



CIWM

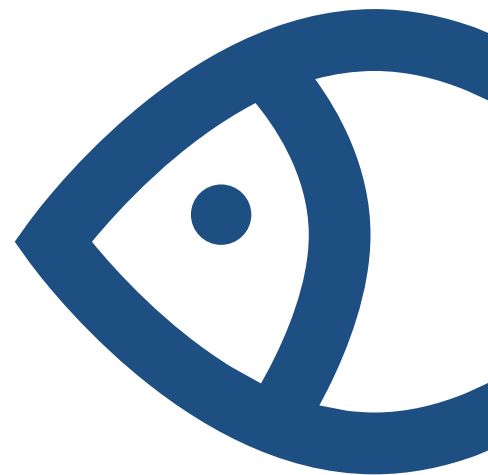
Together, we stand for a world beyond waste

Jobs and Skills Research – Workshop

January 14th 2023

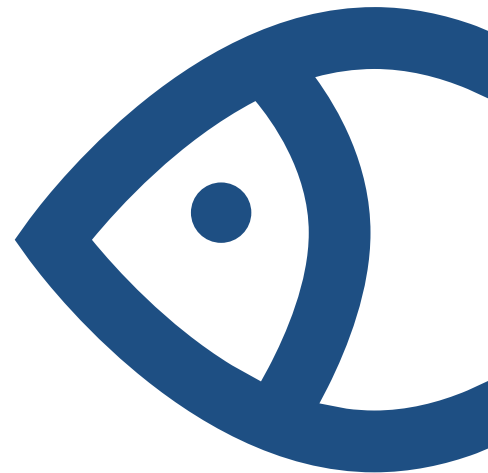
Agenda – 2-4pm

- Welcome (5 mins)
- Research recap (5 mins)
 - Update on Green Jobs Delivery Group (ADR)
- Discussion One – Survey results
 - Summary presentation (10mins)
 - Feedback on results – Group discussion (20mins)
 - Areas for further exploration (5 mins)
- Break (5 min comfort break)
- Discussion Two – Job estimates and future forecast
 - Summary presentation (10mins)
 - Feedback on results (30mins)
 - Areas for further exploration (10mins)
- Next steps (5 mins)
- Close – 4pm

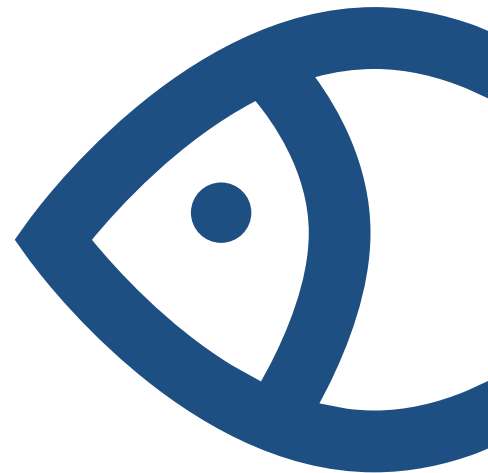
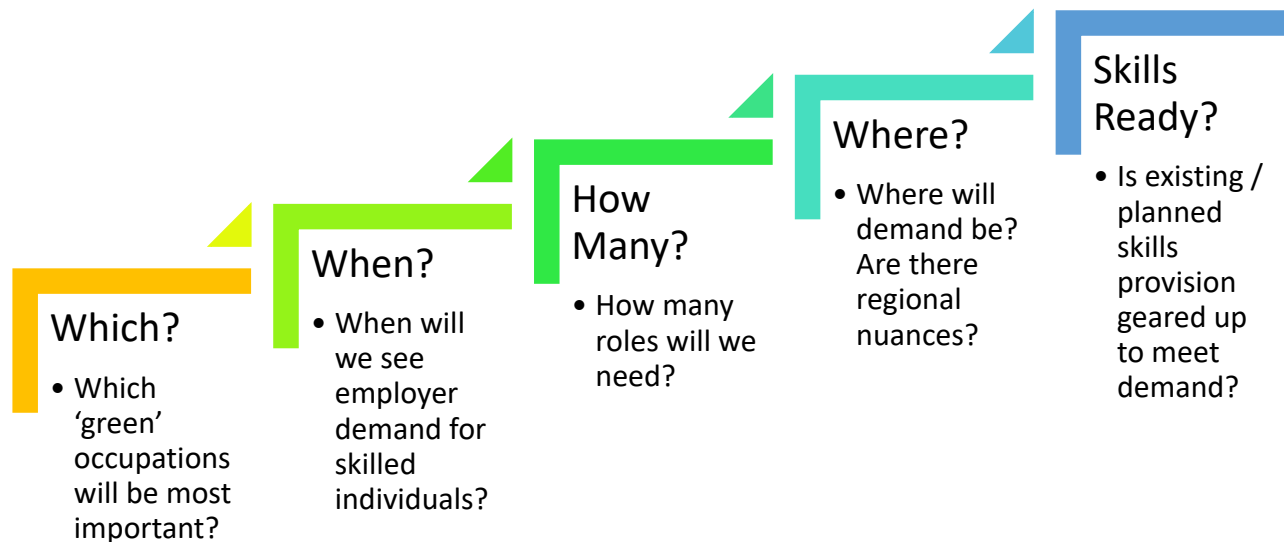


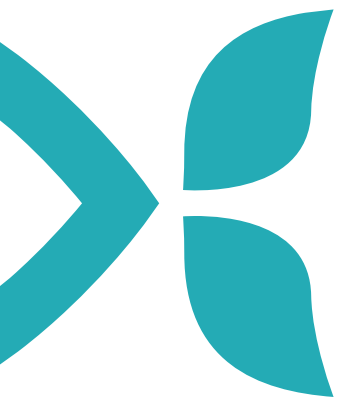
Jobs and Skills Research

- A survey was conducted in Autumn 2022 to gain insight from CIWM members and non-members on their experiences of sector job and skill requirements.
- Survey results will be used to contribute to a wider research project which will provide **insight** to support government decision making, as well as providing valuable **data** to employers across the sector as they prepare for the human resource implications of the Net Zero transition.
- The waste and resources sector will report into the [Green Jobs Delivery Group](#) in Spring 2022, setting out how the sector can contribute to delivering green jobs across the UK.



CIWM research

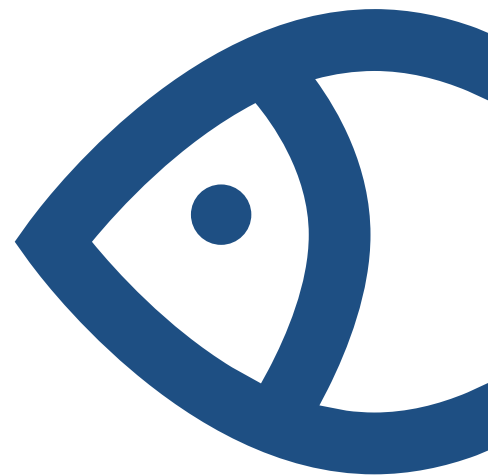




Discussion One – survey results

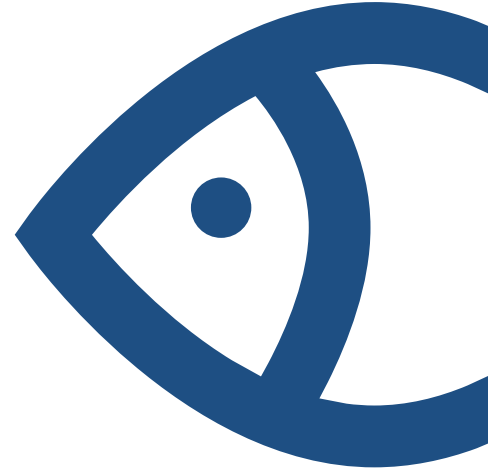
Survey Results - Feedback

- Any initial thoughts on the results?
 - Are you surprised by anything?
- Do the reports of challenges in recruitment match your experiences?
- Do the skills required for the future align with your views?
- How is your organisation managing training?
- Is your organisation conducting any workforce planning?



