



Entry-Level Jobs in the Recycling Industry

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General Recycled Materials Roles

Operational Roles

Recycling Technician

-Description: Responsible for the collection, sorting, and processing of recyclable materials. This role involves operating machinery, monitoring equipment for malfunctions, maintaining cleanliness, and assisting with general facility operations to ensure efficiency and safety.

- **Training Needed:** Training typically includes safety procedures, equipment operation (such as balers and shredders), and basic maintenance. Additionally, technicians may receive training in handling hazardous materials, environmental monitoring techniques, data collection methods, and OSHA safety protocols.

Registered Name: Recycling Technician

-ONET Code: 53-7062.04

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.04>

Recycled Materials Collections Driver

-Description: Collects recyclable materials from residential, commercial, or industrial locations. This role involves driving collection vehicles, ensuring safe and efficient collection, and sometimes interacting with the public to promote recycling efforts.

- **Training Needed:** This role often requires training in vehicle operation and safety, knowledge of local recycling regulations, and customer service training for public interactions.: Requires training in safe driving practices and knowledge of local roads. A commercial driver's license (CDL) is usually necessary, along with training in vehicle pre-checks and safety regulations.

Registered Name: Recycling Collections Driver

-ONET Code: 53-7081.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7081.00>



Environmental Technician

-Description: Assists in monitoring and reporting on environmental conditions related to waste and recycling practices. Technicians may conduct field studies, collect data, and help ensure compliance with environmental regulations.

- **Training Needed:** Typically requires training in environmental monitoring techniques, data collection methods, and understanding environmental laws. Fieldwork training and certifications, like OSHA safety training, are often provided.

Registered Name: Environmental Technician (Environmental Tech)

-ONET Code: 19-4042.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=19-4042.00>

Mechanic

-Description: Responsible for maintaining and repairing vehicles and equipment used in the recycling industry. Mechanics perform routine inspections and troubleshoot mechanical issues to ensure optimal functioning of machinery.

- **Training Needed:** Requires formal training in automotive repair, typically through vocational programs or apprenticeships. Certification (e.g., ASE) for vehicle maintenance and repair is often beneficial.

Registered Name: Mechanic

-ONET Code: 49-9041.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=49-9041.00>

Machinery Maintenance Worker

-Description: Focuses on the upkeep and repair of machinery within recycling facilities. This role involves identifying mechanical issues, performing preventive maintenance, and ensuring machinery complies with safety standards.

- **Training Needed:** Training focuses on machinery upkeep, repair techniques, and safety protocols. Certifications in specific machinery or general maintenance may be beneficial.

Registered Name: Machinery Mechanic

-ONET Code: 49-9041.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=49-9041.00>

Equipment Operator

-Description: Operates machinery used to process and sort recyclable materials in facilities. Equipment operators may use forklifts, balers, or shredders and are often responsible for performing routine checks and minor maintenance on the equipment.

- **Training Needed:** Training includes operating specific machinery (e.g., forklifts, balers) and safety certification. Hands-on training emphasizes safe operation and routine maintenance procedures for equipment.

Registered Name: Equipment Operator



-ONET Code: 51-9199.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9199.00>

Yard Laborer/Custodian

-Description: Maintains the cleanliness and organization of the recycling yard or facility. Yard laborers may assist with sorting materials, cleaning equipment, and ensuring that work areas are safe and free of hazards.

- **Training Needed:** Typically involves on-the-job training focusing on safety protocols, material handling, and housekeeping duties. Physical fitness and understanding of cleanup equipment operation are useful.

Registered Name: Yard Laborer

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Forklift Operator

-Description: Operates forklifts to move materials around the yard or warehouse. May load and unload trucks or move sorted materials. The work environment can be hot in summer and cold in winter.

- **Training Needed:** Basic forklift certification preferred; on-the-job training provided. Reliability and punctuality are key.

Registered Name: Forklift Driver

-ONET Code: 53-7051.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7051.00>

Skid Steer Operator

-Description: Operates skid steers for material handling and yard maintenance. Tasks may include loading materials into bins or trucks and maintaining yard cleanliness. Work in outdoor conditions year-round.

- **Training Needed:** Familiarity with skid steer operation; training provided if needed.

Registered Name: Skid Strapper

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Back Office Roles

HR Generalist

- Description: Responsible for overseeing recruitment, onboarding, employee relations, performance management, benefits administration, and training within the recycling facility. This role ensures compliance with labor laws and the implementation of HR policies to maintain a positive workplace culture.



- **Training Needed:** Should possess a degree in Human Resources or a related field, along with relevant HR experience, familiarity with labor laws, proficiency in HR software, effective communication skills, and problem-solving abilities to effectively manage employee relations and foster a positive work environment.

