

Interactive comment on “Competence formation and post-graduate education in the public water sector in Indonesia” by J. M. Kaspersma et al.

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Dear Dr. Douven,

First of all, we want to express our appreciation for your thorough review.

We would prefer to keep 'formation' in the title as the article is about more than only the needs, it is also about the competences that have been formed over time.

Section 2.2: We will clarify the difference between management and governance. Same for individual and organisation.

What we mean with innovation is that people continuously try to use their creativity

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to make improvements in their work. We used the word 'continuous' in 'continuous learning' to emphasise that people should continuously develop themselves.

We will reflect the tacit component stronger in the discussion. The tacit component is however also present in MSc education, if there is enough attention for group work, discussion, etc. We will mention that too.

Figure 1. There should be a personal/ethical component in Technical, for example: Where to locate a new dam. This requires looking at technical aspects but also at possible resettlement of the local population, making it an ethical question although of a technical nature. As mentioned under the first point of Section 2.2, we will work on better definitions of what falls under the term 'management'.

Chapter 3 We have used a quantitative method in a addition to a qualitative method to cross check results. It was at the same time also an experiment to test the reliability of a survey in such a complex case study. We will explain this in more detail in the Method. P639 line 2: correct.

Chapter 5: Will change to 'Results and discussion'. The low scoring of the technical component is about what the respondents think is needed, not 'interest in'. We will make it consequent in the text (incl in the abstract).

The comments of the other reviewer on background of Indonesian LPE and implications for other countries are already replied to, and will be followed up.

Abstract: The results, on page 647 line 25 indicate that IPE, according to interviews only, pays attention to acquiring the learning competence, in the form of attitude change that many students underwent. This was implicit in the curricula and not taught. Therefore we may draw the conclusion that as a result of IPE, the horizontal bar is somewhat strengthened by this personal competence.

Figures: We could add the rating scale to the caption of the figures.

Thank you for your time and effort, the authors.

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