Survey Results – Areas for further exploration

- What should we probe further with the membership?
- What's the best approach for doing this?
 - Survey
 - CIWM connect
 - Via existing fora and stakeholder groups



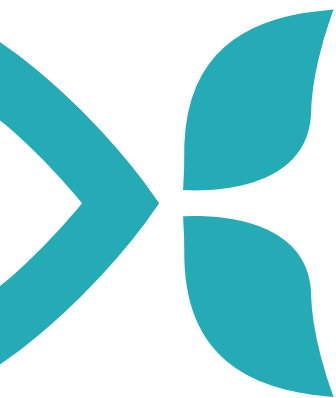


CIWM

Together, we stand for a world beyond waste

Jobs and Skills Research – survey results

December 2022



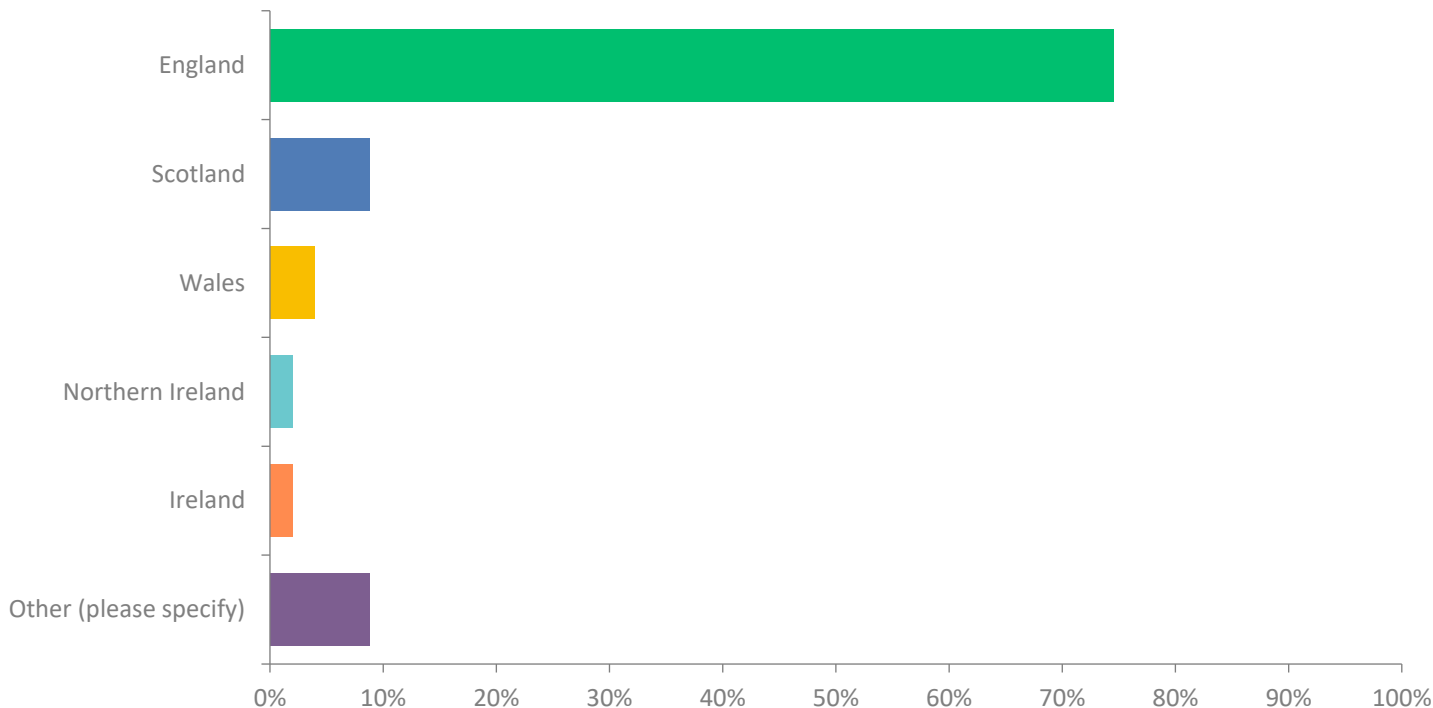
Survey Results

- **Complete Responses: 103**

- Confidential data has been excluded from this report. Responses to some questions have been excluded.

Q4: Which country are you based in?

- Answered: 102 Skipped: 1



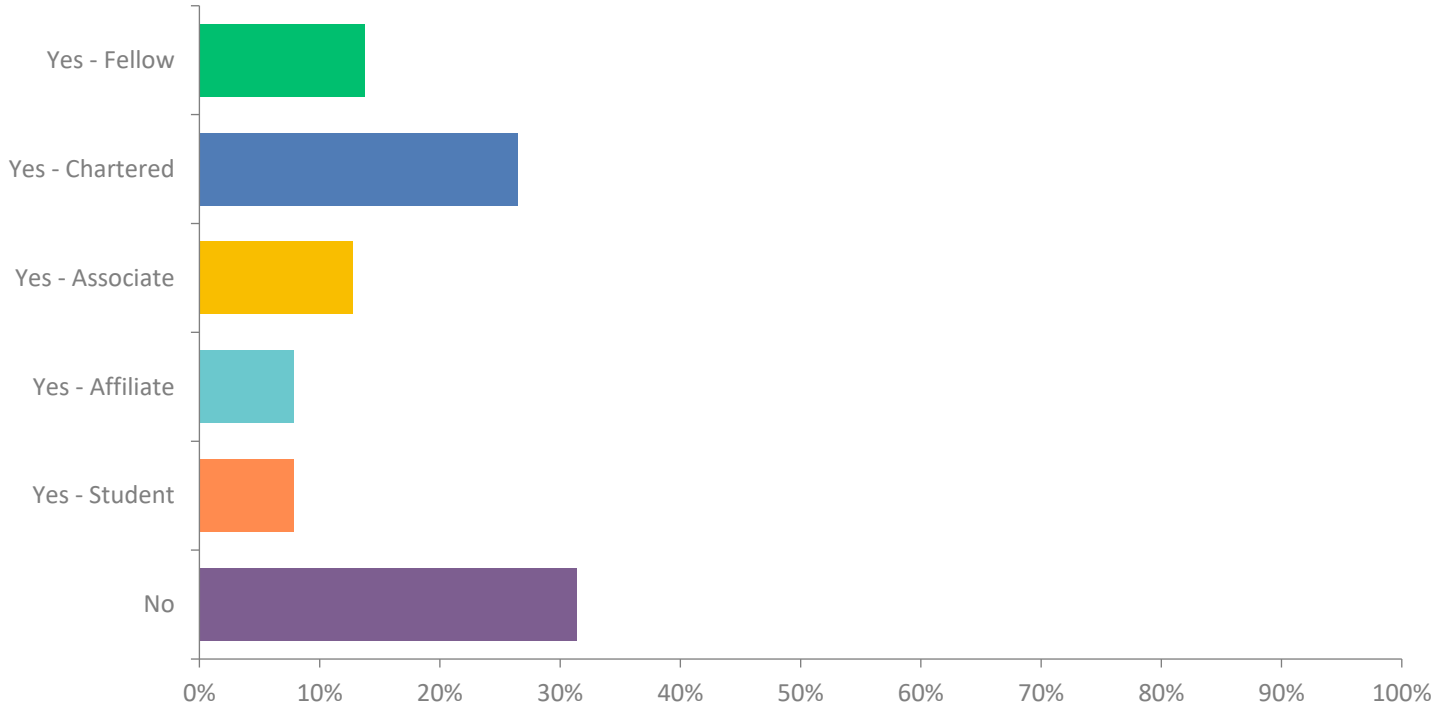
Q4: Which country are you based in?

- Answered: 102 Skipped: 1

ANSWER CHOICES	RESPONSES	
England	74.51%	76
Scotland	8.82%	9
Wales	3.92%	4
Northern Ireland	1.96%	2
Ireland	1.96%	2
Other (please specify)	8.82%	9
TOTAL		102

Q6: Are you a member of CIWM?

