

Sustainable Skills for Sustainable Businesses **..building a dynamic, modern workforce and industry**

APSE 24th Oct 19

WAMITAB



Introduction

Chris James, WAMITAB CEO



Some Key themes today....

National Policy on skills



Social Inclusion & Recruitment



Digital skills in achieving competence, compliance and safe sites



Firstly. A bit about us....

**Waste Management
Industry Training &
Advisory Board**



The WAMITAB Story

Celebrating 30
years!



Qualifications
at Levels 1-4
developed

Operator
Competence
Scheme
Launched



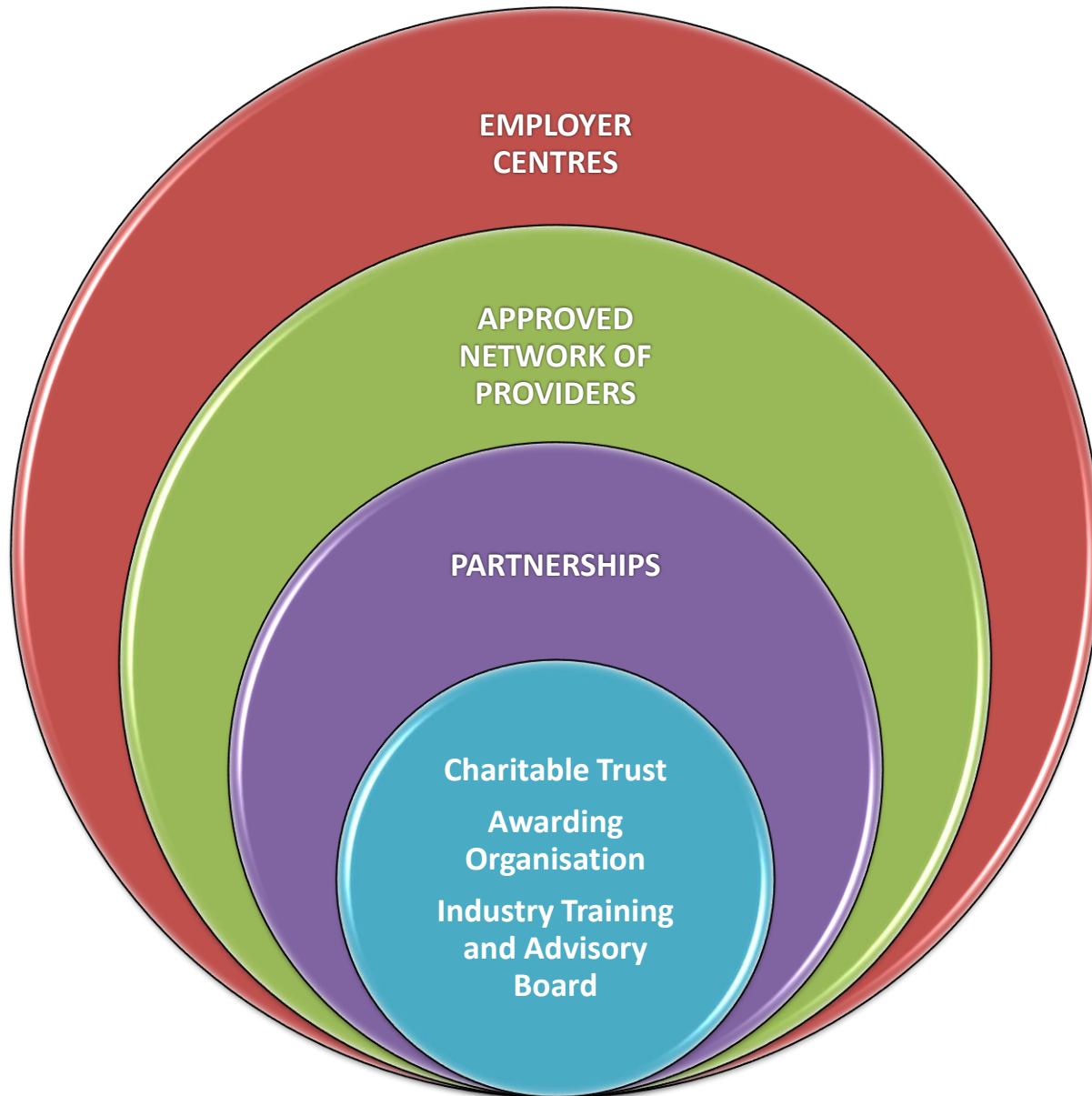
Set up by
industry;
for industry



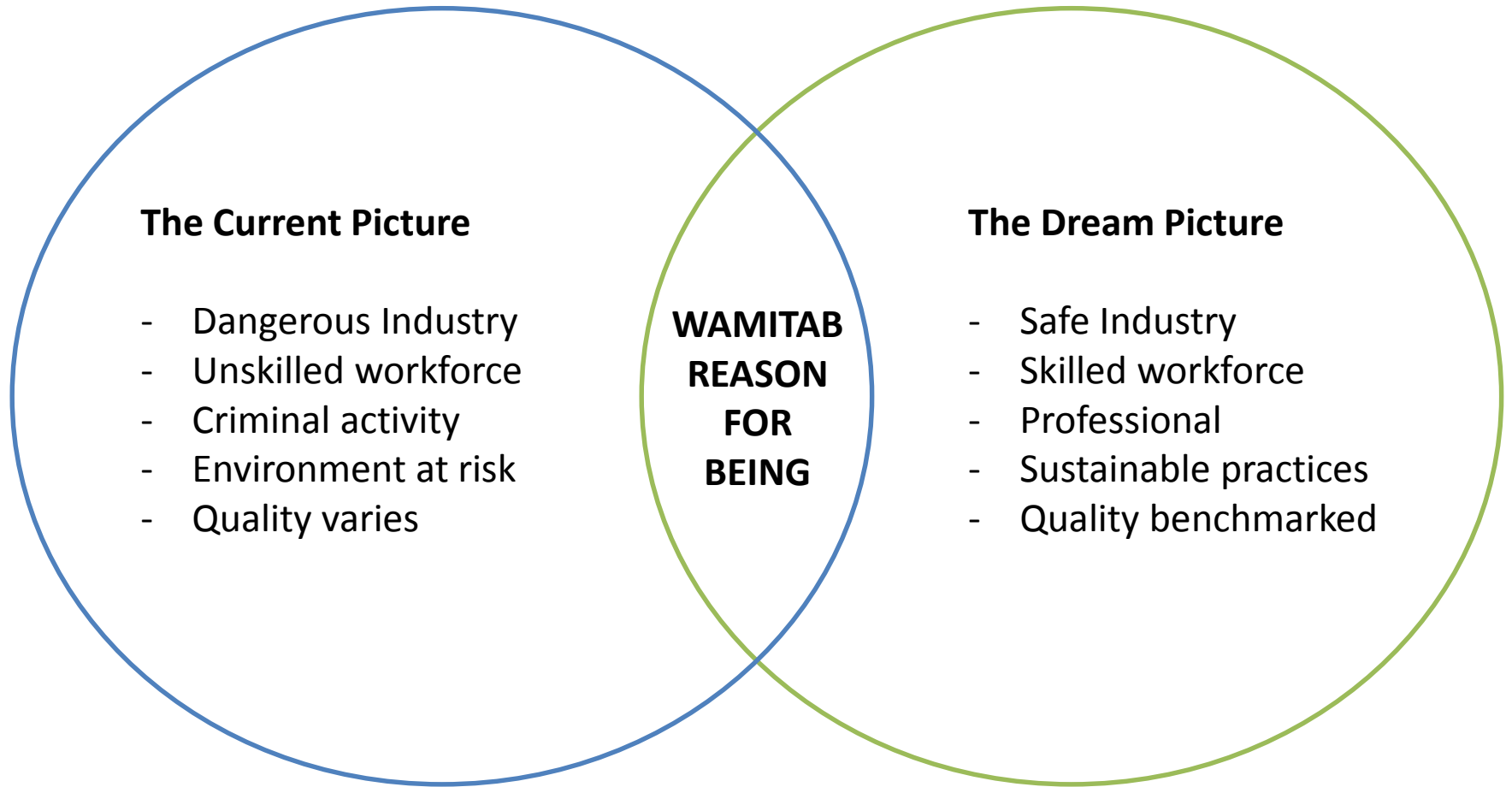
Awarding
Organisation
Status



Charitable Objects : Public Benefit and Industry Benefit



The WAMITAB raison d'être





wamitab
celebrating 30 years

Leading the development of skills and competency in
Waste & Resource Management, Cleaning & Support Services,
Facilities Services and Parking for 30 years

1989 – 2019



Commitment to a better industry....



WAMITAB Provision....





Making an industry attractive

*Rubbish is boring, waste is boring.... why join????
And me ... I'm trapped in a boring industry"*

THERE'S NO SUCH THING AS A BORING INDUSTRY!

Sub-title

"I'm incapable of thinking outside the box, therefore I give up."

*The first step in transforming industry " to lovable, crucial, essential is to **stop calling yourself boring!***

*Do whatever you have to do to stop calling yourself boring,
because the more you do, the more everyone else will.*

Sell outputs as well as processes



Making an industry attractive/sexy

*“Sustainable Resource Manager“ **THE SEXIEST CAREER OF THE 21ST CENTURY** The burgeoning mystique of the new eco-warriors, heroic saviours of the planet!*

