



# The Chartered Institution of Wastes Management

## **The Structured Learning & Development Scheme For Graduates**

A Guide for Employers

## **1. Introduction**

The Chartered Institution of Wastes Management's Structured Learning and Development (SLD) scheme is designed to assist new graduates to acquire the skills required to develop a career within the wastes management industry. It will help newly qualified graduates to develop judgement, critical abilities and apply the academic principles of their base education by providing a framework for them to build a programme of vocational training and personal development in the early years of their career.

## **2. Benefits of SLD for Employers**

- Provides a high quality framework for development which enables employees to develop a professional approach to wastes management.
- Involves appropriately qualified and experienced members of CIWM as mentors to assist the development of young professionals.
- Enhances the perceived status of membership for the individual and employer.
- Allows graduates to develop an understanding of the wastes management industry, as a whole, beyond their own particular specialism.
- Provides a clearly defined route into full professional membership for Graduate/Licentiate Members. Full Members become 'Chartered Waste Managers'.
- Enables those new to the industry to acquire the skills and competencies expected of the professional waste manager.

## **3. Requirements of SLD Scheme**

The three main components of SLD are:-

- i) Off the job training and development**
- ii) Work based development**
- iii) Production of a development Log**

Graduates who undertake the scheme are guided by a Mentor who will normally be an experienced member of the Institution. Full details of the content of the scheme and mentoring are included in the Guidance Documents for the SLD Scheme.

Undertaking SLD does not mean that the graduate will have to spend a lot of time away from their job, as they can include work based activities in their development log. However employers should not underestimate the value of external meetings such as events and site visits organised by the CIWM's regional Centres. These will help graduates to develop an understanding of the industry beyond their own particular field and also offer the opportunity for those new to the industry to meet and network with experienced waste managers. Employers should therefore support those undertaking the SLD scheme by allowing them a reasonable amount of time to attend such meetings.

#### **4. Form of Undertaking**

When registering on CIWM's Structured Learning and Development Scheme graduates are required to sign a form of undertaking. The graduate and the mentor will sign this and the graduate's supervisor or training manager should then sign the form to acknowledge the employers support for the graduate to undertake the scheme.