



HydroTerra
Training Courses

FILLING THE GAP

Technical training of early career environmental professionals to activate industry growth

PRESENTED BY RICHARD CAMPBELL

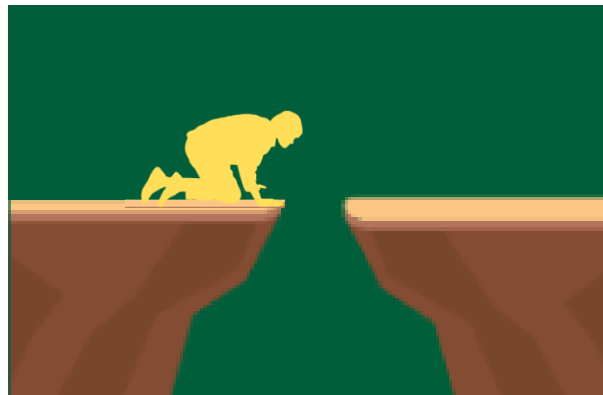
A GAP EMERGES

- In 2019, HydroTerra recognised a shortage of capable trained personnel for environmental monitoring, particularly in engineering consultancies
- The shortage was exacerbated by:
 - Lack of relevant training as part of the degree courses that most engineers and scientists undertake
 - Training opportunity in industry



THE GAP EXPANDS

- Then comes COVID
- Prolonged remote learning during pandemic left many young adults lacking necessary 'soft' or 'essential' skills e.g. time management, teamwork, creative thinking etc
- At the same time, early career professionals had no way of receiving hands-on training on site as engineering consultants or environmental scientists.



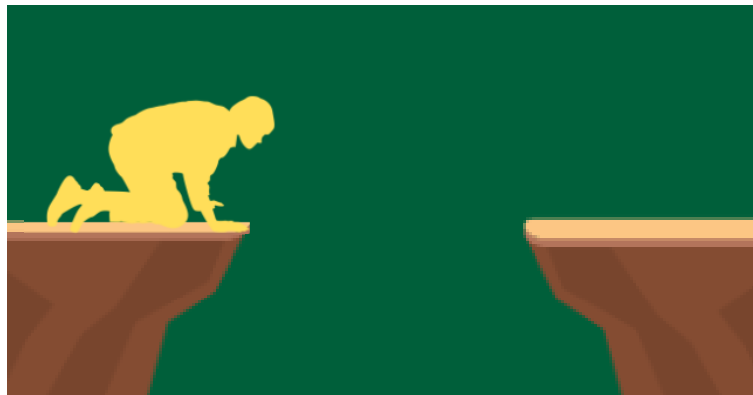
THE GAP EXPANDS FURTHER

- Post-COVID brought further challenges
- Employees reluctant to return to full-time office-based work



AND FURTHER STILL...

- Meanwhile, there's a boom occurring in industry
- Increases in environmental regulations
- Greater need for compliance
- Burgeoning technology options



AND EVEN FURTHER ...

- Most middle managers are extremely time-poor
- There's no time to train the newbies and pass on knowledge, skills, tips and tricks
- Many senior managers are unaware there's a problem



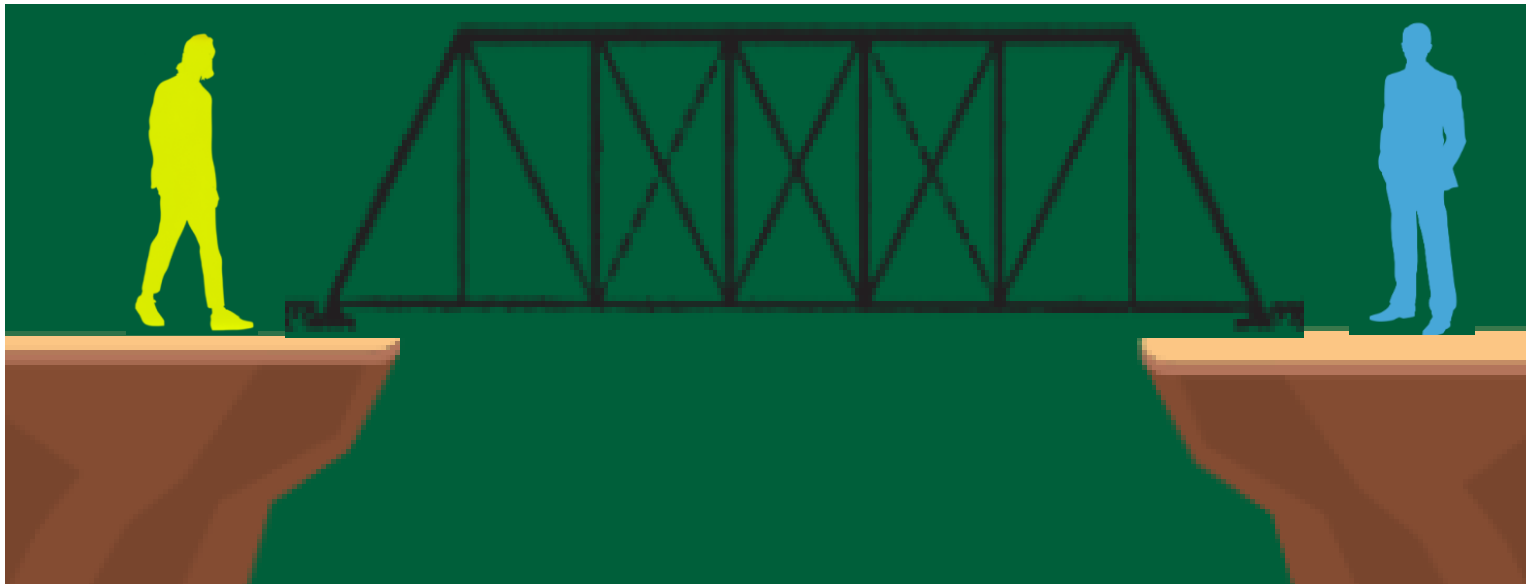
IS THERE A PROBLEM?

