units supply for hands-on training in renewable energy technologies
- Nama Oman: regional ties to advance water sector training across GCC region
- University of Oxford – Design Thinking Practitioner Program: specialized training program during the Innovation in Water Sustainability Conference
- Al-Sherbini Company: Delivered a pump maintenance training program to enhance water sector knowledge and improve operational efficiency.
- Schneider Electric: Presented “Enhancing Sustainability” training during COP16 to address desertification and preserve water resources.
- Site Group (Australia): Signed an agreement for advanced technical training programs to upskill its employees.
- Imam Abdulrahman Bin Faisal University: Organized a summer program for children, incorporating AI-based learning and practical experiments to prepare future leaders.



## OUR CLIENTS

- The Water Academy reinforced its role as a pivotal player in developing human capabilities in the water sector throughout 2024. By securing over 18 new training contracts, the Academy has expanded its impact across government entities, private enterprises, international organizations, and military domains. These agreements enable the delivery of tailored, high-quality training programs that support sustainability goals in water sector. The following represents a selection of our valued clients:



Water Academy Main Clients



# OPPORTUNITIES & ASPIRATIONS

## FUTURE VISION AND GOALS FOR THE WATER SECTOR

At the Water Academy, we are focused on expanding our role within the water sector to address the entire water supply chain, moving beyond our origins in desalination. This shift aligns with the Kingdom’s Vision 2030 and reflects the increasing demand for academic and professional training in sustainability and advanced water management.

Our future goals place significant emphasis on regional and global expansion. Within the GCC, we are focused on strengthening our partnerships. Furthermore, we are working closely with institutions such as the World Bank and the Islamic Development Bank to support the training and development of specialists and leaders in the water sector, particularly in countries grappling with water scarcity issues. Our aim is to position the Water Academy as a global leader in assisting nations facing challenges in desalination and sustainable water management. By empowering professionals in these regions, we are committed to ensuring a positive, global impact. Additionally, we are addressing the increasing demand for qualified experts in the sector, ensuring that the highest standards of water management are met across all areas.

# SECTOR TRANSFORMATION PRIORITIES & INNOVATION ROADMAP

We are developing a roadmap to transform the water sector by introducing innovative solutions and addressing emerging challenges. Our priority is expanding certification programs to cover contractors and professionals across the water supply chain. This includes creating sector benchmarks, developing training modules, and issuing certifications that align with global standards.



## FUTURE ASPIRATIONS



### World class training

Establish pioneering models for training in the water sector



### Financial Sustainability

Create multiple revenue streams and strengthen partnerships to ensure sustainability



### Operational Excellence

Leverage the latest technologies and solutions that help improve operational efficiency



### Expansion

Develop marketing strategies to promote and establish identity



### Human resource excellence

Developing capacity, skills and knowledge to work effectively and efficiently

We are working to integrate advanced technologies, including AI and digital transformation systems to enhance our training services. These technologies will enable us to modernize our programs, ensuring that the water sector remains adaptive to technological advancements and sustainability needs.

Our focus also extends to raising awareness about water conservation and sustainability. A highlight of our efforts is our collaboration with the University of Oxford focused on **Innovation and Sustainability in the Water Sector**. This program brings experts and participants to explore cutting-edge solutions and global best practices driving transformative changes in water management.



# INTERNATIONAL NETWORKING

In 2024, the Water Academy continued strengthening its role as a hub for collaboration and innovation in the water sector. By hosting visits, engaging in discussions and connecting with other entities, we've positioned ourselves as key contributors to national and international efforts in water sustainability and capacity building.

We are also forming international alliances to exchange best practices and develop innovative solutions. These efforts reinforce our commitment to knowledge sharing and sector growth and align our objectives with international and local initiatives.



## International Institutions

World Bank Islamic Development Bank



## GCC Network Engagement

General Secretariat of the GCC



## International Alliances

China Network  
DAYU Irrigation  
Be Water



## Key Mega Projects in Saudi Arabia

NEOM  
Red Sea Project  
Qiddiya

# STATUS OF FACILITIES

Due to the long-standing history of the Water Academy and its facilities in Jubail, which span over 40 years, the academy places great emphasis on maintaining its facilities to preserve its prestigious position. Comprehensive rehabilitation projects are carried out on the buildings to keep pace with technological advancements, while updating the aesthetic design in alignment with the visual identity of both the academy and the authority, contributing to the extended lifespan of the facilities.

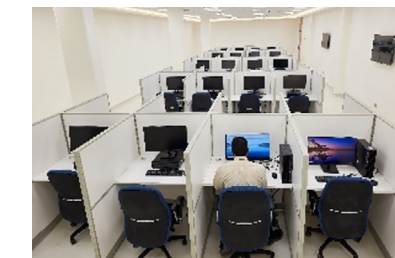
These efforts include restoration work on the atrium, offices, restaurant, mosque and expansion of the testing center (increasing its capacity from 16 to 80 testing units) in Building 1, as well as the renovation of Building 2, with an installation of a wind and solar power generation unit. Several workshops in Building 2 have been equipped with the latest solar energy and renewable energy technologies, enabling the buildings to use eco-friendly energy sources. Additionally, the Safety and Firefighting Building (Building 3) has been put into operation, where specialized training programs in safety and firefighting are implemented. These include simulated fire scenarios and training on rapid response to firefighting and rescue operations. An electric bicycle path has also been established,

connecting all the academy's buildings, further promoting sustainable transportation within the facilities.

Expanding green spaces and planting trees both inside and outside the buildings, in addition to using energy and water-saving devices, is a fundamental part of our vision for sustainability. We aim to create an environment within the Academy that is conducive to training while promoting psychological well-being for trainees. This not only enhances the quality of learning but also strengthens our commitment to sustainability across all aspects of our operations.



## Activation of the Safety and Fire & rescue training center



## Expansion of the Testing Center in Jubail

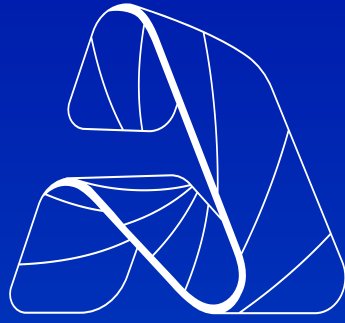


## Installation of a Wind and Solar Power Generation Unit for Green Water









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