



CIWM

TRAINING



Make training make a difference!

Hosted by Claire Poole



Welcome



- Professional standards/ competence frameworks
- Personal Development plans – why bother and how to make them work for you
- Local Authority case study – not just a tick box exercise, not just a training course!
- Ensuring training makes a difference/ Succession planning
- Re-Gen Academy
- Q&A

Speakers



Identifying development needs



Where to start?

Relevant competence frameworks

- Role specific
- Organisation specific
- Compliance related




Interpersonal skills

- Supports and enables technical skills
- Professional standards
- Chartered status?



Chartered competences

- A Knowledge and understanding of the wastes and resource management industry
 - Critically apply understanding of the implications of current and impending legislation relevant to the area of specialism you currently work within,
 - Critically assess how topical issues may impact your area of work.
 - Etc....



Framework of professional standards

- Four core career stages
 - Knowledge and understanding of w&r sector
 - Problems and solutions
 - Management/leadership
 - Interpersonal skills
 - Professional Standards and Ethics
 - Sustainability and good practice
 - Safe working practices



Capabilities.....

- Where are you/they now?
- Where do you/they need to be?
- Where do you/they want to be in the future?
- New role? – succession planning



Mapping.....



Used for.....

Personal Development Plans,

Continuing Professional Development (CPD) planning

Succession Planning

Recruitment

Staff development planning



TRAINING



Development planning

Plan – Do – Review.....

What do I need to know about, learn, develop, update etc?

Link to Professional Standards

Other notes:

What else do I need, related to this topic, in the future?



How can I do this? / activity

What help do I need? / who from?

What have I learnt?

To be completed by:

What do I need to know about, learn, develop, update etc?

- Bite size chunks
- Achievable?
- Don't forget Personal Skills
- CPD
- Skills gaps / goals - professional standards/ competencies



How can I do this? / activity

- Training courses/ qualifications
- Webinars/ workshops
- Site visits
- Self managed learning
 - Reading
 - Research
 - Members news letters
 - Knowledge Centre
- Secondments / job shadowing
- Networking / discussions



What help do I need? / who from?

- Network,
- Mentor
- Line manager
- Colleagues
- CIWM staff/ centre volunteers



To be completed by

- Be realistic
- Review progress before target deadline
- Linked to other deadlines eg Chartered upgrade timetable
- Share with Mentor



What have I learnt?

- Most important
- Embed learning
- What are you going to do with it?
- How will you reinforce knowledge?
- Use it or lose it!



What else do I need, related to this topic, in the future?

- What do I now know I don't know?
- Next bite size chunk
- New ideas
- New direction/opportunities



