

Apprenticeships in Sustainable Resource Management

Summary Fact Sheet

All Apprenticeships are essentially made up of 3 elements:

1. A Technical Certificate (generally a classroom based learning course):

For the Junior apprenticeship, Level 2, the Technical Certificate is the Certificate in Principles of Sustainable Resource Management (QCF) Level 2.

Recommended guided learning hours 190.

For the Advanced apprenticeship, Level 3, the Technical Certificate is the Certificate in Principles of Sustainable Resource Management (QCF) Level 3.

Recommended guided learning hours 320.

Serac UK plans to deliver this taught element as 8 or 10 days, depending on the Apprenticeship level, in regionally based class rooms. The days will be delivered in pairs at monthly intervals. It will be assessed by an assignment/project/test managed by Serac UK

2. A Competency Based Qualification:

A work based qualification based on the apprentice's job role, i.e. Certificate for Sustainable Waste Management Operative (Waste Collection Driver). This is a QCF which is assessed in the workplace as NVQs were traditionally.

3. Key or Functional Skills:

Frameworks are currently based on Key Skills. In April 2011 (or maybe 2012 depending on the Government) Key Skills will change to Functional Skills. There are additional modules called 'Personal Learning and Thinking Skills' (PLTS) and Employee Rights and Responsibilities (ERR) which will usually be work-book assessed.

For a Junior apprenticeship (Level 2) Communication Level 1 and Application of Number Level 1 are delivered.

For Advanced apprenticeship (Level 3) the required level of Key Skills at outcome is Communication Level 2 and Application of Number Level 2.

If a candidate can prove prior qualification to these levels, e.g. GCSE grade A – C in Maths or English for Level 2 and GCSE D – G for Level 1 Functional Skills/Key Skills do not need to be delivered. Prior qualification must be within 5 years of the date of registration on the apprenticeship.

Pathways available in the EU Skills framework:

Level 2 - Junior	Level 3 - Advanced
Waste Collection Driver	Recycling Collection Supervisor (Team Leader)
Refuse Operative/Waste Collection Loader	Refuse Collection Supervisor (Team Leader)
Weighbridge Operative	Transfer Station Supervisor
Transfer Station Operative	Treatment (Physical/Chemical/Thermal) Supervisor
Compost Operative	Biological Treatment (In vessel Composting/open windrow/anaerobic digestion) Supervisor.
MRF Operative (Picker/Sorter)	MRF/Household Waste Recycling Centre Super
HWRC Operative	Landfill Supervisor
Recyclables Collection Loader	Sustainability Officer
Recycling Operative (Reception and Segregation)	
Recycling Operative (Processing)	
Recycling Operative (WEEE)	

Delivery of Apprenticeship:

Serac UK will have an apprentice manager who will be the point of contact for the apprentices. The aim is to visit each apprentice once a month initially to iron out any problems. An 'on-site' mentor will be appointed by the employer at each site for the individual apprentices who will be responsible for the day to day care/mentoring of the apprentice.

The minimum recommended length for an apprenticeship programme is 12 months for the Junior, (Level 2), programme and 24 months for the Advanced, (Level 3).

The Minimum salary for an apprentice is £95 per week from Aug 2009.

Funding:

Government funding is available for apprenticeship programs.

The 3 age categories are:

- 16 – 18 Fully funded
- 19 – 24 50% employer contribution
- 25+ Approx 60% employer contribution.

For large employers (1000 employees and above) the Government funding is reduced by 25% per candidate. Funding rates can vary for the different pathways.

Notes:

1. Serac UK's delivery and anticipated costs are based on regionalised classroom sessions for the Technical Certificate and Key/Functional Skills. There will be a minimum number of learners for each classroom session. If the delivery varies from this model there may be additional costs to the employer.
2. If the apprentice fails to complete any parts of the 3 elements of the framework there may be a cost to the employer.