



# Occupations in Recycling\*



- Drivers: Collect and Transport
  - Job Duties
  - Credentials
  - Wages - Median in 2010 was \$29,610



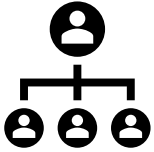
- Sorters: Separate Recyclables for Processing
  - Job Duties
  - Credentials
  - Wages- Median in 2010 was \$23,570



- Mechanics, Technicians, and Machinery Maintenance: Inspect and Repair
  - Job Duties
  - Credentials
  - Wages- Not specific to Recycling Industry- Classified by BLS as:
    - Industrial Machinery Mechanics- \$47,280
    - Maintenance Workers, Machinery- \$41,870
    - Bus/Truck Mechanics- \$38,780



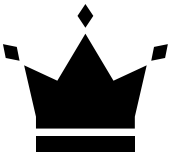
# Occupations in Recycling\*



- Material Recovery Facility Managers -
  - Job Duties
  - Credentials
  - Wages – BLS no Specific Data for MRF Managers
    - Median in 2010 for GM and Operations was \$90,790



- Route Managers- Plans Routes and Schedules
  - Job Duties
  - Credentials
  - Wages- No Specific Date for Route Managers
    - Median Wage in May 2010- \$67,7720 for Logistics in Waste Management



- Other Jobs in the Industry
  - National Estimate Training/Education Specialists- \*\$61,570
  - Avg. Salary Marketing Specialist- \$54,942 ([www.zippia.com](http://www.zippia.com))
  - Solid Waste and Recycling Director Salary in SC - \$87,839 \*\*(ERI)



# What is Career Progression?



# Why Career Development?



Recruit

Develop

Retain

For every 5 employees that retire from skill trades 1 employee enters a trade profession

16% of High School Students considers careers in trades



## How Can Someone Progress?



- Connect you with resources for training and development
- Continued education courses, memberships, and certifications
- Professional Competency, Skill, and Safety Development
- Career Coaching Session and Individual Development Plan Creation
- Organizational Development and Team Building
- Department of Labor Apprenticeships
- Internal Internships within University Facilities
- Leadership & Management Development Programs

# CU Facilities Career Progression Goals



Define a clear path for recruiting and career advancement for all University Facilities position.



Correlate value for staff experience, education licenses, and certifications with career growth



Provide enhanced consistency with Position Descriptions.



Create compensation structure using a Career Path framework.



## Development Progression







Associate Level KSA List	Associate Level KSA List	Associate Level KSA List	Intermediate Level KSA List	Intermediate Level KSA List	Senior Level KSA List
Recycling/Composting Tier 1	Recycling/Composting Tier 2	Recycling/Composting Tier 3	Recycling or Composting Specialist Tier 1	Recycling or Composting Specialist Tier 2	Recycling or Composting Lead Tier 1





Define, Identify, List, Name, Recall, Recognize, Record, Relate, Repeat



Apply, Demonstrate, Illustrate, Interpret, Operate, Practice, Calculate



Arrange, Assemble, Associate, Achieve, Carry Out, Determine, Relate

# UNIVERSITY FACILITIES

## *Career Progression*

Maximize  
Your  
Potential

- Custodial Services
- Electrical Distribution/ Traffic Signal Management
- Landscape Service
- Recycling/Composting Tentative April 25, 2023

REALIZE YOUR PATH | REACH NEXT STEPS | RISE IN YOUR CAREER

# Thank You!

## Go Tigers!

**DAVE VANDEVENTER** | CLEMSON UNIVERSITY

Solid Waste & Recycling Management

University Facilities

[dvand@clemson.edu](mailto:dvand@clemson.edu)

864.643.6030

<https://cufacilities.sites.clemson.edu>

