SCHEME FOR CONTINUING PROFESSIONAL DEVELOPMENT

Analysis report on ARB's CPD survey

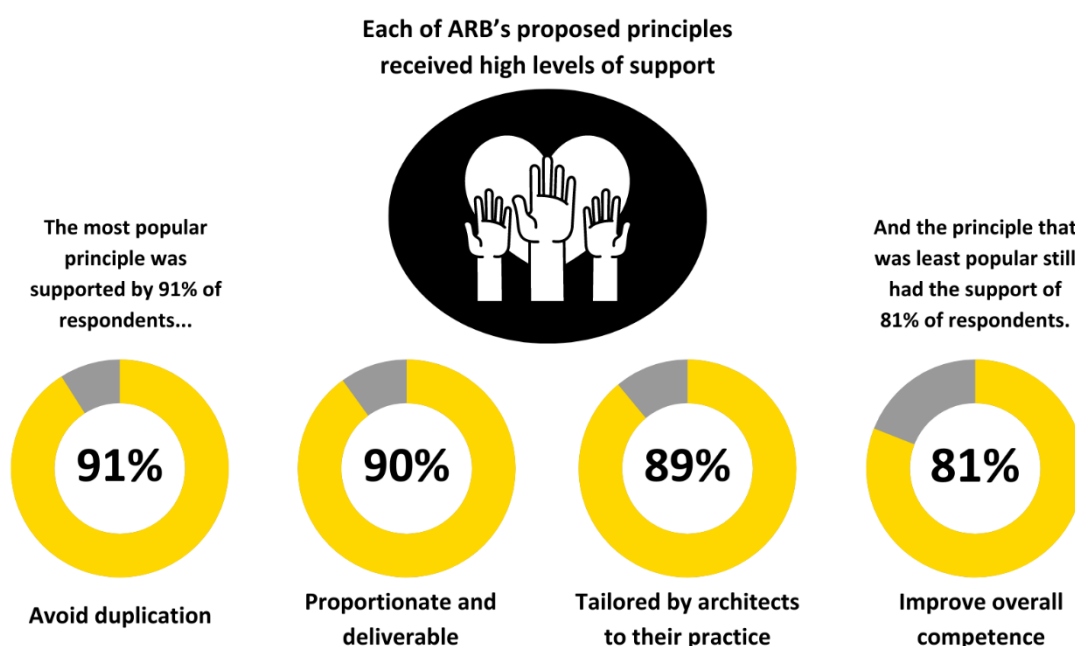**August – November 2021**

Contents

Executive Summary

- As the regulator for architects, we have a key role in public protection. One of the ways in which we do this is by setting the standards for entry to the UK Register of Architects. This includes deciding what qualifications and experience architects who have trained and qualified outside the UK need to hold to join the Register.

- The Building Safety Bill published in June 2021 is intended to give the Architects Registration Board (ARB) the power to monitor the training and development architects carry out throughout their careers. From August to November 2021, we carried out a survey inviting stakeholder views on the principles we proposed should underpin that scheme.

- We received 763 unique responses in total. Most responses were from Registered Architects (693) which when combined with Academics who are also Registered architects (30) accounted for 95% (723) of survey responses. This feedback from architects drew from across the profession, with responses from different sized practices and architects at various stages in their careers.

- Each of ARB's proposed principles received high levels of support. The most popular of the four principles was supported by 91% of respondents, and the least popular by 81% of respondents.

Each of ARB's proposed principles received high levels of support

The most popular principle was supported by 91% of respondents...

And the principle that was least popular still had the support of 81% of respondents.

91%	**90%**	**89%**	**81%**
Avoid duplication	Proportionate and deliverable	Tailored by architects to their practice	Improve overall competence

- There was strong support for informal learning and development, reflected also in high levels of support for ARB's principles of architects being able to tailor CPD to their practice and the scheme being proportionate.

- Architects expressed preferences for a wide range of different formats of CPD. There is no one type that all agreed was better or essential. Respondents were slightly more likely to express a preference for informal CPD (self-led learning including reading or reflective conversations with

colleagues) over formal CPD activities (such as courses and events). The scheme should therefore offer flexibility and avoid creating restrictions about the type of learning and development architects undertake.

- Two thirds of respondents raised concerns about accessing quality CPD. There are concerns that it is hard to find CPD that is relevant to spe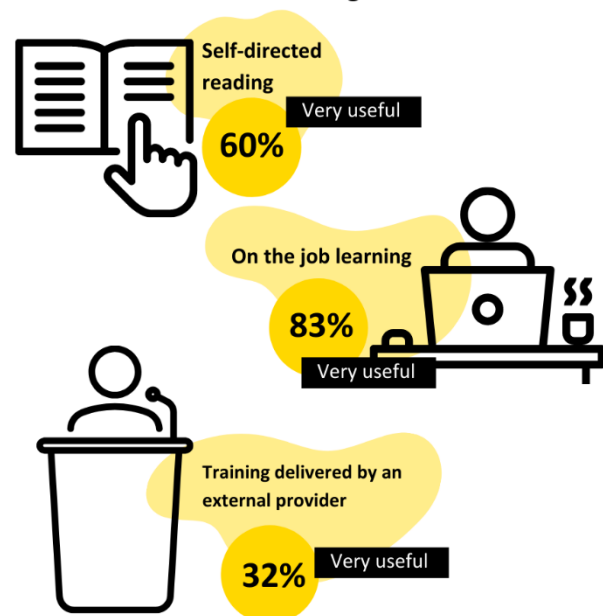cific areas of practice and is not a sales pitch. The most common barriers that architects report to undertaking CPD are the cost, the time taken, and the need to find CPD that is genuinely relevant to their practice. This feedback is useful and demonstrates alignment with our principles. ARB's principles stated that we intend to design a scheme that will, where possible, avoid placing any additional financial costs on architects. We want to formalise, direct and regulate the learning and development that the majority of architects already do, rather than encouraging architects to spend time or money on something that isn't relevant or helpful to them.

Two thirds of respondents raised concerns about accessing good quality CPD. The most common barriers are...

Time 36%

Cost 29% £

Relevance 24%
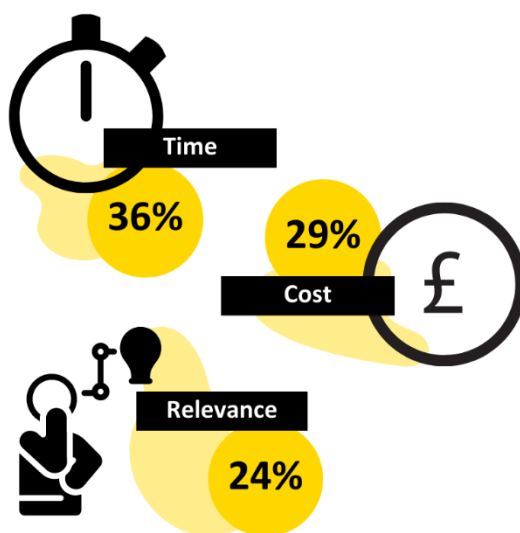
Respondents tended to favour self-led learning...

Self-directed reading 60% Very useful

On the job learning 83% Very useful

Training delivered by an external provider 32% Very useful

- Roughly one third of respondents raised the topic of how CPD should be recorded or monitored, often with a rationale for reducing the administrative burden for architects.

- A small proportion of survey respondents suggested that ARB mandate specific CPD topics. The topics that were suggested included environmental sustainability and safety, which have also been raised with ARB through other engagement and research exercises.

- The insights gained through this survey are informing the further development of our CPD scheme. Further consultation on the detail of the scheme is planned for later in 2022.[1]

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[1] Find out more about how to stay informed about ARB's work on our website: https://arb.org.uk/talk-to-us/

Chapter One: Introduction

ARB's role

1.1   Architects play a crucial role in creating a built environment that is safe, sustainable and where everyone in society can live well.

1.2   ARB is an independent professional regulator, established by Parliament as a statutory body, through the Architects Act, in 1997. We are accountable to government.

1.3   The law gives us a number of core functions:

- To ensure only those who are suitably competent are allowed to practise as architects. We do this by approving the qualifications required to join the UK Register of Architects.
- We maintain a publicly available Register of Architects so anyone using the services of an architect can be confident that they are suitably qualified and are fit to practise.
- We set the standards of conduct and practice the profession must meet and take action when any architect falls below the required standards of conduct or competence.
- We protect the legally restricted title 'architect'.

Changing context

1.4   The Building Safety Bill published in June 2021 is intended to give ARB the power to monitor the training and development architects carry out throughout their careers.

1.5   ARB will introduce a scheme for monitoring continuing professional development (CPD) that will encourage architects to maintain and develop their competence to practise. A policy paper set out four proposed principles the scheme intends to follow and invited views on these.

1.6   From August to November 2021, ARB carried out a stakeholder engagement survey to understand what kind of scheme would be most effective for raising standards and maintaining confidence in the profession.

1.7   We want to build a scheme that will work for architects so it's vital that we hear and understand their views on our proposals at an early stage before we begin developing the detail of the scheme.

1.8   The findings of this stakeholder engagement exercise are published in this report.

Our proposals

1.9   In August 2021 we published a discussion paper that set out how we intend to develop the CPD scheme.[2]

1.10   The paper included four principles to underpin the CPD scheme.

   1 Improve overall competence of the profession - The scheme will need to create an overall positive shift in the collective competence of the profession by promoting a culture of continuing professional development, focused on outcomes instead of inputs.

   2 Tailored by architects to their own practice and needs – An effective CPD scheme must allow for individuals to maintain and develop their competence in a way that is relevant to their practice. This means that we are not proposing to introduce a 'one-size-fits-all' scheme. Instead, we will develop a scheme that will encourage architects to reflect, plan, act and evaluate on their learning activities in a way that is relevant to their own practice and development needs.

   3 Proportionate and deliverable - The scheme we design should, where possible, avoid any additional costs for architects, and they should be able to view the time they spend on it as an investment in their development. This would likely rule out a model which requires a detailed analysis of every architect's ongoing competence on an annual basis.

   4 Avoid duplication where possible - One of the key themes emerging from the Government's consultation on the proposed changes to the Architects Act was a commitment to avoid unnecessary duplication with the CPD requirements of architects' professional bodies. An ARB scheme should minimise unnecessary bureaucracy and allow architects maximum opportunity to use their time valuably.

1.11   The survey invited views on those principles and invited respondents to share their views on other topics related to CPD.

How we analysed responses

1.12   The survey comprised of six questions.

1.13   Two were 'closed' multiple-choice questions, with the remaining four using an 'open' free-text element where respondents could give more insight into their views. The questions are reproduced in order below.[3]

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[2] The discussion paper is available on ARB's website at https://arb.org.uk/wp-content/uploads/Scheme-for-continuing-professional-development-proposed-principles.pdf
[3] The question numbers are taken directly from the survey. Earlier numbered questions asked respondents for details about who they are, demographic information, and details about how we could handle their response.

Question 10: To what extent do you support each of the four proposed principles for our CPD scheme?

Respondents were invited to select one of the following options for each principle: Strongly support, Support, Neither support nor oppose, Oppose or Strongly oppose.

Question 11: Are there any key points missing from the principles?

Respondents were invited to write a response into an open text box

Question 12: What type of learning and development (this could include formal or informal) have you found most useful in your practice?

1. Self-directed reading
2. On the job learning
3. Training delivered by an external provider
4. Other type of learning and development

Respondents were invited to select one of the following options for each type: Very useful, Somewhat useful, Not so useful, Not applicable
For 'other', they were invited to write a response into an open text box.

Question 13: Please tell us about any barriers you have observed that have prevented you or architects you know from undertaking good quality CPD?

Respondents were invited to write a response into an open text box.

Question 14: Do you have any examples of particularly good or innovative CPD?

Respondents were invited to write a response into an open text box.

Question 15: Is there anything further you would like us to bear in mind as we develop the monitoring scheme?

Respondents were invited to write a response into an open text box.