- Answered: 102 Skipped: 1

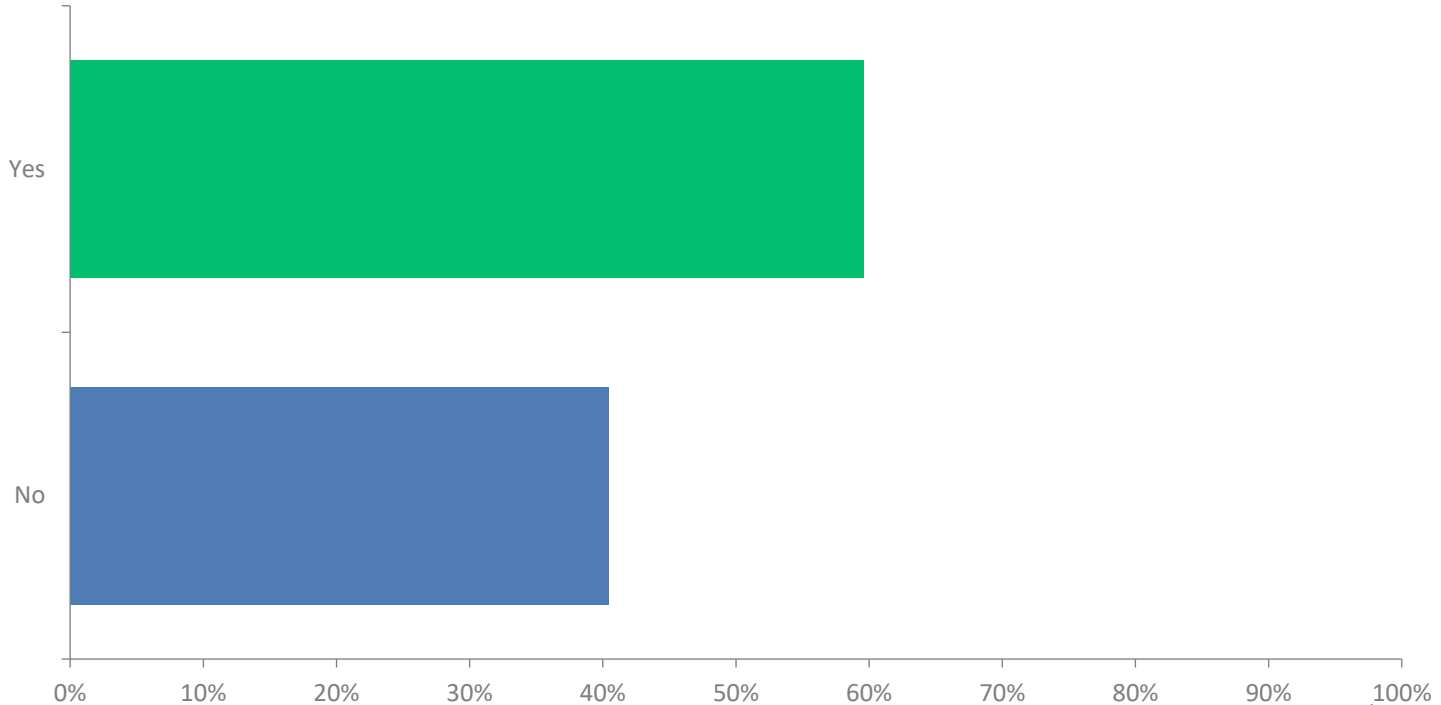


Q6: Are you a member of CIWM?

- Answered: 102 Skipped: 1

ANSWER CHOICES	RESPONSES	
Yes - Fellow	13.73%	14
Yes - Chartered	26.47%	27
Yes - Associate	12.75%	13
Yes - Affiliate	7.84%	8
Yes - Student	7.84%	8
No	31.37%	32
TOTAL		102

Q7: Are you a member of any other professional / trade bodies?



- Answered: 99 Skipped: 4

Q7: Are you a member of any other professional / trade bodies?

ANSWER CHOICES	RESPONSES	
Yes	59.60%	59
No	40.40%	40
TOTAL		99

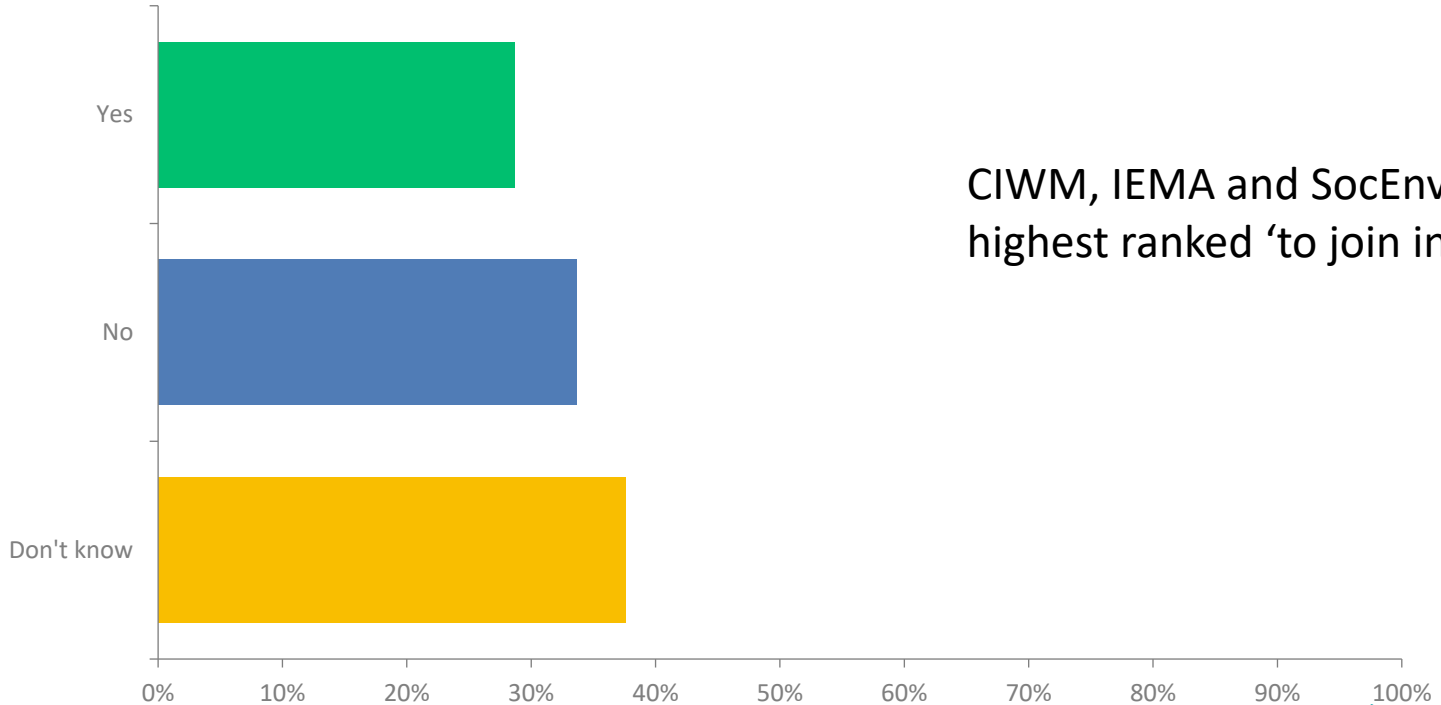
- Answered: 99 Skipped: 4

Which professional body?

Top ranked – current members

- 10 Society for the Environment
- 6 Institute of Environmental Management and Assessment
- 5 Institute of Materials Minerals and Mining
- 4 Institute of Occupational Safety and Health
- 4 International Solid Waste Association
- 4 Royal Society of Chemistry
- 4 The royal society for arts, manufactures and commerce
- 3 Chartered Management Institute
- 3 Institute of Environmental Sciences
- 2 Association of Project Managers
- 2 Chartered Institute of Ecology and Environmental Management
- 2 Geological Society
- 2 NHS National Performance Advisory Group
- 2 The Chartered Institution of Water and Environmental Management

Q8: Are you considering joining any other professional / trade bodies in the next 5 years?