The sexiest of all possible careers

BECAUSE .. if there's one thing that gives a job an indefinable allure, it is everybody else being slightly unsure of what it is you really do —



Messaging for industry

Through social media and *Digital Development* they're reaching out, raising expectations, increasing employment increasing GDP and creating excitement .

The industry is visibly very human and has deep roots in society. From street cleaning and public health to waste and resource management , its people and its evolving role are its strength and its challenge.

The industry and sustainable resource managers must be empathetic, conveying that you understand how others feel



Making an industry attractive/sexy

- Sustainable resource managers understand relationships between the industry, supply chains and **an influencer** or other brand helps to build **Credible solutions** ! **BLUE PLANET EFFECT**



An engaged technical industry

Waste hierarchy embedded in psyche of industry much support for repair, reuse recycle technology which is rapidly evolving

Developed markets for secondary resources

New technologies to process waste, such as mixed waste processing and combined Mechanical and Biological Treatments (MBTs)

Funding research into new technologies to develop improved ways of treating waste and recovering resources

Promoting the use of technologies to recover energy from waste



A politically active/engaged/ aware industry



- **The low carbon agenda**, European and UK policy, an increasing population and changing public attitudes combine to drive the move towards a 'zero waste economy'
- **Stringent targets around recycling rates**, resource scarcity and legislation on packaging and food waste put increasing pressure on manufacturers and retailers to take more responsibility for the waste produced by their products
- **The increasing cost of using landfill** as a method of disposal also drives the development of other solutions, alongside the economic opportunities offered by the development of a **secondary market** for recycled materials, and the development of new technologies to extract more value from waste
- **Planning restrictions**, export volatility and investor confidence are key factors determining the pace of change

Social Mobility



Social Mobility
Commission

The adult skills gap: is falling investment in UK adults stalling social mobility?

Quote “The poorest adults with the lowest qualifications are the least likely to access training – despite being the group who would benefit most”

2019 Report : “**Adult skills provide second chances to individuals, but those who benefit most are overwhelmingly those who already have higher levels of adult skills.**”





3 changes for better Social mobility

1. Increased employer spend on lower-skilled, low-paid workers
2. Government support for increased availability of, and access to, free courses for those who cannot pay themselves
3. Increased quality of training in terms of earning gains, and improved careers education, information, advice and guidance

Labour Market Intelligence

- Circa 145,00 employed in the industry (SIC)
- Male dominated, aging.
- Low levels IT, literacy and numeracy
- Unsociable hours
- Low barriers to entry or progression
- Poor access to development

STEM skills are critical for many roles in the industry, which employs around 16,500 people in technical and engineering roles.

