
**Keeping Local Authorities updated on
skills development and skills solutions:**

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Key themes today....

National Policy on skills



Digital skills in achieving competence, compliance and safe sites



Social Inclusion & Recruitment



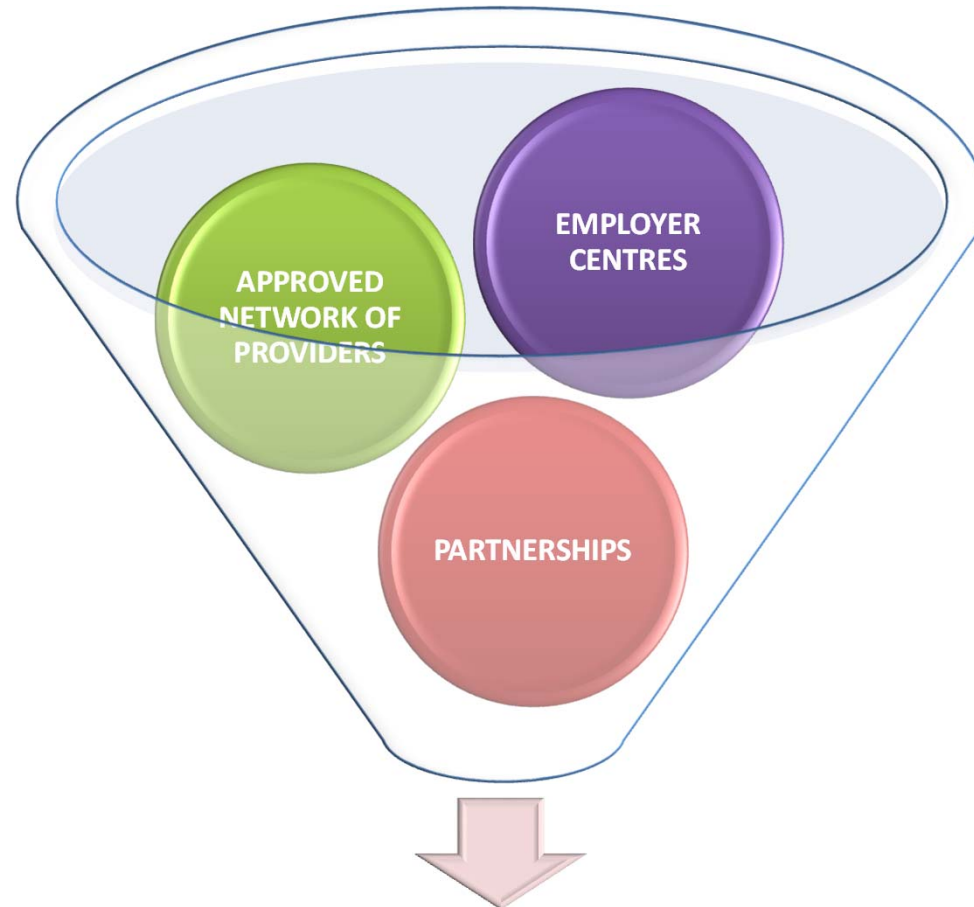
Firstly. A bit about us....

1

Waste Management Industry Training & Advisory Board



For the betterment of the industry and its people....



Charitable Trust
Awarding Organisation
Industry Training and Advisory Board



Why WAMITAB....

30 years of experience developing and quality assuring qualifications, training and course materials.

Qualifications that have been developed around **the needs of employers**, providing learners with the right skills and competencies to work safely and deliver excellence in the workplace.

A dedicated team who understand the needs of business and provides industry expertise, advice and guidance.

Enforcement: Operates regulated licence to practice in the 4 Nations.





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....



Partnership, Innovation and Profile



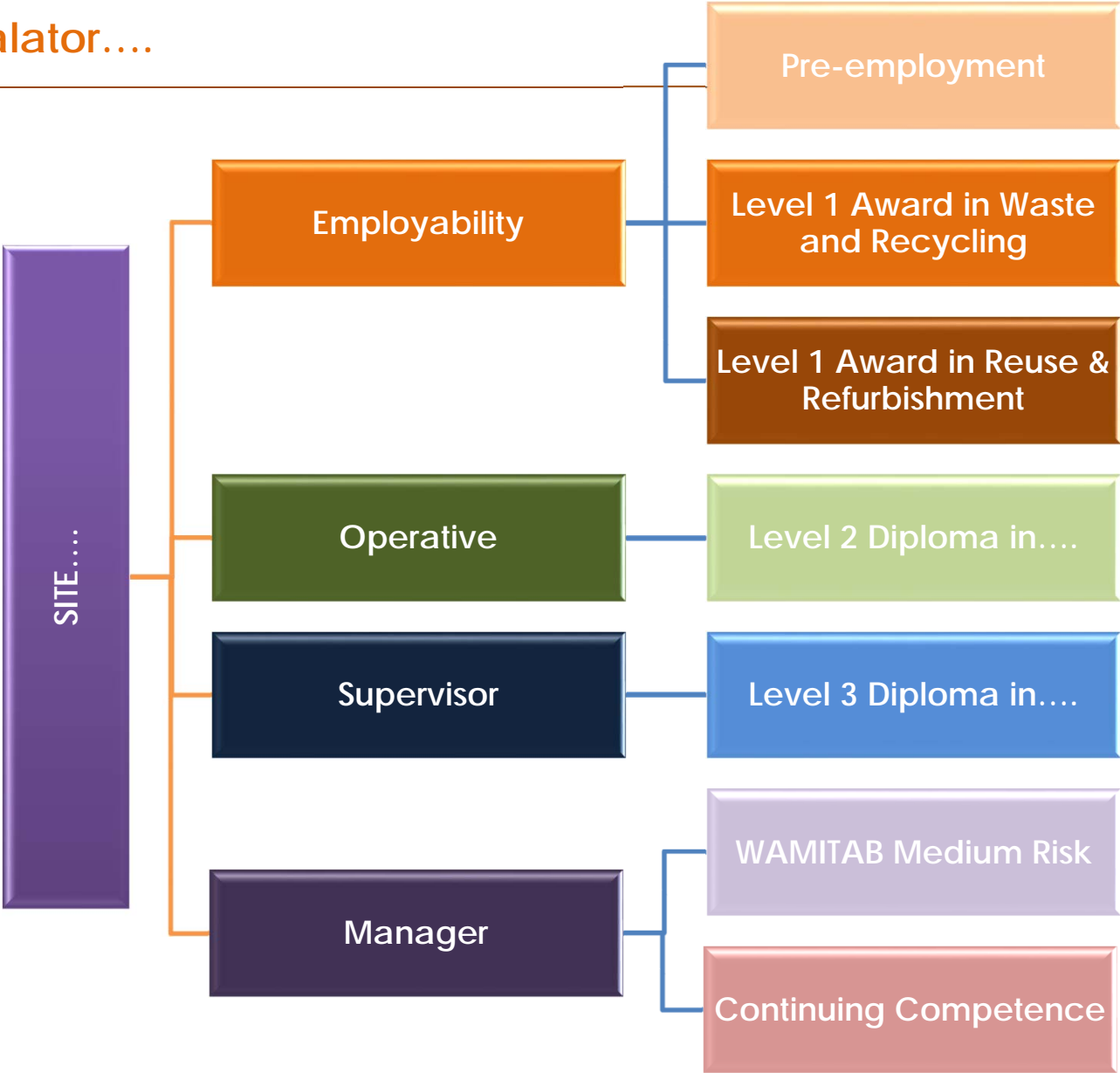
WAMITAB Provision....



WAMITAB Footprint....



Skills Escalator....