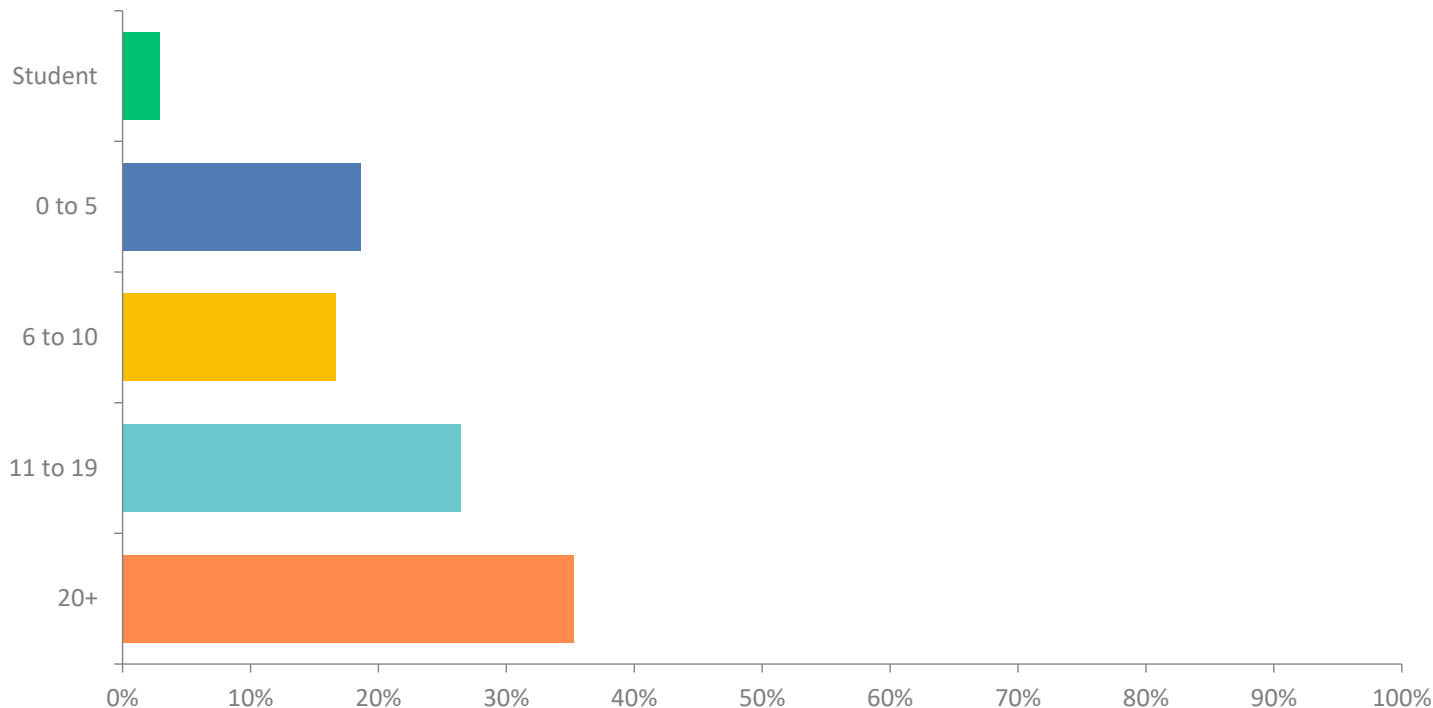
- Answered: 101 Skipped: 2

Q8: Are you considering joining any other professional / trade bodies in the next 5 years?

ANSWER CHOICES	RESPONSES	
Yes	28.71%	29
No	33.66%	34
Don't know	37.62%	38
TOTAL		101

- Answered: 101 Skipped: 2

Q9: How many years of experience do you have in the waste and resources sector?



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ANSWER CHOICES	RESPONSES	
Student	2.94%	3
0 to 5	18.63%	19
6 to 10	16.67%	17
11 to 19	26.47%	27
20+	35.29%	36
TOTAL		102

- Answered: 102 Skipped: 1

Q10: Top 3 skills required to perform current role?

- Communications (40)
 - Behaviour change, stakeholder engagement, relationship building and community engagement also referenced
- Project Management (40)
- Technical Knowledge – across a broad range of areas
- Other skills mentioned more than once included:
 - Data management and data analysis
 - Contract management and finance
 - Problem solving
 - H&S

Note: skills and knowledge are often conflated within responses

Q11: What skills do you think you will need in the future that you either do not have today or will need to further your knowledge in?

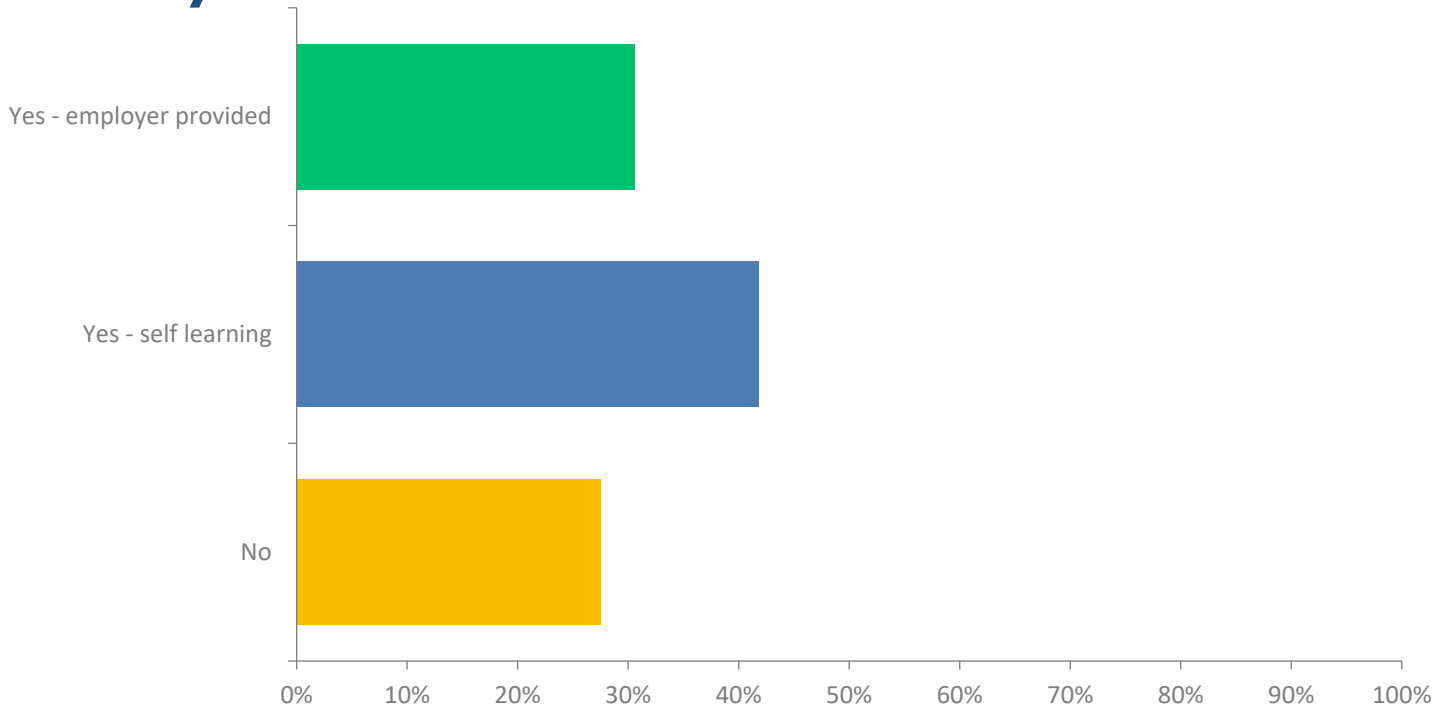
Mix of responses, top 5 most cited include:

- Carbon / net zero
- Circular Economy
- Data and technology
- Horizon scanning
- Chemistry and materials

Q12: How have you developed the technical skills required for your current role (e.g. on the job training, professional qualification, self-learning etc.)?

- Mix of responses, almost all referenced on the job training
- Self learning
 - Including reading trade articles, watching webinars
- Degree/Masters/PhD
- Professional qualification
- Technical qualification

Q13: Have you undertaken any training (other than mandatory role requirements) in the last year relevant to your role?

