

remadeeast

Promoting recycling market development

Issue 3

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Welcome to the Remade East newsletter. It is a free publication featuring all the latest company, policy and legislation news from the East of England's rapidly growing waste and recycling sector. This Month the topic of discussion is skills and training in the Waste and recycling sector.



Remade East is being delivered in partnership between the UK Centre for Economic and Environmental Development (UK CEED) and ReMaDe Essex.



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Remade East

Remade East is a government funded, not-for-profit initiative providing free support to businesses in the waste and recycling industry in the East of England. With a current (but growing) circulation of 600 companies in the region, we hope that the newsletter will be a useful resource for companies across the supply chain, from container manufacturers to reprocessors.

Opinion

Education and Training in the Wastes and Resources Sector

The recent Leitch Review, *A Roadmap Directing UK Towards World Class Skills by 2020*, highlighted the need to improve the skills of the UK workforce. A labour market investigation by Energy and Utility Skills, the waste sector skills council, identified that the waste and resources sector needs to look at not just recruiting people with different skills, but also at consolidating and updating the existing skills base in the sector. With changing legislation, government targets and new technologies, education and training has never been more important.

In order to encourage the uptake of new technologies in the waste sector, Defra and the Chartered Institution of Wastes Management (CIWM) are shortly launching a programme of new technologies courses. These will provide qualifications for the workforce and potentially lead the way for more waste-related vocational qualifications. CIWM is also expanding and updating its existing portfolio of training courses to reflect changes in the industry and in legislation.

But the benefits of a better trained workforce will be short lived if organisations don't retain their staff. Continued investment in their development is one way of improving staff retention, making them feel valued and ensuring that they benefit from the relationship.

It is not always possible to continually provide training courses and they are not always applicable. CIWM therefore supports and encourages continuing professional development (CPD) for its members. By offering advice and guidance to ensure not just the required number of hours are studied, but also an appropriate range of subjects and types of activities, CIWM is hoping to encourage a quality learning experience.

In order to further assist with staff development, CIWM will accredit and approve courses and events run by other organisations which it feels will benefit the skills and knowledge our members and the waste and resources sector in general.

To this end, CIWM has identified a range of waste-related academic courses available, details of which can be obtained from CIWM. These range from higher national certificates (HNCs), degrees and post-graduate courses. Distance learning is becoming more popular as people look to combine studying with working without having to travel large distances to attend a course. For similar reasons, technology is also likely to play a greater part in learning and development. Tools such as e-learning and web seminars complement face-to-face training and can bring added value to the waste sector.

The waste and resources sector is currently facing a period of rapid change. It is imperative that education and training pre-empts this and prepares the workforce and the public, giving them the necessary skills to embrace these changes.

For further CIWM information contact Claire.poole@ciwm.co.uk

*Claire Poole, Education & Training Manager
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Remade East in the News

£10,000 Grant for Cambridge Waste Business

Remade East has awarded a £10,000 small business development grant to Datashredders, a confidential waste and recycling service business based in March, Cambridgeshire.

Datashredders is a small, family business established nearly seven years ago. It provides on-site shredding of confidential waste paper using two mobile shredding trucks. The shredded paper is then brought to its recycling facility where it is baled, before being sent to paper mills and other outlets for recycling.

The diligent destruction of confidential material is a specialised business. Traditionally, the nature of the material meant that it was rarely recycled. The confidential, security-conscious service provided by Datashredders is therefore unusual among shredding companies - and increasingly sought after. This core shredding business is complemented by a paper and cardboard collection and recycling service.

Datashredders has experienced significant growth over the last two years. To accommodate this growth, over £100,000 has been re-invested in the business. But in order to continue the expansion and take advantage of the vast opportunities within the recycling industry, the business plan required further investment.

The company approached Remade East for support to develop its recycling services. It submitted a project proposal which outlined its plans to replace the current baling press in the factory. The existing baler was inefficient, creating a backlog of paper to be baled. A new press would enable the company to take on more work to meet growing customer demand, increasing capacity five-fold and freeing up manpower.

After appraising the proposal, Remade East awarded Datashredders a £10,000 grant from its small capital grants scheme as a contribution toward the purchase of the new baler.

