



ENERGY &  
UTILITY SKILLS

Skills for a greener world

# Workforce demand estimates – 2024 to 2030

## The Waste & Recycling industry

Summary report  
September 2024



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## Waste & Recycling

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# 1 About this report

## 1.1 Introduction

1.1.1 This report is one in a series that contain estimates of the number of new jobs and people required across the UK energy and utilities sector by 2030.

1.1.2 This report focusses on the UK waste & recycling industry, which includes:

- Waste Collection
- Waste Treatment and Disposal
- Materials Recovery
- Remediation activities and other waste management services

1.1.3 In addition to this report, individual reports are available for:

- **Energy and utilities sector** (containing the aggregate analysis from across all five industry of the sector)
- **Gas networks** (including the manufacture, distribution and retail trade of gas through the networks)
- **Gas utilisation** (consisting of the domestic gas engineer workforce and related activities)
- **Power** (including the production (via seven different technologies), transmission, distribution and retail trade of electricity; the construction of electricity assets)
- **Water** (including the collection, treatment and supply of water; sewerage; the construction of water assets)

1.1.4 All sector and industry estimates are broken down into 19 occupations (based on the two-digit Standard Occupational Classification system). See Annex 1 for examples of industry job titles within each of these occupations and their associated skill level.

1.1.5 Two headline estimates are provided: (i) **New jobs** is an estimate of the number of jobs that are forecast to be created over the period and (ii) **New people required** is an estimate of the number of new people that will be needed by the sector over the period (this is the sum of new jobs plus forecast retirements).

## 1.2 Principal assumptions

1.2.1 In order to produce these estimates, we have applied three assumptions to the estimates of current employment:

- **Anticipated retirement age:** We have assumed that all current workers will retire when they reach a certain age (see Figure 1). This assumption does not vary by industry.
- **New jobs:** This is an estimate of the net number of additional jobs that are forecast to be created. These are taken either from either published research by an appropriate organisation (e.g. trade bodies) from or Lightcast.

These new jobs have been applied to each occupation within an industry/sub-industry/technology either as close as possible to source's original estimates or pro-rata as per the current occupational distribution of employment.

Figure 1: Retirement and staff turnover assumptions by occupation

Standard Occupation Classification	Retirement age
11 - Corporate Managers and Directors	59
12 - Other Managers and Proprietors	59
21 - Science, Research, Engineering and Technology Professionals	60
24 - Business, Media and Public Service Professionals	60
31 - Science, Engineering and Technology Associate Professionals	62
33 - Protective Service Occupations	62
34 - Culture, Media and Sports Occupations	62
35 - Business and Public Service Associate Professionals	62
41 - Administrative Occupations	65
42 - Secretarial and Related Occupations	65
51 - Skilled Agricultural and Related Trades	62
52 - Skilled Metal, Electrical and Electronic Trades	62
53 - Skilled Construction and Building Trades	62
71 - Sales Occupations	65
72 - Customer Service Occupations	65
81 - Process, Plant and Machine Operatives	64
82 - Transport and Mobile Machine Drivers and Operatives	64
91 - Elementary Trades and Related Occupations	65
92 - Elementary Administration and Service Occupations	65

1.2.2 Throughout this analysis, all estimates have been rounded to the nearest 100. Therefore, industry and occupation totals may not equal the sum of their constituent rows.

## 1.3 How these estimates were produced

- 1.3.1 The estimates contained in this report have been produced by Energy & Utility Skills by applying the above assumptions to data provided by Lightcast<sup>1</sup>.
- 1.3.2 It should be noted that future employment estimates produced by Lightcast do not necessarily reflect actual or planned investment plans by government or individual companies – they essentially use the past to predict the future.
- 1.3.3 Finally, these estimates have been tested and adjusted through direct engagement with our members and employer network groups.

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<sup>1</sup> For further information on Lightcast's methodology, [click here](#).

