

CHARACTERISTICS OF THE INDUSTRY

SKILLS CHALLENGES



The industry is primarily dominated by SMEs (99%).



ONS (2017) Business Register and Employment Survey

KEY INDUSTRY TRENDS

a drive to **prevent or minimise wastage** and the need to **extract value from waste**.



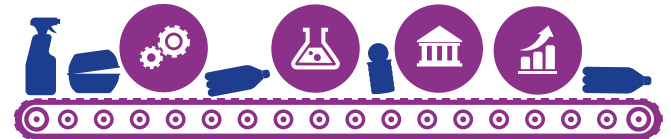
There are skills shortages at two levels:

Professional skills: business and commercial, customer service and stakeholder engagement skill sets.



Technical skills: high-level engineering, chemical, biological, regulatory, testing, sampling and analysis skills.

EUSG (2013) Foresight: Overview of key findings



62,000 VACANCIES

are predicted in total for the waste management industries up to **2026**.

EUSG (2016) Workforce Renewal and Skills Strategy

NON-UK NATIONALS ACCOUNT FOR

14%

OF THE TOTAL WORKFORCE



which is greater than the UK all sector average of **11%**.

ONS (2016) Labour Force Survey (4 quarter average Jan-Dec 2016)



Workforce size is expected to increase, as recycling requires a much larger workforce than landfill.

EUSG (2013) Foresight: Overview of key findings

3% BAME



Just **3%** of the workforce is from a **BAME background** (compared to **12%** UK average).

ONS (2017) Labour Force Survey (4 quarter average Jan-Dec 2016)

THE WORKFORCE IS **MALE DOMINATED**



significantly higher than the UK average of **53%**.

ONS (2017) Labour Force Survey (4 quarter average Jan-Dec 2016)

A high proportion of the waste sector workforce is employed in

process, plant and machine operative roles (**33%**) and in elementary occupations (**31%**).

BIS (2016) Labour Force Survey (4 quarter average Jan-Dec 2015)

Water and waste industry



In the water and waste industry, the **larger businesses** spend the most on apprenticeships, equating to approximately **67%** (contrary to the UK average of 43%).

DfE (2016), Information on apprenticeship levy: data drawn down by size and sector and the total apprenticeship budget

Unless otherwise stated, all figures relate to the Waste Management industry specifically.