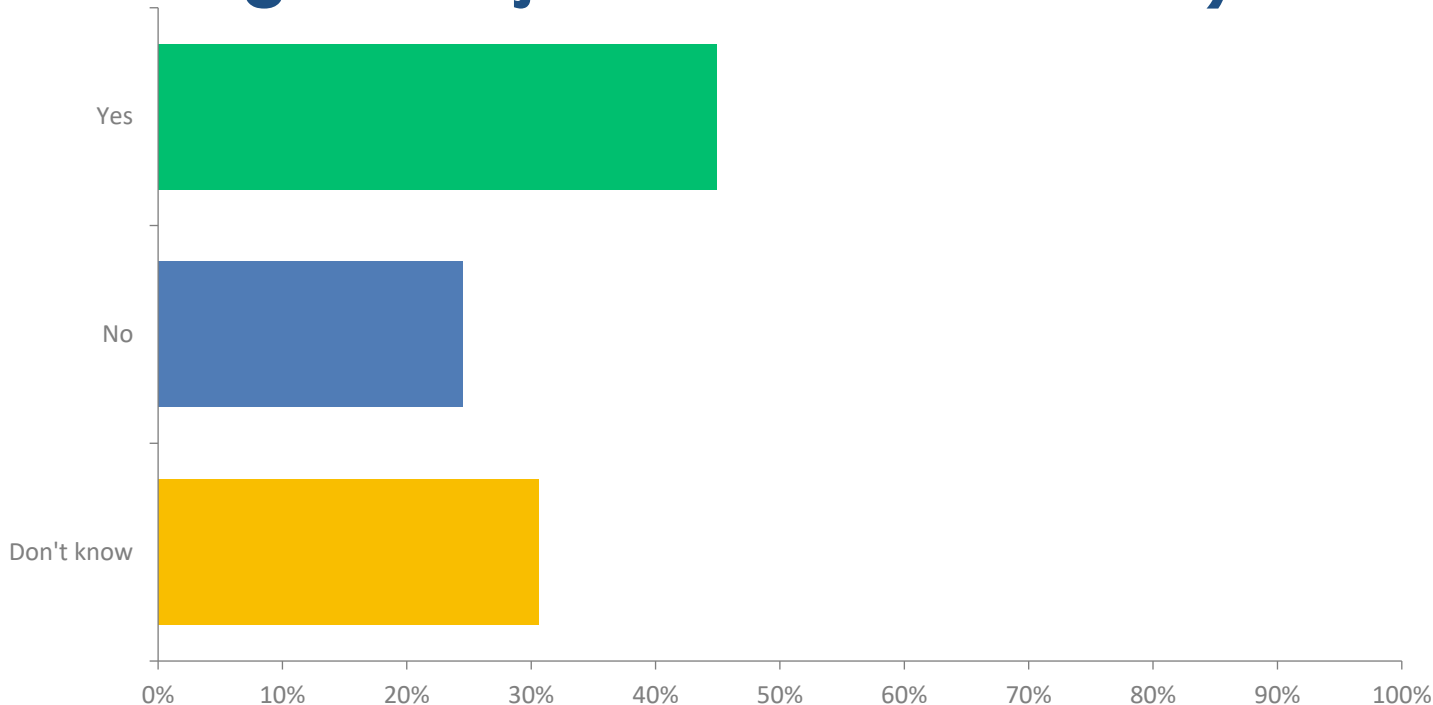


Q13: Have you undertaken any training (other than mandatory role requirements) in the last year relevant to your role?

ANSWER CHOICES	RESPONSES	
Yes - employer provided	30.61%	30
Yes - self learning	41.84%	41
No	27.55%	27
TOTAL		98

- Answered: 98 Skipped: 5

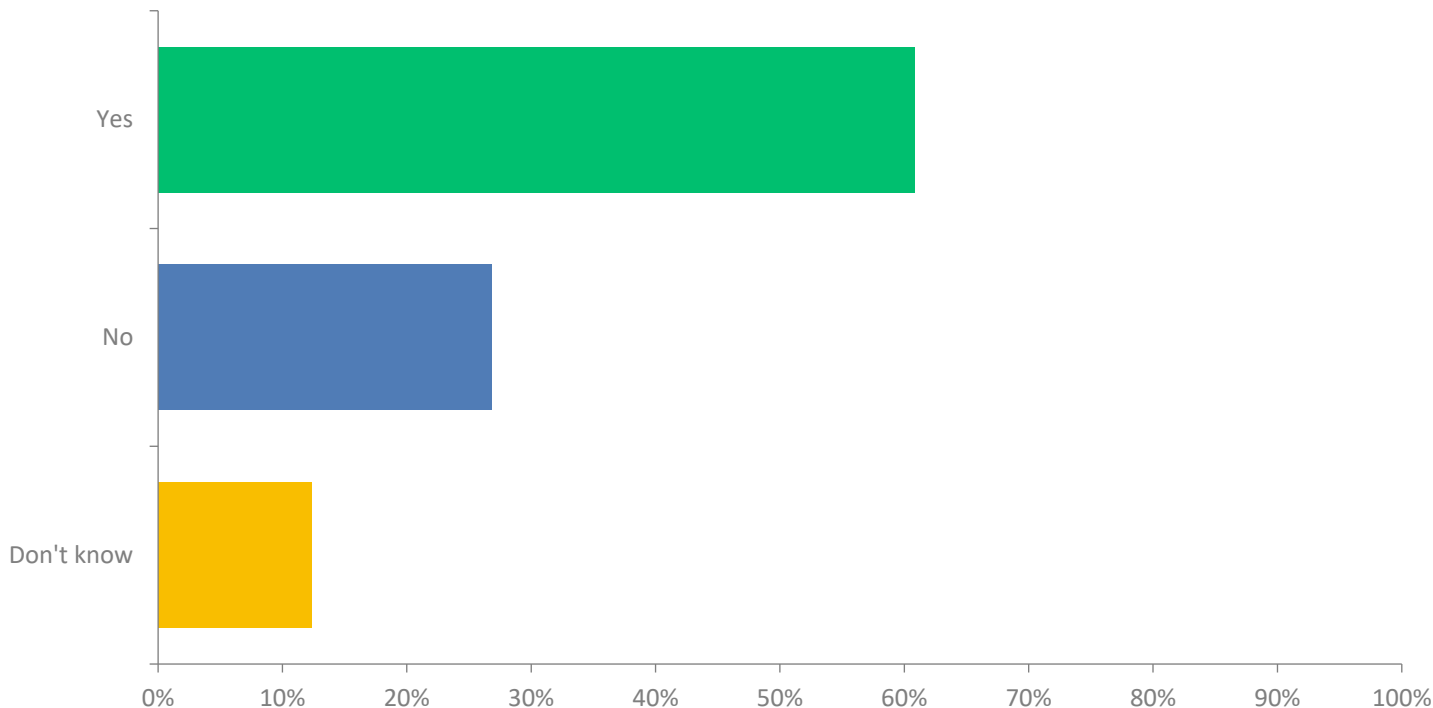
Q14: Is the organisation you currently work for conducting any workforce planning (i.e. understanding future jobs and skills needs)?



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ANSWER CHOICES	RESPONSES	
Yes	44.90%	44
No	24.49%	24
Don't know	30.61%	30
TOTAL		98

Q15: Has your organisation struggled to recruit staff within the last year?



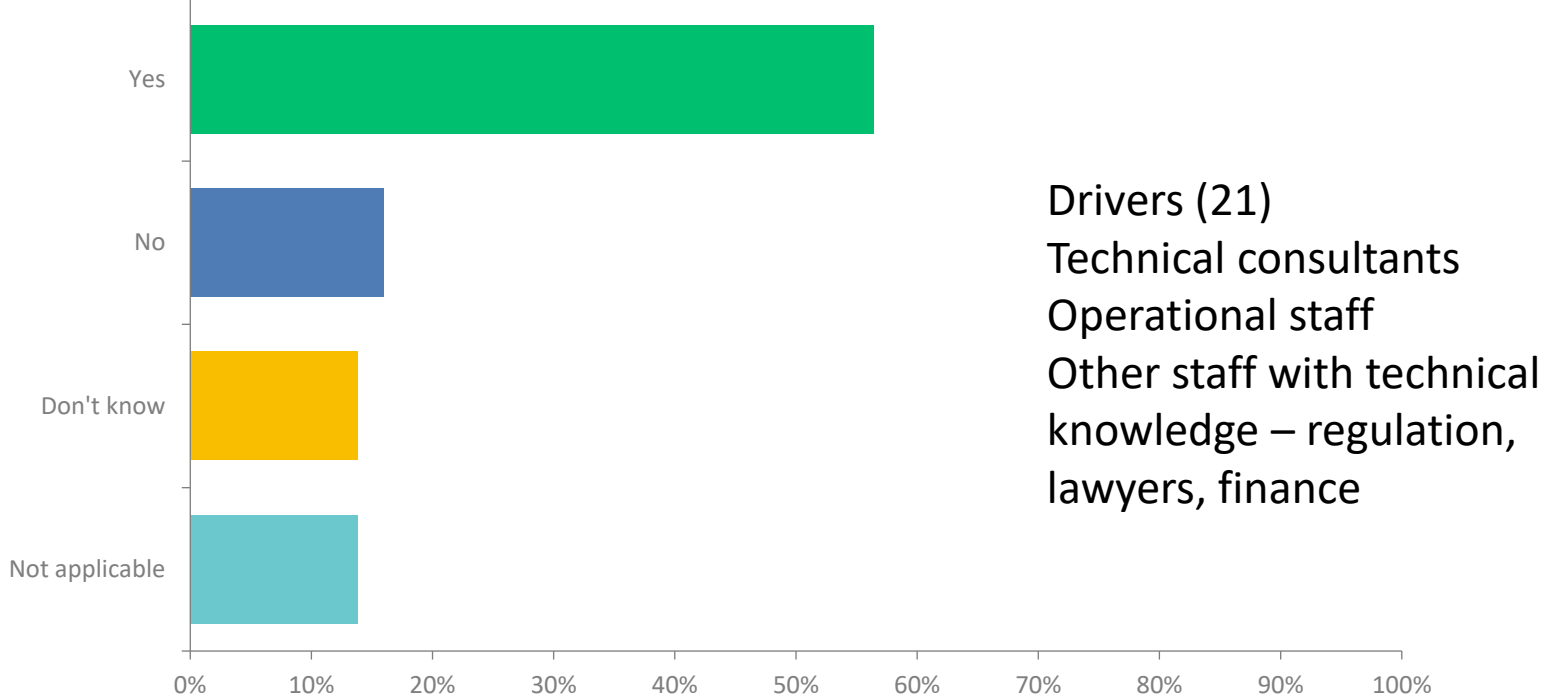
• Answered: 97 Skipped: 6

Q15: Has your organisation struggled to recruit staff within the last year?

