


Time to SWITCH on
Wednesday 17 February 2016

Developing the Resource
Management Workforce
Programme

Scottish Waste Industry Training Competency and Health & Safety



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Scottish Waste Industry Training Competency and Health & Safety



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Scottish Waste Industry Training Competency and Health & Safety



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Outline

- Why?
- Training Opportunities
- Workshop
- Feedback



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Action 13 Zero Waste Plan

“support continual improvement in Health & Safety and workplace skills in the resource management sector.”

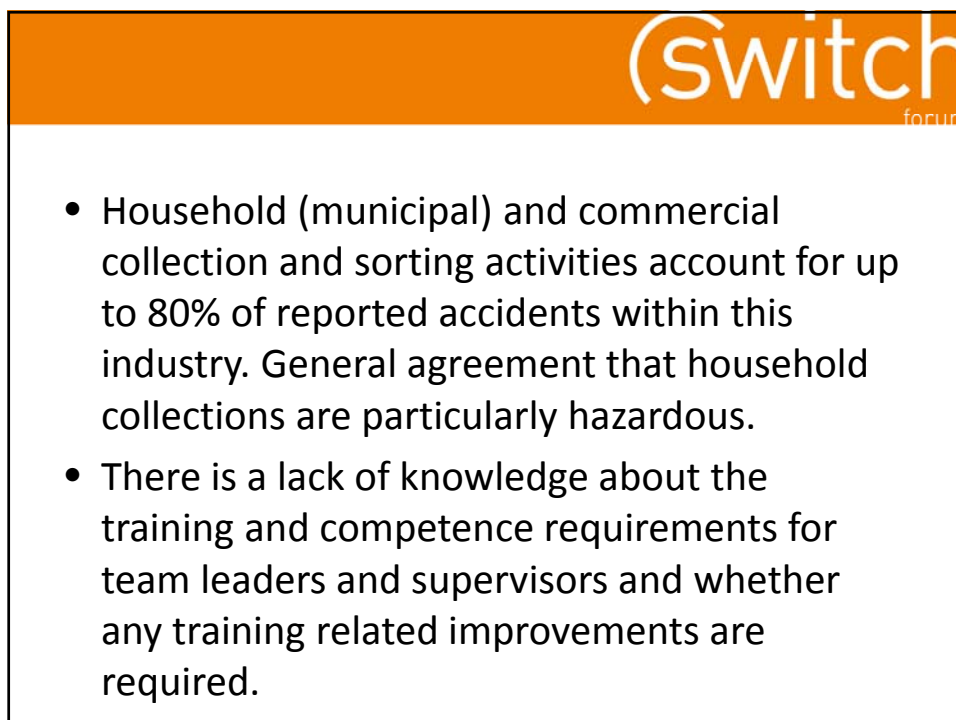
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Health and safety training in waste management and recycling – Waste 21

“training should be carried out by someone with an appropriate knowledge of health and safety, who is competent to train and is familiar with the tasks to be performed.”

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- Training provision does not properly reflect the hazardous nature of the industry
- The focus is on technical skills and typical examples include
 - Induction training
 - General H&S training
 - Refresher training
 - Manual handling



- Development of communication and leaderships skills was secondary
- Little evidence that training takes into account the complex working environment
- HSE want to see more focus on leadership, interpersonal and communications skills.



ZWS Funded Training Opportunities

Developing the Resource Management and Re-use/Repair Workforce

- “to help local authorities, SMEs and third sector organisations build capacity and upskill staff at all levels to develop others, including operatives, supervisors and managers”



Developing the Resource Management and Re-use/Repair Workforce

- **Coaching Programme**
 - ILM Accredited course at SCQF Level 6/7
 - Delivered in 2 distinct elements:
 - Classroom/Distance learning & Assessment & Portfolio
 - Topics include
 - Working as a Coach
 - The Coaching Meeting
 - The True Spirit of Coaching
 - Enhancing your Coaching Ability
 - How to Continue your Development as a Coach

Interested? sheenawatson@fife.ac.uk



Developing the Resource Management and Re-use/Repair Workforce

- **Planning and Delivering Learning**
 - Planning and Delivering Learning Sessions to Groups SQA F81Y 33 SCQF Level 6. Aimed at staff wishing to deliver learning to groups of learners or as part of their future job role or those who already deliver learning to groups
 - Delivered in Interlinked Elements
 - Three day course:
 - Day One - Designing a training session and conducting a Training Needs Analysis
 - Day Two - Delivering a Training Session
 - Day Three - Evaluation & Assessment Strategies

Interested? sheenawatson@fife.ac.uk



Developing the Resource Management and Re-use/Repair Workforce

- **Delivering Toolbox Talks Effectively (REHIS)**
 - Supporting Managers and Supervisors in the Resource Management and Re-use/repair sectors
 - A one day course enabling participants to develop the tools and confidence to deliver Toolbox Talks
 - Why people learn
 - Motivation and learning
 - Questions and answer techniques
 - Constructive feedback
 - Principles of good instruction
 - Delivering theory and skills training sessions

Interested? Dylan@albion-environmental.co.uk



Developing the Resource Management and Re-use/Repair Workforce

- **Mentoring Programme**
 - SQA Accredited course “Supporting Learners by Mentoring in the Workplace Unit SQA Code H6JF04, SCQF Level 6”
 - Delivered in 2 distinct elements
 - Classroom/Distance learning & Assessment & Portfolio Stage
 - Topics include
 - Planning and Organising Mentoring Sessions
 - Undertaking Mentoring Sessions
 - Feedback and reflections of effectiveness of Mentoring Activity

Interested? Dylan@albion-environmental.co.uk



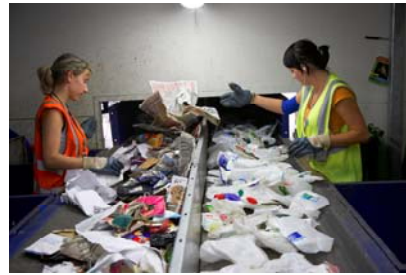
Developing the Resource Management and Re-use/Repair Workforce

- **Assessing Workplace Competence**
 - Assess Workplace Competence Using Direct and Indirect Methods (L&D9DI FD41 04)
 - Delivered in 2 Elements
 - Classroom/Distance Learning & Assessment & Portfolio
 - Workplace Assessments of two candidates
 - Observation
 - Examination of Work Products
 - Questioning

Interested? Dylan@albion-environmental.co.uk

Workshop Activity

- Description of roles
- Which Developing the Workforce training options are most appropriate
- Would you recommend any additional training



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Workshop Feedback

When considering any staff to deliver training and staff development need to consider the following

- Training/assessing/mentoring and coaching qualifications
- Subject specific to qualifications
- Experience



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Thank you for listening

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