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**Title- Training Needs Assessment – Results of the Regional Survey by the Regional Electricity Regulators Association of Southern Africa (RERA)**

There are significant global changes in the skills requirements of energy regulators as energy markets evolve. Additionally, the staff members of regulators change frequently, new regulators are being established, and newly established regulators are expanding to be energy sector wide regulators and/or multi-sector regulators. In the quest to establish a regional platform for sustainable long-term capacity building for regulators, the Regional Electricity Regulators Association of Southern Africa (RERA) conducted a regional survey, as cornerstone of a needs assessment, geared towards designing a focused training program curriculum that would allow RERA to consistently address various training needs of its Members. Although considerable effort has been made in capacitating staff members of regulators, the regional survey highlighted that there are critical areas ranging from core competencies to evolving regulatory issues that require improvement – from both training and staffing point of view. The capacity of the professional and support staff of the regulatory agencies to apply best practices is crucial for effective regulation. Furthermore, the accelerated evolution and development of renewable energy markets, distributed generation, increased demand-side participation and smart grids, amongst other factors, also serve to raise the importance of training, skills development, capacity building and information sharing as on-going activities for regulators.