ANSWER CHOICES	RESPONSES	
Yes	60.82%	59
No	26.80%	26
Don't know	12.37%	12
TOTAL		97

- Answered: 97 Skipped: 6

Q16: Are there any specific roles your organisation has been struggling to recruit to (e.g. drivers etc.)?



• Answered: 94 Skipped: 9

Q16: Are there any specific roles your organisation has been struggling to recruit to (e.g. drivers etc.)?

ANSWER CHOICES	RESPONSES	
Yes	56.38%	53
No	15.96%	15
Don't know	13.83%	13
Not applicable	13.83%	13
TOTAL		94

- Answered: 94 Skipped: 9

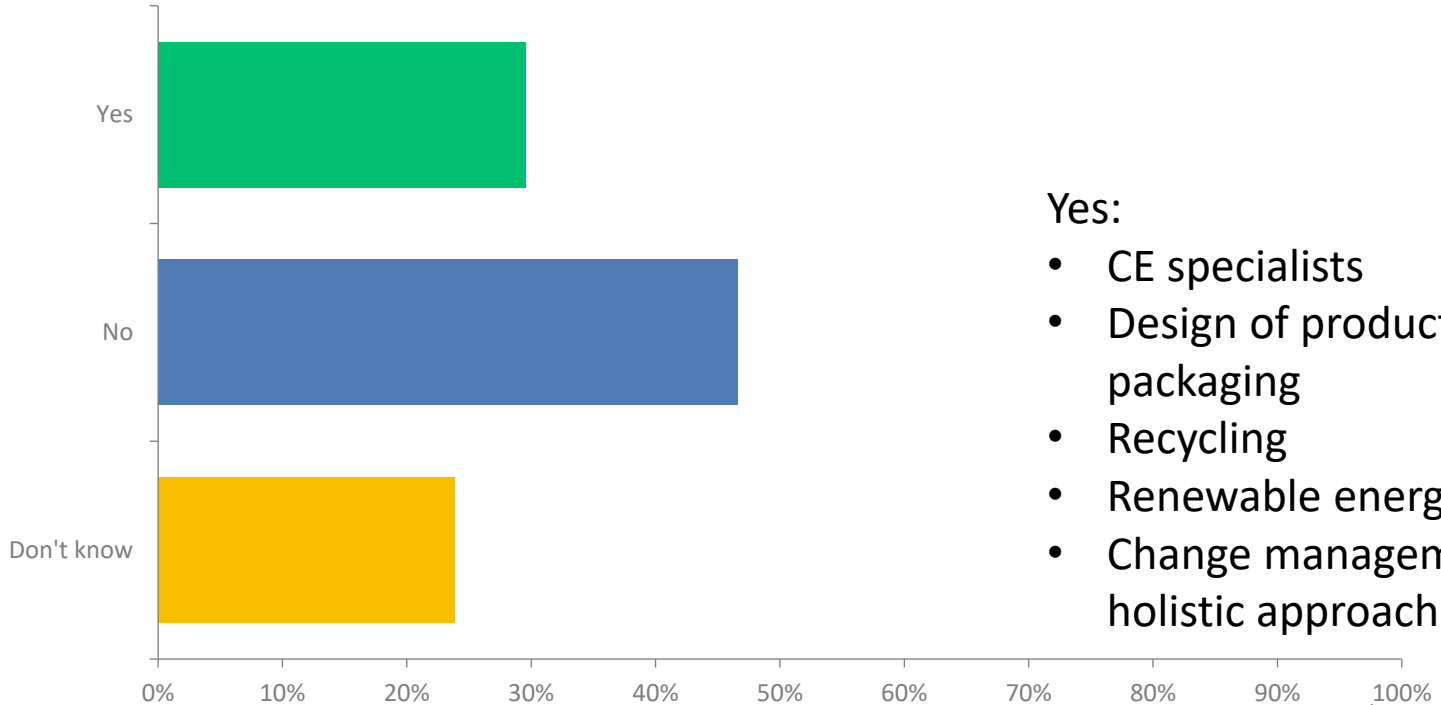
Q17: Which 'green occupations' within the waste and resources sector do you think will be most important in the future to drive the transition to net zero?

Mixed responses provided:

- Net Zero and Circular economy
- Regulation and compliance
- The need to still manage residual waste and roles associated with this
- Sorting and reprocessing – technical skills
- Repair and reuse

- Little mention of data and IT

Q18: Are any of these occupations more important than others?



Yes:

- CE specialists
- Design of products and packaging
- Recycling
- Renewable energy
- Change management / holistic approaches

Q18: Are any of these occupations more important than others?

ANSWER CHOICES	RESPONSES	
Yes	29.55%	26
No	46.59%	41
Don't know	23.86%	21
TOTAL		88

- Answered: 88 Skipped: 15

Q19: How do you think the part of the sector you work in will evolve between now and 2030 (e.g. greater focus on reuse, more automation etc.)?

Mix of responses – evolution not revolution

- Carbon and moving beyond recycling as a metric
- Digital transformation
- Reuse and re-engineering
- Systems thinking
- Operational transformation
- Further reduction in residual waste
- Greening transport
- Reduction in plastic and greater reprocessing

Q20: What can our sector do to attract more people into the industry (e.g. frontline staff, school/college leavers, graduates, staff transferring from other sectors etc.)?

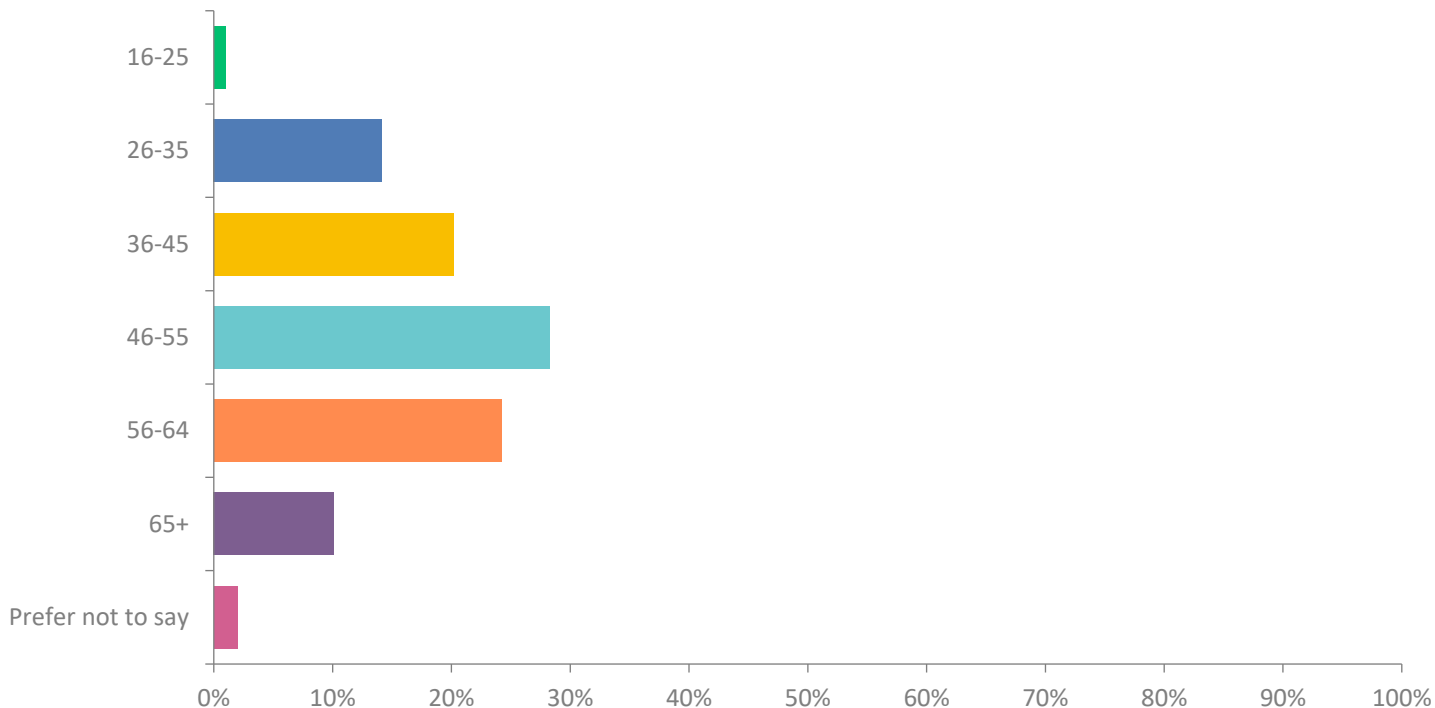
- Raising awareness of the breadth of the industry
 - Reframe the narrative
 - Education – work with schools, STEM
 - Input to universities
 - Paying higher wages – particularly for frontline staff
-
- Frame that every job is a green job, promote the sector as jobs for the future = security (frontline staff)

Q21: What training, qualifications, partnerships and/or learning and development solutions would you expect to see from CIWM to meet the future skills requirements of the waste and resources sector?