Registered Name: HR Generalist (Human Resources Generalist)

-ONET Code: 13-1071.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=13-1071.00>

Logistics Coordinator

- *Rail Coordinator*- responsible for managing the transportation of recyclable materials via rail to ensure efficient movement between facilities, suppliers, and clients.
- *Domestic/Export (International)*- manages the transportation and export of recyclable materials to domestic and international markets.

-Description: Assists in managing the coordination of transporting recyclable materials from collection points to processing facilities. This role involves route planning, scheduling deliveries, and coordinating with drivers and facility managers.

- **Training Needed:** Training involves price negotiating skills (negotiating freight, getting freight rates etc.), basic mathematics, logistics management software, basic supply chain principles, and data analysis. Familiarity with transportation regulations and safety standards is also important.

Registered Name: Logisticians

-ONET Code: 13-1081.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=13-1081.00>

Sales Representative

-Description: Works to promote recycling services and products to businesses and consumers. Sales representatives educate potential clients on the benefits of recycling programs, negotiate contracts, and maintain relationships with existing customers.

- **Training Needed:** Sales training, including techniques for negotiating and closing deals, is essential. Knowledge of recycling processes and customer relationship management software may also be part of the training.

Registered Name: Sales Representative; Retail Salesperson

-ONET Code: 41-2031.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=41-2031.00>

Recycling Coordinator

-Description: Responsible for promoting and managing recycling programs within a community or organization. This role includes educating the public about proper recycling practices, tracking recycling rates, and coordinating events to increase participation.

- **Training Needed:** A background in environmental science, sustainability, or public relations is beneficial. Training may include workshops on recycling best practices,



community engagement strategies, and data management software relevant to tracking recycling rates.

Registered Name: Recycling Coordinator

-ONET Code: 53-1042.01

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-1042.01>

Recycling Outreach Specialist

- Description: Focuses on educating the community about recycling programs and practices. This position may involve organizing workshops, creating educational materials, and working with schools or community organizations to promote recycling efforts.

- **Training Needed:** Background in communication, marketing, or education is advantageous. Training may involve public speaking, creating educational materials, and understanding recycling policies and practices to effectively train the community.

Registered Name: Recycling Specialist

-ONET Code: 53-1042.01

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-1042.01>

Recycling Program Assistant

- Description: Supports the recycling program initiatives within an organization or community. This position may include administrative tasks, organizing events, collecting data, and assisting with marketing and outreach efforts.

- **Training Needed:** Administrative training is typically required, including skills in data entry, event planning, and customer service. Familiarity with recycling practices and organizational software is beneficial.

Registered Name: Recycling Specialist

-ONET Code: 53-1042.01

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-1042.01>

Security Personnel

-Description: Ensures the safety and security of the recycling facility and monitors for unauthorized access.

- **Training Needed:** Security protocols training, emergency response training, and surveillance equipment operation.

Registered Name: Security Officer

-ONET Code: 33-9032.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=33-9032.00>



Cashier

-Description: Handles transactions, records purchases, and interacts with customers. Work is primarily indoors.

- **Training Needed:** Customer service and cash-handling skills; training on company systems provided.

Registered Name: Cashier

-ONET Code: 41-2011.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=41-2011.00>

Scale Operator

-Description: Operates the scale to weigh materials, logs data, and provides receipts for customers.

- **Training Needed:** Basic computer skills and training on scale software.

Registered Name: Scale Operator

-ONET Code: 43-5111.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=43-5111.00>

Accounting Clerk

-Description: Responsible for managing incoming materials and accounts for the recycling facility. This role includes processing payments, overseeing record-keeping, handling financial transactions, bookkeeping, and preparing financial reports. The clerk will ensure accurate documentation and compliance with financial regulations while maintaining an effective system for tracking materials received.

- **Training Needed:** Should possess a thorough understanding of accounting principles and practices, ideally backed by relevant experience. Familiarity with receiving systems and material management processes is essential. Proficiency in accounting software and tools is required, along with knowledge of financial regulations and bookkeeping processes. Additionally, strong attention to detail and organizational skills are critical for success in this role.

Registered Name: Accounting Clerk

-ONET Code: 43-3031.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=43-3031.00>

Industrial and Wholesale Buyers

-Description: Purchases recyclable materials from suppliers and negotiates contracts for the recycling facility.

- **Training Needed:** Sales and negotiation training, market analysis, and industry knowledge of recycling materials.

Registered Name: Wholesale Buyer

-ONET Code: 13-1022.00



Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=13-1022.00>

Receptionist (Retail and Front Desk)

-Description: Manages front desk operations, customer inquiries, and displays information about recycling services.

- **Training Needed:** Customer service training, familiarity with recycling processes, and administrative skills.