1.14   Quantitative analysis provided insight into the proportions of respondents that agreed with our proposed principles. We also analysed variation in these responses between different groups of respondents.

1.15   We undertook quantitative analysis of all multiple-choice questions.

1.16   We used qualitative research methods to analyse the responses to four questions that allowed respondents to provide free-text responses. This involved identifying, and then applying, a list of themes that we noted as recurring across responses.

1.17   Following the closing of the survey, we used a thematic analysis methodology with quality assurance input from different internal teams. We also analysed samples of quantitative and qualitative data to identify key themes amongst different stakeholder groups. When we say that a topic was raised a certain number of times, or refer to instances of that topic being discussed, the numbers refer to the number of respondents who raised that topic, not how many times that respondent raised it.

1.18   The themes commonly raised by respondents are listed in Annex C: Qualitative analysis coding framework. The topics raised by respondents are discussed in Chapter Three in the following broad areas:

- Views on useful CPD
- Barriers to accessing quality CPD
- Concerns around the quality of existing CPD
- Views on how CPD should be monitored
- Mandating or recommending CPD topics
- Exemptions
- Other views raised

Chapter Two: Who responded

2.1   We received 763 unique responses in total.

2.2   Respondents were asked to identify themselves across eight categories, including demographic information and their practice (see Figure 2.1).

2.3   Most responses were from Registered Architects (693), which together with Registered architects who also work as academics (30) accounted for 95% (723) of survey responses.

2.4   There were three student categories for respondents to choose: Undergraduate architecture student studying Part 1 (0.13%); architecture graduate studying Part 2 (0.26%) and architecture student – Part 3 candidate (2%).

Figure 2.1: Survey respondents organised by category (% of responses)

Category	%
Registered architect (693)	91%
Academic (Registered architect) (30)	4%
Architectural assistant, designer or consultant (not Part 3 qualified)...	0.39%
Architecture Student - undergraduate (studying Part 1) (1)	0.13%
Architecture Student - graduate (studying Part 2) (2)	0.26%
Architecture Student - Part 3 candidate (18)	2%
Other built environment professional (5)	1%
Other (11)	1%
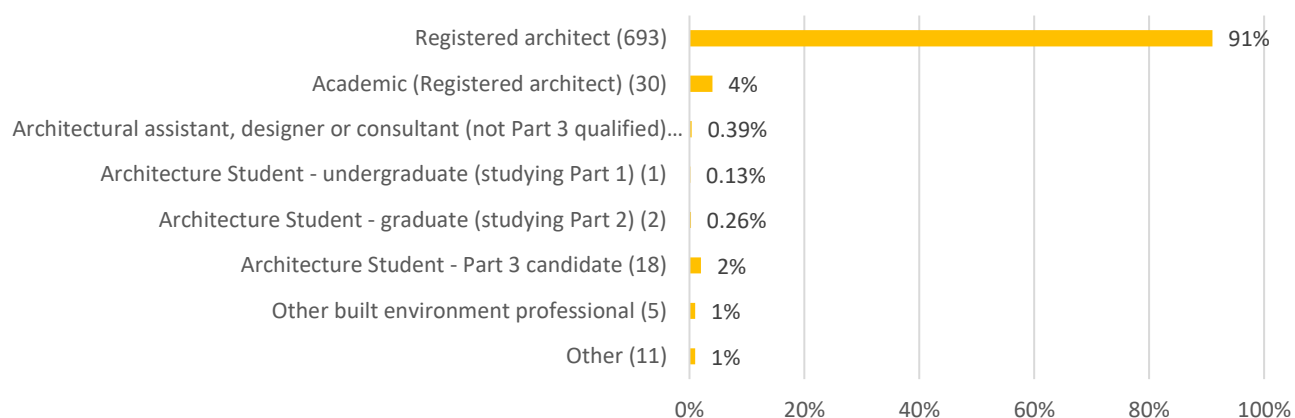
2.5   There were 151 responses made on behalf of organisations, which accounted for 20% of all responses to the survey. The majority of these were architectural practices, but we did receive some responses from universities and professional bodies.

2.6   A full list of all respondents who agreed to be identified is included in Appendix A.

Gender

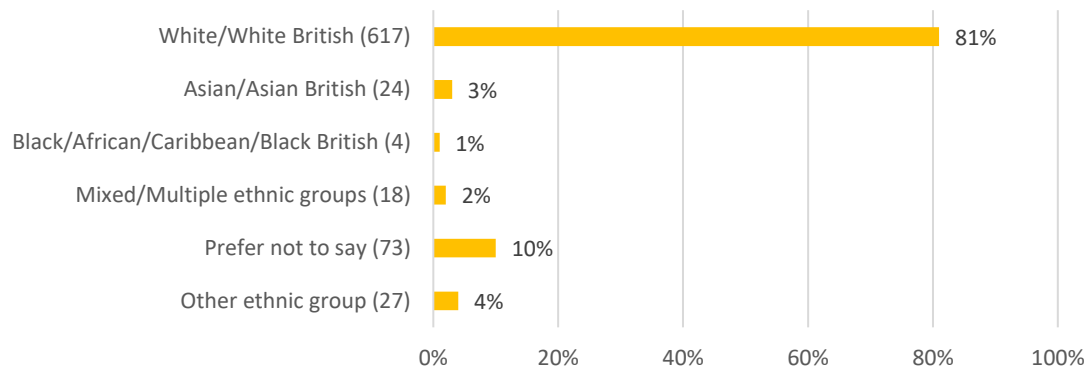2.7   Respondents were asked to describe their gender. 277 (30%) respondents identified as female and 484 (63%) were male. Two respondents described their gender as Non-binary, and 48 (6%) respondents chose not to disclose their gender. These figures are in line with the demographics of the Register.[4]

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[4] Further information is available on ARB's website at https://arb.org.uk/about-arb/equality-diversity/data/

Ethnicity

2.8   Respondents were asked which ethnic group they belong to. Most (81%) respondents said they were White/White British. This is in line with the demographics of the Register, based on data from Registered architects who have chosen to share their ethnicity with us.[5]

Figure 2.2: Survey respondents organised by ethnicity (% of responses)

Geographic spread of respondents

2.9   Respondents were asked to identify the nations and regions that most closely described their place of residence. We received responses from people in each region, but the majority were based in London and the South East (see Figure 2.3). Respondents living in Scotland (80) were the second highest category, followed closely by the South West (77).

Figure 2.3: Respondents by geographic nation or region

[5] Further information is available on ARB's website at https://arb.org.uk/about-arb/equality-diversity/data/
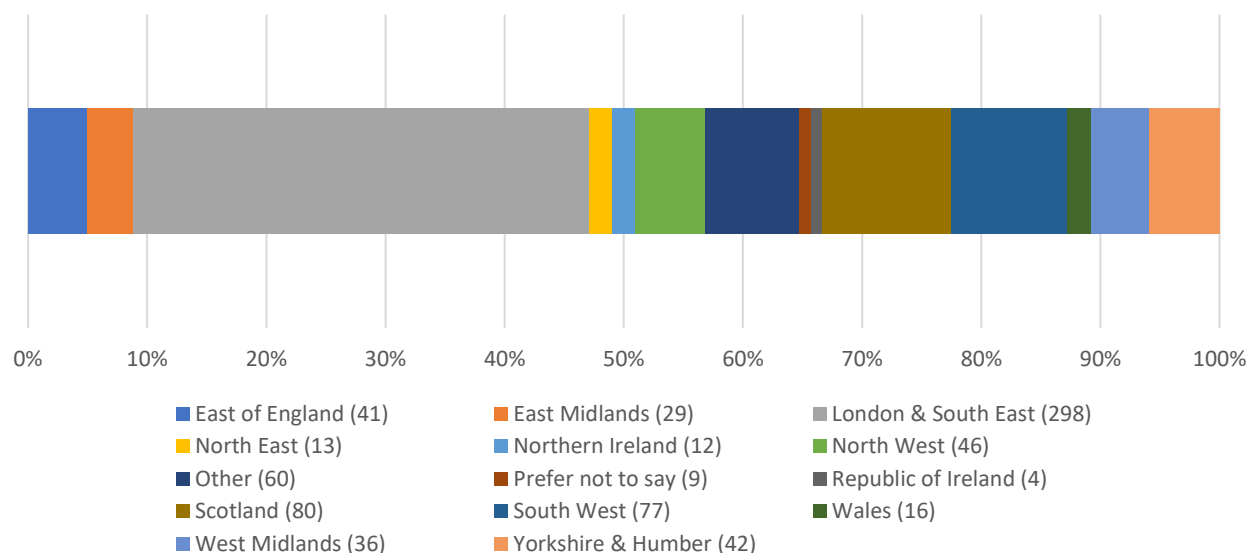
Registered architects

2.10   Respondents were asked to identify the region that most closely described their place of residence. The range of respondents meant that the survey included feedback from across the UK. The largest group were those based in London and the South East (see Figure 2.3), followed by those living Scotland (80) and the South West (77).
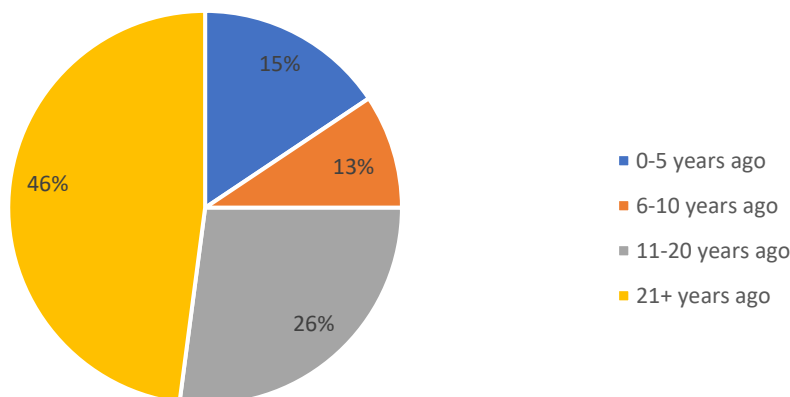
2.11   Registered architects accounted for 723 (95%) of the responses to the survey. 30 of these were academics who are also registered architects.

2.12   A significant proportion of this group (46%) were architects who qualified 21 or more years ago (see Figure 2.4).

Figure 2.4: Registered architects – *When qualified* (%)

2.13   Architects working in small or self-employed practices with between 1-10 employees made up the majority when it came to type/size of practice, with 55% working in this size of practice (see Figure 2.5).

Figure 2.5: Registered architects – *Type/size of practice* (%)
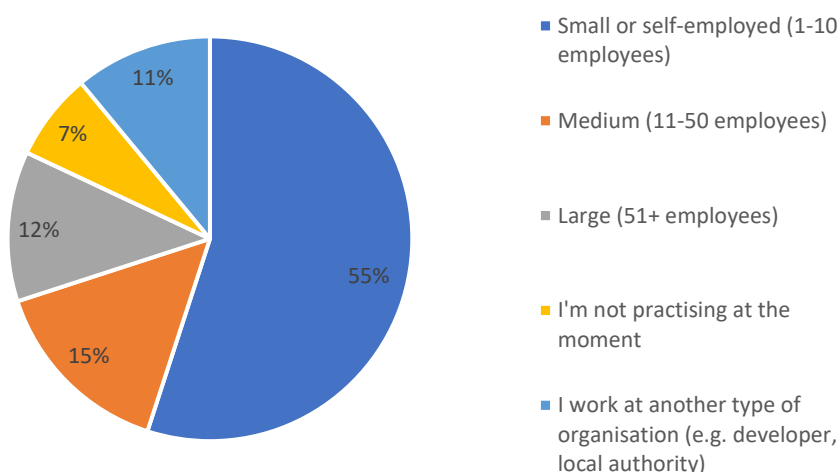
Figure 2.6: What types of architecture do Registered architects have the most experience in?

