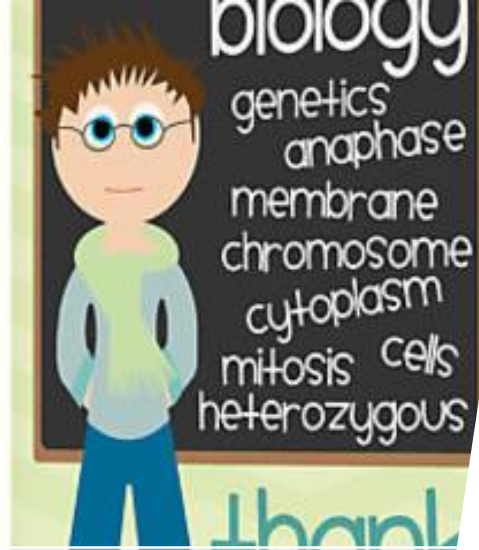




wamitab

# Perspectives on running an AO Challenges and Opportunities

The Waste Management Industry Training and Advisory Board



CHRIS JAMES



# WAMITAB MISSION

WAMITAB will play a leading role in advancing education in the sciences of resource management, facilities management, and environmental services for the public benefit and that of the environment





# WAMITAB VISION

The vision of WAMITAB is to be:

The leading Awarding Organisation (and awarding organisation of choice) for the waste, FM, resource management and environmental industries in the UK and overseas.

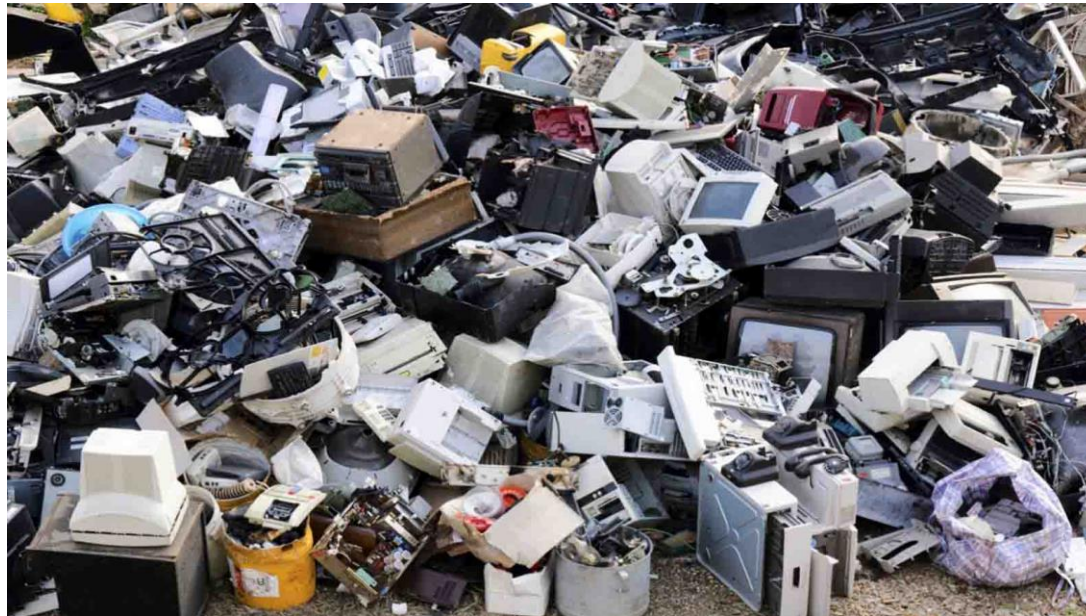


# wamitab



# AN INDUSTRY AWARDING BODY

- ▶ Set up 1989 by stakeholders in the waste management industry
  - ▶ CIWM
  - ▶ RHA
  - ▶ ESA
- ▶ Response to environmental permitting legislation. Environmental Permitting (England and Wales) Regulations 2010



# Northamptonshire based



- ▶ Central transport.
- ▶ Logistics
- ▶ SEMLEP
- ▶ CIWM
- ▶ BICSc
- ▶ Uni Northampton
- ▶ CMI
- ▶ CILT
- ▶ Asset Skills

# Based in Northampton



- ▶ Board of Trustees
- ▶ 11 Staff
- ▶ 8 EQAs
- ▶ 70 Centres
- ▶ 120 qualification pathways

# Trustees/ Directors/ Governors/Governance

- ▶ The great and the good
- ▶ The council of the wise
- ▶ Good governors
- ▶ A key asset
- ▶ Industry representatives and contributors
- ▶ Getting the people you want, training the people you need and good governance requires, patience, persistence, persuasion, negotiation, selection.