## 2 Estimated job creation and people requirements by 2030

### 2.1 Industry estimates

2.1.1 There are an estimated 181,400 people currently employed in the waste & recycling industry. By 2030, this is forecast to increase to 197,100 – an increase of 15,700 (up 9% on 2024 levels).

2.1.2 Our headline estimates for the waste & recycling industry for the period between 2024 and 2030 are:

- 15,700 **new jobs** will be created
  - Average of 2,200 per year
- 46,400 **new people** will be required to enter the industry's workforce for the first time
  - Average of 6,600 per year

Figure 2: Estimated number of new jobs created and new people required by sub-industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Waste Collection	93,600	102,000	8,400	9%	24,200	3,500
Waste Treatment and Disposal	54,400	59,900	5,500	10%	14,800	2,100
Materials Recovery	18,300	17,300	-1,000	-5%	2,200	300
Remediation activities and other waste management services	15,100	17,900	2,800	19%	5,200	700
<b>Waste &amp; recycling</b>	<b>181,400</b>	<b>197,100</b>	<b>15,700</b>	<b>9%</b>	<b>46,400</b>	<b>6,600</b>

Figure 3: Number of new people required by the sector – by cause and year



2.1.3 Of the 46,400 new people required by the sector by 2030, 78% of them (36,500 people) will initially be working at RQF level 3 or below.

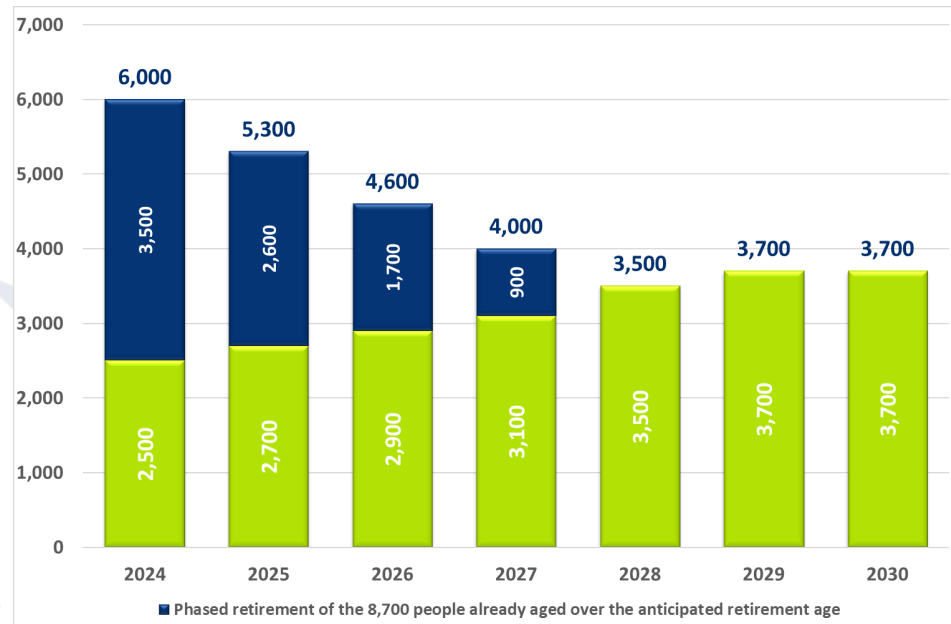
Figure 4: Estimates of new jobs and new people by skill level

Skill level	New jobs created		New people required	
	Number	% of total	Number	% of total
RQF 7-8 SCQF 11-12	800	5%	4,100	9%
RQF 6 SCQF 9-10	1,300	8%	2,900	6%
RQF 4-5 SCQF 7-8	1,300	8%	3,000	6%
RQF 3 SCQF 6	2,000	13%	4,700	10%
RQF 2 SCQF 5	500	3%	1,000	2%
RQF 1 SCQF 4	9,800	62%	30,800	66%
<b>Sector total</b>	<b>15,700</b>	<b>100%</b>	<b>46,400</b>	<b>100%</b>

2.1.4 17% of the workforce (30,700 people) are forecast to retire by 2030.