Edward Lefever from Datashredders said: "I am confident that this is the way forward for our business. There are not enough recycling facilities around and more and more businesses are looking at recycling their waste instead of sending it into landfill."

Simon Chiva, programme director for Remade East added: "one of the aims of the small capital grants scheme is to enable businesses to develop. In this case, we have been able to take some of the risk out of business expansion and assisted in the development of an efficient business capable of diverting more waste from landfill."

Training grants: Working to close skills gaps in the waste and recycling industry

At Remade East we are assisting in the dissemination of training grants which have been provided to up-skill the workforce and battle against the skills gap.

The grants are available to any company in the environmental goods and service sector located in the East of England. The training can cover a variety of topics to meet the needs of an individual business provided that the course is non-statutory to the businesses legal requirements.

Several organisations can help your company achieve its objective of training staff to higher professional standards to improve staff retention, ensuring your business remains competitive in a fast changing industry. Two such organisations are the Chartered Institute of Wastes Management (CIWM) and WAMITAB.

WAMITAB runs courses which are designed to award technical or operational proficiencies for operational waste and recycling facilities, CIWM by comparison operate courses which are designed to improve professional understanding of the industry and knowledge of particular aspects of the waste industry and recycling. This ensures that people in the waste and recycling industry are educated and continually update their knowledge with regard to changes in the industry and on aspects relating to new legislation. CIWM also operate training courses which will help relate to specific aspects of business.

Below are WAMITAB courses which are non-statutory and as such are eligible for grant funding:

- Waste Management Operations NVQ Level 2
- Cleaning and Support Services (Highways and Lane) NVQ Level 2
- Waste Management Supervision NVQ Level 3
- Managing Waste Collection Operations NVQ Level 4
- Level 2 NVQ in Recycling Operations
- Levels 3 and 4 NVQ in Management of Recycling Operations
- Level 4 NVQ in Management of Recycling Operations (Small Scale)

The following is a list of eligible CIWM courses, more details of which are available on the CIWM website:

- Duty of Care
- An introduction to the management of wastes
- Waste Awareness Certificate – Foundation Level

For your business development needs the Towards 2010 programme can fund many other types of business critical needs such business planning, Health and Safety, managing risk (non-statutory), financial management, marketing etc.

Training supported in the programme includes courses, which are essential for improving the business and maintaining profitability. The average grant is £1,400 per company as a guideline. Grants are awarded on a first-come, first-served basis.

The application forms are quite simple and there is help available in completing them. The critical pieces of information are what training courses your company would like to pursue and the business need that justifies the application for funding. Please read the company profile below of Peter Ridley Waste Management Systems to see how the training grant has aided staff and business development.

If you would like any further information or to apply for a grant please contact Jennifer Deane at j.deane@ukceed.org

Waste and Recycling News from the East of England

Every issue of this newsletter will cover a selection of regional waste management news. If your company has something newsworthy to contribute, such a press release on new business activities, events or, contact Jennifer Deane at the above details.

Landfill Sites Nearing Capacity

Some landfill sites could be full within three years if recycling rates do not improve, according to the latest data from the Environment Agency.

The recycling and recovery rates for 2004/05 show that in England and Wales recycling rates have increased to 23.5% (27.1% in England alone) and the amount of waste sent to landfill has dropped by 9% since 2001.

But the positive news is clouded by the revelation that landfill space has fallen by more than 30% in some areas since 1998/9, with the result that existing landfill capacity in Wales, East Anglia and London could be full by the end of the decade if no new sites are opened.

Said Barbara Young, chief executive of the Environment Agency, "the data gives a clear indication of which regions have the greatest challenges."

Farmer Fined for Illegal Waste Dump

An Essex farmer has been fine £37,500 for running an illegal waste dump on his farm near Chelmsford.

Chelmsford Magistrates' Court was told that James Small had been charging people to dump their rubbish on his land at Temple Farm, where it was burned, sorted or stored - all of which needs to be licensed by the Environment Agency.

Controlled waste was being dumped seven days a week by tipper vans for about £20 per load. There was also evidence that very much larger deposits of waste were being made on a regular basis by other waste management companies.

It was calculated that ten £20 deposits per day between May 2005 and January 2006 would have produced a turnover of £40,000 from the illegal business.