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



Creation of Employment Academies

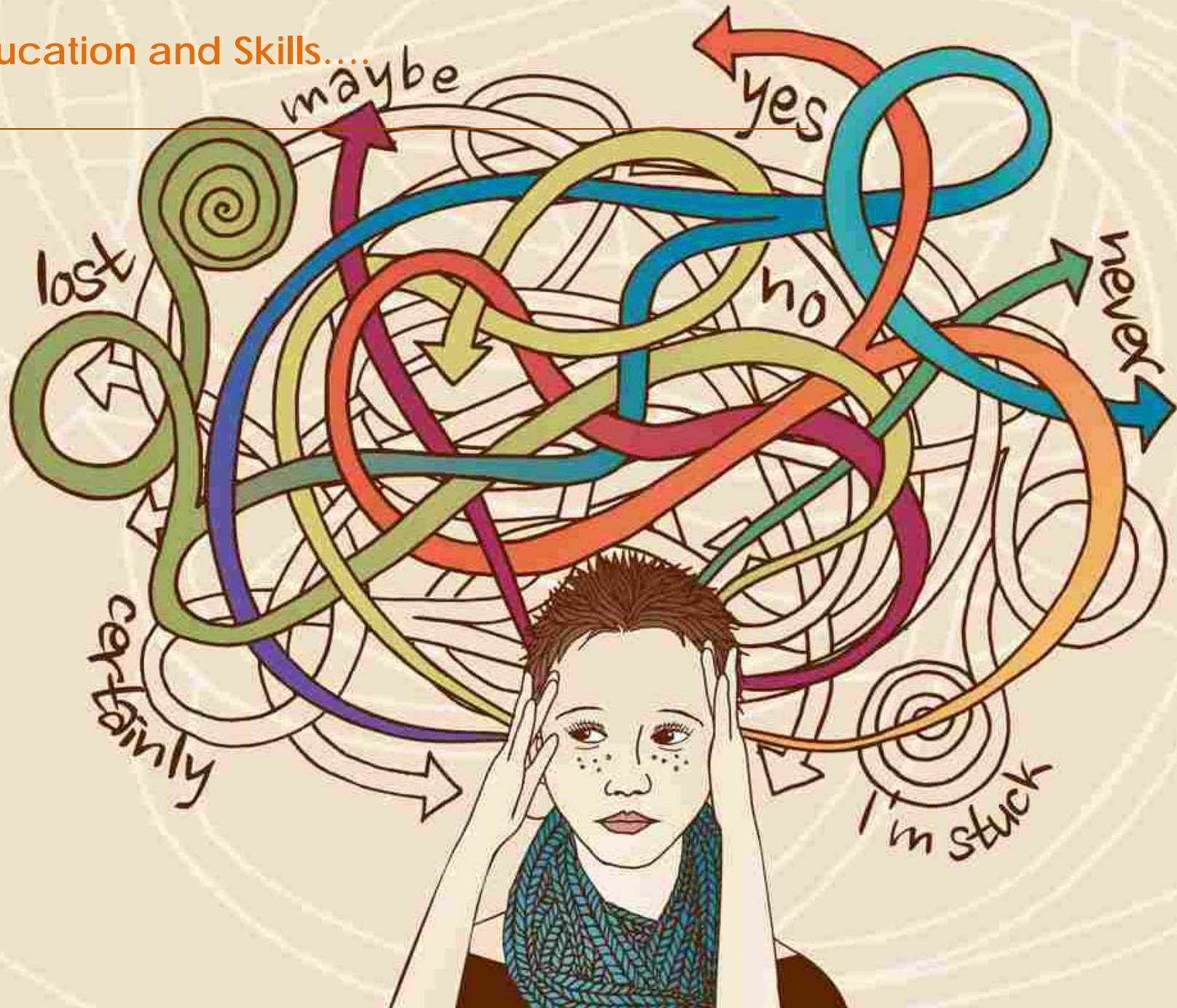


The poster has a background of numerous colorful plastic bottle caps in shades of green, blue, red, and yellow. The text is overlaid on this background. At the top, it says "STEP INTO WASTE & RESOURCES" in large, bold, white capital letters. Below that, in smaller white capital letters, it says "A NEW WAY TO RECRUIT ENTRANTS INTO THE INDUSTRY". At the bottom of the poster, it says "REUSE | REDUCE | RECYCLE" in white capital letters. At the very bottom, there are three logos: "Mk College" (with a stylized 'M' and 'k'), "Employment Academy", and "wamitab" (with a stylized 'w' logo). To the right of these logos is the logo for "HM Prison & Probation Service".

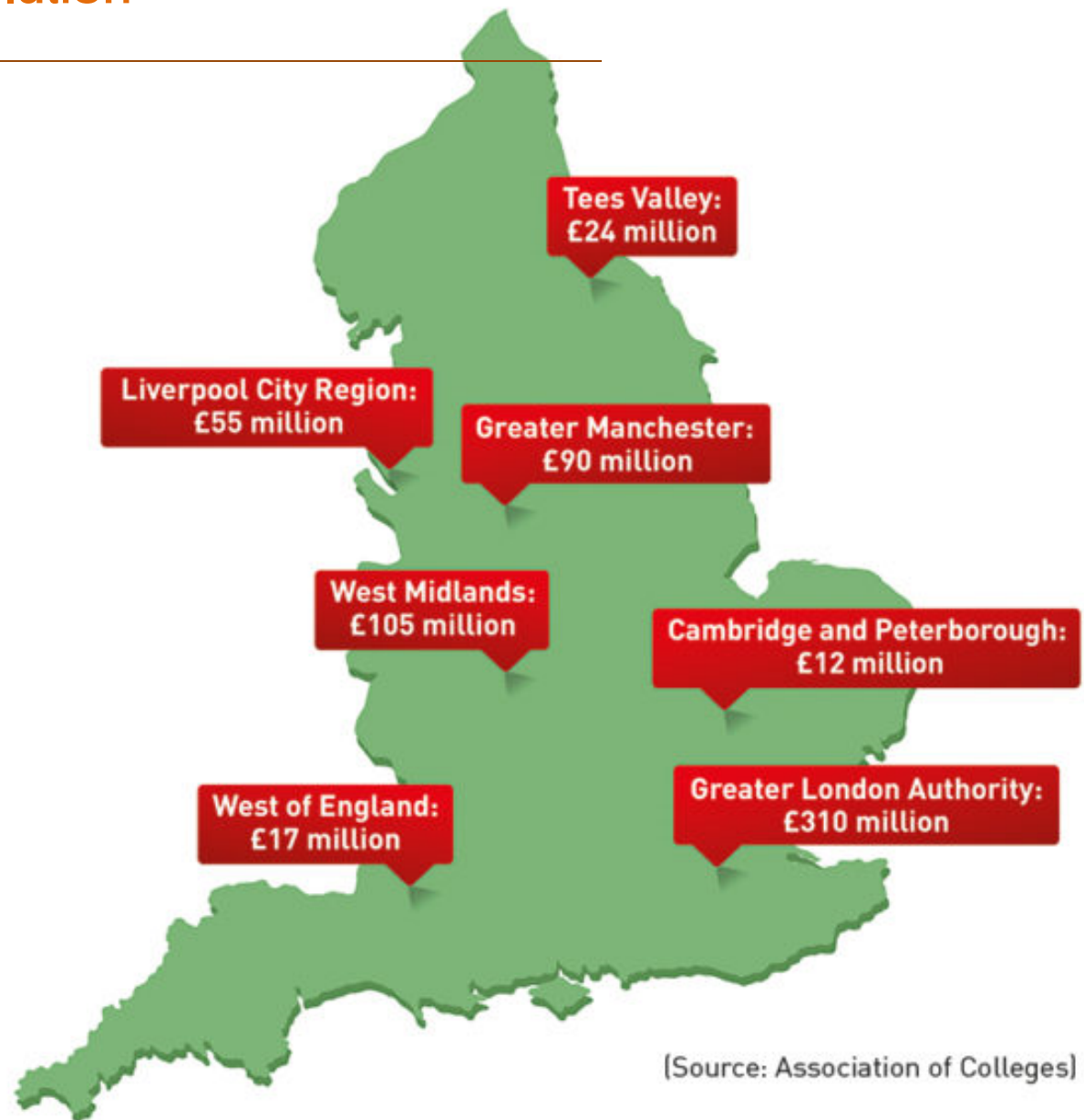
2 Skills Policy....



Education and Skills....



Devolved budget estimates



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**
2017

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 Levy....



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

£6K Funding

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

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

£9K Funding



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

£5K funding

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



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



Apprenticeship Standards & Levy...Is it working?