9000 permitted sites

6000 TCM all L4 +



Current Investment in skills

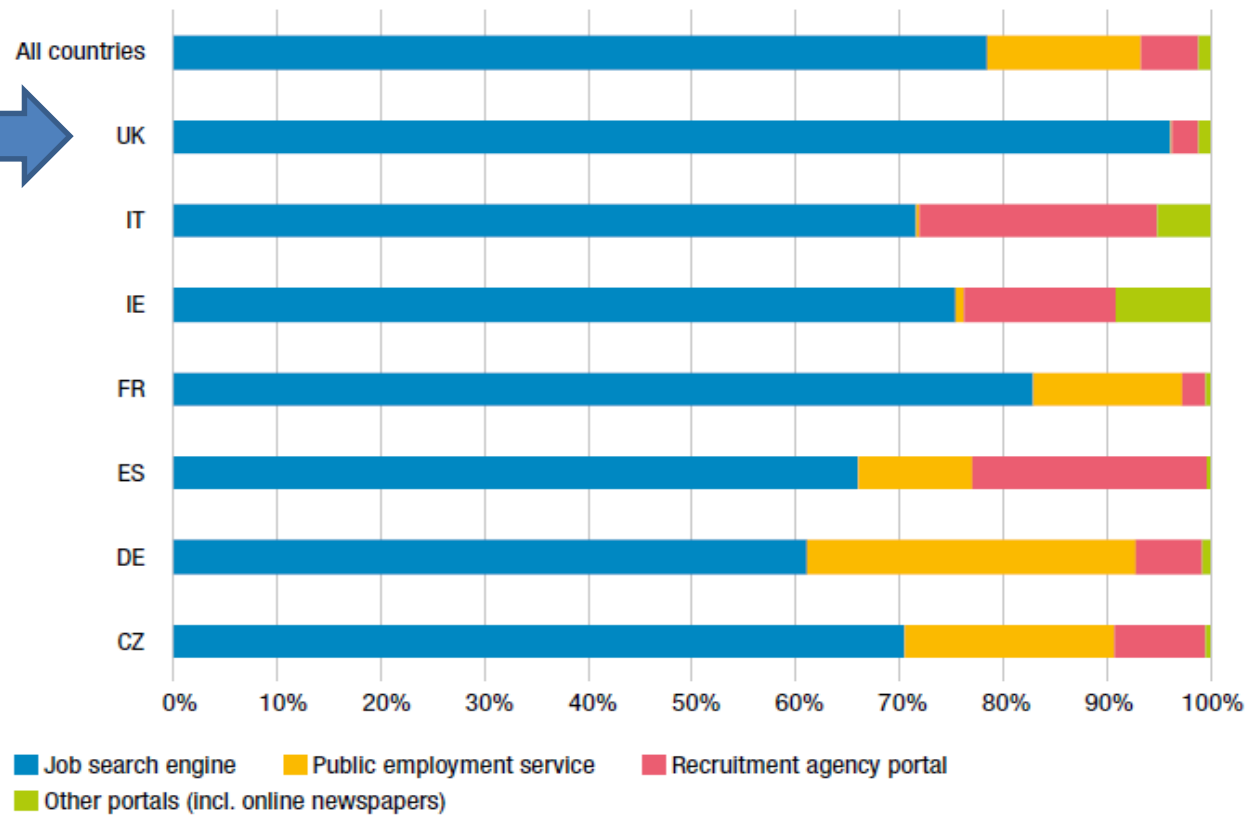
- **Bigger companies** with better developed HR strategies are also more likely to fund training than smaller companies
- Employers are **prioritising high-qualified** workers in senior positions for skill investment.
- Since the introduction of the levy 2017, **L2 apprenticeships uptakes have halved!**