2.1.5 The number of people who will reach retirement age during each year is forecast to increase year-on-year through to 2030 – see Figure 5 below (from 2030 onwards, the number of retirements in each year are forecast to peak at 4,900 in 2034).

Figure 5: Retirements by year



2.1.6 These retirement estimates include 8,700 people who are already aged over their anticipated retirement age. In this analysis, these people have been “retired out” of the workforce over the next four years (the orange column in the figure below).



## 2.2 Occupational estimates

2.2.1 Across the waste & recycling industry, 17 out of 19 occupational groups are forecast to increase their workforce size by 2030 (none of forecast to decline).

2.2.2 The occupations which are forecast to see the **largest increase in jobs** are:

- 82 - Transport and Mobile Machine Drivers and Operatives (5,100; 10%)
- 92 - Elementary Administration and Service Occupations (4,100; 7%)
- 41 - Administrative Occupations (1,500; 12%)

2.2.3 The occupations with the **highest number of retirements** are forecast to be:

- 82 - Transport and Mobile Machine Drivers and Operatives (12,000)
- 92 - Elementary Administration and Service Occupations (7,500)

2.2.4 However, the occupations with a **higher-than-average proportion of retirements** from the current workforce by 2030 are:

- 51 - Skilled Agricultural and Related Trades (35%)
- 12 - Other Managers and Proprietors (29%)
- 11 - Corporate Managers and Directors (29%)
- 82 - Transport and Mobile Machine Drivers and Operatives (23%)
- 42 - Secretarial and Related Occupations (19%)

2.2.5 The occupations that will need to attract the **highest number of new people** into their workforce are:

- 82 - Transport and Mobile Machine Drivers and Operatives (17,100; 2,400 per year)
- 92 - Elementary Administration and Service Occupations (11,600; 1,700 per year)

Figure 6: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8	11 - Corporate Managers and Directors	5,900	6,500	500	9%	2,200	300
SCQF 11-12	12 - Other Managers and Proprietors	5,600	5,900	300	5%	1,900	300
RQF 6	21 - Science, Research, Engineering and Technology Professionals	6,500	7,300	800	12%	1,700	200
SCQF 9-10	24 - Business, Media and Public Service Professionals	4,000	4,500	500	12%	1,200	200
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	2,100	2,300	200	10%	500	100
	33 - Protective Service Occupations	700	700	100	11%	100	<50
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	11,200	12,300	1,000	9%	2,400	300
RQF 3 SCQF 6	41 - Administrative Occupations	13,300	14,800	1,500	12%	3,300	500
	42 - Secretarial and Related Occupations	800	900	100	7%	200	<50
	51 - Skilled Agricultural and Related Trades	200	200	0	--	100	<50
	52 - Skilled Metal, Electrical and Electronic Trades	3,700	4,000	300	8%	900	100
	53 - Skilled Construction and Building Trades	900	1,000	100	8%	200	<50
RQF 2 SCQF 5	71 - Sales Occupations	3,900	4,400	500	13%	900	100
	72 - Customer Service Occupations	800	800	0	--	100	<50
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	6,000	6,400	400	7%	1,400	200
	82 - Transport and Mobile Machine Drivers and Operatives	51,400	56,500	5,100	10%	17,100	2,400
	91 - Elementary Trades and Related Occupations	3,400	3,600	200	7%	700	100
	92 - Elementary Administration and Service Occupations	61,300	65,400	4,100	7%	11,600	1,700
Waste & recycling		181,400	197,100	15,700	9%	46,400	6,600

## Operational, technical and engineering occupations

2.2.6 The table below shows the headline estimates for those occupations that sit within the remit of Energy & Utility Skills and its membership.