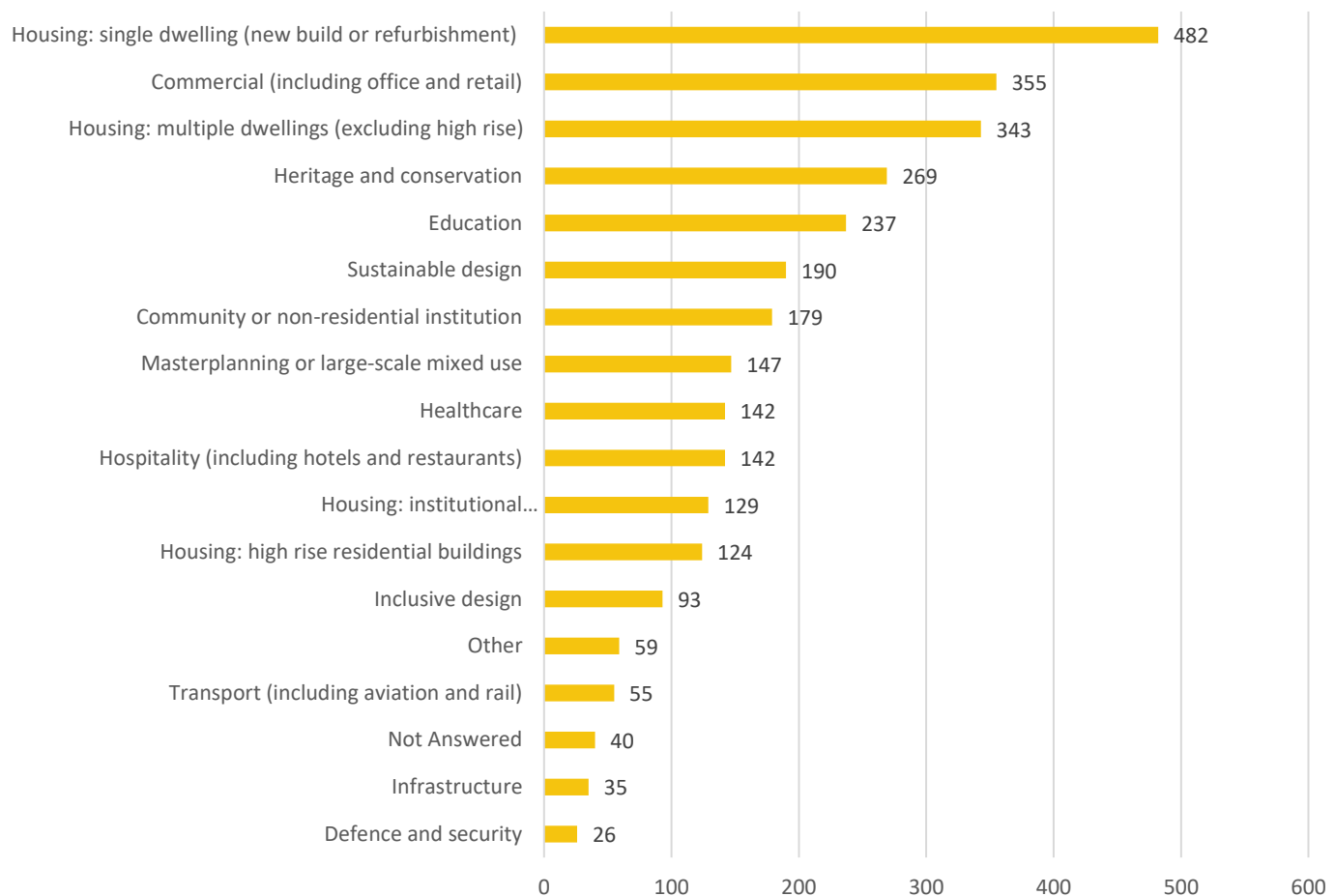| Type	Value
Housing: single dwelling (new build or refurbishment)	482
Commercial (including office and retail)	355
Housing: multiple dwellings (excluding high rise)	343
Heritage and conservation	269
Education	237
Sustainable design	190
Community or non-residential institution	179
Masterplanning or large-scale mixed use	147
Healthcare	142
Hospitality (including hotels and restaurants)	142
Housing: institutional…	129
Housing: high rise residential buildings	124
Inclusive design	93
Other	59
Transport (including aviation and rail)	55
Not Answered	40
Infrastructure	35
Defence and security	26

Conclusion

The future CPD scheme will apply to all registered architects, and they appropriately accounted for the majority of survey respondents. We can have a high degree of confidence that the feedback draws from across the profession, with respondents reflecting different sized practices and architects at different stages in their career. There are higher proportions of respondents reporting their gender as male and their ethnicity as white, and this reflects the makeup of the Register of Architects. Whilst the majority are from London and South East, all nations and regions are reflected across the respondents.

Chapter Three: Quantitative results

3.1   We received 763 unique responses in total.

Support for the principles

3.2   Question 10 asked respondents to indicate the extent to which they agree with our four proposed principles:

1   Improve overall competence of the profession
2   Tailored by architects to their own practice and needs
3   Proportionate and deliverable
4   Avoid duplication where possible

3.3   Respondents expressed their opinion towards the principle through a closed multiple-choice scale, by selecting *Strongly support, Support, Neither support nor oppose, Oppose or Strongly oppose*.

Figure 3.1: Percentage of respondents who support ARB CPD Scheme Principles (%)
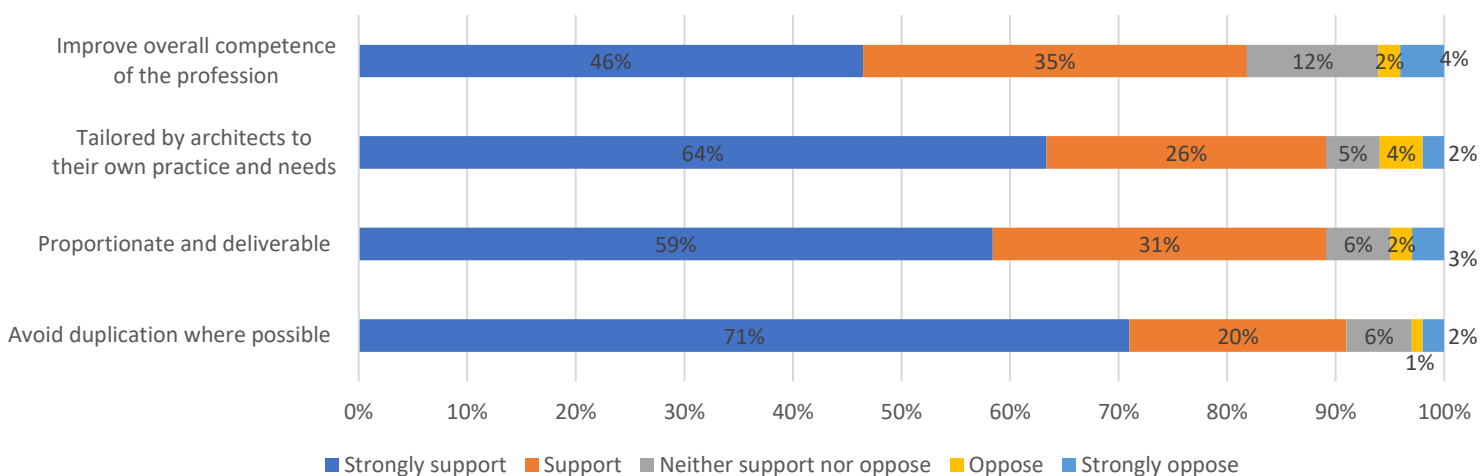
3.1   The proportion of respondents strongly supporting or supporting each principle was high for all four principles, with no principle dropping below an 80% combination of *Strongly support* and *Support*.

Improve overall competence

Figure 3.2: Total support for CPD Principle 1. Improve overall competence of the profession (%)
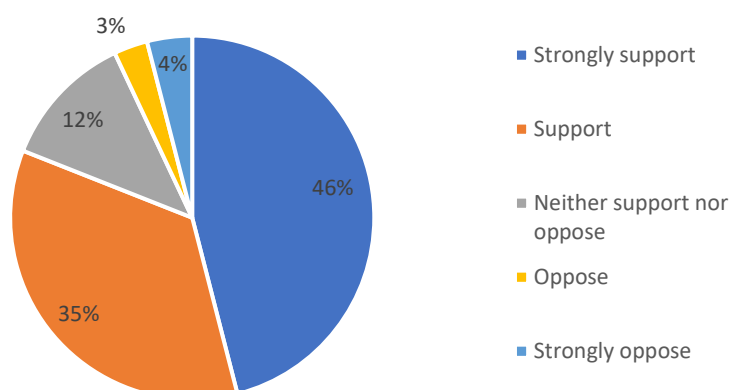
3.4   81% of respondents supported this principle.

3.5   Views on this principle were positive. There was a greater variance between support and strong support than for the other three principles (see Figure 3.1). This principle also had the largest number of respondents selecting neither support nor oppose (12%).

Tailored by architects

Figure 3.3: Total support for CPD Principle 2. Tailored by architects to their own practice and needs (%)
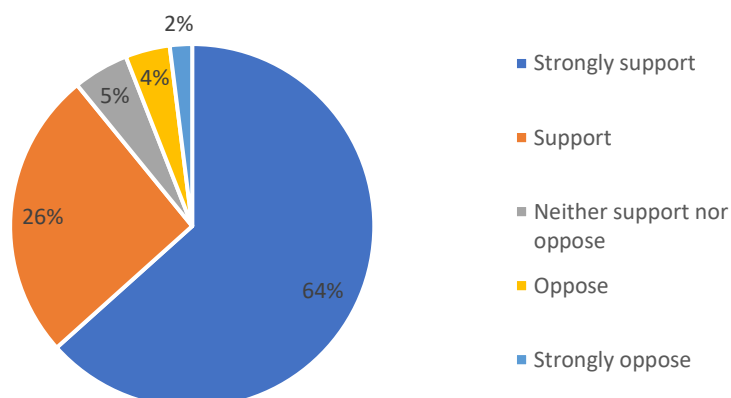
3.6   A total of 485 (64%) respondents strongly supported the principle that the scheme should be tailored by architects to their own practice and needs.

3.7   We also noted that Academics (Registered architects) were more supportive than other groups: 22 out of a total of 30 Strongly supported this principle.

3.8   195 (26%) respondents Supported the principle and 485 (64%) strongly supported it.

3.9   Of the 38 respondents who Neither supported nor opposed, all were Registered architects, with 3% also Academics who are Registered architects.

3.10   Only 6% of respondents Opposed or Strongly opposed the principle. Most of these were registered architects.
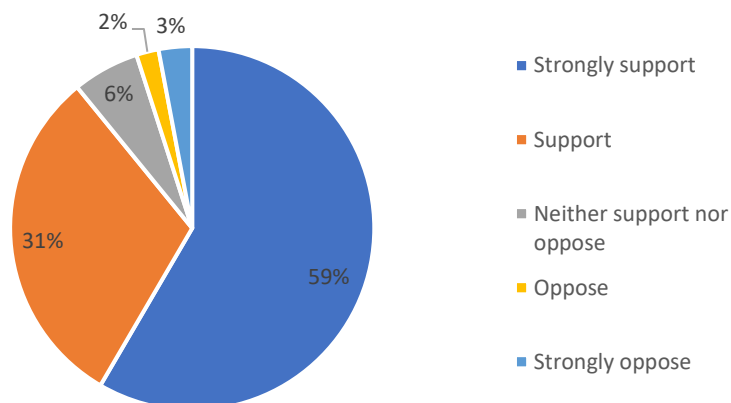
Proportionate and deliverable

Figure 3.4: Total support for CPD Principle 3. Proportionate and deliverable (%)

3.11   A total of 447 (59%) responses Strongly support the principle that a CPD scheme should be "Proportionate and deliverable", avoiding any additional costs for architects, who should be able to view the time they spend on it as an investment in their development. (see Figure 3.4).