On-line application

On-line recruitment

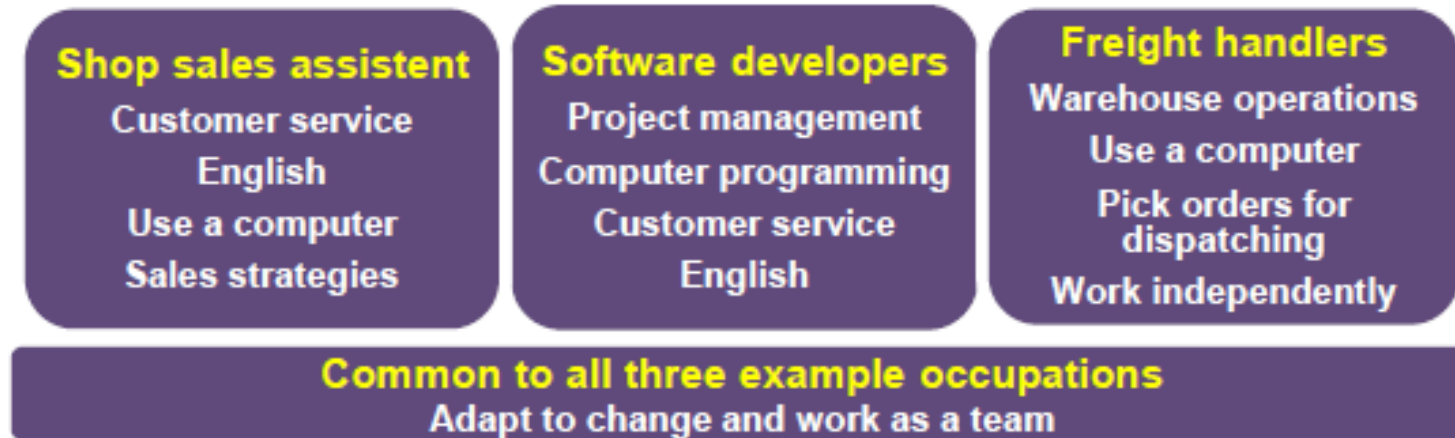
Figure 4. Structure of vacancy sources by country



BIG DATA Skills Analysis

A glimpse into the crystal ball: first insights BIG DATA : 32 Million postings across EU

FIGURE 2: SKILLS MOST MENTIONED IN VACANCY POSTINGS FOR THREE OCCUPATIONS



Source: Cedefop.



Change in skill needs

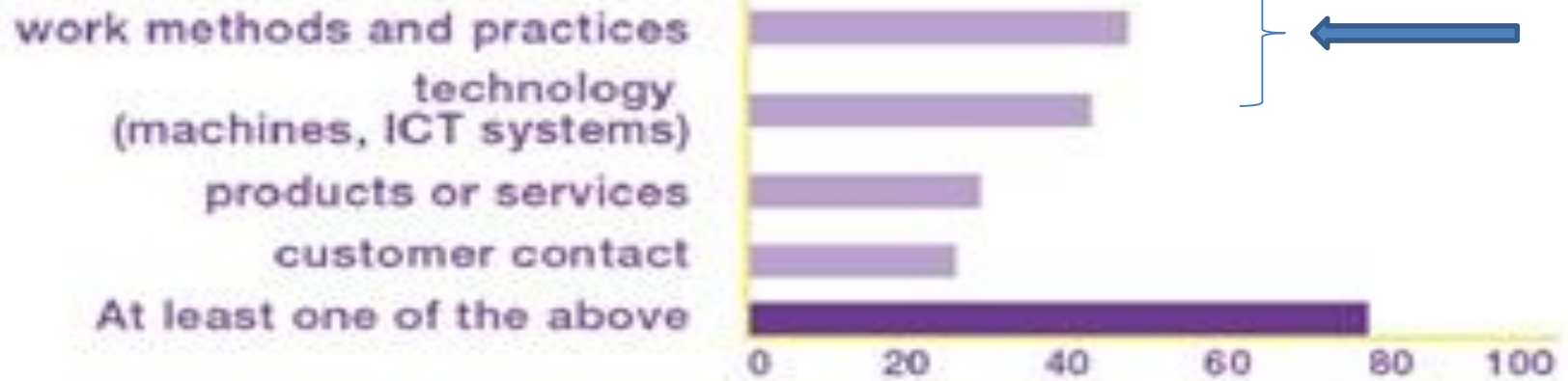
- *Less brawn more brain for tomorrow's workers!*
- Cedefop's 2018 skills forecast up to 2030.
- *Automation risk in the EU labour market: a skill-needs approach!*
50% or more employers expect automation to lead to some reduction of their workforce by 2022