- We have an increased need for people with practical skills in environmental monitoring and fewer available resources
- We have lost the continuity of face-to-face mentoring and traditional knowledge transfer in the workplace
- Is there a problem? YES THERE IS!



THE NEED EXPOSED

- The need is now very apparent
- We need a bridge between the experienced and the less experienced in order to develop skills, pass on experience, and stimulate improved industry practice.



THE NEED DEFINED

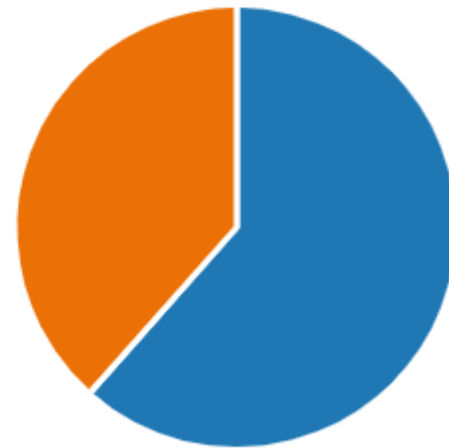
- HydroTerra speaks with industry all the time
- Very apparent there is a growing demand for skills training
- We wanted to understand this need further so last year we undertook some research of our own

The screenshot displays the HydroTerra website interface. At the top left is the HydroTerra logo with the tagline "Environmental Monitoring Specialists". A navigation menu includes links for PRODUCTS, RENTAL, SERVICES, SECTORS, PARTNERSHIPS, BRANDS, TRAINING, and ABOUT US. On the right side, there is a search bar, a user profile icon, a currency icon, and a "Contact Us" button. The main content area features a prominent article titled "VOX POP! HELP US TACKLE SKILLS SHORTAGES" with a "Read More" link and a downward arrow. The bottom right corner contains the HydroTerra Training Courses logo.

SURVEY OUTCOMES

1. Do you currently have a shortage in environmental monitoring skills, either personally or within your team/s?

[More Details](#)

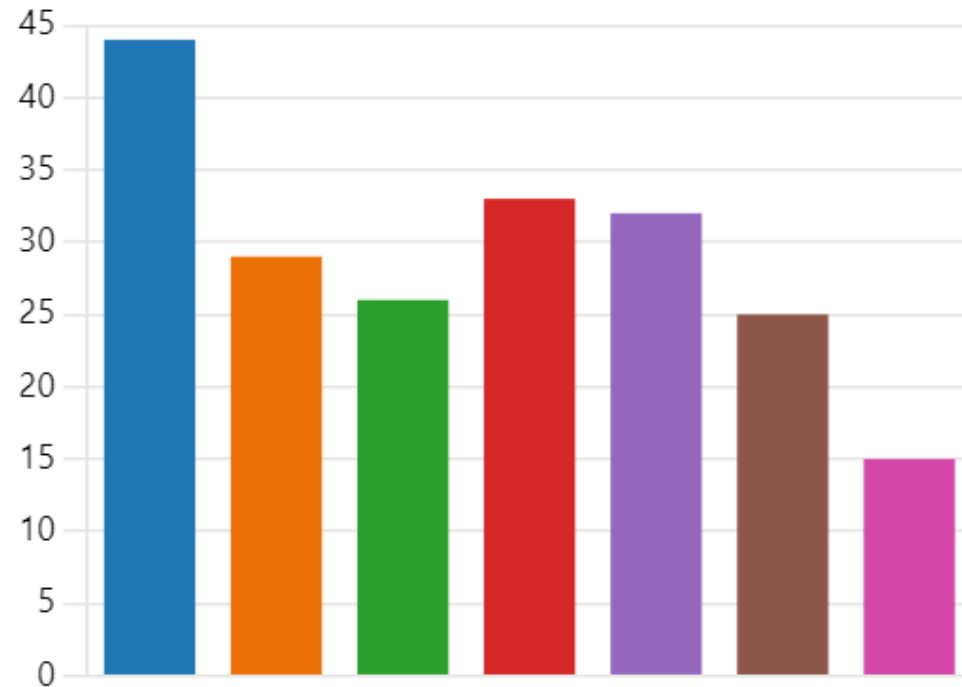


SURVEY OUTCOMES

2. Skills needed

[More Details](#)