3.12   A further 239 (31%) respondents Supported the principle. When looking at opposition the principle, a total of 20 (3%) respondents selected Strongly oppose while 15 (2%) selected Oppose. In keeping with the overall survey composition, the majority of those who supported the principle were Registered architects - 91% (407). A further 16 Academics Registered architects) also Strongly support the principle. Of the 42 (6%) respondents who Neither support nor oppose the principle, Registered architects (including those who are also Academics) comprised 98% of these respondents. In keeping with this pattern, all 20 respondents who Strongly oppose the principle are Registered architects (including Academics).

Avoid duplication

Figure 3.5: Total support for CPD Principle 4. Avoid duplication where possible (%)

- Strongly support
- Support
- Neither support nor oppose
- Oppose
- Strongly oppose
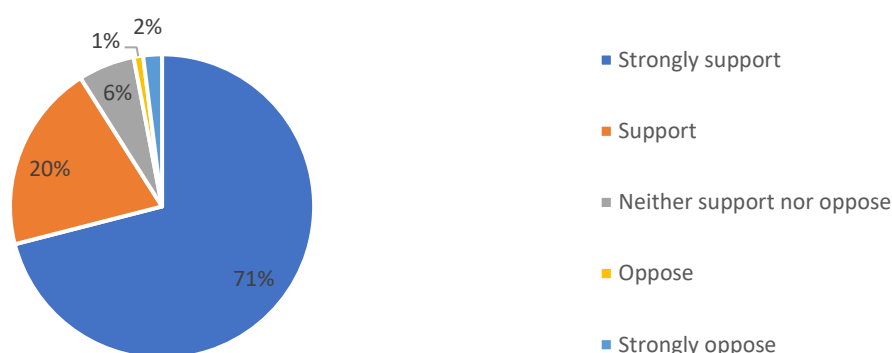
3.13   This principle received the highest proportion of respondents expressing *Strong support*, with 541 (71%) doing so (Figure 3.5).

3.14   The principle also had the lowest combined number of respondents opposing the principle.

3.15   Registered architects accounted for 91% of respondents who *Strongly support* or *Support* the principle. Registered architects who are also Academics comprised an additional 4% (19).

3.16   Nine respondents Oppose the principle to avoid duplication. The principle has the lowest portion of respondents opposing it, with only nine doing so. All 18 respondents who *Strongly opposed* the principle were Registered architects, including three who are also Academics.

3.17   We also noticed that 'Improve overall competence' (Principle 1) and 'Avoid duplication' (Principle 4) show similarities in the spread of architect student responses. 18 Architecture students studying either Part 2 or 3 either *Strongly support* or *Support both* of these principles, with 3 students choosing to *Neither support nor oppose*.

Conclusion

The overwhelming majority of respondents supported ARB's proposed principles, with over 80% of respondents supporting each one. Our more detailed analysis also showed that this strong support is consistent across practice sizes and time since qualification. Analysis of those who were less positive did not reveal any trends.

The Board therefore intends to adopt these principles and use them to underpin the CPD scheme.

Preferred types of learning and development

3.18   Respondents were asked whether they found specific types of learning and development useful in their practice. This question was answered by all 763 respondents.

3.19   There were four listed types of learning and development:

- Self-directed reading
- On the job learning
- Training delivered by an external provider
- Other type of learning and development

3.20   For the 'other type' respondents had the opportunity to specify the type of learning and development in a free-text response.

3.21   For each of the four types of learning and development, respondents ranked how useful they found each through four options: *Very useful, Somewhat useful, Not so useful* and *Not applicable*.

3.22   Figure 3.6 shows how useful found each type of learning and development.

Figure 3.6: Percentage of respondents finding types of learning & development useful (%)
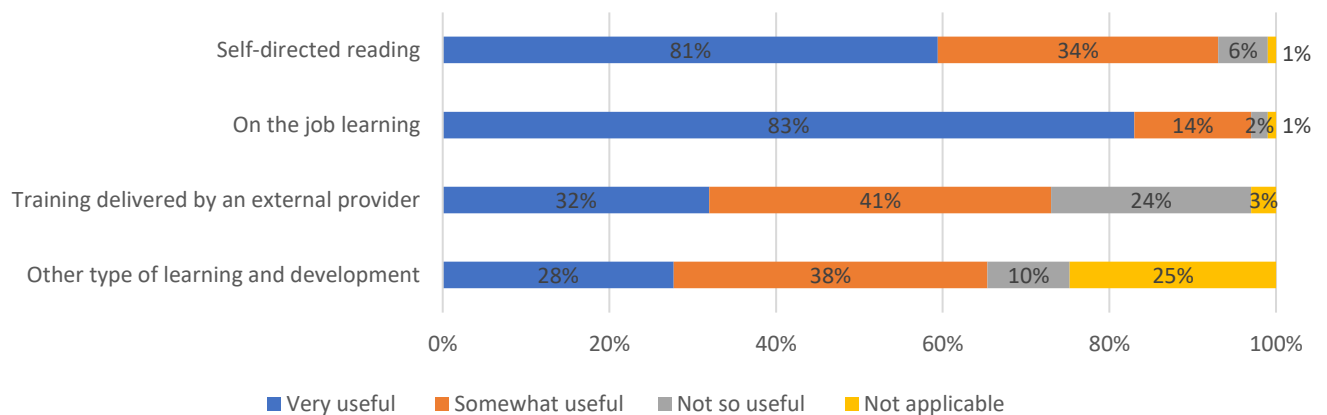
3.23   The majority of respondents found each of the listed type of learning and development either *Very* or *Somewhat useful*. However, there is greater variance in the proportions compared to the previous quantitative question.

Self-directed reading

Figure 3.7: How useful did respondents view Self-directed reading (%)

Legend:
- Very useful
- Somewhat useful
- Not so useful
- Not applicable
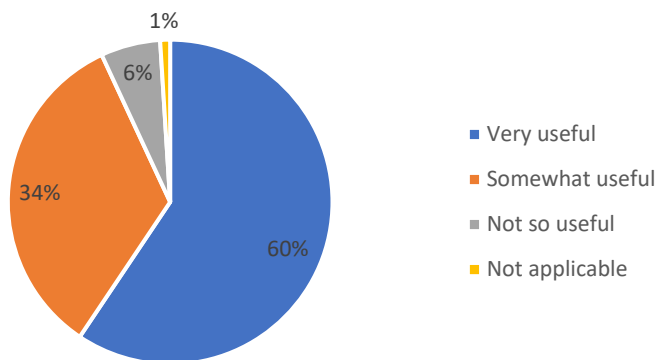
3.24   A total of 457 respondents found self-directed reading *Very useful*. This represents 60% of all responses to this type.

3.25   A further 34% found self-directed reading *Somewhat useful* (see Figure 3.7).

3.26   Registered architects (including those who are also Academics) made up the majority of those supporting self-directed reading. A total of 438 (60%) architects found Self-directed reading *Very useful*, with 240 (34%) finding it *Somewhat useful*.

On the job learning

Figure 3.8: How useful did respondents view On the job learning (%)

Legend:
- Very useful
- Somewhat useful
- Not so useful
- Not applicable
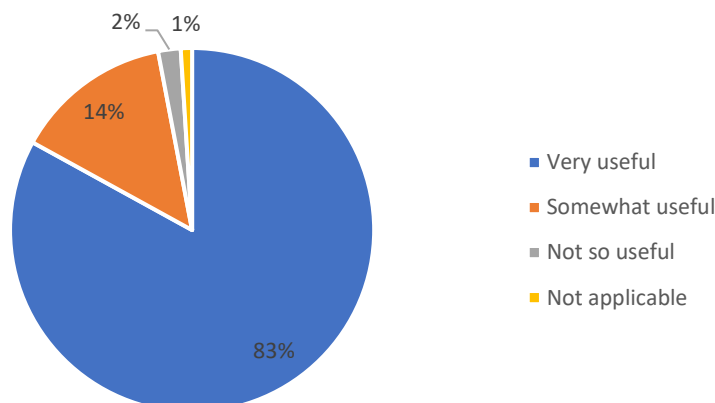
3.27   630 (83%) respondents said that 'on the job learning' is a very useful form of learning and development.

3.28   A further 14% found On the Job learning *Somewhat useful* – representing the largest gap between 'very' and 'somewhat' of any listed type of learning and development (see Figure 4.8).

3.29   95% of the respondents saying it was *Very* or *Somewhat useful* were registered architects.

Training delivered by an external provider

Figure 3.9: How useful did respondents view Training delivered by an external provider? (%)

3.30   This type of learning had the lowest level of support from respondents.

3.31   Of the 763 respondents, a total of 242 (32%) found training delivered by an external provider *Very useful* and a further 316 (41%) found it *Useful*.

3.32   While views on this were positive overall, there were more reservations compared to other types of learning, with a significant increase in respo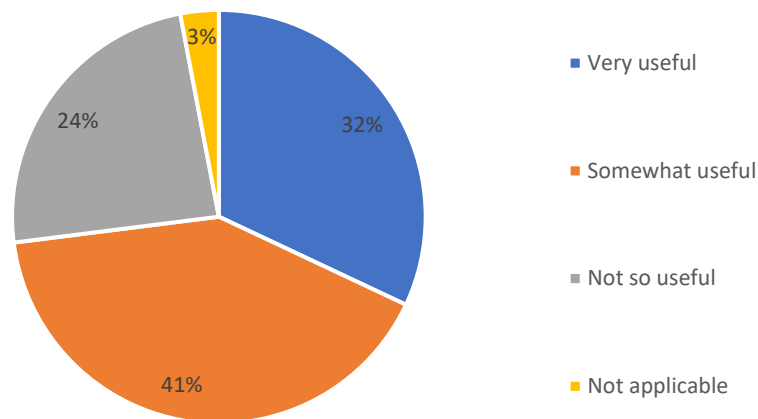ndents viewing external training as *Not so useful* – to 24%. The previous specified examples of learning and development (Self-directed reading and On the job learning) hold at just between 2-6% of respondents viewing them as *Not so useful*.

3.33   Respondents viewing external training as *Not applicable* to their practice or work also increases, albeit by very little.

3.34   Registered architects who found external training *Not so useful* comprised 96% (176) of all 184 responses to the type, making them the vast majority of stakeholders who expressed this view.

3.35   This form of learning and development was the first instance where a significant portion of Academics (Registered architects) didn't view eternal training as *Very useful* or *Somewhat useful*. Of a total of 30 Academics (Registered architects), 11 selected *Not so useful*. No Academic respondents viewed external training as *Not applicable*.

Other type of learning and development

Figure 3.10: How useful did respondents view Other type of learning and development (%)
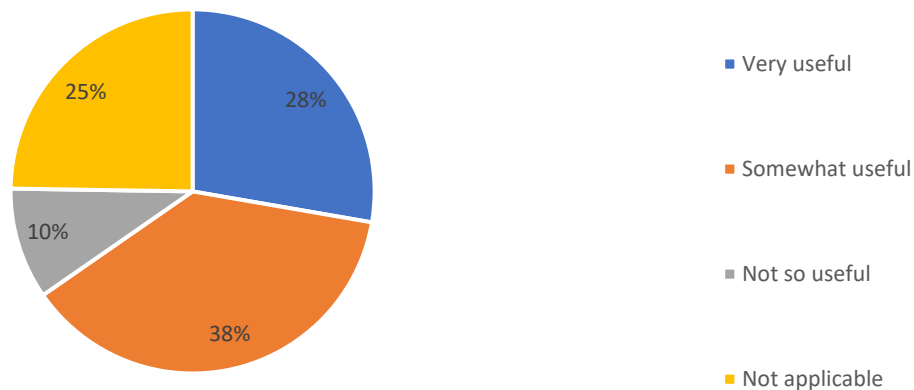
3.36   A total of 211 (28%) respondents found Other types of learning and devolvement not specified above *Very useful*. When asked to specify, examples include in-house learning and reflection sessions, mentoring schemes, peer review, input from manufacturers and exhibitions. The qualitative analysis below includes further details about which types of CPD were raised by respondents.

3.37   This was the lowest portion of vote given to the category out of all four types – although this is the only type that is left open to interpretation by the respondent.