- Support for apprenticeships, support for MSc project experience, facilitated management training
- Building on (and improving) the statutory Level 4 operator competence qualifications Health & safety management Co-ordination with other sectors to 'translate' relevant training/quals e.g textile reprocessing, chemicals, energy storage
- TCM qualifications. Apprenticeships at all levels. A H&S qualification to rival IOSH Managing Safely. A universal but adaptable induction course for everyone who works in the waste industry. Drivers CPC.
- Support for university degrees
- Mix of other suggestions including webinars
- Circular economy, carbon, sustainability

Q22: What age group do you belong to?

- Answered: 99 Skipped: 4



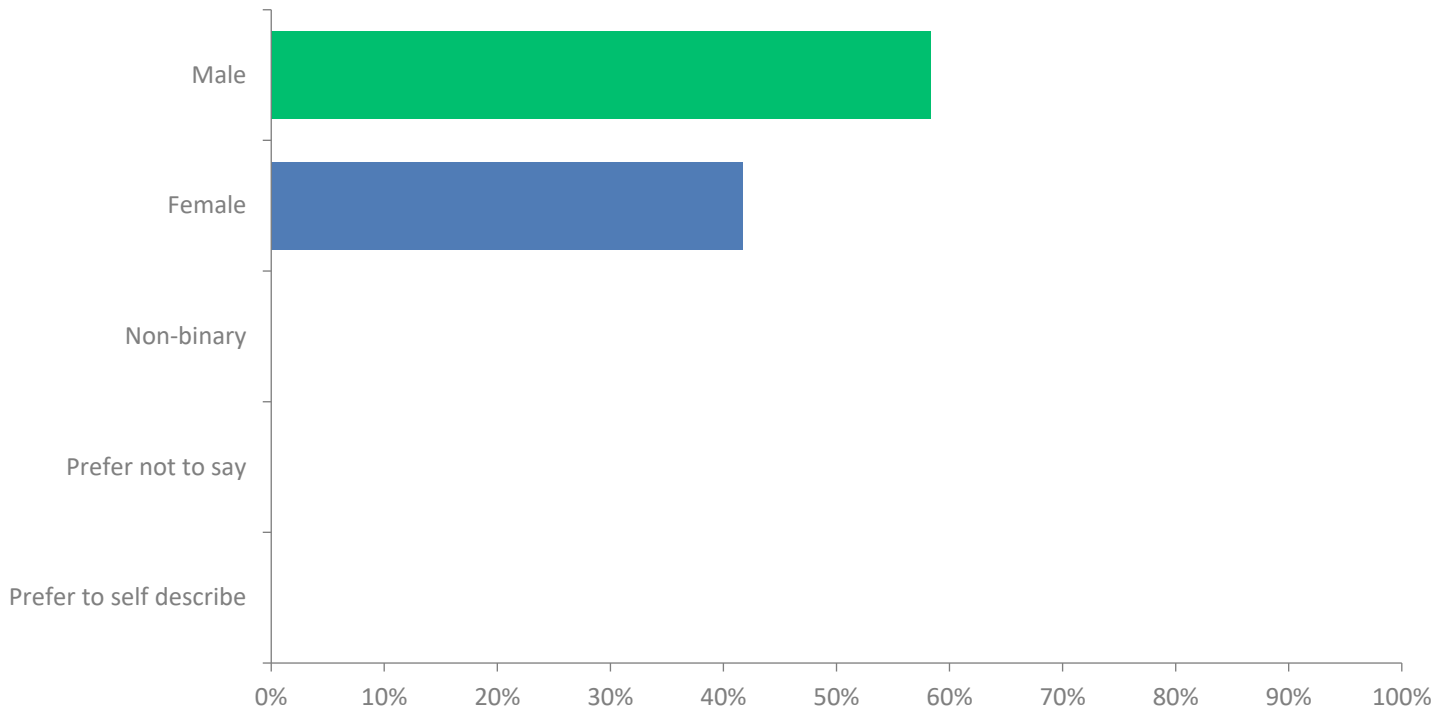
Q22: What age group do you belong to?

- Answered: 99 Skipped: 4

ANSWER CHOICES	RESPONSES	
16-25	1.01%	1
26-35	14.14%	14
36-45	20.20%	20
46-55	28.28%	28
56-64	24.24%	24
65+	10.10%	10
Prefer not to say	2.02%	2
TOTAL		99

Q23: What is your gender?

- Answered: 96 Skipped: 7

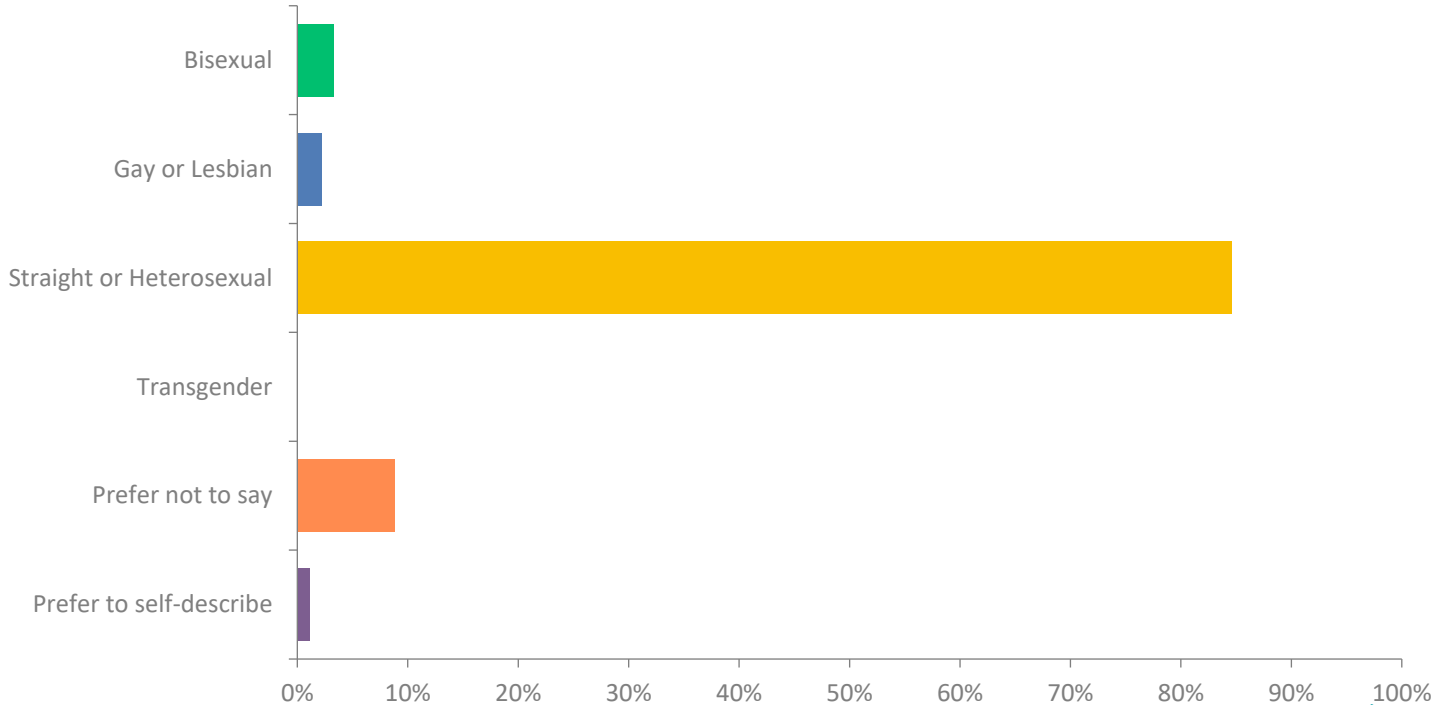


Q23: What is your gender?