Apprenticeship starts by region in England

2016/17 to 2017/18, Thousands

	16/17	17/18	Change since 2016/17	
			Level	%
North East	34	23	-11	-33%
West Midlands	60	43	-18	-29%
East Midlands	48	34	-14	-29%
Yorkshire and The Humber	61	45	-17	-27%
North West	80	58	-22	-27%
South West	54	43	-10	-19%
East of England	45	37	-8	-18%
South East	64	53	-11	-17%
London	44	37	-8	-17%
Other	6	5	-1	-20%

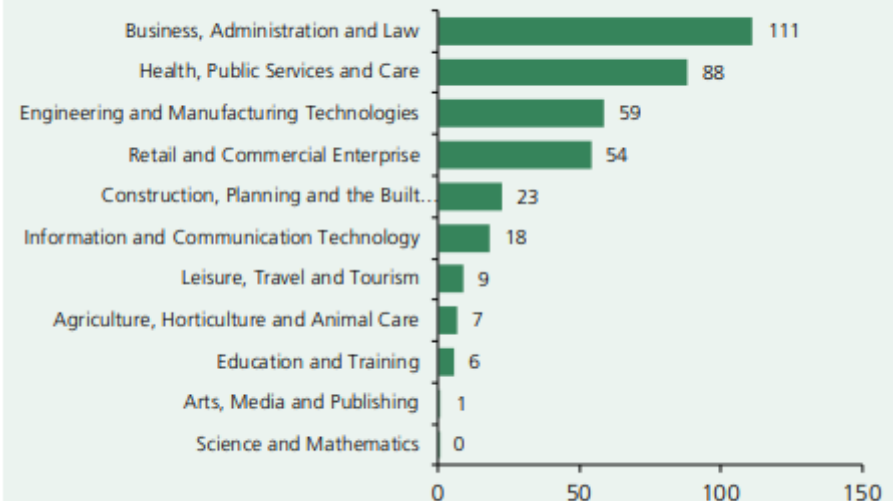
Notes: Data are for academic years (August 1st to July 31st)

Source: DfE Apprenticeships and traineeships data

Starts in 2017/18

Between August 2017 and July 2018 (the 2017/18 academic year), there were **375,800** apprenticeship starts in England, **119,100** fewer than in 2016/17.

Apprenticeship starts in England by sector subject in 2017/18, thousands



Apprenticeship Standards.... On the front line

Consider....

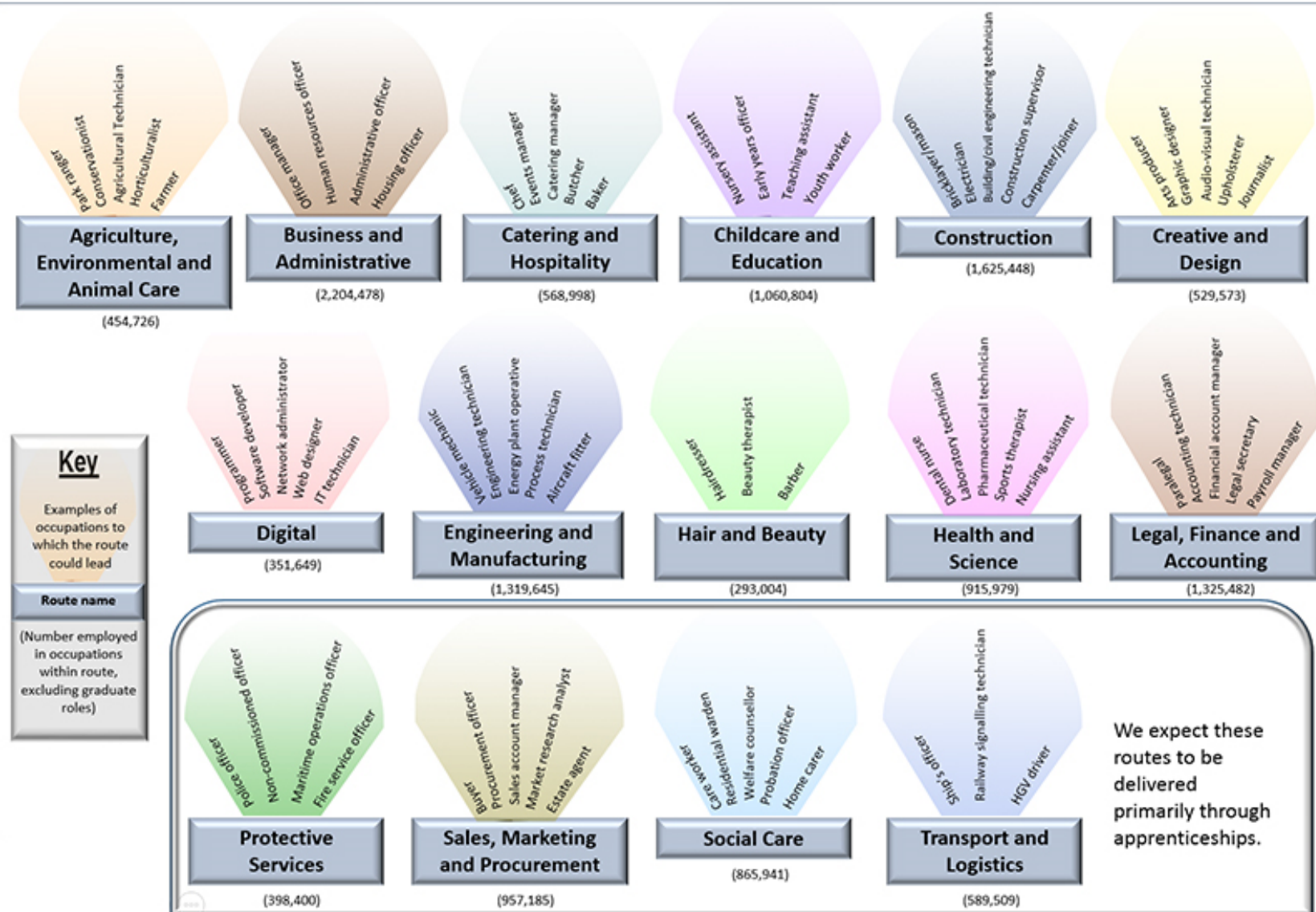
1. Impact on front line delivery
2. Can the levy work more effectively for LA
3. Who is the decision maker in your teams...
4. Are you using this for key staff in waste and street cleansing roles?

WAMITAB and its new role....



What next....

Framework of 15 routes - grouping related occupations together

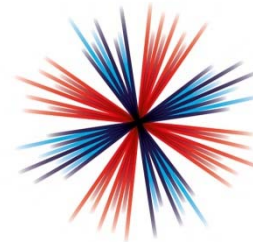


Sector Deals...coming to a sector near you!



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**

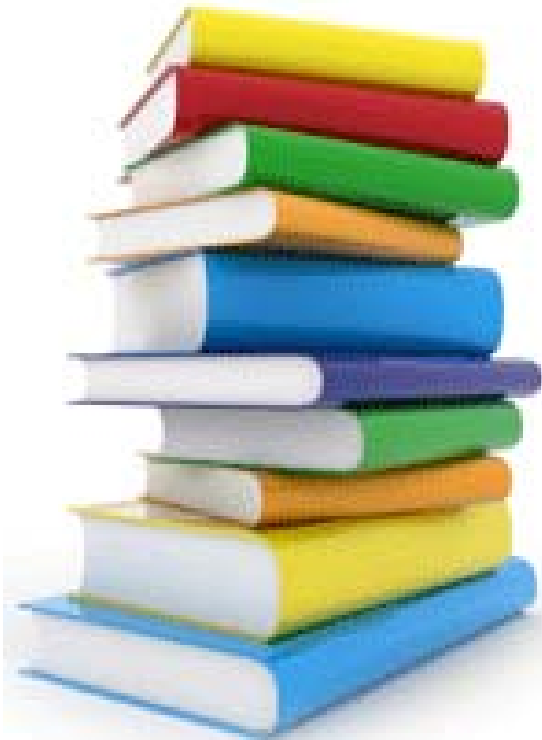


Department for
Business, Energy
& Industrial Strategy

2 Social Inclusion....



Why we do what we do....



Empowerment Through Education

*Living A Dream,
Building A Future*

Why we do what we do....



Why we do what we do....