Registered Name: Receptionist

-ONET Code: 43-4171.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=43-4171.00>

Metals Recycling

Material Handler

-Description: Handles and organize materials such as metals and recyclables. Involves manual labor, sorting, and preparing materials for processing. Work is outdoors, in varying weather conditions.

- **Training Needed:** On-the-job training provided. Physical strength and endurance required.

Registered Name: Material Handler

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Metal Sorter

-Description: Manually sorts metals by type, identifying valuable materials like copper #1. Requires attention to detail and physical effort.

- **Training Needed:** On-the-job training to identify and grade metals.

Registered Name: Metal Sorter

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Sorter (Metal Evaluation and Pricing)

-Description: Evaluates metal quality, assigns pricing, and ensures materials meet customer or export standards.

- **Training Needed:** Knowledge of metal grading and pricing systems. Training provided.

Registered Name: Sorter

-ONET Code: 53-7062.04

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.04>



Nonferrous Warehouse Worker

-Description: Processes nonferrous metals (like aluminum and copper) in the warehouse. Tasks include sorting, packaging, and maintaining inventory.

- **Training Needed:** On-the-job training; basic knowledge of nonferrous metals helpful.

Registered Name: Caster (Nonferrous Metal)

-ONET Code: 51-4072.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-4072.00>

Welder/Mechanic

-Description: Performs welding and equipment repair tasks to keep machinery operational. Tasks may involve fabricating parts or fixing heavy equipment. Work is both indoors and outdoors.

- **Training Needed:** Welding/mechanical skills required. Apprenticeships or vocational training recommended.

Registered Name: Machine Welder

-ONET Code: 51-4122.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-4122.00>

Easy Maintenance Technician

-Description: Responsible for conducting routine maintenance on recycling equipment, ensuring everything operates smoothly.

- **Training Needed:** Training in mechanical maintenance and basic electrical systems, safety protocols, and familiarity with recycling equipment.

Registered Name: Maintenance Technician

-ONET Code: 49-9071.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=49-9071.00>

UBC (Used Beverage Container) Processor

-Description: Operates machinery to process used beverage containers for recycling and ensures quality standards are met.

- **Training Needed:** Training in machinery operation, safety standards, and quality control procedures.

Registered Name: Processor

-ONET Code: 51-9012.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9012.00>



Production Operator (Bailing/Densification)

-Description: Responsible for producing bails or densified cans through operation of production machinery.

- **Training Needed:** Operation of bailing and densification machinery, safety training, and quality assurance protocols.

Registered Name: Bailing Machine Operator

-ONET Code: 51-9041.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9041.00>

Shearperson

-Description: Responsible for operating shearing equipment to process scrap materials.

- **Training Needed:** Equipment operation training, safety practices, and logistical workflow understanding.

Registered Name: Shear Operator

-ONET Code: 51-9032.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9032.00>

<https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=43-5111.00>

Load/Unload Director

-Description: Manages the loading and unloading of materials, ensuring efficient operation and organization of inventory.

- **Training Needed:** Logistics training, safety protocols, and understanding of material handling equipment.

Registered Name: Load Checker

-ONET Code: 43-5111.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=43-5111.00>

Torchperson

-Description: Uses torches to cut and dismantle large scrap materials for processing.

- **Training Needed:** Safety training for using torches, welding techniques, and hazardous material handling protocols.

Registered Name: Torch Operator

-ONET Code: 51-4121.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-4121.00>



Quality Control Inspector

-Description: Monitors and inspects the quality of recycled materials and ensures compliance with industry standards.

- **Training Needed:** Training in quality assurance practices, material inspection techniques, and safety regulations.

Registered Name: Quality Control Inspector

-ONET Code: 51-9061.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9061.00>

Truck Yard Driver (CDL Not Needed)

-Description: Drives trucks on-site to move materials and equipment around the yard. Does not require CDL. Work is largely outdoors in all weather conditions.

- **Training Needed:** Basic truck operation knowledge; on-the-job training provided.

Registered Name: Light Truck Driver

-ONET Code: 53-3033.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-3033.00>

Wire Stripper

-Description: Operates wire stripping machines to remove insulation and process scrap metal.

- **Training Needed:** Equipment, operation training, safety practices, and recycling protocols.

Registered Name: Wire Stripping Machine Operator

-ONET Code: 51-4199.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-4199.00>

Pay Loader Operator

-Description: Operates pay loaders to move materials within the facility and assist in loading and unloading.

- **Training Needed:** Heavy machinery operation training, safety practices, and equipment maintenance.

Registered Name: Operator

-ONET Code: 51-9199.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9199.00>

Smile Ambassador

-Description: Engages with customers and promotes a positive atmosphere within the recycling facility.

