

So, which award is for me?

Waste

- Level 3 – Supervisor
- Level 1 & 2 – Operatives
- Treatment
- Landfill
- Transfer
- Collection

Recycling

- Levels 3 & 4 – Managers/Supervisors
- Collection
- Contracting
- Processing/Storage
- Levels 1 & 2 – Operatives
- Segregation
- Collection/Transfer
- Reception
- Processing

Street Cleaning

- Operatives – Level 1 & 2

Is there any training?

- **The need for any training is determined following the detailed pre-assessment planning. We don't believe in 'training for training's sake'.**
- **Where possible we use the organisation's existing training resources.**
- **Where a programme identifies the valid use of additional suitable materials we broaden our approach accordingly – for instance, one recent project involved the use of the CIWM Waste Awareness Certificate Course to deliver suitable knowledge, and we were able to incorporate this into the programme.**
- **We provide Skills for Life assessment, and learning for candidates who may have numeracy or literacy issues.**

“**SERAC took care of everything and minimised the impact on our operations. Our employees really benefited from the programme.**”

Peter Fennell Contract Manager, Biffa

Is SERAC experienced?

- **Yes, we certainly are!**
We have assessed hundreds of candidates across a wide range of waste activities:
- Landfill
- Transfer
- Treatment
- Collection of waste or recyclables
- Civic Amenity sites
- Including some of the UK's leading waste management organisations – such as Biffa, Cleanaway and WRG, as well as for Local Authority contracts.
- SERAC has played a major role in developing these awards outside the waste sector.
- Two recent projects have been the adaptation of the WAMITAB awards for the construction and health care sectors.
- This has again required SERAC to tailor the awards to the particular needs of candidates and their organisations.

What's involved?

- The key to success for these awards is based on a review of the candidate coupled with forward planning.
- For a large group of employees, SERAC will undertake a 2–3 day review, and then match them against the awards.
- At the end of this process, we will have a clear plan for assessing the remaining items required for the NVQ.
- We will identify any learning needs from our planning and develop short teaching sessions to fill this gap prior to assessment.
- We minimise the impact on your operations.
- Part of our objective is to ensure that the understanding and use of the organisation's existing safety and operational procedures are reinforced as part of the assessment programme.

How long does it take?

- Assessment of Level 1 and 2 NVQs take between 1–2 days per candidate.
- The assessment process, led by a fully-trained assessor, is based on observation of the candidates in their normal work roles.
- Our experienced assessors reassure candidates throughout the process, understanding fully the learning needs of these types of candidates. If required, we can also involve client employees in a project; typically this could include full teaching and assessment to gain their own assessor's qualifications, enabling them to assess future candidates.

But is it worth it?

- Feedback from successful clients shows there is huge value in providing these awards. Often this is the first time candidates have received any qualification – a real benefit to employee motivation and long-term commitment.
- Costs may be far less than you imagine. Very often we can access funding for candidates, bringing your costs to a minimum level.