Sector changes....

Waste Management Industry **4** Pillars of Competence....



Environmental Protection.



General Legislation.



Health and Safety.



Specialism.

The UK will face huge challenges....



Revolution = Job divergence + CREATION = A SKILLS NEED....



Industrial REVOLUTION....

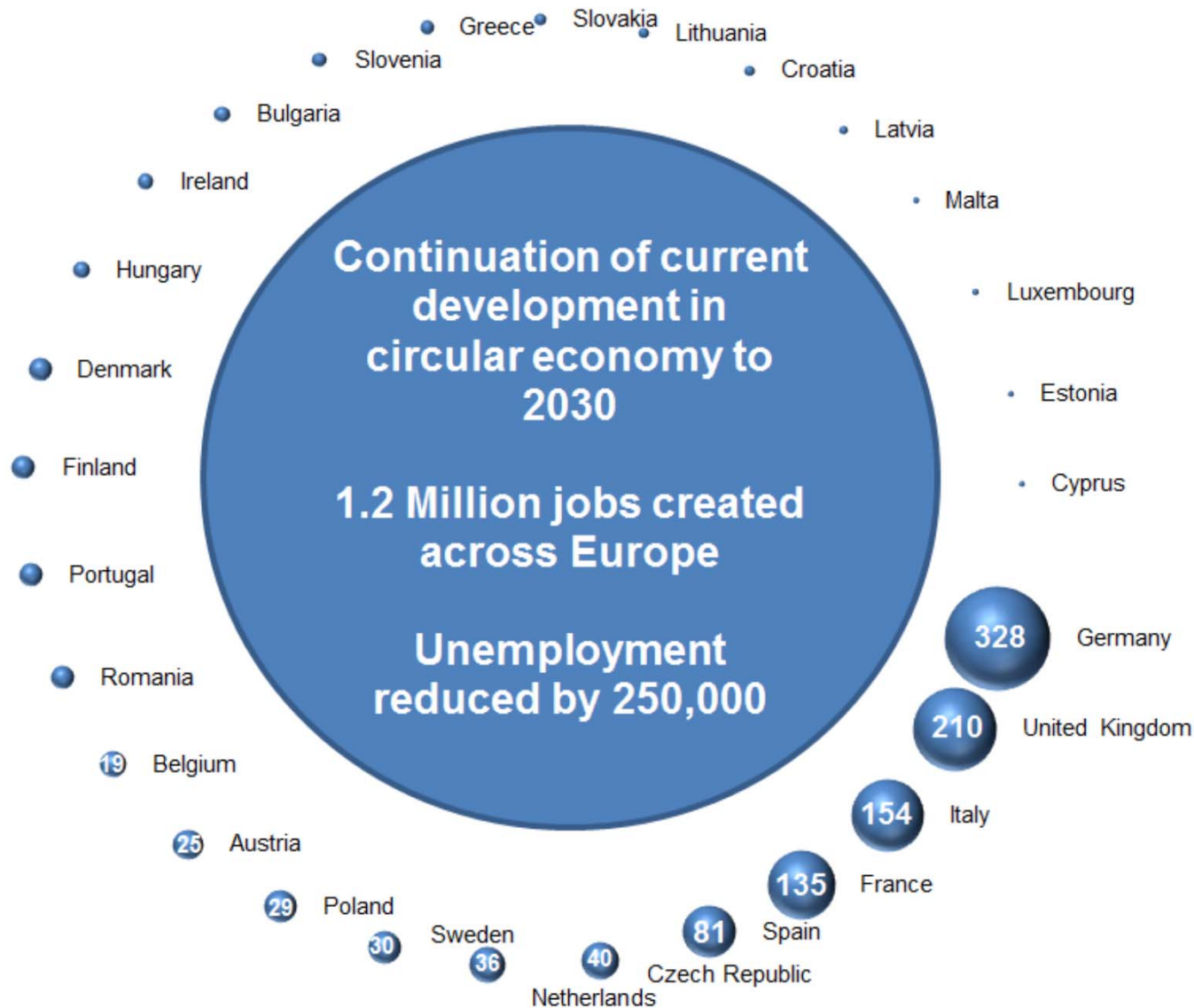
LINEAR ECONOMY



CIRCULAR ECONOMY



Revolution = Job divergence + CREATION = A SKILLS NEED....



Skills needs are changing

Sector needs better skilled people to meet demand

Source: WRAP calculations
(gross jobs estimates by country are in thousands)

Revolution = Job divergence + CREATION = A SKILLS NEED....

Because it helps tackle regional and occupational unemployment, over a quarter of new jobs in Britain's circular economy to 2030 could be net jobs



Sector based work academies can support this...

Regional programmes

Identifying recruitment needs – short / medium & long term

Supporting with funded qualifications

WAMITAB Sector skills developments....



WAMITAB Sector skills developments....

Developing the National Specialist Sector Academies for :

- Waste and Resource Management
- Parking and Environmental Enforcement
- Cleaning and Support Services
- Grounds and Property Maintenance

to reduce unemployment, increase skills and raise awareness of the benefits of the sector

WAMITAB Sector skills developments....

- Employers to create a new standard for procuring labour and assessing green credentials of suppliers
- Establish Regional Innovation Centres & Green Skills Board
- Sector to sign a “Skills Protocol” changing the way we focus on skills
- Working with Employers, Trade and Professional bodies

WAMITAB Sector skills developments...Current Partnerships

APSE	Network of Members
ESA	National employer network – all major waste and resource management employers
CSSA	Contract cleaning employers
UROC	Medium to large operators
BPA	Private + LA Member base

Academy Models

(1) Employment Academies – Ministry of Justice:

Technical qualification: Award Level - delivered in the classroom 3 – 4 days
Level 2 Diploma

Sectors:

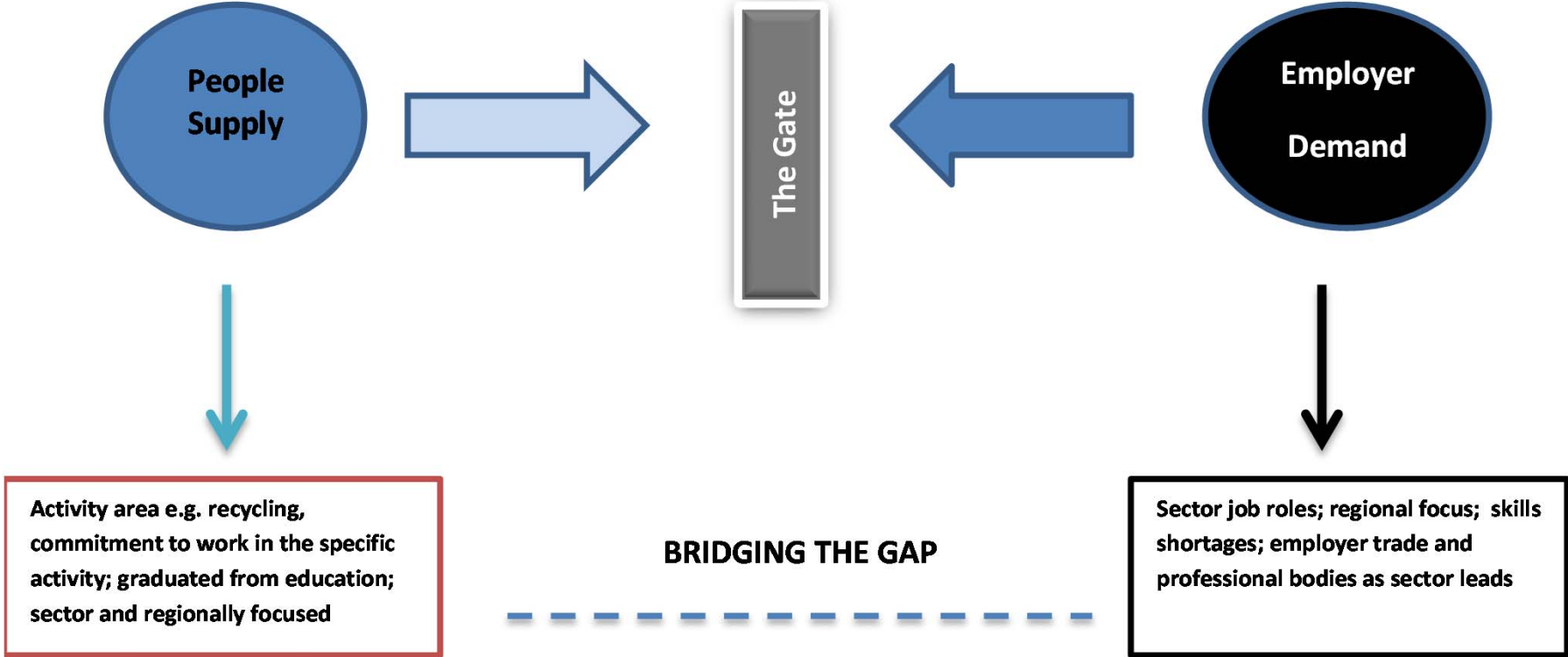
Employers engaged to provide solutions to support recruitment into the sectors locally, regionally and nationally.