- **Training Needed:** Customer service training, knowledge of recycling processes, and sensitivity training.



Can Separator

-Description: Operates machinery to separate cans from other recyclable materials for processing.

- **Training Needed:** Machine operation training and understanding of sorting processes in recycling.

Registered Name: Separator

-ONET Code: 51-9061.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9061.00>

MRF Operations

Material Recovery Facility (MRF) Sorter

-Description: Works in a Material Recovery Facility (MRF) to sort and separate materials such as plastics, metals, and paper from mixed waste. Sorters ensure that recyclables are processed correctly and may operate machinery to assist in the sorting process.

- **Training Needed:** On-the-job training is common. Sorters may receive training in identifying varied materials, safety protocols, and operating any necessary machinery. Familiarity with safety standards and sorting processes is essential.

Registered Name: Sorter

-ONET Code: 53-7062.04

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.04>

Electronics Recycling

Electrical Technician

-Description: Assists in the installation, maintenance, and repair of electrical systems and machinery. Employees will collaborate with experienced technicians to gain hands-on experience, troubleshooting issues while adhering to safety protocols. They will require effective communication with colleagues and clients, helping to reinforce technical recommendations and necessary procedures.

- **Training Needed:** Candidates should have completed a technical school program with a focus on electrical systems and possess basic mechanical aptitude. Proficiency with computers and technology is essential, along with effective communication skills, to engage confidently with diverse personalities. A proactive mindset and willingness to learn are crucial for success in this position.

Registered Name: Electrical Technician

-ONET Code: 17-3023.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=17-3023.00>



Dismantle Line Laborer

-Description: Disassemble e-scrap and other components per company specifications and policies. Dismantle various e-scrap components such as CRT televisions, flat screen televisions, computers, etc., and place disassembled parts on conveyor or placed in appropriate bins.

- **Training Needed:** High school diploma or equivalent, able to operate a pallet jack, comfortable around heavy equipment and belts, familiar with hand tools. Preferred skills: Some experience in computers, experience in disassembly and conveyor line procedures, must be able to communicate in English.

Registered Name: Dismantler

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Sort Line Laborer

-Description: Sort e-scrap products for dismantle, shredding, or re-marketing or other categories deemed necessary.

- **Training Needed:** High School Diploma or equivalent. Preferred Skills: must be able to communicate in English.

Registered Name: Sort Line Worker

-ONET Code: 53-7062.04

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.04>

Serialization Technician

-Description: Identify and record the serial number, make and model of various electronic equipment. Assess resale value of various electronics. Record pertinent details from electronic equipment per defined requirements, assess resale value of various electronics, remove asset stickers, segregate equipment into assigned categories, maintain a clean and organized work/storage area.

- **Training Needed:** High School Diploma or equivalent. Preferred Skills: strong attention to detail, able to enter data in a computer database, computer research skills, familiar with computer/electronic equipment, must be able to communicate in English.

Flat Screen Dismantler

-Description: Responsible for dismantling Flat Screen TVs per company specifications and policies. Responsible for keeping the area clean and SAFE, ensure PPE compliance, full understanding of material processing, understanding of warehouse flow, communicate any mechanical issues to Supervisor, ability to perform the physical demands of the job, to include prolonged standing, as well as lifting and moving heavy objects.

- **Training Needed:** High School diploma or equivalent, familiar with identifying metals/commodities, able to operate a pallet jack/forklift, comfortable around heavy equipment and belts, familiar with electronic equipment and hand tools, must be reliable



with excellent attendance. Preferred Skills: effective communication skills, ability to handle multiple tasks, work well with others and to work independently.

Registered Name: Flat Screen Worker

-ONET Code: 51-9199.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=51-9199.00>

General Warehouse Laborer

-Description: This position will inspect, sort, dismantle or weigh various computer or electronic equipment. May also work on the shred line picking shredded material off conveyor, moving skids with hand pallet jacks. Dismantle various e-scrap components such as flat screen televisions, computers, etc., place disassembled parts on conveyor to be placed in appropriate bins.

- **Training Needed:** High school diploma or equivalent, able to operate a pallet jack, comfortable around heavy equipment and belts, familiar with hand tools. Preferred Skills: experience in disassembly and conveyor line procedures, must be able to communicate in English.

Registered Name: General Warehouse Associate

-ONET Code: 53-7062.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=53-7062.00>

Foreman

-Description: Oversees daily operations and supervises staff in the recycling facility, ensuring production efficiency and safety.

- **Training Needed:** Leadership and management training, knowledge of recycling processes, and safety regulations.

Registered Name: Foreman

-ONET Code: 47-1011.00

Link: <https://www.apprenticeship.gov/apprenticeship-occupations/listings?occupationCode=47-1011.00>