3.38   More respondents view this type as *Not applicable* (189) than any other – accounting for 25% of all responses here (see Figure 3.10).

3.39   Similar to external training, more respondents viewed other types as *Somewhat useful* (289, 38%) than *Very useful*.

Conclusion

There was strong support for informal learning and development, underlining our principle on architects being able to tailor CPD to their own practice and the importance of the scheme being proportionate.

Views on external training were more mixed. We consider these views alongside other conclusions from the survey, including the prominence of CPD's cost, availability and access as concerns among respondents. These are analysed in more detail in later sections.

Based on these results, we will design a scheme that offers flexibility and will avoid creating restrictions about the type of learning and development architects undertake.
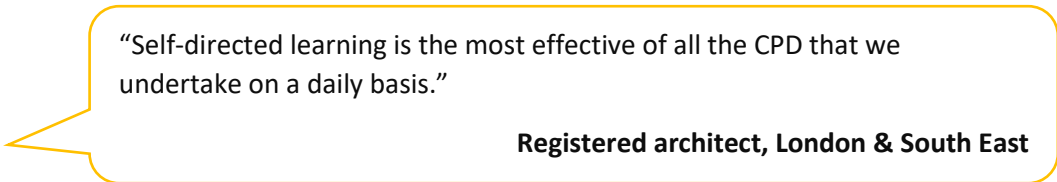
Chapter Four: Qualitative analysis

4.1 This section sets out each of the recurring topics raised by respondents and analysed. Our qualitative analysis process is summarised in Chapter One, and our coding framework is in Appendix C.

Views on useful CPD

Formal and informal CPD

4.2 A preference for formal or structured CPD – by which we mean activities such as included scheduled events and courses - was raised, unprompted, by 124 respondents. This accounts for 16% of all 763 survey respondents.

4.3 A slightly higher number of respondents expressed a preference for informal or unstructured CPD - activities such as on-the-job learning and self-led activities including reading. 150 respondents raised a preference for informal CPD, as reflecting in the following quote, representing 16% of all survey respondents.

> "Self-directed learning is the most effective of all the CPD that we undertake on a daily basis."
>
> **Registered architect, London & South East**

4.4 Some respondents raised concerns that while self-directed learning is very useful in their day-to-day practice and professional development, it is not currently sanctioned as CPD by professional bodies. This is an important point to consider when designing ARB's CPD scheme.

4.5 We also recorded specific requests or suggestions relating to the requirements of the CPD scheme.

4.6 Some respondents highlighted that the scheme should be flexible on when architects conduct their CPD and not just the type of CPD that they do. We could see from responses a concern from architects that they wish to have a flexible system which gave architects the flexibility to decide when they undertook CPD or when they reported it. They did not want architects to be bound to a specific period of time or time of year for undertaking or reporting their learning and development. 10% of respondents (76) urged us to develop a this scheme, with some respondents giving examples of how their work varied throughout the year and they allocated time for CPD around this.

"When CPD requirements were first implemented in Hong Kong, the reporting criteria were rigid: so many hours of this, so many hours of that, etc and the 25 hour annual requirement was hard to meet. Currently the type of allowable CPD is more flexible and with the proliferation of webinars the 25 hour requirement is doable."

Registered architect, based outside the UK

"There is no scope in current CPD formats to allow for the day-to-day knowledge gained from doing the job well, with due diligence, which includes (in our case) regular sessions with other third party specialists (planning consultants, M&E consultants etc.) and the direct education that can be obtained through the internet when searching for products, precedents, latest innovations and the like. Individually I probably spend hundreds of hours each year liaising with selected specialist and other consultants to 'learn' more about a given project scenario."

Registered architect, East of England

4.7   Of the 76 respondents who raised the importance of flexibility regarding their time, 18 (24%) also expressed a preference for unorganised CPD, and 7 (9%) also expressed a preference for organised CPD.

4.8   Although the overall sentiment was for more flexibility or informality, thirteen respondents suggested that a formal test or exam should be set to help prove that knowledge was gained from the CPD. This is a very small number of respondents overall, with only 2% suggesting this. The majority of these (10) were Registered architects.

4.9   The importance of ARB's CPD scheme focusing on the summative outcome of learning and development (as in, that the focus should be on what architects learned, not what they did to learn it) was raised by 18 respondents (2%).

Innovative CPD

4.10   Of the total 763 respondents to the survey, 502 (66%) gave examples of particularly good or innovative CPD. These responses gave rise to 14 recurring points that we tracked in our analysis.

Figure 4.1: Percentage of respondents highlighting innovative examples of CPD
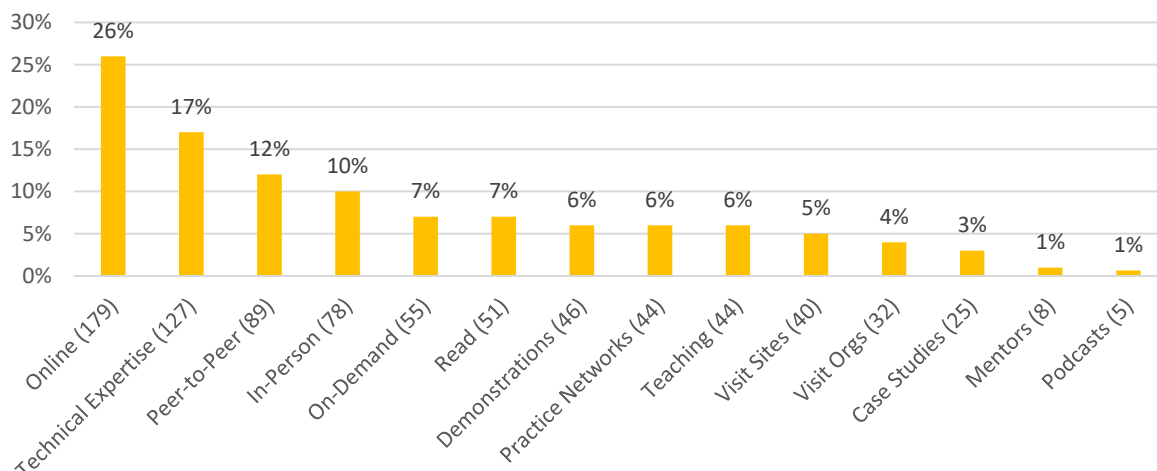
4.11   An example of this type of response highlighting examples of innovative CPD can be found in the below quotes. The following reflect both the popularity of online and peer-to-peer learning as well as the self-directed types of development previously analysed.

> "Online from independent sources that can be accessed at any time is usually better than formal presentations from manufacturer's sales teams."
>
> **Registered architect, East Midlands**

> "We have started to introduce seminars with other consultants (i.e. engineers) to exchange knowledge about our work and foster better collaboration and understanding of disciplines that we regularly work with. Exchanges have been incredibly valuable and are hugely contributing to my team's understanding of significant issues such as sustainability, but from the perspective of other design team members."
>
> **Academic (Registered architect), London & South East**

4.12   Registered architects were the largest stakeholder group providing examples (94% of the responses).

4.13   Figure 3.12 below shows the different types of CPD that architects raised, with respondents sorted by how long ago they qualified as architects.

Figure 4.2: Variation by time since qualified

Category	0-5 years ago	6-10 years ago	11-20 years ago	21+ years ago
Survey Composition	15	12	24	43
Online (175)	13	11	23	53
Technical Expertise (120)	12	12	18	62
Peer-to-Peer (87)	11	8	23	57
In-Person (76)	17	12	28	43
On-Demand (53)	13	15	20	51
Read (49)	10	27	16	47
Practice Networks (43)	5	12	14	70
Teaching (41)	2	17	20	61
Demonstrations (39)	13	18	26	44
Visit Sites (37)	11	11	24	54
Visit Orgs (31)	10	6	29	55
Case Studies (24)	29	8	8	43
Mentors (7)		14	43	43
Podcasts (5)		20	20	60

Legend: ■ 0-5 years ago ■ 6-10 years ago ■ 11-20 years ago ■ 21+ years ago

4.14   Online seminars, events, training by any organisation (including professional bodies and universities) was the most commonly expressed example of innovative CPD, with key professional bodies alongside individual respondents reflecting on its popularity such as below.

"The content on RIBA Academy is developed in partnership with nationally recognised experts in the various topic areas of the RIBA CPD Core Curriculum. Together with our online CPD digital recording system, with built-in visual dashboards, messaging, instantaneous compliance checking, compliance statistics and reflective learning, this provides a sophisticated CPD eco-system for chartered architects, which could readily be made available to all registered architects."

Royal Institute of British Architects (RIBA)

> "The best CPD is given by those actually involved in the subject and not by travelling presenters / salespersons."
>
> **Registered architect, London & South East**

4.15   Academics who are also Registered architects expressed the importance of teaching and self-directed study in CPD as part of a balanced scheme. An example of such suggestions on specific innovations to CPD include the following.

> "We would advocate a much larger part to be played by Universities in providing CPD. Architecture schools now operate in all major cities in the UK and are best placed to teach and present research. A balance in the content needs to be struck between presenting new innovations and ensuring comprehension of existing rules and regulations. Regulation in the UK is complex, and it is too readily assumed that professionals are up to date."
>
> **University of Cambridge, Department of Architecture**

4.16   Architects from small or self-employed practices (1-10 employees) were the largest group across the survey and they also expressed the most preferences for innovative forms of CPD. These ranged from self-directed reading through to targeted seminars and exposure to real projects refining one's skill and knowledge. This reflects support for our key principles and self-led or on the job types of learning and development.

4.17   Figure 4.3 shows how architects from different sized practices recommended types of CPD.

Figure 4.3: Variation in support for types of CPD (*type/size of practice*)

Legend:
- Small or self-employed (1-10 employees)
- Medium (11-50 employees)
- Large (51+ employees)
- I'm not practising at the moment
- I work at another type of organisation

Category	Small or self-employed (1-10 employees)	Medium (11-50 employees)	Large (51+ employees)	I'm not practising at the moment	I work at another type of organisation
Survey Compostion	52	14	11	7	11
Online (175)	63	10	8	6	12
Technical Expertise (120)	64	13	12	8	3
Peer-to-Peer (87)	48	17	15	7	13
In-Person (76)	55	18	11	7	9
On-Demand (53)	62	6	15	10	10
Read (49)	59	16	15	12	4
Practice Networks (43)	53	16	21	5	5
Teaching (41)	59	22	5	10	5
Demonstrations (39)	72	15	5	3	5
Visit Sites (37)	62	18	8	5	5
Visit Orgs (31)	77	6	6	3	6
Case Studies (24)	42	25	29	4	
Mentors (7)	71	14		14	
Podcasts (5)	60		20	20	

4.18   Respondents who were self-employed or from small practices were particularly overrepresented among those who highlighted demonstrations, visits and mentoring. They were underrepresented among the respondents who highlighted peer-to-peer CPD and case studies.

> "Online courses on planning and building regulations changes are sometimes very useful especially if particularly pertinent to the one man operation."
>
> **Registered architect, West Midlands**

4.19   Architects at large practices formed a higher proportion of respondents highlighting practice networks and case studies. Respondents who said they weren't currently practising expressed preferences for reading, mentoring and podcasts.

> "Sole practitioners and small offices struggle to arrange face to face CPDs due to limited number of attendees. Availability of online CPDs is increasing but there is still limited choice."
>
> **Registered architect, North West**

> "Our practice organizes regular internal seminars where information is exchanged. These last anything from 15 minutes to an hour and focus on relevant subjects that crop up on projects."
>
> **Registered architect, Yorkshire & Humber**

4.20   Many respondents who expressed a preference for organised CPD did so by naming specific taught courses they had taken or the organisations that had run them. These provided helpful examples. Whilst we haven't named specific organisations recommended by respondents in this report, we have published responses (where permission was granted) online[6].