1. Cleaning
and
3. Waste /Recycling / Reuse

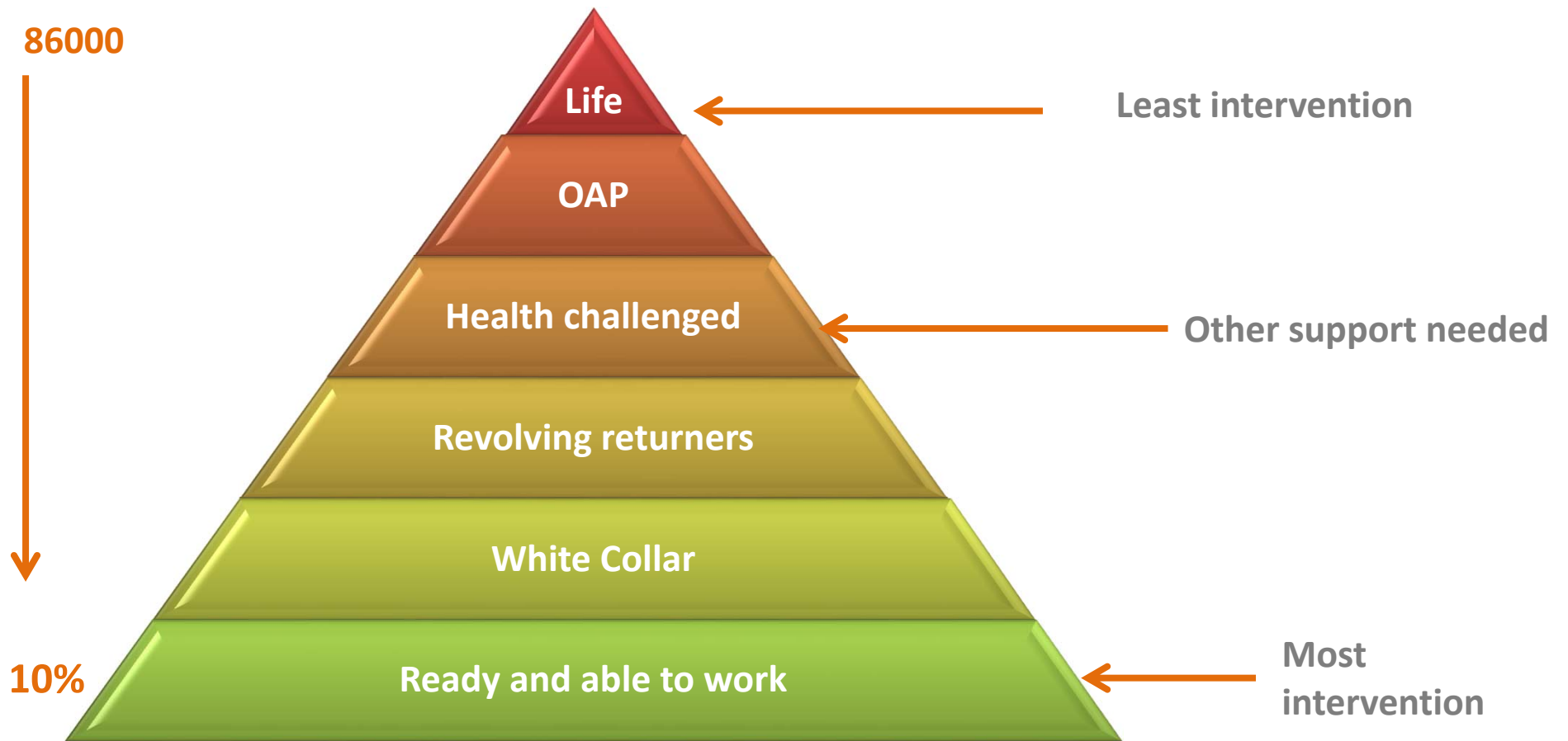
Ministry of Justice - employment



the structure



= The People Funnel....



Academy Models

- (1) Worked with AVDC and had positive feedback
- (2) National model was not in place at the time. Others expressed interest
- (3) Three routes to support LA's
 - 3.1 Release on temporary licence = replacement of agency workforce
 - 3.2 Direct recruitment + Apprenticeships (Driver App)
 - 3.3 Opportunity for work partnerships e.g. bulky waste dismantling, textile recycling etc

Payback = 20% + saving on recruitment costs

Fully qualified + additional course content

Pre interviews possible



Academy Models

(2) National Specialist Work Based Academies:

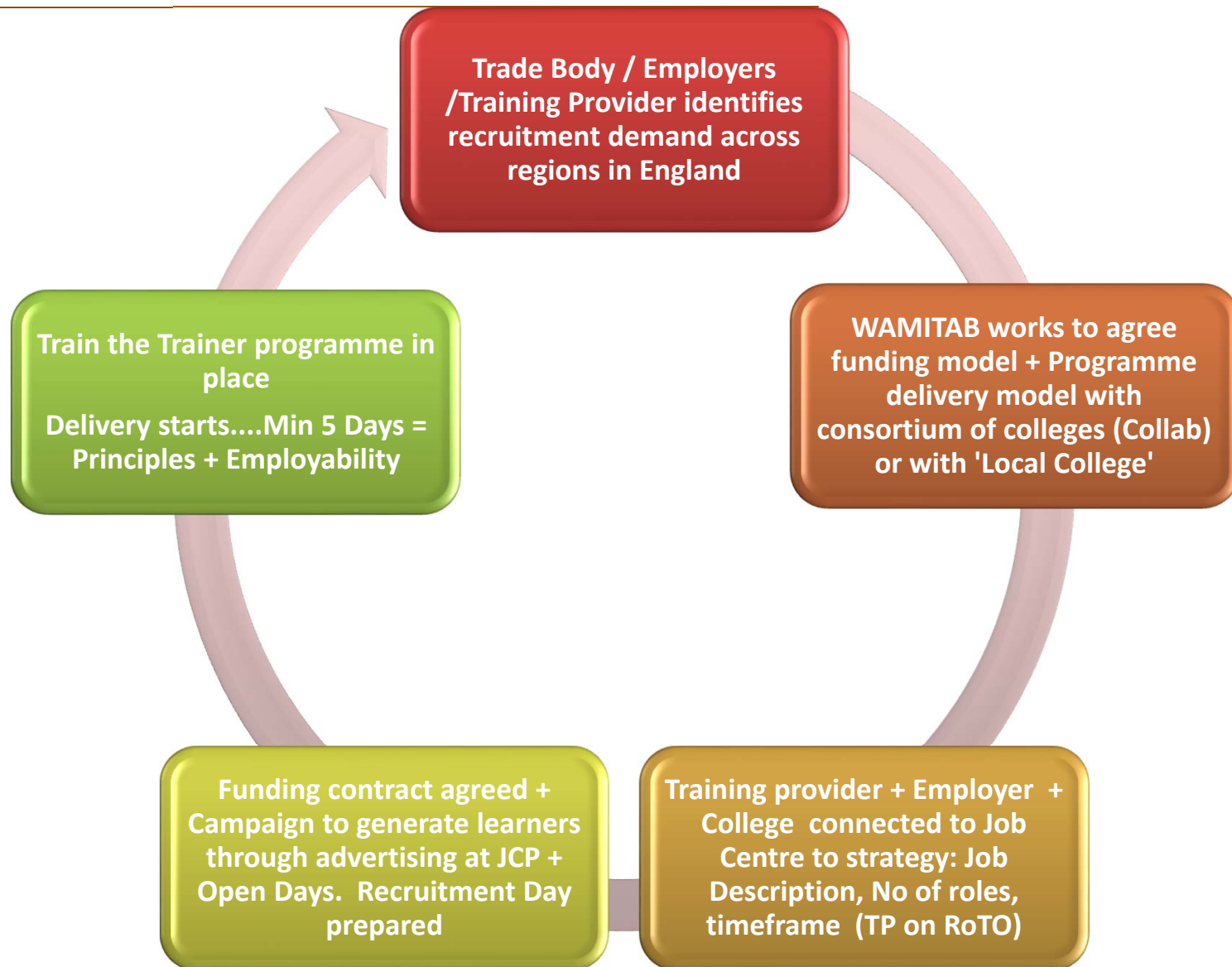
Technical qualification:	Award Level - delivered in the classroom 3 – 4 days
Assessment:	MCQ online