Figure 7: Estimated number of new jobs created and new people in operational, technical and engineering occupations – 2024 to 2030

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 6 SCQF 9-10	21 - Science, Research, Engineering and Technology Professionals	6,500	7,300	800	12%	1,700	200
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	2,100	2,300	200	10%	500	100
RQF 3 SCQF 6	51 - Skilled Agricultural and Related Trades	200	200	0	0%	100	0
	52 - Skilled Metal, Electrical and Electronic Trades	3,700	4,000	300	8%	900	100
	53 - Skilled Construction and Building Trades	900	1,000	100	8%	200	0
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	6,000	6,400	400	7%	1,400	200
	82 - Transport and Mobile Machine Drivers and Operatives	51,400	56,500	5,100	10%	17,100	2,400
	91 - Elementary Trades and Related Occupations	3,400	3,600	200	7%	700	100
	92 - Elementary Administration and Service Occupations	61,300	65,400	4,100	7%	11,600	1,700
Waste & recycling		135,200	146,400	11,200	8%	34,100	4,900

2.2.7 Focussing on these occupations alone, employment levels are forecast to increase from 135,200 in 2024 to 146,400 in 2030 – an increase of 11,200 **new jobs** (up 8% on 2024 levels).

2.2.8 34,100 **new people** will be required to enter the workforce in these occupations for the first time (average of 4,900 per year).

### 3 Sub-industry estimates

#### 3.1 Waste collection

3.1.1 This sub-industry includes:

- Collection of hazardous waste: Includes the collection of solid and non-solid hazardous waste, i.e. explosive, oxidising, flammable, toxic, irritant, carcinogenic, corrosive, infectious or other substances and preparations harmful to human health and the environment. It may also entail identification, treatment, packaging and labelling of waste for the purposes of transport
- Collection of non-hazardous waste: Including:
  - collection of non-hazardous solid waste (i.e. garbage) within a local area, such as collection of waste, which may include mixed recoverable materials, from households and businesses by means of refuse bins, wheeled bins, containers etc.
  - collection of recyclable materials
  - collection of refuse in litter-bins in public places

3.1.2 There are an estimated 93,600 people currently employed in waste collection. By 2030, this is forecast to increase to 102,000 – an increase of 8,400 (up 9% on 2024 levels).

3.1.3 Our headline estimates for waste collection for the period between 2024 and 2030 are:

- 8,400 **new jobs** will be created
  - Average of 1,200 per year
- 24,200 **new people** will be required to enter the industry’s workforce for the first time
  - Average of 3,500 per year

Figure 8: Estimated number of new jobs created and new people required by sub-industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Waste collection	93,600	102,000	8,400	9%	24,200	3,500

3.1.4 Across waste collection, 13 out of 19 occupational groups are forecast to increase their workforce size by 2030 (none of forecast to decline).

3.1.5 The creation of new jobs, and requirement for new people is dominated by two occupations:

■ 82 - Transport and Mobile Machine Drivers and Operatives

- New jobs = 3,500 (up 11% over 2024 levels)
  - Average of 500 per year
- New people required in the workforce = 10,900
  - Average of 1,600 per year

■ 92 - Elementary Administration and Service Occupations

- New jobs = 3,000 (up 7% over 2024 levels)
  - Average of 400 per year
- New people required in the workforce = 8,300
  - Average of 1,200 per year

