Albion Environmental - using the SWITCH Competence Framework tool

As an ambassador of the SWITCH Forum, Albion are 'talking the talk' and actively using the Competence Framework tool for modern apprentice (MA) inductions.

Albion Environmental act as training providers and/or assessors for level two and three modern apprenticeship frameworks.

The level two Sustainable Resource Management framework offers;

- Frontline Services Operative
- Collection Operative
- Site Operative
- Weighbridge Operative
- Collection Driver
- Team Leader

Level 3, either as a standalone unit or in addition to level 2 also offers;

- Waste Supervisory Management

Additionally, both levels offer candidates additional vocational qualification enhancements 'Principles of Sustainable Resource Management' and 'Core Skills'.

Highlights

Albion Environmental clients are seeing the advantages of the framework being used with their modern apprentices.

Stated benefit highlights include;
- The framework has streamlined MA candidates inductions
- Career progression planning for apprentices is now more accurate and specific to the individual
- Helps to simplify expectations for new and inexperienced staff; builds confidence
- Is now used to assist HR functions in managing performance, evaluations and annual reviews

As part of Albion Environmental MA inductions, the level of previous training, experience and skills that each candidate holds is assessed. This involves establishing what qualifications were gained at school as well as any previous work experience and associated training courses.

During their inductions, each MA candidate completes the SWITCH Competence Framework. This process assists in identifying any gaps and training requirements for each candidate.
How has the tool helped?

Each candidate will already have gone through a recruitment induction with their respective employer as they ultimately have a Duty of Care to the candidate to ensure their staff's safety and well being.

Albion aim to enhance that induction by identifying any gaps in skills and training. Those gaps can then be addressed by matching the candidate to any suitable additional training offered over the duration of their apprenticeship.

While Albion have done this previously, the development of the SWITCH Competency Framework, and its implementation by Albion for client training purposes, has made that process much easier as it provides a methodical and universal process of assessment for each candidate.

The Framework directly benefits candidates by speeding up identification of specific individual needs rather than across multiple candidates, creates a clear progression plan, provides guidance for supporting staff to help candidates and inputs into team as well as individual training plans.

Going forward

Albion Environmental plan to continue to use the Competency Framework with their clients, ensuring the Modern Apprentices receive the full training benefits of the tool.

The promotion of Health & Safety at work for all trainees, and their employers, is essential in this industry. The potential risks of working on waste and resources sites remain high, however good awareness and the confidence of staff to speak up about any issues to enable employers to enact changes, can go a long way to mitigating those risks and making our workplaces safer.

“ What a fantastic tool to have available…I'm so pleased someone has taken the time to develop this matrix; it's simple, effective and has so many uses that will help to raise standards in our industry. ”

Grant Wilson, Consultant and Trainer Assessor
Albion Environmental Ltd