Drivers of change



DRIVERS OF CHANGE IN EU WORKPLACES



Note: % of EU workers reporting changes in the past five years or since they started their current job



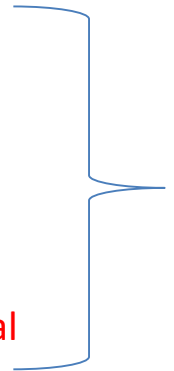
Culture and expectation

- Millennials. Early 80s to Mid 90s . 15 years
 - Generation Y
 - Global generation
 - Peter Pan generation
 - Generation ME!
 - Echo boomers - children of baby boomers

Coming of age in the Information Age

Comfortable in use of digital technology/social media

- More entitled
- Confident/self possessed
- Assertive
- Positive
- Aware
- Miserable
- Envy
- Exploitative
- Arrogant
- Shameless Narcissistic Delusional





Future Skills

DECLINING JOBS BASED ON ROUTINE TASKS, PHYSICAL WORK

INCREASING JOBS BASED ON INTELLECTUAL TASKS

Advanced literacy skills
skills problem solving
learning skills
ability to adapt to change
responsibility **teamwork**
creativity

SKILLS AND PERSONALITY TRAITS INCREASINGLY DEMAND

Skills Policy....



Apprenticeship Levy....

FROM APRIL 2017
EMPLOYERS WILL HAVE TO PAY

0.5% OF THEIR PAY BILL
TOWARDS A NEW
APPRENTICESHIP LEVY

PAY BILL

IS BASED ON TOTAL
EMPLOYEE EARNINGS
SUBJECT TO CLASS 1 SECONDARY NICs



YOU WILL HAVE A LEVY ALLOWANCE OF

£15,000 PER YEAR

**FIRST
DECLARATION
WILL BE**

MAY 2017

FOR THEIR APRIL PAY BILL



EMPLOYERS WILL THEN RECEIVE
DIGITAL FUNDS

TO THE VALUE OF THEIR LEVY CONTRIBUTIONS



HOWEVER,

EMPLOYERS WILL ONLY RECEIVE
VOUCHERS

FOR THE PROPORTION OF THEIR PAY BILL



.....
THAT EQUATES TO EMPLOYEE'S
WITH AN ENGLISH HOME POSTCODE

THESE
**DIGITAL
FUNDS**

CAN BE USED TO BUY

APPRENTICESHIP TRAINING



.....
LEVY PAYING EMPLOYERS
WILL RECEIVE A
10% TOP UP
ON THEIR DIGITAL FUNDS



THE FUNDS CAN ONLY BE SPENT ON TRAINING FOR AN

ENGLISH

APPRENTICESHIP STANDARD

THE FUNDS CAN ONLY BE SPENT ON AN APPRENTICE
WHOSE MAIN PLACE OF WORK IS IN

ENGLAND



**NEW FUNDING MODEL
STARTS 1ST MAY**

2 0 1 7

PRE-MAY 2017
APPRENTICESHIPS
WILL KEEP
**CURRENT
FUNDING**



.....
YOU CANNOT USE
**LEVY
VOUCHERS**
ON APPRENTICESHIPS
STARTED BEFORE
1ST MAY
2017

.....
DIGITAL FUNDS CAN ONLY BE SPENT ON
POST MAY APPRENTICESHIPS

.....
PAYMENTS
FOR TRAINING
WILL LEAVE
**DIGITAL
ACCOUNTS**
ON A MONTHLY BASIS

.....
NON-LEVY
WILL BE REQUIRED TO
CO-INVEST
10% TOWARDS
THE COST OF
TRAINING

Apprenticeship Standards.... Using the levy

£268m was spent by levy-paying employers on apprentices in the programme's first year of operation, 2017-18.