Figure 9: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8	11 - Corporate Managers and Directors	1,900	2,100	200	10%	700	100
SCQF 11-12	12 - Other Managers and Proprietors	1,900	2,000	100	7%	700	100
RQF 6	21 - Science, Research, Engineering and Technology Professionals	1,400	1,600	200	12%	400	100
SCQF 9-10	24 - Business, Media and Public Service Professionals	500	600	100	13%	200	<50
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	900	1,100	100	12%	200	<50
	33 - Protective Service Occupations	0	0	0	--	0	0
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	1,300	1,400	100	11%	300	<50
RQF 3 SCQF 6	41 - Administrative Occupations	3,300	3,700	300	10%	800	100
	42 - Secretarial and Related Occupations	100	100	0	--	0	0
	51 - Skilled Agricultural and Related Trades	100	100	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	1,800	2,000	200	10%	500	100
	53 - Skilled Construction and Building Trades	500	500	0	--	100	<50
RQF 2 SCQF 5	71 - Sales Occupations	2,400	2,700	300	13%	600	100
	72 - Customer Service Occupations	100	100	0	--	0	0
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,500	1,700	200	11%	400	100
	82 - Transport and Mobile Machine Drivers and Operatives	31,600	35,100	3,500	11%	10,900	1,600
	91 - Elementary Trades and Related Occupations	800	900	100	11%	200	<50
	92 - Elementary Administration and Service Occupations	43,500	46,500	3,000	7%	8,300	1,200
<b>Waste collection</b>		<b>93,600</b>	<b>102,000</b>	<b>8,400</b>	<b>9%</b>	<b>24,200</b>	<b>3,500</b>

## 3.2 Waste treatment and disposal

3.2.1 This sub-industry includes:

- Treatment and disposal of hazardous waste: Includes the disposal and treatment prior to disposal of solid or non-solid hazardous waste, including waste that is explosive, oxidising, flammable, toxic, irritant, carcinogenic, corrosive, infectious and other substances and preparations harmful to human health and the environment
- Treatment and disposal of non-hazardous waste: Includes the disposal and treatment prior to disposal of solid or non-solid non-hazardous waste:
  - operation of landfills for the disposal of non-hazardous waste
  - disposal of non-hazardous waste by combustion or incineration or other methods, with or without the resulting production of electricity or steam, compost, substitute fuels, biogas, ashes or other by-products for further use etc.
  - treatment of organic waste for disposal

3.2.2 There are an estimated 54,400 people currently employed in waste treatment and disposal. This is forecast to increase by 5,500 jobs (+10%) to 59,900 by 2030.

3.2.3 Our headline estimates for waste treatment and disposal for the period between 2024 and 2030 are:

- 5,500 **new jobs** will be created
  - Average of 800 per year
- 14,800 **new people** will be required to enter the industry's workforce for the first time
  - Average of 2,100 per year

Figure 10: Estimated number of new jobs created and new people required by sub-industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Waste treatment and disposal	54,400	59,900	5,500	10%	14,800	2,100

3.2.4 Across waste treatment and disposal, 14 out of 19 occupational groups are forecast to increase their workforce size by 2030 (none of forecast to decline).

3.2.5 The creation of new jobs and requirement for new people is dominated by two occupations:

- 82 - Transport and Mobile Machine Drivers and Operatives
  - New jobs = 1,700 (up 11% over 2024 levels)
    - Average of 200 per year
  - New people required in the workforce = 5,200
    - Average of 700 per year
- 92 - Elementary Administration and Service Occupations
  - New jobs = 1,300 (up 10% over 2024 levels)
    - Average of 200 per year
  - New people required in the workforce = 3,000
    - Average of 400 per year



Figure 11: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8 SCQF 11-12	11 - Corporate Managers and Directors	2,100	2,200	200	8%	800	100
	12 - Other Managers and Proprietors	1,700	1,900	100	7%	600	100
RQF 6 SCQF 9-10	21 - Science, Research, Engineering and Technology Professionals	3,200	3,700	500	14%	900	100
	24 - Business, Media and Public Service Professionals	1,600	1,800	100	9%	400	100
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	600	600	100	9%	100	<50
	33 - Protective Service Occupations	500	600	100	9%	100	<50
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	4,200	4,600	400	9%	900	100
RQF 3 SCQF 6	41 - Administrative Occupations	5,900	6,600	700	11%	1,400	200
	42 - Secretarial and Related Occupations	500	500	0	--	100	<50
	51 - Skilled Agricultural and Related Trades	0	0	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	600	700	100	11%	200	<50
	53 - Skilled Construction and Building Trades	200	300	0	--	100	<50
RQF 2 SCQF 5	71 - Sales Occupations	1,400	1,500	200	11%	300	<50
	72 - Customer Service Occupations	200	200	0	10%	0	0
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,800	1,900	100	6%	400	100
	82 - Transport and Mobile Machine Drivers and Operatives	15,100	16,800	1,700	11%	5,200	700
	91 - Elementary Trades and Related Occupations	1,200	1,300	100	7%	300	<50
	92 - Elementary Administration and Service Occupations	13,500	14,800	1,300	10%	3,000	400
<b>Waste treatment and disposal</b>		<b>54,400</b>	<b>59,900</b>	<b>5,500</b>	<b>10%</b>	<b>14,800</b>	<b>2,100</b>

