The Chartered Institute of Building (CIOB) represents for the public benefit the most diverse set of construction management professionals.

Our Mission:
To contribute to the creation of a modern, progressive, and responsible construction industry; able to meet the economic, environmental and social challenges faced in the 21st century.

Our 7 Guiding Principles:
- Creating extraordinary people through professional learning and continuous professional development.
- Promoting the built environment as central to the quality of life for everyone everywhere.
- Achieving a sustainable future, worldwide.
- Advocating exemplary ethical practice and behaviour, integrity and transparency.
- Pursuing excellence in management practice, and technological innovation rooted in evidence based science.
- Being socially responsible and working responsibly.
- Enabling our members to find an emotional resonance with the Institute; their success is our success.

We have over 47,000 members around the world and are considered to be the international voice of the construction management professional, representing an unequalled body of knowledge concerning the management of the total building process.

Chartered Member status is recognised internationally as the mark of a true, skilled professional in the construction industry and CIOB members have a common commitment to achieving and maintaining the highest possible standards within the built environment.

The Chartered Building Company and Consultancy Schemes (CBCs) are a vital part of the CIOB, providing the Institute's members with a further business perspective.

To find out more about the benefits of either individual CIOB membership or CBC schemes go to our website www.ciob.org or call us on +44 (0)1344 630 700 today.
This is first survey from the Chartered Institute of Building (CIOB) into Continuing Professional Development (CPD) amongst construction professionals. 1,549 CIOB members took part in the survey, of which the majority work in a senior management position.

The key findings from this report indicate that 89% of construction professionals view CPD as important, very important or essential to their employment. Respondents highlight improved knowledge (66%), greater personal effectiveness (54%) and better job performance (46%) as the key benefits to undertaking effective CPD.

The majority of respondents (43%) attend between 1 and 5 CPD events/sessions per year. 55% of the sample undertake online CPD at least once per year, while 72% undertake at least one CPD session per year as a result of events, training etc. provided by the CIOB. Three-quarters of respondents would recommend CIOB CPD to colleagues.

The most popular activities that respondents currently gain CPD through are in the form of seminars, private study, and via CIOB magazines/journals. The most preferred methods of undertaking CPD activities correlates with this, with the notable exception that respondents would favour more online CPD, suggesting respondents are generally pleased with how they receive their CPD.

According to the sample, the main issues with CPD currently available to them are time commitments outside of work (46%) and inflexible locations (36%) as well as the cost of the CPD itself (33%).

Respondents state they most want to receive CPD related to project management, emerging technology (such as BIM), legislation, Building Regulations, and sustainability. 79% believe relevant and up-to-date CPD can assist in eliminating skills gaps within the construction industry.
In addition to the qualitative and quantitative CPD-related questions in the survey, respondents were also asked to state general demographic data regarding their age, gender, location, job level, job sector, and the number of employees within their organisation.

An email was sent to 29,627 CIOB members informing them that the survey was online. The survey was also available via the CIOB website, and remained open for 5 weeks during autumn 2011.

The sample
The sample consists of 1,549 construction professionals.
95% of respondents are male; 5% are female.
75% of respondents are located in the UK and 25% in the rest of the world.
The majority of the sample consists of professionals working at a senior level in project management or contracting.
38% of respondents work for an organisation employing more than 500 people.
38% of respondents work for an organisation employing more than 500 people.

89% of respondents state that CPD is important, very important or essential to them.

According to respondents, improved knowledge is the greatest benefit to undertaking CPD, while improved personal effectiveness in their job is also seen as a major benefit. Career advancement was seen by just under a quarter of respondents as a benefit to CPD, suggesting effective CPD can lead to recognition from employers.

89% of respondents participate in at least one CPD event per year, with 46% attending more than 6. A number of those who indicated that they attended no events noted in qualitative data that they were now retired from the industry, though they did still read trade press, reports, and keep up-to-date with the latest policy and legislation.
Fig 11 and 12: 72% of the sample undertake at least one CPD session per year as a result of that provided by the CIOB. As this survey was taken by CIOB members, this is to be expected due to the relevance of CPD content related to all aspects of construction management. Three-quarters of respondents would recommend CIOB CPD to colleagues.

Fig 13 and 14: Shows the results from asking respondents how they currently gain their CPD, while fig 14 asks for their top three preferred methods of gaining CPD. There were a total of 9,204 responses to fig 13, while there were 4,520 to fig 14 (from a sample of 1,549).

With this proportion in mind, the results show that respondents currently gain their CPD through, in order of the top 5:
• seminars
• private study
• through CIOB magazines
• workshops
• formal training

and that they most prefer to gain CPD through, in order of the top 5:
• seminars
• online literature/questionnaires
• workshops
• through CIOB magazines
• formal training

The relative correlation between the two sets of figures establishes that respondents are generally happy with the methods of how they currently gain their CPD. However, there are notable exceptions, with online CPD preferred to private study. Indeed, taking into account the CPD activities of online podcasts and videos in addition to online literature, 13% of the proportion of total respondents would prefer to gain their CPD online as opposed to the 11% proportion who gain their CPD through, in opposition to the 11% proportion who currently gain their CPD through this method at the moment.

Fig 14: Which of the below are your most preferred methods of gaining CPD?

