



The Chartered Institution of Wastes Management

**The Structured Learning & Development
Scheme**

For Graduates

Frequently Asked Questions

What is SLD?

Structured Learning and Development provides a framework for a Graduate or Licentiate member to identify their education, training, personal development needs and gain appropriate experience that leads to the development of a fully competent professional waste manager.

What is the purpose of SLD?

The main purpose of the scheme is to extend the knowledge acquired during your academic studies so as to apply your understanding of theory and principles to the solving of practical problems. Structured development will also prepare you for full membership of the Institution by helping you to gain the necessary experience and preparing you for your professional interview. It encourages you to develop both the depth of knowledge needed for your particular field of expertise and also a breadth of knowledge of the rest of the industry in order to become a Chartered Waste Manager.

Is SLD Compulsory?

No. But without taking part in the scheme you will be at a disadvantage when looking to transfer to the class of full professional Member.

What Constitutes Structured Development?

The main components of SLD are:-

- i) Work Based Training and development
- ii) Training Outside of the Workplace (off the job development)
- iii) Production of Development Log

What is a Mentor?

A Mentor is a more experienced individual who is willing to share their knowledge with someone less experienced, in a relationship of mutual trust.

How do I find a Mentor?

If you know of anyone suitable ask them directly/ let them see the guide for mentors. Your Mentor does not have to work in your organisation. If you have difficulties in finding a suitable Mentor you should contact CIWM Headquarters.

Can I do SLD without a Mentor?

A Mentor will guide you in developing a programme which is suited to your specific requirements and therefore is a vital part of the scheme. A mentor should also encourage you to gain the most from your development activities.

How long do I have to do SLD before I can become a Full Member?

The entry requirement for full membership is that you should have worked in waste management for a minimum of four years. Therefore your development programme should be undertaken whilst you are gaining this experience. Will SLD help me to become a Chartered Waste Manager? Yes. Full Members can now use the title 'Chartered Waste Manager'. SLD will help you to progress to this level of membership.

What happens when I have the necessary experience? How do I transfer to full membership?

You need to prepare an application (application packs are available from CIWM Headquarters) which should include an up to date CV, your completed development log and the names of two sponsors (one of these could be your Mentor).

What will the professional interview be like?

The requirements for the professional interview are set out in the guidance notes available.

I am too busy and my employer will not send me to training courses/conferences - do I have to stay a Graduate Member forever?

You should ensure that your employer has a copy of The Guide for Employers included in these documents and that you have their permission to take part in the scheme. Development does not necessarily have to take place outside of the workplace and practical work experience should be included in your development log. You could also include some self directed study. Graduate Membership should be seen as a temporary grade of membership and you will be encouraged to transfer to full membership.