● Groundwater Monitoring	44
● Soil Monitoring	29
● Gas /Vapor monitoring	26
● Surface water monitoring	33
● Telemetry & data management	32
● Air quality monitoring	25
● Weather monitoring	15



FILLING THE GAP

- HydroTerra is launching a series of practical environmental monitoring training courses
- Based off the research, our first training course is:

Groundwater Sampling

- More on that in a moment...



ACTIVATING IMPROVED INDUSTRY PRACTICE

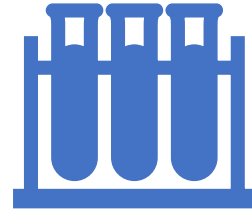
- Supported by ALGA
- Earn Continuing Professional Development (CPD) points
- Industry-accredited certification
- Expert trainers passing on practical knowledge learned over years



ABOUT THE COURSES



Offered online
Optional hands-on
workshop
Delivered by
HydroTerra



Tried & tested processes
Best equipment & best
methods for various
applications
Good decision-making



Technology
options
Traditional field
monitoring
practices

ABOUT THE COURSES

- Flexible learning
- Engaging content
- Simple graphics
- Video content
- Fully supported by HydroTerra's team





GROUNDWATER SAMPLING TRAINING COURSE

- Launched this week as part of ecoForum
- Special offer for ecoForum delegates
- Grab a promo code from the HydroTerra exhibition booth no.67 to get 10% off
- Get in quickly – demand is high!

GROUNDWATER SAMPLING

PART 1 | ONLINE | \$450

- Live webinar on course content and providing context for what's needed to be great at groundwater sampling
- Based on Victorian EPA Act 2017 & Victorian statutory framework
- What groundwater is and why we sample, including hydrogeological assessment and pre-sampling factors
- Data integrity and chain of custody

Victorian Environmental Protection Act (2017)

Guidelines only
 Although these guidelines are not mandatory, they are considered best practice for groundwater sampling in Victorian and regulatory authorities may call up such documents in licenses, notices, permits or environmental assessments.

Vic EPA Tools

- Environmental Reference Standard (ERS)
- Environmental Audit
- Environmental Protection Regulations
- Permissions
- Notices
- Licenses

Groundwater sampling guidelines (Doc 669.1)

Hydrogeological assessments (Groundwater quality) Guidelines (Doc 668)

Siting, design, operation and rehabilitation of landfills (Doc 788)

Sampling & analysis of waters, wastewaters, soils & wastes (Doc IWRG 701)

Section 39 Duty to manage contaminated land

Guide to the duty to manage contaminated land (Doc 1977.1)

Section 2
Guide to the duty to manage contaminated land (Doc 1977.1)

Section 31 Duty to take action to respond to harm caused by a pollution incident

National Guidelines
 National Environmental Protection Measures (NEPM)
 Australian/New Zealand Standard (AS/NZS) 5667.1: 1998 Water Quality – Sampling, Part 1: Guidance on the design of sampling programs, sampling techniques and the preservation and handling of samples
 AS/NZS 5667.11: 1998 Water quality – Sampling, Part 11: Guidance on sampling of groundwaters.

Statutory Framework of Victorian EPA (2017)

GROUNDWATER SAMPLING

PART 1 | ONLINE

- Bore gauging
- Purging methods & equipment
- Sampling methods & equipment
- In-field steps when conducting groundwater sampling



GROUNDWATER SAMPLING PART 2 | WORKSHOP | \$1200

- Part 1 a pre-requisite for Part 2
- Learn good decision-making to ensure quality samples
- Set up, decontamination and managing samples
- Practical experience handling and using low flow and bore purge sampling equipment





GROUNDWATER SAMPLING TRAINING COURSE

- Remember - Special offer for ecoForum delegates
- 10% off available by obtaining a promo code from the HydroTerra exhibition booth, no. 67

WHAT'S NEXT?

- Continuing with market needs research
- Next we'll be offering courses in Surface Water and Telemetry & Data management.
- More to come after that...
- Love to hear from you:
 - Visit our exhibition booth (no. 67) for a chat
 - Give us a call (03) 8683 0091
 - Come and grab me now



THANKYOU

Measure well | Manage well