### 3.3 Materials recovery

3.3.1 This sub-industry includes:

- Dismantling of wrecks: Includes dismantling of wrecks of any type (automobiles, ships, computers, televisions and other equipment) for materials recovery
- Recovery of sorted materials: Includes the processing of metal and non-metal waste and scrap and other articles into secondary raw materials, usually involving a mechanical or chemical transformation process

Also, the recovery of materials from waste streams in the form of (i) separating and sorting recoverable materials from non-hazardous waste streams (i.e. garbage) or (ii) the separating and sorting of mixed recoverable materials, such as paper, plastics, used beverage cans and metals, into distinct categories

3.3.2 There are an estimated 18,300 people currently employed in materials recovery. This is forecast to decline by 1,000 jobs (-5%) to 17,300 by 2030.

3.3.3 Our headline estimates for materials recovery for the period between 2024 and 2030 are:

- 0 **new jobs** will be created
  - Average of 800 per year
- 14,800 **new people** will be required to enter the industry's workforce for the first time
  - Average of 2,100 per year

Figure 12: Estimated number of new jobs created and new people required by sub-industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Materials recovery	18,300	17,300	-1,000	-5%	2,200	300

3.3.4 Across the materials recovery industry, 8 out of 19 occupational groups are forecast to decrease their workforce size by 2030 (none of forecast to increase their workforce).

3.3.5 The occupations which are forecast to see the **largest decrease in jobs** are:

- 92 - Elementary Administration and Service Occupations (-300; -8%)
- 82 - Transport and Mobile Machine Drivers and Operatives (-200; -5%)

3.3.6 The occupations with the **highest number of retirements** are forecast to be:

- 82 - Transport and Mobile Machine Drivers and Operatives (900)
- 12 - Other Managers and Proprietors (400)
- 92 - Elementary Administration and Service Occupations (400)

3.3.7 However, the occupations with a **higher-than-average proportion of retirements** from the current workforce by 2030 are:

- 11 - Corporate Managers and Directors (29%)
- 12 - Other Managers and Proprietors (29%)
- 82 - Transport and Mobile Machine Drivers and Operatives (23%)

3.3.8 The occupation that will need to attract the **highest number of new people** into their workforce is:

- 82 - Transport and Mobile Machine Drivers and Operatives (700; 100 per year)

Figure 13: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8	11 - Corporate Managers and Directors	800	800	-100	-7%	200	<50
SCQF 11-12	12 - Other Managers and Proprietors	1,400	1,300	-100	-4%	300	<50
RQF 6	21 - Science, Research, Engineering and Technology Professionals	700	700	-100	-11%	0	0
SCQF 9-10	24 - Business, Media and Public Service Professionals	500	400	0	--	100	<50
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	400	400	0	--	0	0
	33 - Protective Service Occupations	0	0	0	--	0	0
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	2,500	2,400	-100	-5%	200	<50
RQF 3 SCQF 6	41 - Administrative Occupations	1,000	900	-100	-5%	100	<50
	42 - Secretarial and Related Occupations	200	200	0	--	0	0
	51 - Skilled Agricultural and Related Trades	0	0	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	1,000	1,000	0	--	200	<50
	53 - Skilled Construction and Building Trades	0	0	0	--	0	0
RQF 2 SCQF 5	71 - Sales Occupations	100	100	0	--	0	0
	72 - Customer Service Occupations	100	100	0	--	0	0
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,300	1,300	-100	-5%	100	<50
	82 - Transport and Mobile Machine Drivers and Operatives	3,800	3,600	-200	-5%	700	100
	91 - Elementary Trades and Related Occupations	1,000	1,000	0	--	100	<50
	92 - Elementary Administration and Service Occupations	3,600	3,300	-300	-8%	200	<50
<b>Materials recovery</b>		<b>18,300</b>	<b>17,300</b>	<b>-1,000</b>	<b>-5%</b>	<b>2,200</b>	<b>300</b>