- Answered: 96 Skipped: 7

ANSWER CHOICES	RESPONSES	
Male	58.33%	56
Female	41.67%	40
Non-binary	0%	0
Prefer not to say	0%	0
Prefer to self describe	0%	0
TOTAL		96

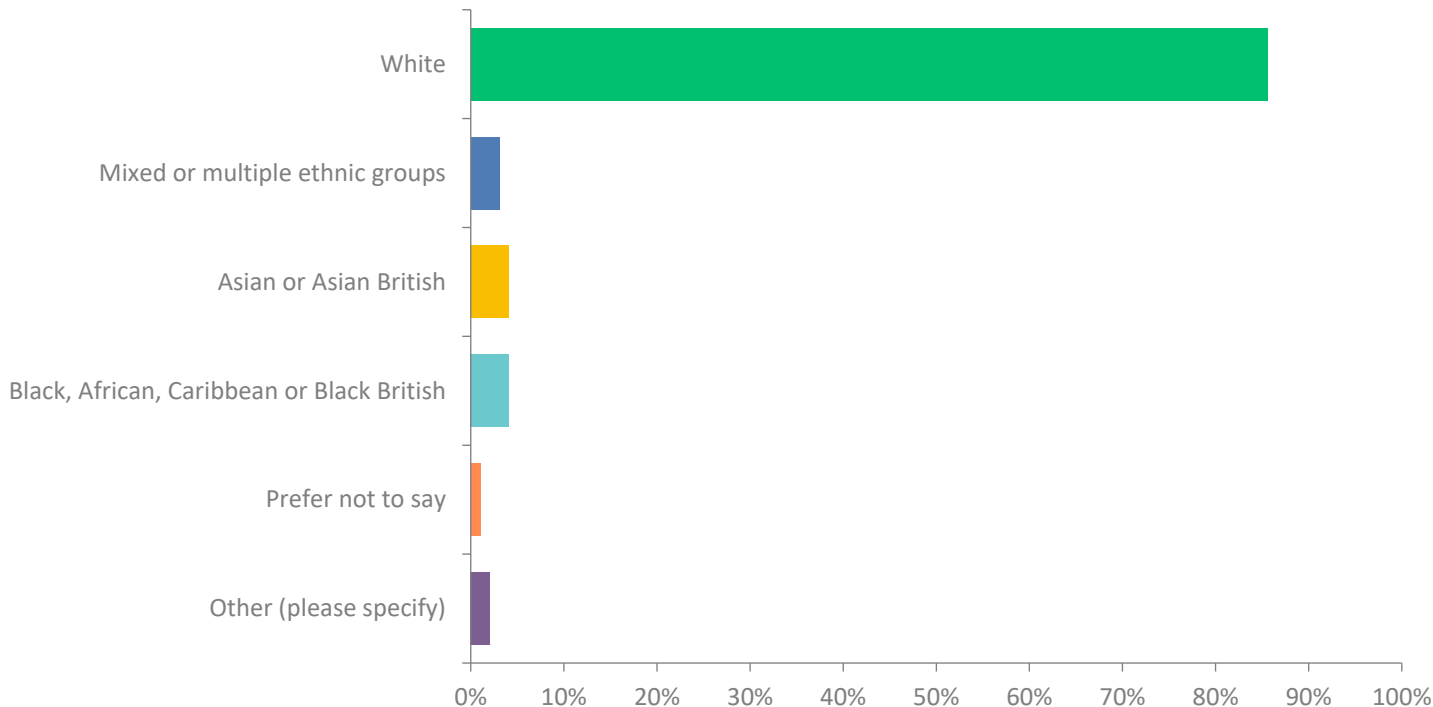
Q24: Which of the following best describes your sexual orientation?



Q24: Which of the following best describes your sexual orientation?

ANSWER CHOICES	RESPONSES	
Bisexual	3.30%	3
Gay or Lesbian	2.20%	2
Straight or Heterosexual	84.62%	77
Transgender	0%	0
Prefer not to say	8.79%	8
Prefer to self-describe	1.10%	1
TOTAL		91

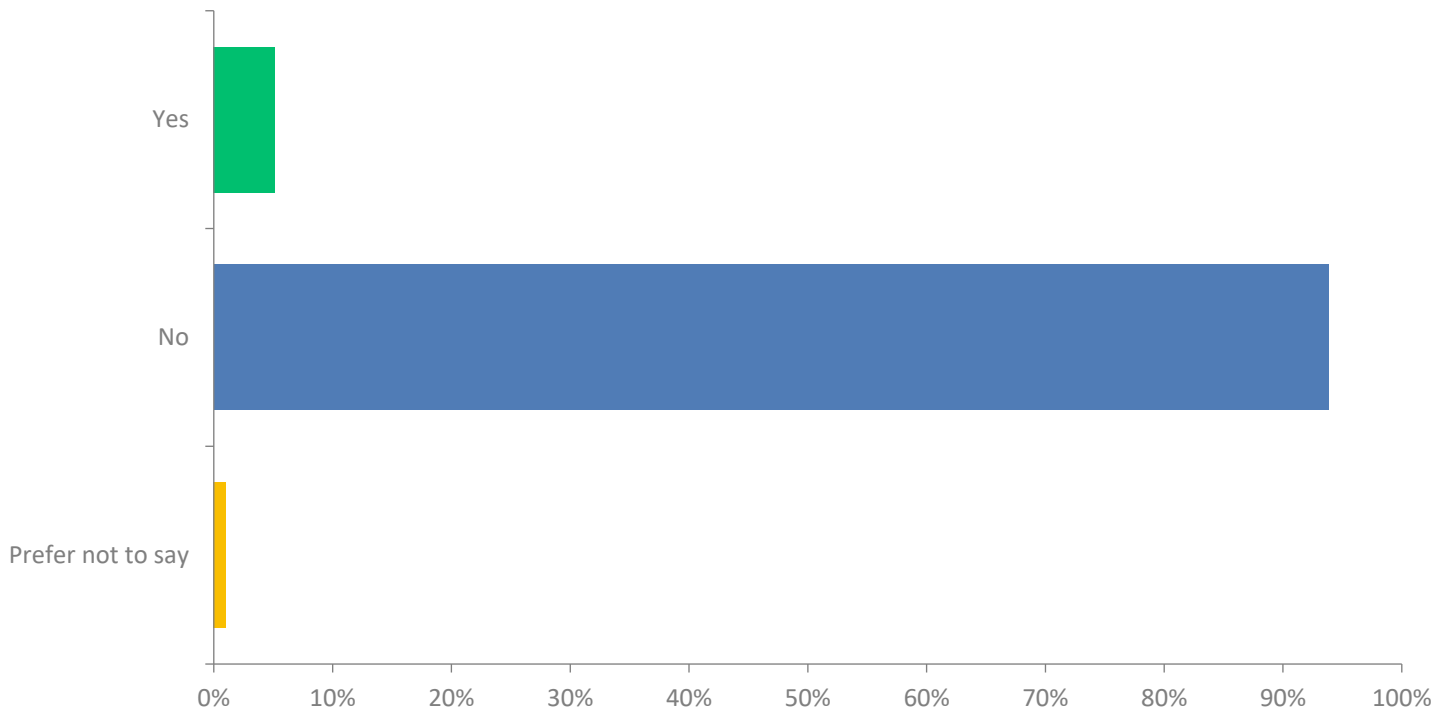
Q25: Please choose the option that best describes your ethnic group or background.



Q25: Please choose the option that best describes your ethnic group or background.

ANSWER CHOICES	RESPONSES	
White	85.57%	83
Mixed or multiple ethnic groups	3.09%	3
Asian or Asian British	4.12%	4
Black, African, Caribbean or Black British	4.12%	4
Prefer not to say	1.03%	1
Other (please specify)	2.06%	2
TOTAL		97

Q26: Do you consider yourself to have a disability?



Q26: Do you consider yourself to have a disability?

ANSWER CHOICES	RESPONSES	
Yes	5.15%	5
No	93.81%	91
Prefer not to say	1.03%	1
TOTAL		97

- Answered: 97 Skipped: 6



Thank you

- Sarahjane@intelisos.co.uk
- @SJWaste
- Tel: 07817206781

The logo graphic consists of three overlapping circles. The top-left circle is light blue, the top-right circle is a darker blue, and the bottom circle is a teal color. The word "INTELISOS" is written in a dark, sans-serif font in the white space where the three circles overlap.

INTELISOS