

How the partnership opportunity emerged

The Lincolnshire Waste Partnership creates the forum; SKDC and South Holland turn shared pressure into a practical pilot.

Same table. Same service pressure. Shared route to action.

LWP already brings Lincolnshire County Council and the seven district and borough councils together to plan waste services, share learning and support a consistent countywide approach.

That makes it the natural route for spotting common workforce constraints and testing a joint solution before scaling.

1

LWP conversation

Partners compare service pressures and recruitment challenges.

2

Food waste

Drivers, CPC, cover and succession planning become a shared constraint.

3

Bilateral fit

SKDC and South Holland identify enough demand for one cohort.

4

In it together

Provider, training-release rota and evaluation are scoped together.

Outcome sought: shared cohort numbers, agreed release pattern and a repeatable model for other LWP partners.

Driver apprenticeships

A joint South Kesteven and South Holland approach to make the cohort viable

2 councils **1 cohort**

Pooling demand helps both councils reach the minimum training numbers and share the set-up effort. This is a glimpse of opportunities that LGR could bring

Partnership working with South Holland

The practical model

POOL DEMAND Combine apprentice demand into a single provider conversation and launch window.

SHARE RESOURCE Coordinate training days at one location with all candidates encourages learning atmosphere, improves relationships between teams.

SHARE SUCCESS Share milestones, pass rates and lessons learned to evidence benefits and build confidence across LWP.

Pros and cons to manage before launch

The apprenticeship route strengthens the pipeline, but only if training release is designed around operational cover.

PROS

Why proceed

- Continual development for existing staff
- Apprenticeship Levy – extended time produces better quality
- Reduces exposure to driver shortages and agency dependency
- Staff are available to drive as soon as they pass their license
- Creates a succession pipeline for refuse collection and street scene operation
- Existing staff already have knowledge of area, culture and processes – they are worth developing
- Shared cohort improves scale, consistency and provider leverage

CONS / RISKS

What needs controls

- Staff release: it can be difficult releasing even one member of staff – PLAN AHEAD
- Supervisors need time for mentoring, observation and paperwork – SUPPORT TO ACHIEVE
- Apprenticeship time is longer than a “crash course” – IDENTIFY NEED EARLY
- Retention risk once qualified unless progression and commitment are clear – OFFER POSITIONS

Recommended controls

CONTROLLED RELEASE

Review collection schedules and request training when it suits you

BACKFILL PLAN

Use planned cover rather than reactive overtime.

RETENTION OFFER

Link qualification to a clear driver pathway.

JOINT REVIEW

Communication with partner to determine schedule works