Equates to just **13%** of the Treasury's **£2.01bn** apprenticeships budget and contributed to a **£400m** underspend.

Options?

- Supply Chain
- SME's

Q: How does your LA stack up?

Source:

These are the key findings from a freedom of information request submitted by skills body City & Guilds Group

Waste and Resource Managers



Waste Resources 2

Fully resourced



Metals Recycling 2



Safety Health and 3 Environment



FM 2



Pest Control



Metals 5



Resource 4

Apprenticeship Standards.... Waste and Resource Management

Waste Resource Operative Level 2 – 12 Months

Employers involved in creating the standard:

Veolia, Amey, ANSA, Bath and Somerset Council, Biffa, Cory Energy, Eco Sustainable Solutions Ltd, FCC Environment, Lancashire Council, Leicester City Council, Mayer-Enviro, New Forest District Council, NLWA, Shanks/Renewi, South Tyneside Council, Suez, Suttle Stone Quarries, Viridor

Levy Value: £6K

Metals Recycling Operative Level 2 – 18months

Employers involved in creating the standard:

ELG Haniel, Mellor Metals, European Metal Recycling, Sims Group UK Limited, S. Norton & Co Ltd, Recycling Lives Ltd, Recycled Products Ltd, S. Sacker (Claydon) Ltd, Ward Recycling

Levy Value: £9K

Apprenticeship Standards.... Waste and Resource Management

SHE Technician
Level 3 - 24 months

Employers involved in creating the standard:

Balfour Beatty, Costain, High Speed 2, Mitie, Morrison Utilities, Persimmon Homes, Sapa Group, Sisk, Skanska, Thames Water

Levy Value: £5K

Pest Control Technician
Level 2 - 18 Months

Employers involved in creating the standard:

Monitor Pest Control, Alpha Fumigation, Rentokil, Beaver Pest Control, Acclaim Environmental, Check Services, Bounty Pest Control, Dealey Pest Control, Ecolab, Mitie, G R Pest Control, Rokill Pest Control Services, Aderyn Pest Control, Countrywide Pest Control, Westminster City Council

Levy Value: £4K

epa@wamitab.org.uk – Karen Slade Training and Assessment Manager



A hand is shown from the bottom left, holding several glowing, translucent question marks of various sizes. The background is a blurred image of a person wearing a blue shirt. The text "Apprenticeship Standards.... cleaning" is overlaid in orange on the left side of the image.

Apprenticeship Standards.... cleaning

HEALTHCARE CLEANING OPERATIVE

Status: In development

1. Proposal approved
2. Standard approved
3. Assessment plan approved

Level: 2

Reference: ST0843

Route: Health and science

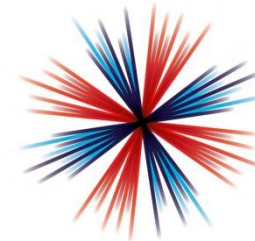
Trailblazer contact(s): lisa.hylton@exclusivecontracts.co.uk

Sector Deals...coming to a sector near you!



Pillars

- **People** - good jobs and greater earning power for all
- **Infrastructure** - major upgrade to the UK's infrastructure
- **Business Environment** - the best place to start and grow a business
- **Places** - prosperous communities across the UK



**INDUSTRIAL
STRATEGY**



Department for
Business, Energy
& Industrial Strategy

Most recently WAMITAB Justice....