Sectors:

Employers engaged to provide solutions to support recruitment into the sectors locally, regionally and nationally.

1. Cleaning
2. Parking
3. Waste
4. Reuse and Refurbishment

Academy Models



Embedding environmental change....

(3) Green College: sustainable communities.

Technical qualification: Award Level - delivered in the classroom 3 – 4 days

Sectors:









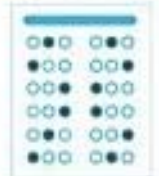
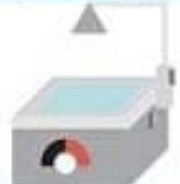












Provide enrichment to students to better understand environmental management and sustainability. Reuse and Refurbishment qualification focused on core areas where waste is an issue: Catering/Engineering/Mechanics/Construction etc....

3

Digital skills in
achieving competence,
compliance
and safe sites



Transformation is user led....time waits for no man, woman or child....

					
THE ROD	PENCILS	TEXTBOOKS	SLATE	HORNBOOK	CHALKBOARD
					
TYPEWRITER	TEACHING MACHINE	TEST CARDS	SLIDE PROJECTOR	OVERHEAD PROJECTOR	VIDEOTAPE
					
CD ROM	CALCULATORS	HIGHLIGHTERS	GRAPHING CALCULATORS	INTERNET	LAPTOPS
					
MOUSE MISCHIEF	E-MAIL	INTERACTIVE WHITEBOARD	eBOOKS	MEMORY STICKS	SMART PHONES

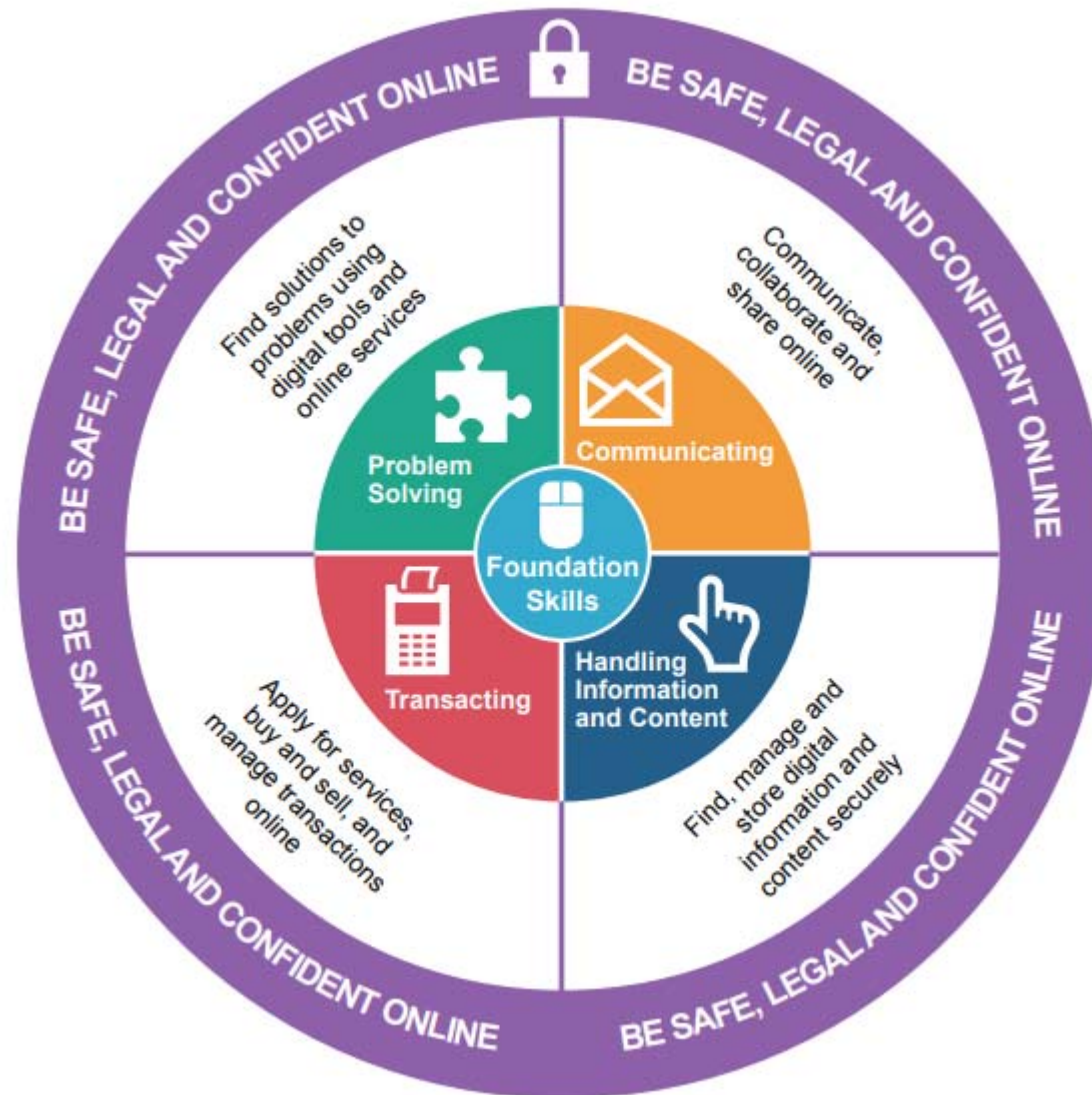
Digital transformation

Some facts....

Digital Framework....The framework informs the Lloyds Bank Consumer Digital Index, which involves a basic digital skills survey of 9,000 people. **The 2018 report found that in the UK:**

- 11.3 million people (21%) lack the full basic digital skills
- 4.3 million (8%) have no basic digital skills at all
- 5.4 million working adults (10%) are without basic digital skills
- people with a registered disability are 4 times as likely to be offline
- 28% of those aged 60+ are offline