### 3.4 Remediation activities and other waste management services

3.4.1 This sub-industry includes the provision of remediation services, i.e. the cleanup of contaminated buildings and sites, soil, surface or ground water.

3.4.2 There are an estimated 15,100 people currently employed in remediation services. This is forecast to increase by 2,800 jobs (19%) to 17,900 by 2030.

3.4.3 Our headline estimates for remediation activities for the period between 2024 and 2030 are:

- 2,800 **new jobs** will be created
  - Average of 400 per year
- 5,200 **new people** will be required to enter the industry’s workforce for the first time
  - Average of 700 per year

Figure 14: Estimated number of new jobs created and new people required by sub-industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Remediation activities and other waste management services	15,100	17,900	2,800	19%	5,200	700

3.4.4 Across the remediation activities industry, 11 out of 19 occupational groups are forecast to increase their workforce size by 2030 (none of forecast to decrease their workforce).

3.4.5 The occupations which are forecast to see the **largest decrease in jobs** are:

- 35 - Business and Public Service Associate Professionals (+700; +20%)
- 41 - Administrative Occupations (+600; +19%)

3.4.6 The occupations with the **highest number of retirements** are forecast to be:

- 35 - Business and Public Service Associate Professionals (400)
- 41 - Administrative Occupations (400)

3.4.7 However, the occupations with a **higher-than-average proportion of retirements** from the current workforce by 2030 are:

- 51 - Skilled Agricultural and Related Trades (30%)
- 12 - Other Managers and Proprietors (29%)
- 11 - Corporate Managers and Directors (29%)
- 82 - Transport and Mobile Machine Drivers and Operatives (24%)
- 42 - Secretarial and Related Occupations (19%)
- 24 - Business, Media and Public Service Professionals (18%)

3.4.8 The occupations that will need to attract the **highest number of new people** into their workforce are:

- 35 - Business and Public Service Associate Professionals (1,000; 100 per year)
- 41 - Administrative Occupations (1,000; 100 per year)

Figure 15: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8	11 - Corporate Managers and Directors	1,200	1,400	200	20%	600	100
SCQF 11-12	12 - Other Managers and Proprietors	600	700	100	13%	300	<50
RQF 6	21 - Science, Research, Engineering and Technology Professionals	1,100	1,400	200	21%	400	100
SCQF 9-10	24 - Business, Media and Public Service Professionals	1,400	1,700	300	21%	500	100
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	200	200	0	--	100	<50
	33 - Protective Service Occupations	100	100	0	--	0	0
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	3,300	3,900	700	20%	1,000	100
RQF 3 SCQF 6	41 - Administrative Occupations	3,000	3,600	600	19%	1,000	100
	42 - Secretarial and Related Occupations	100	200	<50	7%	0	0
	51 - Skilled Agricultural and Related Trades	0	0	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	200	300	<50	16%	100	<50
	53 - Skilled Construction and Building Trades	200	200	0	--	100	<50
RQF 2 SCQF 5	71 - Sales Occupations	100	100	0	--	0	0
	72 - Customer Service Occupations	400	400	0	--	100	<50
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,400	1,600	200	15%	400	100
	82 - Transport and Mobile Machine Drivers and Operatives	900	1,000	100	16%	400	100
	91 - Elementary Trades and Related Occupations	300	400	100	28%	100	<50
	92 - Elementary Administration and Service Occupations	700	800	100	14%	200	<50
<b>Remediation activities and other waste management services</b>		<b>15,100</b>	<b>17,900</b>	<b>2,800</b>	<b>19%</b>	<b>5,200</b>	<b>700</b>