> "We have a local semi-formal CPD group of peers, where we discuss topics (each of the 10 RIBA topics are run by a group member once per year) and bring in expertise as necessary. It is very focused and directed, and we can steer our learning away from sales pitches."
>
> **Registered architect, South West**

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[6] The responses are published on ARB's consultation site at: https://arb.citizenspace.com/policy-and-communications/scheme-for-continuing-professional-development-cpd/consultation/published_select_respondent

Conclusion

Architects expressed preferences for a wide range of different formats of CPD. Many shared a rationale as to why they find those formats valuable. There is no one type that all agree is better or essential.

Architects working in different sized practices differ in their approach (and preferred approach) to CPD. Our scheme will need to accommodate the potential barriers across different working environments so that architects across the profession can tailor it to their own practice more effectively. To recommend one CPD format over others would risk disadvantaging some stakeholder groups. We will seek to develop a scheme that is flexible and will not restrict the types of activities architects can undertake, to help ensure that different preferences and learning styles (kinetic, visual and auditory) will be catered for.

With roughly one in ten architect respondents expressing that they would appreciate and benefit from flexibility to decide when they undertake and record CPD, we will aim to develop a scheme that allows such flexibility. This desire for flexibility will need to align with the logistical requirements of monitoring compliance with the scheme, which are likely to run on an annual basis for efficiency.

It was also apparent that if self-directed learning is to be a significant part of how architects comply with the scheme, we will engage with other professional bodies to determine whether this corresponds to their own schemes. This would then allow architects to avoid having to record the same CPD activities on numerous occasions.

Concerns and barriers

Barriers

4.21   Respondents were asked to highlight any barriers they had experienced when trying to access good quality CPD. Their written responses highlighted barriers in general, and also described what they regarded 'good quality' to mean and whether there were specific challenges in accessing it.

4.22   646 (85%) respondents gave at least one example of a barrier.

4.23   We categorised these sentiments into six broad types, which are described and analysed in more detail below. Time, Cost and Relevance were the most common barriers described by respondents (see Figure 4.4).

Figure 4.4: Percentage of respondents highlighting barriers to accessing CPD (unprompted)
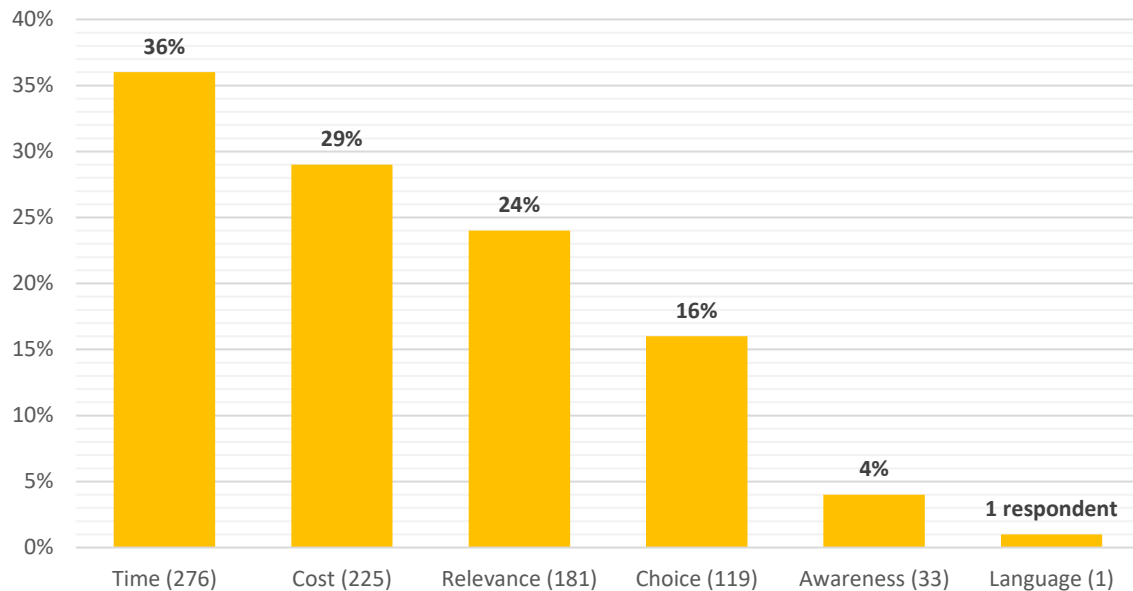

Time

4.24   276 respondents said they find it hard to find the time for CPD, accounting for 36% of all survey respondents.

4.25   Registered architects, including those who are also Academics, accounted for 96% (263) of these respondents.

4.26   The view of time being a barrier was more likely to be raised by small or self-employed architects but was less likely to be raised by respondents not currently practising (see Figure 4.5).

4.27   Women were more likely to raise time as a barrier: while female respondents accounted for only 30% of the total survey composition, they were 35% of respondents who found time a barrier to doing CPD.

"I find it quite difficult sometimes to allocate enough time […] as we work long hours and are required to deliver project information under shorter and shorter deadlines."

Registered architect, London & South East

Figure 4.5: Percentage of respondents highlighting Time as a barrier to CPD (*size of practice*)
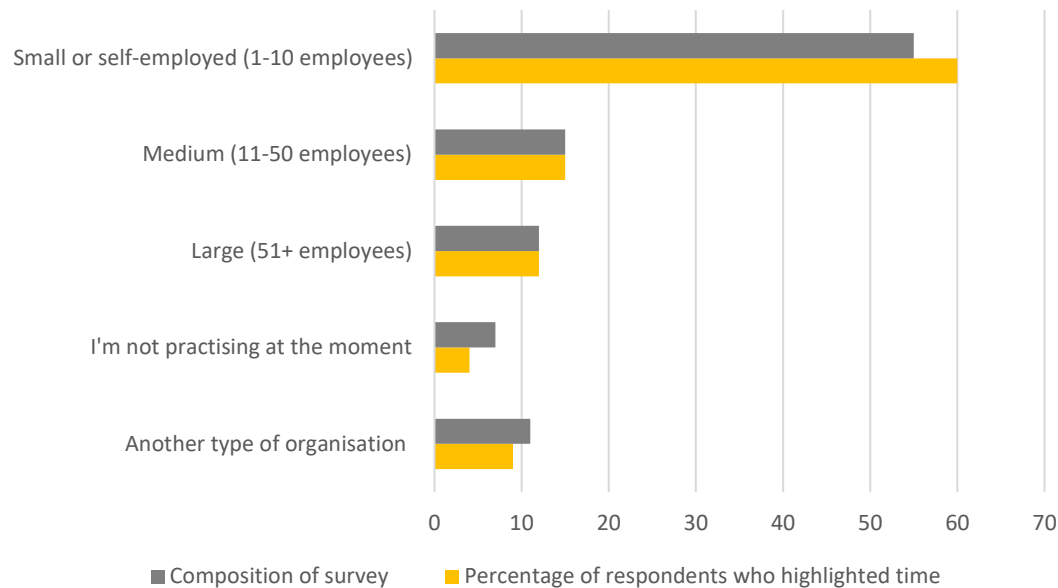
Cost

4.28   A total of 225 respondents expressed the view that CPD is too expensive or offers poor value for money – representing 29% of survey respondents. Of these 225 respondents, 33% identified as female. This is slightly higher than their overall representation in the survey, a similar pattern to Time. Cost as a barrier was more likely to be raised by small or self-employed architects and less likely to be raised by architects working at large practices (see Figure 4.6), demonstrating that those in smaller practices are more concerned about the financial pressure of undertaking good quality CPD.

Figure 4.6: Percentage of respondents highlighting Cost as a barrier (*size of practice*)
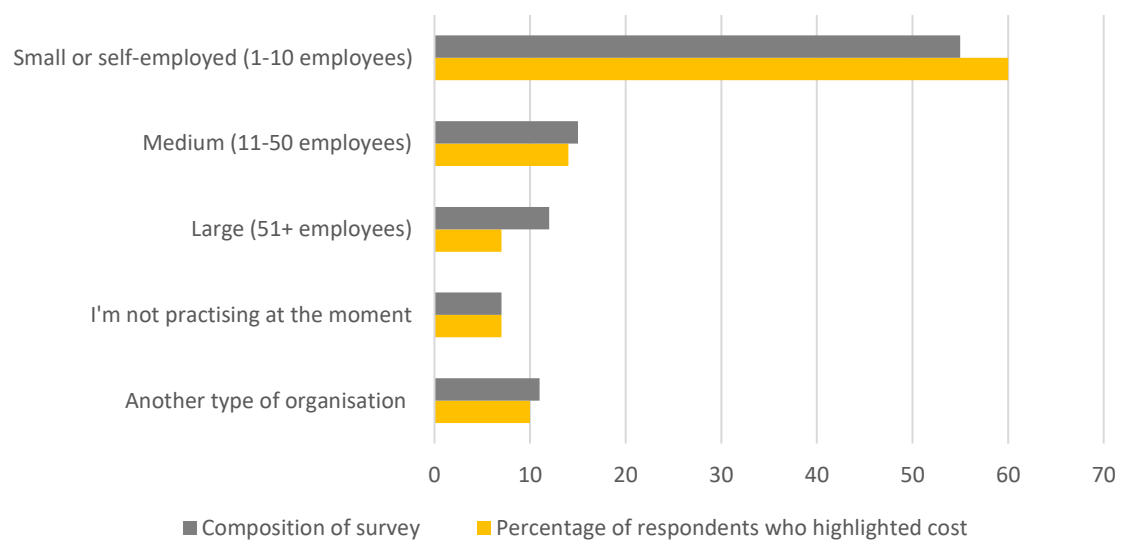
4.29   Some respondents from smaller practices said that larger practices can attract demonstrations and other forms of CPD for free but that smaller practices may find this more difficult, or be at a disadvantage in having to pay for sessions. The quote below illustrates this point.

"Cost is a significant challenge for a small practice. Good quality CPD is difficult to come by and often expensive."

Registered architect, London & South East

"The largest barrier is cost of the more useful CPD's, particularly around legislative subjects. The free seminars from suppliers are good, but are usually just adverts for their companies etc."

Registered architect, London & South East

Relevance

4.30   181 respondents expressed the view that it is hard to find CPD that was relevant to their work or everyday practice, representing 24% of survey respondents. There was no significant variation between gender, time since qualification or stakeholder type.

Figure 4.7: Percentage of respondents highlighting Relevance as a barrier (*size of practice*)
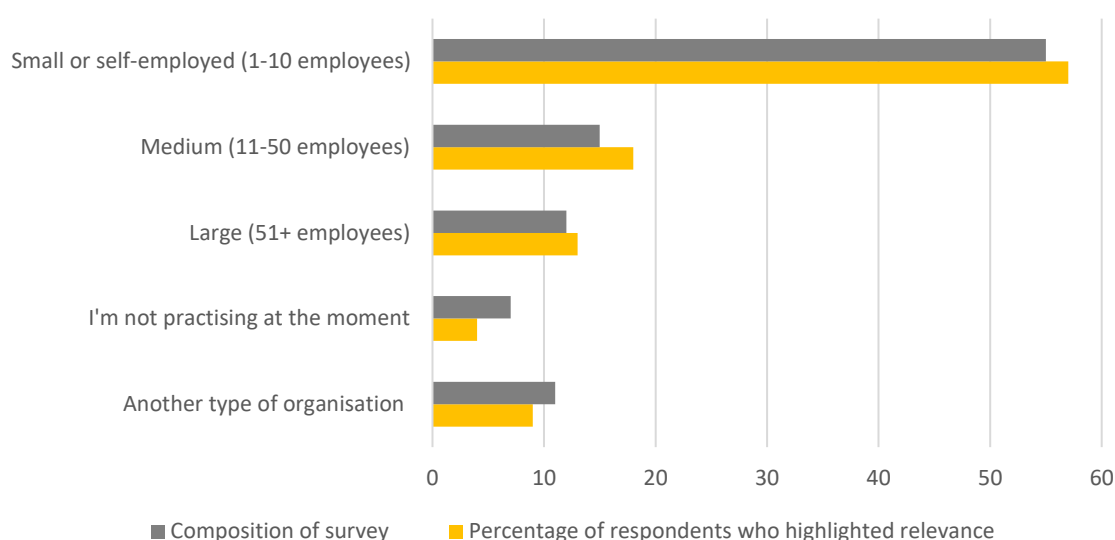
4.31   Some of the respondents raising concerns about relevance (such as in the quote below) may be interpreting CPD in restrictive terms – for example, specifically as formal or structured events and courses. ARB's principles aimed to set out a different approach, in which the architect tailors their CPD to their own practice and learning needs.