Won competitive Tender with MoJ

Exclusive Contract for a period of 5 years

Commencing 1st August 2018 and ending on 31st July 2023

120 prisons in England only; provision in Northern Ireland, Scotland and Wales sits outside the core programme...but in dialogue

Waste, Cleaning and FM Qualifications

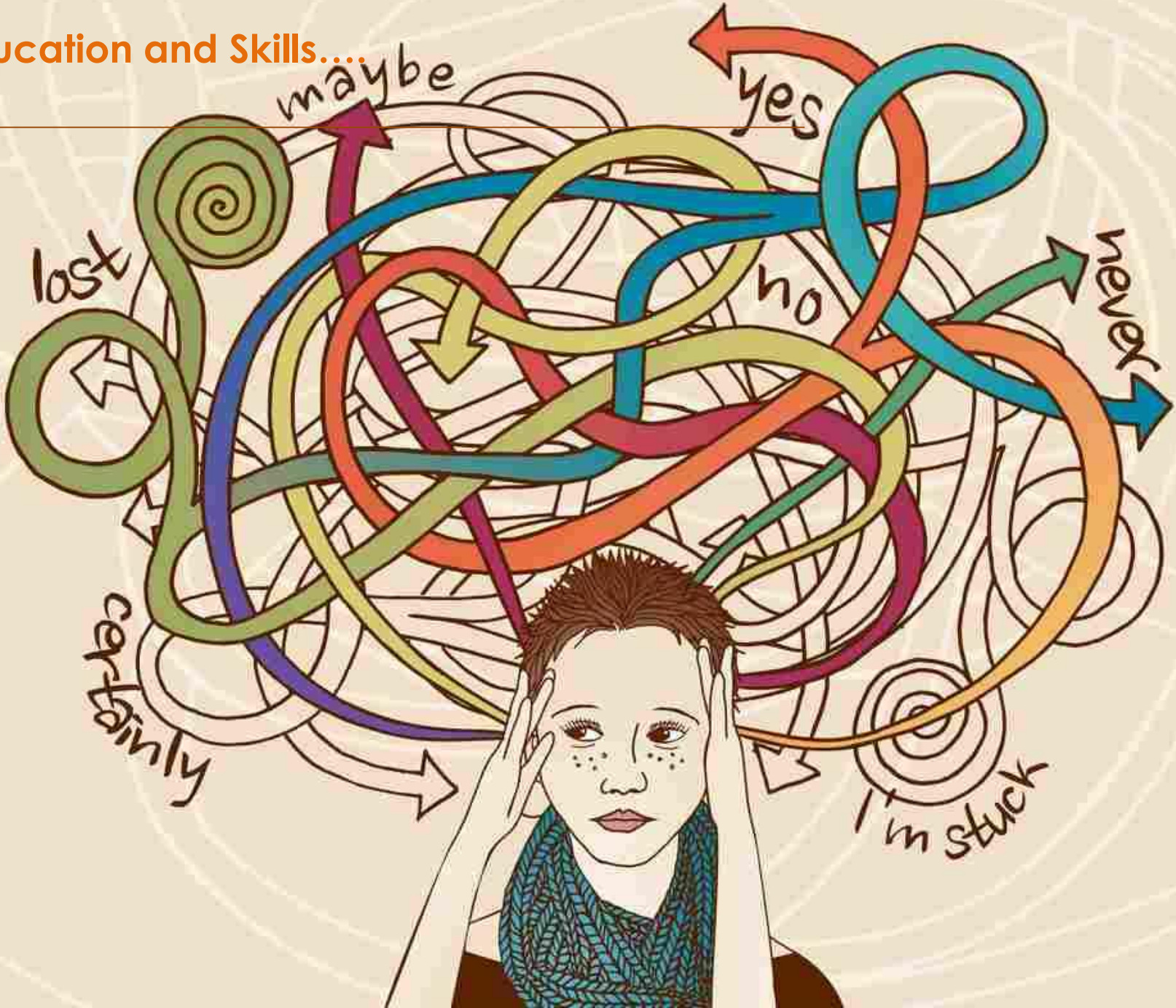
4,000 employees in waste alone....



Ministry
of Justice



Education and Skills....



Thank you

Chris James, WAMITAB CEO