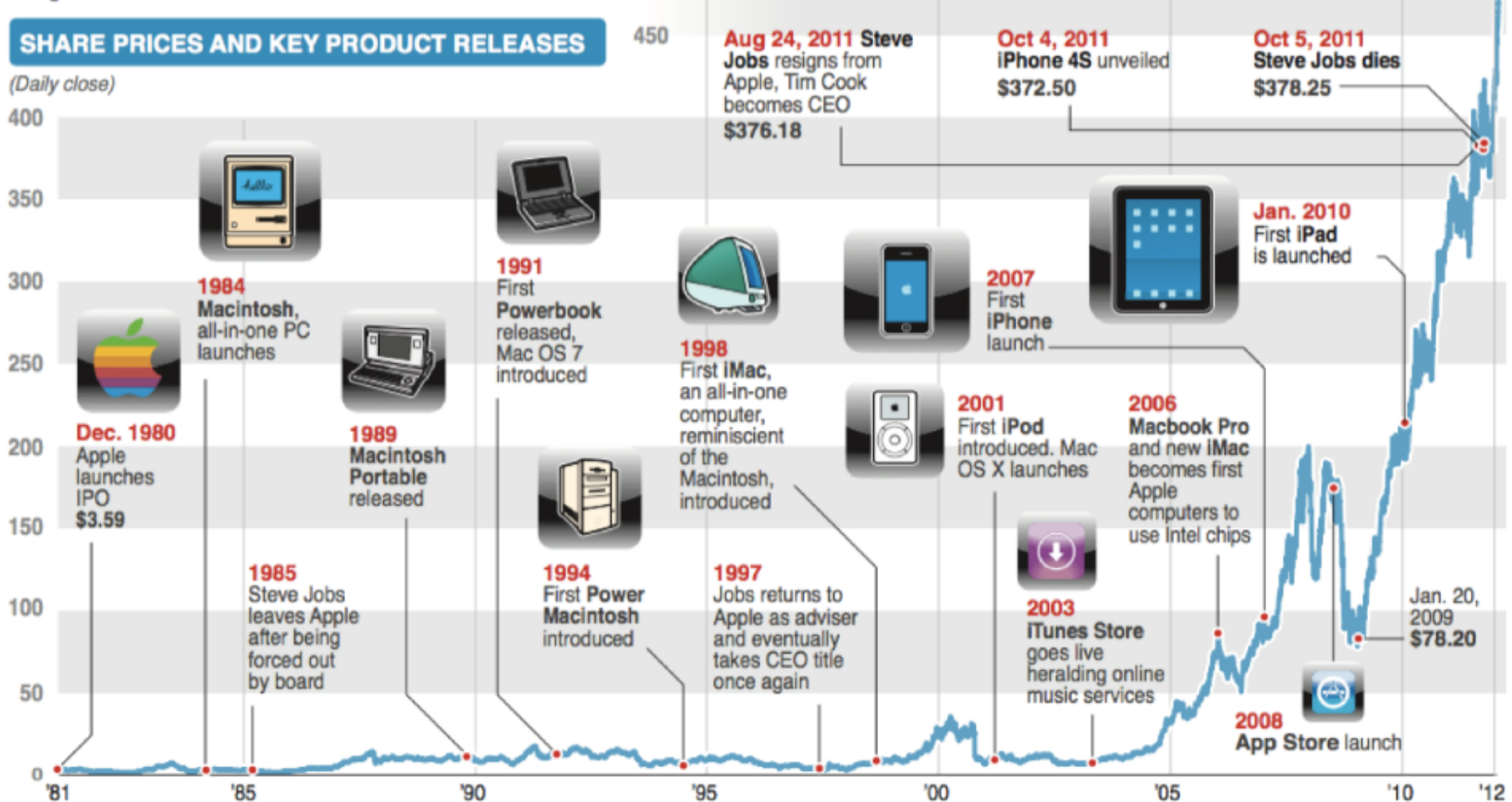
Digital transformation



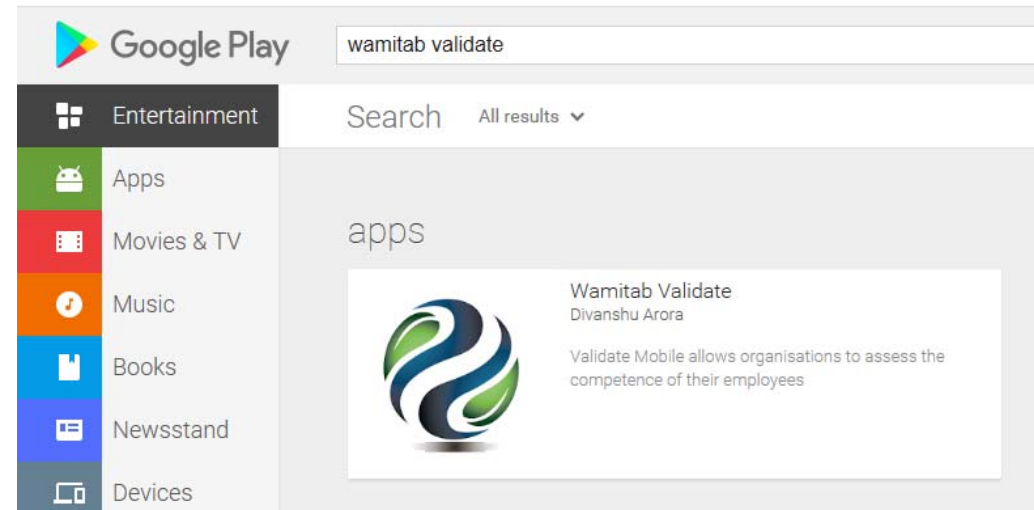
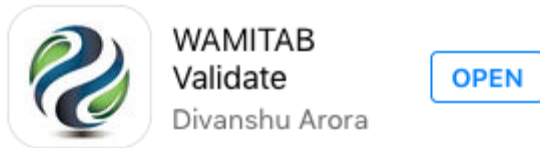
Transformation is user led....but INNOVATION leads them....

APPLE TIMELINE

Apple Inc took the wraps off a faster 4G-equipped iPad starting at \$629, hoping the latest version of its tablet can safeguard its dominance over rivals




WAMITAB Validate....





Assessment Details

Unique ID: *	<input type="text" value="UID_23032017071501"/>
Assessment title: *	<input type="text" value="WAMITAB-V-004: Green Waste Collection Operations_230320170..."/>
Assessor's First Name: *	<input type="text" value="Assessor's First Name"/>
Assessor's Last Name: *	<input type="text" value="Assessor's Last Name"/>
Assessor's Company: *	<input type="text" value="Assessor's Company"/>
Assessor's Job Title: *	<input type="text" value="Assessor's Job Title"/>
Candidate's First Name: *	<input type="text" value="Candidate's First Name"/>
Candidate's Last Name: *	<input type="text" value="Candidate's Last Name"/>
Candidate's Job Title: *	<input type="text" value="Candidate's Job Title"/>
Location:	<input type="text" value="Location"/> 
Conducted On: *	<input type="text" value="23/03/2017"/> 

PLEASE MARK THIS SECTION AS COMPLETE BEFORE PROCEEDING WITH THE ASSESSMENT.

IMPORTANT INFORMATION

Place a TICK in the relevant

O = Observed competence

Q/A = Competence demonstrated

These questions will not be asked if you are choosing. (See 1.2)

Notes:

1.1 Questioning should occur during observation of competence and completeness of the

1.2 Assessors may record observations recorded in the additional

1.3 In the rare circumstances then please contact WAM

Assessment Details

Unique ID: *

Assessment title: *

Assessor's First Name: *

Assessor's Last Name:


Assessor's Company: *


Assessor's Job Title: *

Candidate's First Name:

Candidate's Last Name:

Candidate's Job Title: *

Location: 

Conducted On: * 

Allow "Wamitab Validate" to access your location while you use the app?

Location is needed.

Don't Allow

Allow

Exit

Save

PLEASE MARK THIS SECTION AS COMPLETE BEFORE PROCEEDING WITH THE ASSESSMENT.



Instructions

SAVE & N

IMPORTANT INFORMATION

Place a TICK in the relevant box when competence has been achieved for certification either through :

O = Observed competence in the workplace . All the competences marked with an "O" must be assessed by observation on

Q/A = Competence demonstrated through the use of prescribed questions. These are provided under each question. These questions will not be observation and must be assessed by usage of either the prescribed question or a question of y choosing.(See 1.2)

Notes:

1.1 Questioning should only be used where no observed demonstration of competence is possible . It is expected that observation of competence will be possible in the majority cases . The assessor must use their judgement as to the correct and completeness of the answers to the set questions as this will depend on company procedure and context .

1.2 Assessors may record additional questions asked to enable the candidate to demonstrate a competence . This must be recorded in the additional comments box section.

1.3 In the rare circumstances where... carried out within the organizati
then please contact WAMITAB.

Select Section

Instructions

A. Green Waste Collection

B. Draining-off Liquid

Additional Comments

Signatures

PLEASE MARK THIS SECTION AS CO

A. Green Waste Collection

SAVE & N

Ref

Competence

A1. Operative checks bin contents for contamination and co-mingled waste

O

Q/A

Question Bank:

Q: What is the company procedure for checking contamination of green waste?

Q: Which types of waste are frequently mixed with green waste?