Employ	Get the best you can
Develop	Develop them, qualify them
Support	Support them- talk to them, include them
Recognise and reward	Recognise and reward their effort
Pay	Pay them what they are worth
Keep	Keep them

Your staff- your most important asset

# WAMITAB Footprint

- ▶ Waste/Resource Management
  - ▶ High value
  - ▶ High skill
  - ▶ Low value
  - ▶ Low skill
- ▶ Facilities Management
  - ▶ But which?

# Ambition- what are we going to do?

- ▶ Footprint
  - ▶ Consensus - LMI
  - ▶ Board support and commitment
  - ▶ Staff commitment at all levels
  - ▶ Funding
- 
- ▶ And innovative, lucky, opportunistic, not risk averse



# Labour Market Intelligence Critical Intelligence



01

Market size

02

Segmentation

03

Drivers

04

Skills Gaps

05

Skills  
Shrtages

06

Skills  
Foresight

07

SIC and SOC

# Facilities Management Workforce Statistics (2013)

68320	Management of real estate on a fee or contract basis
77330	Renting and leasing of office machinery and equipment (including computers)
81100	Combined facilities support activities

SIC Code 2007	Full Time Employee	Part Time Employee	Total Employees
68320	63,800	23,100	86,900
77330	1,700	300	2,000
81100	82,000	71,300	153,300
Total	147,500	94,700	242,200

# Drivers

- New technology
- Levy - apprenticeships
- Legislation
- Customer demands for low cost, high quality services
- Out sourcing key support services
- Trend towards Total Facilities Management
- Energy management

# W&R Mgt Workforce Statistics (2013)

38110	Collection of non-hazardous waste
38120	Collection of hazardous waste
38210	Treatment and disposal of non-hazardous waste
38220	Treatment and disposal of hazardous waste
38310	Dismantling of wrecks
38320	Recovery of sorted materials
39000	Remediation activities and other waste management services

SIC Code 2007	Full Time Employee	Part Time Employee	Total Employees
38110	54,200	3,900	58,100
38120	900	-	900
38210	27,100	2,100	29,200
38220	5,300	700	6,000
38310	100	-	200
38320	23,700	3,000	26,700
39000	3,300	1,100	4,400
Total	114,600	10,800	125,500

these people are employed on a full-time basis (91%).

(Source: ONS, 2013. Note: may not total due to rounding)



# Who to provide?

- ▶ No longer centrally funded through UKCES or SSC/ FISS/
- ▶ Employers singly or in groups?
- ▶ Trade bodies?
- ▶ Professional bodies?
- ▶ LEPs?
- ▶ IFA?
- ▶ AO themselves