> "With regards to architects not working in architectural practices (I work in Facilities Management), to accommodate a set amount of CPD hours we would have to take part in CPDs that may not necessarily benefit our own job roles and justifying this to employers may be tricky."
>
> **Registered architect, Scotland**

Choice

4.32   119 respondents expressed concern about the amount of choice available, representing 16% of survey respondents. The majority of these (113) were Registered architects.

4.33   The graph below (Figure 4.8) shows how the lack of choice was raised by architects at different stages in their career, showing that it was more likely to be a concern for those who have qualified more recently when compared to the survey composition. Small or self-employed architects were also slightly more slightly to highlight this. They comprised 58% of those who expressed this view but accounted for only 55% of survey respondents.

Figure 4.8: Percentage of respondents highlighting Choice as a barrier (*time since qualification*)
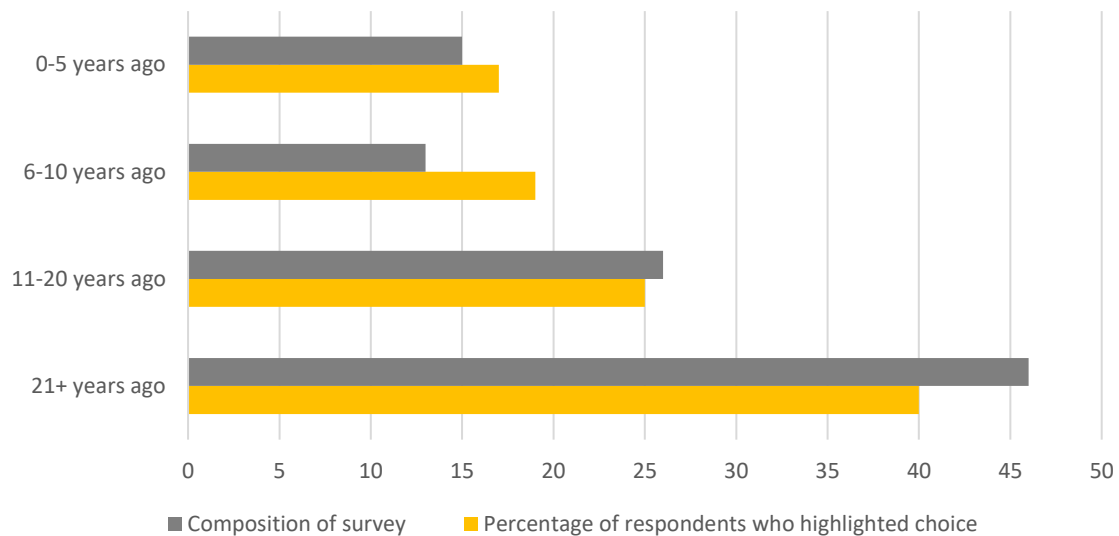
Awareness

4.34   33 respondents thought that a lack of awareness of CPD opportunities or options was a barrier. This represents 4% of survey respondents.

Quality of CPD

4.35   A total of 491 respondents gave examples about what they thought constituted quality CPD as well as issues they experienced in accessing it. These represent 64% of survey respondents.

4.36   These themes were common, often raised in relation to 'barriers' (see Pages 26-29). We noted six recurring sentiments around issues to overcome when accessing good quality CPD:

- Should be **relevant** to everyday practice or specialised to an architect's field.
- Should not be a **sales pitch** (but often is).
- Is available but it is too **expensive**.
- Should be **interdisciplinary** (i.e. related to multiple fields of knowledge).
- Should be led by **experts** and researchers in the subject field.
- Is hard to find, as most is too **generic**.

Figure 4.9: Percentage of respondents highlighting recurring themes of good quality CPD
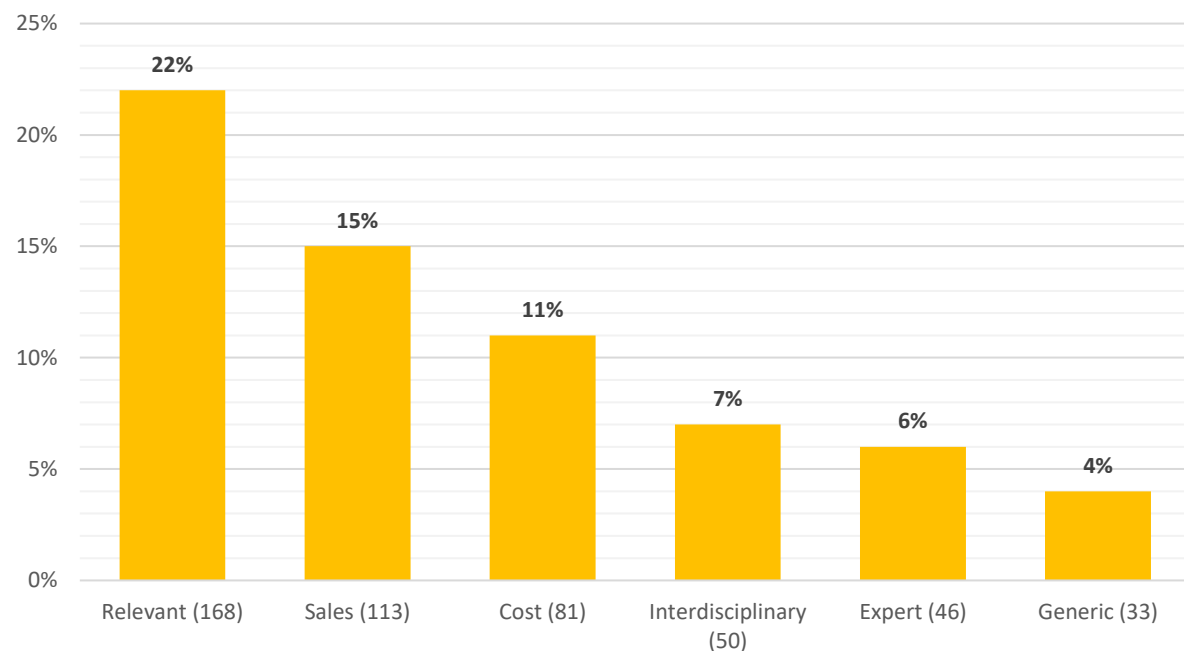
Relevance

4.37   Of those who expressed a view about barriers, 168 respondents suggested that quality CPD should be relevant to their everyday practice or specialised to their field, representing 22% of survey respondents. This was the most common sentiment on the quality of CPD.

> "…make sure that what is needed is proportionate to what work we do; for example, if I want to suddenly take on a project to design a medical practice, I'd learn about it otherwise I don't need to know about specific requirements for that sort of project!"
>
> **Registered architect, London & South East**

4.38   Architects who work in small or self-employed practices were more likely to raise the importance of relevance importance. The group comprised 61% of the 168 respondents despite accounting for only 55% of survey respondents.

4.39   Architects who qualified longer ago were also slightly more likely to raise it (see Figure 4.10).

> "Real world applications and relevance. Most CPDs I have taken part in are absolutely useless. We all sit there for 30min to 1hour and at the end I never leave with something that I can actually use in a project. They end up being a big waste of time. Most architects go to CPDs just to check a checklist point on their to do list"
>
> **Registered architect, London & South East**

Figure 4.10: Percentage of registered architects highlighting Relevance in quality CPD (*time since qualification*)
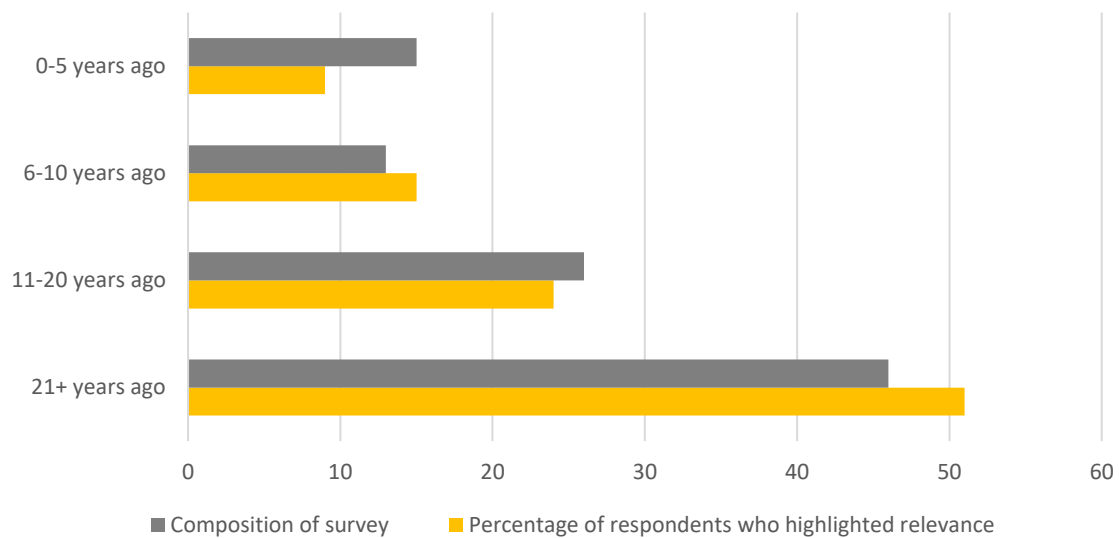
Sales

4.40   A total of 113 respondents said that quality CPD shouldn't simply be 'sales pitches' provided by salespeople, representing 15% of survey respondents.

4.41   Architects who qualified between 0-5 years ago were more likely to raise this point: 21% of architects saying this qualified between 0-5 years, whilst accounting for 15% of total Registered architect respondents.

"Most organised CPD's are merely suppliers plugging their products. Very rarely do we benefit from learning anything."

Registered architect, Scotland

Figure 4.11: Percentage of registered architects highlighting Sales in quality CPD (*time since qualification*)
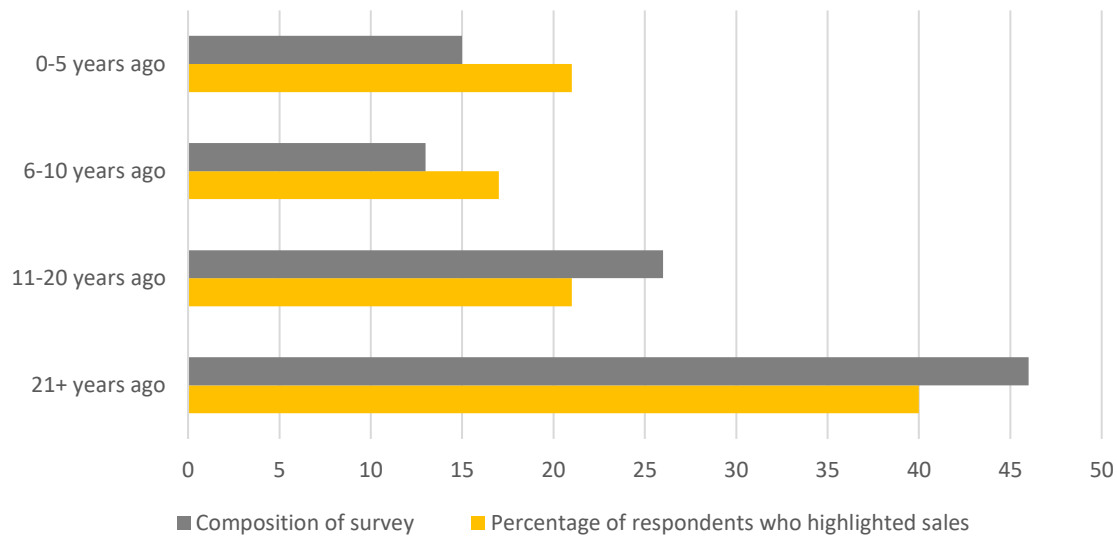
Cost

4.42   A total of 81 respondents expressed the view that quality CPD can be too expensive to obtain. Registered architects accounted for 91% (74) of these responses, slightly below the survey composition.