- 68% (3,537): Online; CD/DVD (1,347)
- 65% (3,444): Online literature/questionnaires (1,287)
- 62% (3,233): Private study (842)
- 60% (3,096): Posting CD/DVD (789)
- 57% (2,802): Online: lecture (1,003)
- 55% (2,652): Handouts (673)
- 54% (2,755): Through a CIOB magazine (1,674)
- 51% (2,497): Workshops (986)
- 48% (2,355): Conference (710)
- 47% (2,336): Other (182)

Fig 15: What do you find are the main issues with the CPD provision currently available to you?

- 45% (2,827): Not enough providers (606)
- 43% (2,555): Subject content not relevant (540)
- 39% (2,285): Too comprehensive (515)
- 38% (2,129): Unreliable location/transport (430)
- 37% (2,053): Poor presentation (411)
- 36% (2,012): Too low-level provision (393)
- 32% (1,851): Unclear CPD requirements (327)
- 31% (1,850): Too long (326)
- 28% (1,527): Poor quality of presenters (278)
- 24% (1,265): Too costly (244)

The responses indicate that the actual presenters at CPD events are of good quality, with a satisfactory level of detail provided.

Fig 16: According to the sample, the main issues with CPD currently available to them are time commitments outside of work (46%) and inflexible locations (36%) as well as the cost of the CPD itself (33%). The responses indicate that the actual presenters at CPD events are of good quality, with a satisfactory level of detail provided. 9% of respondents have no issues with the CPD provision currently available to them.

Fig 16: Respondents state they would be most interested to receive CPD related to project management, emerging technology (such as BIM), legislation, Building Regulations, and sustainability. Softer skills, such as communications, are highlighted by almost a quarter of respondents as something they would be interested in receiving CPD training on.

Other areas that respondents commented that they are keen to see CPD geared towards surround dispute resolution, contract law and design.
The current difficult economic situation, particularly in the case of UK construction, has seen many professionals made redundant as organisations look to scale back operations due to the scarcity of available work. Those who indicated in qualitative data that they are currently unemployed stated that they still take part in CPD sessions in order to maintain and improve their knowledge and skills.

Topics that respondents are interested to receive CPD on include the ever-changing sustainability agenda, the growing emphasis on Building Information Modelling (BIM), Building Regulations, and new legislation. This is reflected in the fact that 70% of respondents state they decide on their CPD needs as a result of new legislation and initiatives, of which the above are examples in the construction industry.

With changes to ways of working and both organisations and individuals looking to cut costs in the economic climate (a third of respondents state that finance is a barrier to accessing CPD, the cost of travelling to events is cited by a quarter as an inhibitor, and 17% have expressed that their own organisations’ CPD provision has been reduced in the past year), online CPD is perhaps more relevant than ever. However, to rely solely on online CPD may not be the best approach, with regular networking and a ‘personal touch’ cited by respondents as being key to personal improvement and, importantly, actually enjoying undertaking CPD.

While there is little doubt that effective CPD can, alongside other factors, support career advancement, this is cited by only 24% of respondents as a perceived benefit to CPD. The results show that CPD improves knowledge and personal effectiveness amongst construction professionals, allowing them to be more productive in both their current and potential roles.

**Fig. 17:** Respondents express that they are primarily (70%) driven to decide on their CPD needs through the advent of new legislation, technology and initiatives, connecting to the topics outlined in Fig. 16. 46% state that communications from the CIOB, likely to be primarily those from the regional branch structure, leads to them deciding on their CPD needs.

**Fig. 18:** The internal CPD provision of respondent’s organisations has, for the most part, remained at the same level as the previous 12 months. However, 17% of respondents signify that there has been a decrease (possibly as a result of budgetary cuts in order to better cope with a lack of available work), while 13% indicate there has been an increase.

**Fig. 19:** 79% believe relevant and up-to-date CPD can assist in eliminating skills gaps within the construction industry, of which previous CIOB skills research has shown exists.¹
The Chartered Institute of Building

The Chartered Institute of Building (CIOB) represents for the public benefit the most diverse set of construction management professionals.

Our Mission:
To contribute to the creation of a modern, progressive, and responsible construction industry; able to meet the economic, environmental and social challenges faced in the 21st century.

Our 7 Guiding Principles:
- Creating extraordinary people through professional learning and continuous professional development.
- Promoting the built environment as central to the quality of life for everyone everywhere.
- Achieving a sustainable future, worldwide.
- Advocating exemplary ethical practice and behaviour, integrity and transparency.
- Pursuing excellence in management practice, and technological innovation rooted in evidence based science.
- Being socially responsible and working responsibly.
- Enabling our members to find an emotional resonance with the Institute; their success is our success.

We have over 47,000 members around the world and are considered to be the international voice of the construction management professional, representing an unequalled body of knowledge concerning the management of the total building process.

Chartered Member status is recognised internationally as the mark of a true, skilled professional in the construction industry and CIOB members have a common commitment to achieving and maintaining the highest possible standards within the built environment.

The Chartered Building Company and Consultancy Schemes (CBCs) are a vital part of the CIOB, providing the Institute's members with a further business perspective.

To find out more about the benefits of either individual CIOB membership or CBC schemes go to our website www.ciob.org or call us on +44 (0)1344 630 700 today.