## Annex 1 – Occupations and example job titles

Indicative skill/ education level	Standard Occupation Classification	Example industry job titles
RQF 7-8/SCQF 11-12 Master's Degree Doctorate	11 - Corporate Managers and Directors	Chief Executive; Operations Manager; Functional Managers/Directors
	12 - Other Managers and Proprietors	Recycling Plant Managers; Scrap Metal Dealers; Environmental Manager
RQF 6/SCQF 9-10 Bachelor's Degree	21 - Science, Research, Engineering and Technology Professionals	Chemical/Biological/Physical/Environmental Scientist; Countryside Manager
	24 - Business, Media and Public Service Professionals	Legal/Business/Quality/Regulatory Professional; Quantity Surveyor; Architect; Construction Project Manager; Public Relations Professional; Project Manager
RQF 4-5/SCQF 7-8 HNC/HND Foundation Degree	31 - Science, Engineering and Technology Associate Professionals	Electrical/Electronic Technician; Engineering Technician; Civil Engineering Technician; Laboratory Technician; Water Tester; IT Operations/User Support Technician
	33 - Protective Service Occupations	Security Manager
	34 - Culture, Media and Sports Occupations	Copywriters; Translator; Graphic Designer
	35 - Business and Public Service Associate Professionals	Legal Executive; Estimator; Financial Analyst; Accounting Technician; Financial Controller; Account Manager; Credit Manager; Buyer/Purchasing/Procurement Officer; Marketing Executive; Business Development Manager/Executive; Ranger
RQF 3/SCQF 6 A Level	41 - Administrative Occupations	Administrator; Credit Controller; Book-Keeper; Finance Officer; Despatch Clerk; Stock Control Clerk; Office Manager/Supervisor
	42 - Secretarial and Related Occupations	Company Secretary; Personal Assistant/Secretary; Executive Assistant; Receptionist
	51 - Skilled Agricultural and Related Trades	Aboricultural Specialist; Tree Cutter/Surgeon;
	52 - Skilled Metal, Electrical and Electronic Trades	Welder; Pipe Fitter;
	53 - Skilled Construction and Building Trades	Mechanical Engineer; Fabricator; Maintenance Fitter; Mechanic; Heating/Air Conditioning Engineer/Installer; Electrical/Electronic Fitter; Electrician; Cable Joiner; Telecoms Engineer; IT Hardware Engineer; Overhead Linesworker;
RQF 2/SCQF 5 GCSE (grade A*-C)	71 - Sales Occupations	Sales Adviser/Assistant; Meter Reader; Debt Collector; Sales Supervisors
	72 - Customer Service Occupations	Call Centre Agent/Operator; Customer Service Adviser/Assistant/Representative; Call Centre Manager/Team Leader
RQF 1/SCQF 4 GCSE (grade D-G)	81 - Process, Plant and Machine Operatives	Chemical Process Technician; Gas Producer Operator; Process Worker; Boilerman; Control Room Operator; Power Station/Electricity Plant Operator; Water Treatment/Sewage Works Operator; Pump Attendant; Scaffolders; Cable Layer; Main/Service Layer
	82 - Transport and Mobile Machine Drivers and Operatives	HGV/Tanker Driver; Crane Driver/Operator; Digger/Plant/Excavator Operator
	91 - Elementary Trades and Related Occupations	Forestry Workers; Electrician's Mate; Fitter's Mate; Ground Worker; Labourer
	92 - Elementary Administration and Service Occupations	Refuse Collector; Refuse Disposal Operative; Security Guards; Warehouse Assistant



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