The Court heard that Small had broken the law deliberately, had failed to respond to advice given by the Environment Agency and had a dismissive or obstructive attitude towards the environment authorities.

National News

Improve Your Packaging Efficiency

WRAP, the Waste & Resources Action Programme, is organising a series of events designed to help companies to package products more efficiently and reduce waste.

Called 'Packaging Futures', the programme of events will be open to all parts of the retail supply chain. It will feature speakers and workshops covering a wide range of industry topics, from refillable and recycled-content containers to optimised packaging design.

Attendees will also be able to learn about WRAP's Innovation Fund, which provides financial support for innovative packaging development projects. A dedicated Innovation Fund helpdesk will be available at each event.

Events will take place on February 14th at London's Chelsea village, February 20th at Manchester's City of Manchester Stadium and on February 28th at The Lighthouse in Glasgow.

Visit the WRAP website for more details.

http://www.wrap.org.uk/wrap_corporate/news/packaging.html

NVQs for Recycling Industry

The Waste Management Industry Training and Advisory Board (WAMITAB) have launched a series of NVQs in recycling operations.

Developed in association with WRAP and approved by Energy and Utility Skills, the sector skills council for the waste management industry, the NVQs are available through WAMITAB's national network of over 40 assessment centres.

The qualifications are available at four levels. Levels 1 and 2 are aimed at operatives from the public, private and community recycling sectors. Levels 3 and Level 4 are applicable to supervisors and managers.

The Level 1 and Level 2 NVQs are already available. Levels 3 and Level 4 will be available in the near future.

See the WAMITAB website for more details. <http://www.wamitab.org.uk/>

Guardian Highlights Landfill Problems

A report in *The Guardian* newspaper discusses how organisations can send less waste to landfill and profit from better waste management.

Much current landfill space is due to run out in the next decade. Moreover, the article says that legislation from both Brussels and Westminster is increasing the cost of interment and ramping up the pressure to recycle and re-use more.

The government has set stringent targets for the amount of waste that

can be sent to landfill. Business needs to cut its landfill waste by 85% of 1998 levels by 2010. Local authorities will have to cut the amount of biodegradable household waste dumped in the ground to 75% of the 1995 total by 2010, to 50% by 2013 and to 35% by 2020.

The goes on to highlight a number of ways in which public and private sector organisations are trying to address the challenge, such as waste to energy and mechanical biological treatment.

Company Profile: Peter Ridley Waste Systems

Helping Staff to Help The Business - Peter Ridley Waste Systems

In this month's profile, we highlight the work of Peter Ridley Waste Systems and the grant-funded training that has been provided to help the business and its staff to develop.

Peter Ridley Waste Systems is a market leading waste company. It supplies bins and containers to domestic and commercial customers for recycling and composting waste recovery systems. It works closely with local authorities and their contractors in both the private and community sectors and focuses on providing the best balance between cost, efficiency and value for money.

Established over 20 years ago, the company has enjoyed steady growth and serves clients across the UK and Ireland. However, the company's managing director, Peter Ridley, recognised that in order to realise its full potential, the company needed to provide practical, commercially-oriented training for staff.

In particular, during a conversation with representatives from Remade East at the Recycling & Waste Management exhibition (RWM 06) in Birmingham, a need was identified for telesales training to help staff to enhance the company's business development strategy.

The waste management industry is becoming increasingly competitive and the need for an effective sales team is fundamental for a successful business. Remade East discussed Peter Ridley Waste Systems' precise training needs in more detail, and identified a suitable course that matched those requirements: the Complete Telesales Course offered by training company Natural Training. The one-day course is delivered in-house and teaches attendees how to successfully sell on the telephone.

Remade East was able to fund 70% of the cost of the course through the 'Towards 2010' grants programme that it is helping to deliver in the East of England. These grants are available to companies in the environmental goods and services sector to part-fund non-statutory training.

Zoe Stewart was one of the Peter Ridley Waste Systems employees who attended the course. "It gave me a complete insight in to the world of telesales. The course has helped me in my day to day task of calling people and talking to them confidently about the products and services offered," says Zoe.

For further details of how Remade East can help you to improve the skills

of your staff, contact Jennifer Deane on 01733 312280.