Assessed as Competent

Yes	No
-----	----

Ref

Competence

A2. Operative explores contents below top level with a stick or litter picker and never using hand or arm

O

Q/A

Assessed as Competent

Yes	No
-----	----

Ref

Competence



A. Green Waste Collection

SAVE & N

Ref

Competence

A1. Operative checks bin contents for contamination and co-mingled waste

O

Q/A

Question Bank:

Q: What is the company procedure for checking contamination of green waste?

Q: Which types of waste are frequently mixed with green waste?

Assessed as Competent

Yes

No

Ref

Competence

A2. Operative explores contents below top level with a stick or litter picker and never using hand or arm

O

Q/A

Assessed as Competent

Yes

No

Ref

Competence

B. Draining-off Liquid

SAVE & N

Ref

Competence

B1. Operative locates the tank for liquid drained from compacted green waste

O

Q/A

Assessed as Competent

Yes	No
-----	----

Ref

Competence

B2. Operative wears eye protection, water-proof gloves and skin covering to protect from fluid

O

Q/A

Assessed as Competent

Select Section

Instructions

A. Green Waste Collection

B. Draining-off Liquid

Additional Comments

Signatures

Ref

B3. Operative rinses thoroughly un

O

Signatures



Assessor signature

Sign

Candidate signature

Sign

Select Section

V-009: Reversing Operations

A. Vehicle Checks

B. Pre-Reversing Checks

C. Reversing Procedures

Additional Comments

Assessment Detail

Signatures

Generate PDF



WAMITAB-V-009: Reversing Operations

Unique Candidate ID: C-001
Candidate Name: Ricky Wilson
Job Role/Title: operator
Location: Milton Keynes
Assessed By: Mark Hyde
Job title: manager
Conducted On: 31/03/2015
Company name: veolia

V-009: Reversing Operations

IMPORTANT INFORMATION

Place a TICK in relevant box when competence has been achieved. All competences must be achieved for certification either through:

O = observed competence in the workplace. All the competences marked with an O MUST be assessed by observation only.

Q/A = competence demonstrated through use of prescribed questions. These are provided under each question. These questions will not be observation and must be assessed by usage of either the prescribed question or a question of your choosing (see 1.2)

Notes:

1.1. Questioning should only be used where no observed demonstration of competence is possible. It is expected that observation of competence will be possible in the majority of cases. The assessor must use their judgement as to the correctness and completeness of the answers to the set questions as this will depend on company procedures and context.

1.2. Assessors may record additional questions asked to enable the candidate to demonstrate a competence. This must be recorded in the additional comments box section.

1.3. In the rare circumstance where a competence is not applicable as that operation is not carried out within the organisation, then please contact WAMITAB.

A. Vehicle Checks

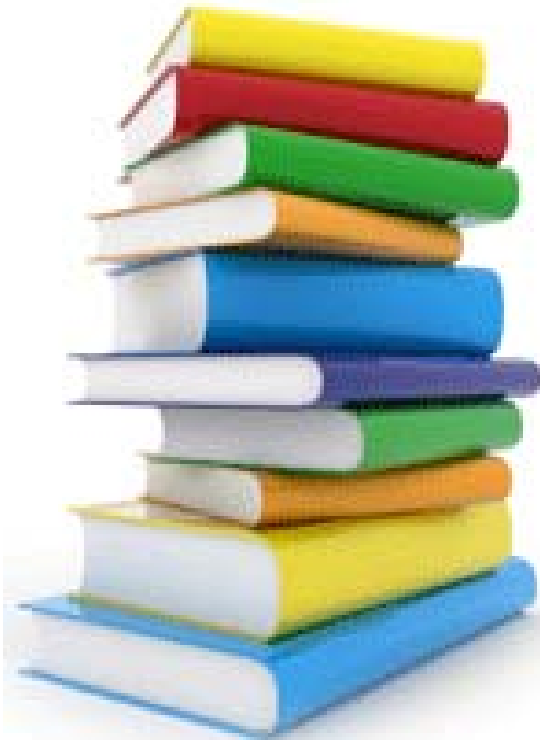
A1. Driver checks that the vehicle's audible reversing alarm is working at full volume

Competent

A2. Driver checks that the reversing lights are in full working order



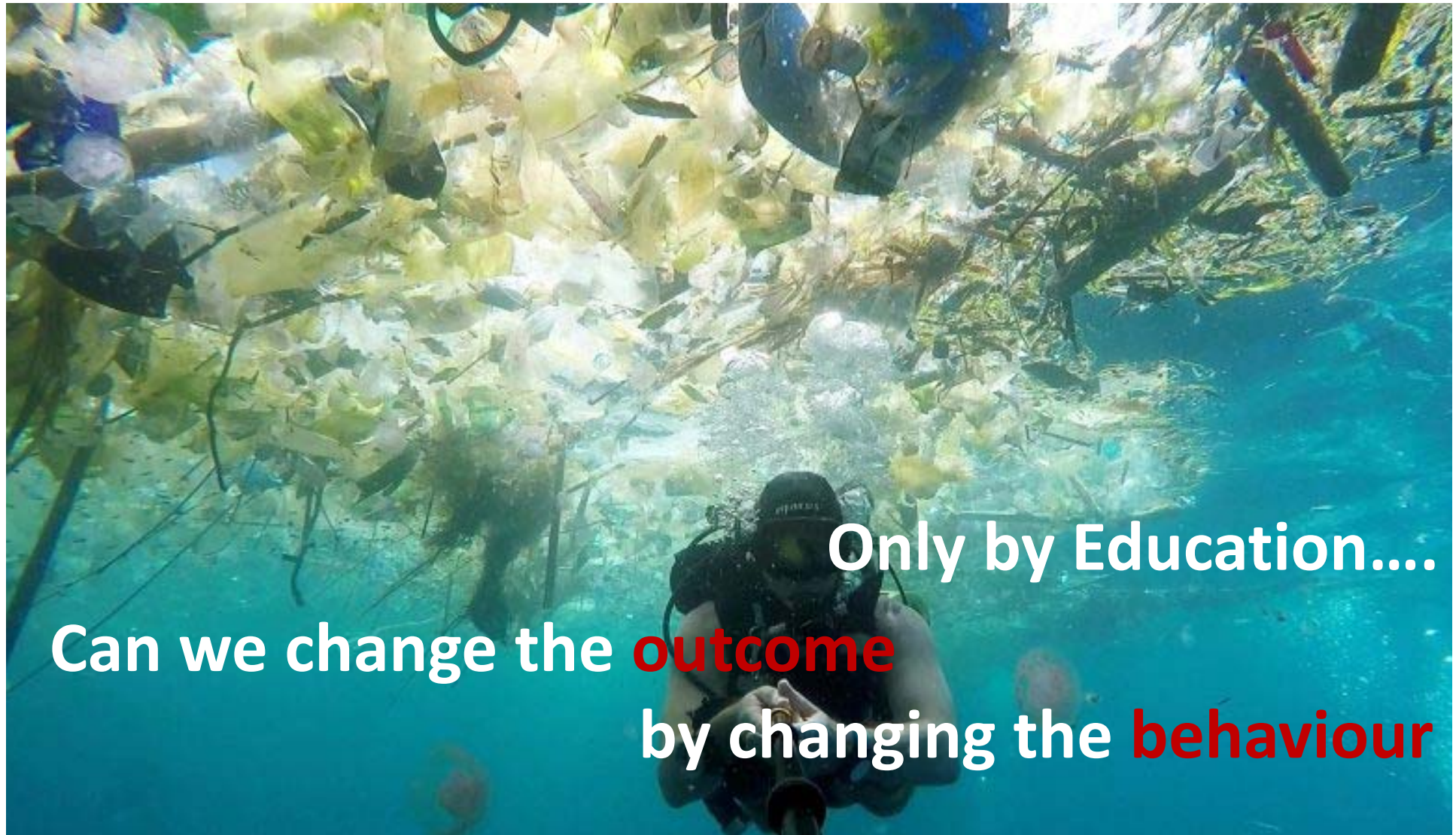
Why we do what we do....



Empowerment Through Education

*Living A Dream,
Building A Future*

THANK YOU.... Q&A



Only by Education....
Can we change the **outcome**
by changing the **behaviour**

Questions

?

?

Answers

?