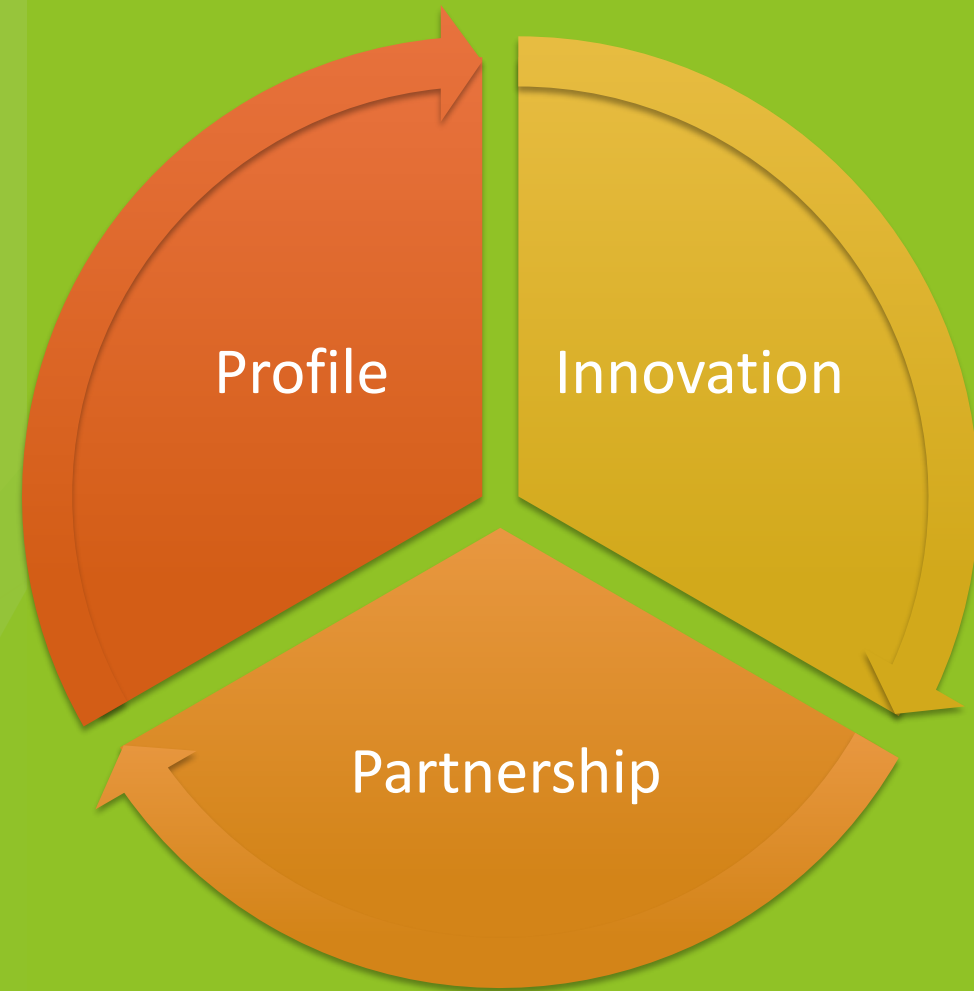
## Trailblazer process 'out of control,' says government adviser Nigel Whitehead

Rebecca Jones | 1:32, Dec 11, 2015



..... and  
what of  
NOS?

Strategy



# Markets and opportunities



Regulated qualifications

Non-regulated  
qualifications

Accreditation service

On-line learning

Learning materials

EPA



# Quality Assurance - a big issue

- ▶ General Conditions of Recognition
- ▶ Compliance:
  - ▶ Ofqual ,CCEA, SQA, QiW
  - ▶ DEFRA, EA, NIEA, SEPA, NRW
- ▶ Qualifications Manager/Officer
- ▶ QA Manager
- ▶ EQAs
  - ▶ Development
  - ▶ CPD
- ▶ IQA
- ▶ Assessor
  - ▶ Fora
  - ▶ CPD



# Learners First

- ▶ Guidance /policy
- ▶ Registration
- ▶ Centre Management
- ▶ Support
- ▶ Assessment
- ▶ QA



# Change is good!

- ▶ If it ain't broke don't fix it
- ▶ If it ain't broke you haven't looked hard enough
- ▶ If you do what you've always done you'll get what you always got
- ▶ "Omnia Mutantur, Nihil Interit.  
'Everything changes, but nothing is truly lost."

"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— SOCRATES

# The circle of skills

GOES AROUND...  
AND COMES BACK AROUND...  
TAHN

- ▶ Government Depts for Education/Skills etc etc
- ▶ The holy grail of employer representativeness. IFA. UKCES, IT, NTO SSC
- ▶ The regulators of qualifications Ofqual CCEA, SQA, QiW
- ▶ Titles of vocational qualifications
- ▶ Standards e.g. NOS, trailblazer.
- ▶ Parity of esteem voc ed/ academic
- ▶ We want a qualification, but no, its training and skills you want - says who ... and why?



# Skills are important, but so are qualifications!

- ▶ Making the grade, reaching the standard, passing out, graduating , earning the right to be recognised being qualified and having a qualification.
- ▶ **Qualification** denotes fitness for purpose through fulfilment of necessary conditions such as attainment of a certain age, taking of an oath, completion of required schooling or training, or acquisition of a degree or diploma.
- ▶ "Summary of Qualifications" -- is the heart of what a prospective employer wants to know about you. Your qualifications are a mini-summary of the skills, education and experience you bring to the table.
- ▶ "Everyone is supposed to be on equal ground and the equal ground is supposed to be based on qualifications."  
— Sunday Adelaja



Thank you  
for  
listening