4.43   Architects working at small or self-employed practices were more likely to raise *Cost* as an issue around quality CPD: 64% of architects expressing this sentiment were from this group, while they accounted for 52% of all survey responses.

4.44   *Cost* was also more of a concern for architects who are earlier in their careers (see Figure 4.12): 18% and 16% of the architects raising *Cost* qualified between 0-5 and 6-10 years ago respectively, whilst accounting for 15% and 12% of all architect respondents to the survey.

**Figure 4.12: Percentage of registered architects highlighting Cost in quality CPD (*time since qualification*)**
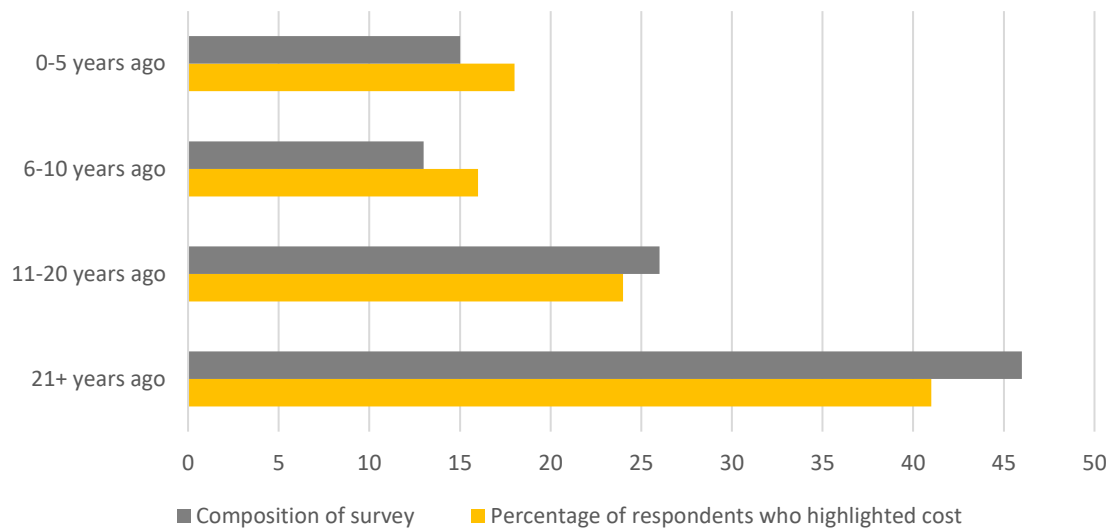
Interdisciplinary

4.45   A total of 50 respondents expressed the view that quality CPD should be related to multiple fields of knowledge, representing 7% of survey respondents.

4.46   Registered architects accounted for 92% (46) of these responses, which is slightly more than their total composition in the survey.

4.47   While overall numbers are lower compared to previous quality themes, 61% of architects (28) who expressed this view qualified over 21 years ago, compared to 43% of the group's composition on the survey.

Expert

4.48   A total of 46 (6%) respondents suggested quality CPD should be led by experts and researchers in the subject field.

4.49   We also noted that 17% (127) of respondents gave CPD led by technical experts as an example of good or innovative CPD (see above).

4.50   A combined 13% of respondents expressed both sentiments.

Generic

4.51   33 respondents raised concerns that CPD can be too generic. While one of the founding principles of the scheme is to ensure that it doesn't follow a one size fits all approach, quotes such as the example below reflect this view amongst the profession.

> "Too much emphasis on 'One size Fits All'. So many CPD's I have attended only 30 - 50% is relevant to my practice."
>
> **Registered architect, London & South East**

Conclusion

It's evident that not all architects are able to access all types of CPD equally. This underlines to us that flexibility in the scheme is important.

We want the CPD that architects carry out to be effective in improving their competence, so we will need to mindful that two thirds of respondents raised concerns about accessing good quality CPD. The recurring concerns were cost, time and the need to find CPD that is genuinely relevant to their practice. Some said that awareness of opportunities was a further barrier, and others were worried that CPD is too often a sales pitch.

It was also apparent that these barriers vary in the extent to which they apply to different architects. For example, architects earlier in their careers were more likely to highlight cost, architects from smaller practices may struggle to carry out CPD that relies on an external provider, and women were more likely to highlight cost and time as barriers.

We're mindful that if the scheme has requirements that are too specific, there is a higher risk that it could disproportionately affect certain groups.

We are particularly keen that the scheme we develop will not require architects to spend time and money attending events and courses that are not directly relevant to their work or their development needs. ARB's principles stated that we intend to design a scheme that will, where possible, avoid placing any additional financial costs on architects. We want to formalise, direct and regulate the learning and development that the majority of architects already do, rather than encouraging architects to spend time or money on something that isn't relevant or helpful to them. Again, the survey responses therefore underscore the importance of our scheme being flexible, and enabling architects to tailor their own CPD to their own professional requirements.

Monitoring

4.52   243 respondents (32%) raised one or more views about how compliance with the CPD scheme should be recorded or monitored.

4.53   Analysis found that respondents raised three recurring themes related to this:

- CPD should only be monitored once - One recording system that integrates with other CPD schemes
- Adopt an existing CPD scheme - Adopt an existing CPD system, such as one used by a chartered institute

- CPD should be monitored automatically – A scheme should use automatic reporting (e.g. CPD attendance is automatically provided to ARB)

4.54   Figure 4.23 below shows the proportion of survey respondents expressing different views on monitoring.

4.55   116 respondents said they should only have their CPD monitored once for all organisations requiring it, accounting for 15% of all survey respondents.

4.56   96 (13%) respondents urged us to adopt an existing scheme. 31 (4%) respondents suggested we set up automated logging for compliance so that when they do CPD, ARB is alerted automatically.

Figure 4.13: Percentage of all respondents expressing views on each recurring monitoring theme
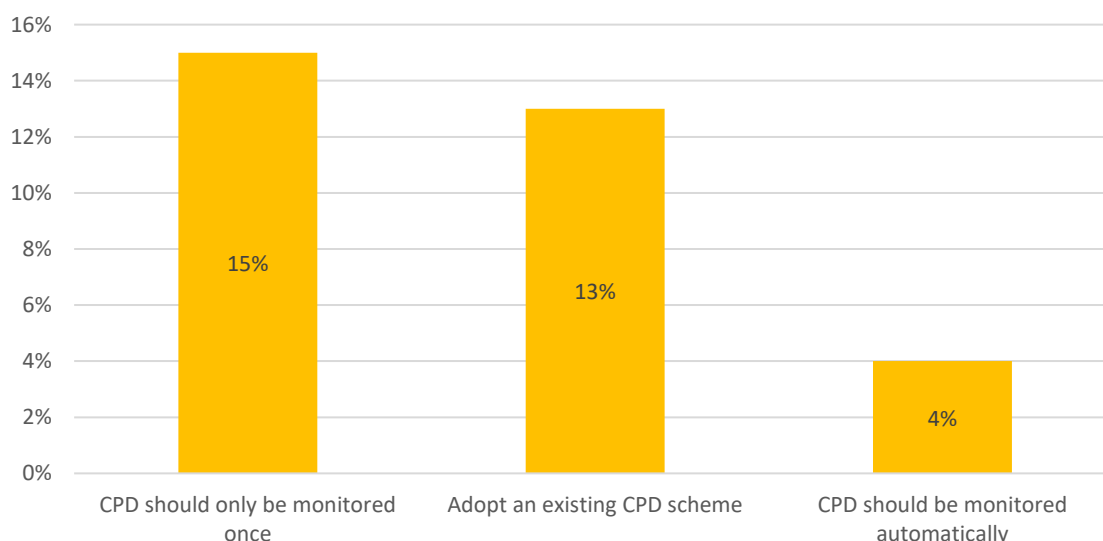
CPD should only be monitored once

"Recording CPD can be a major headache in terms of admin. I appreciate it is needed but it is important that recording should [not] be duplicated (i.e. RIBA and ARB)."

Registered architect, Yorkshire & Humber

4.57   While respondents who suggested CPD should only be monitored once accounted for 15% of all survey responses, they accounted for 48% of the total sentiments raising views on monitoring.

4.58   97% (112) of these respondents identified as Registered architects. The majority of these architects (56%) qualified over 21 years ago, which is slightly higher proportion than the survey composition (see Figure 4.14).

Figure 4.14: Percentage of Registered architects supporting monitoring CPD once (*time since qualification*)
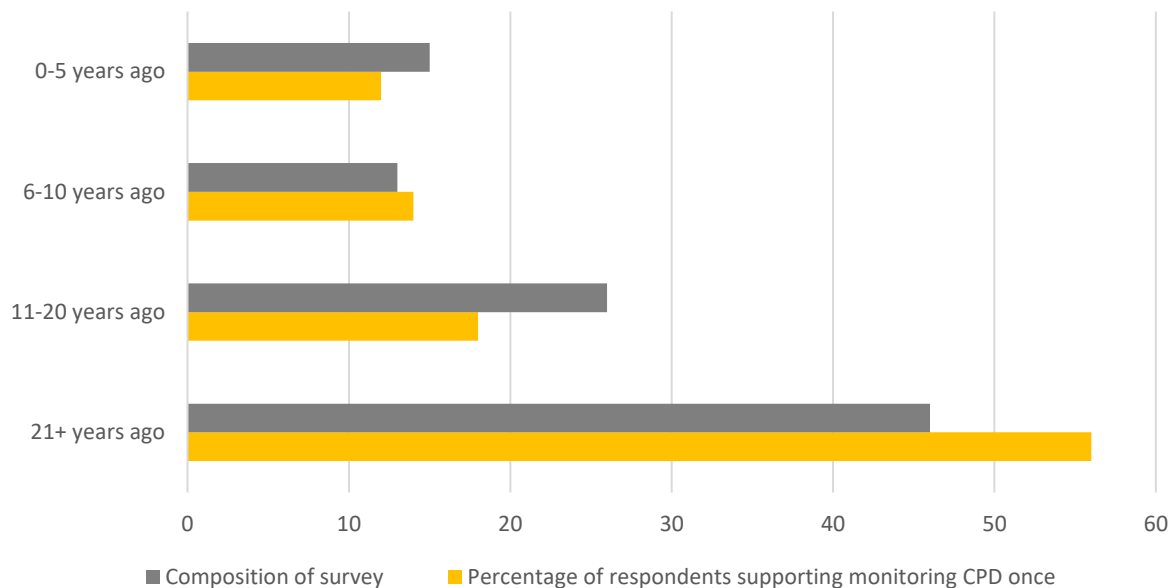
Existing schemes

4.59   96 respondents urged us to adopt an existing scheme operated by another organisation, most often a professional institute. This does not mean the respondents were suggesting existing schemes were exemplary in composition, but rather urged ARB not to duplicate schemes already in existence and allow them to apply to ARB's own requirements. The majority (94) were Registered architects, as reflected in the example quote below.

> "I would worry that this duplicates the RIBA system or that I end up having to do both the RIBA system and the ARB system. I think that we should be given the choice of mixing and matching between ARB, RIBA and others to achieve the areas required without this becoming a burden."
>
> **Registered architect, London & South East**

4.60   It is important to consider the changing context in the UK. The intentions of the Building Safety Act are to give ARB the power to monitor the training and development architects carry out throughout their careers. This applies to *all* members of the profession who are on ARB's Register of Architects and use the legally restricted title 'architect', not just those who are members of a professional body.

Figure 4.15: Percentage of Registered architects supporting adoption an existing scheme (*time since qualification*)
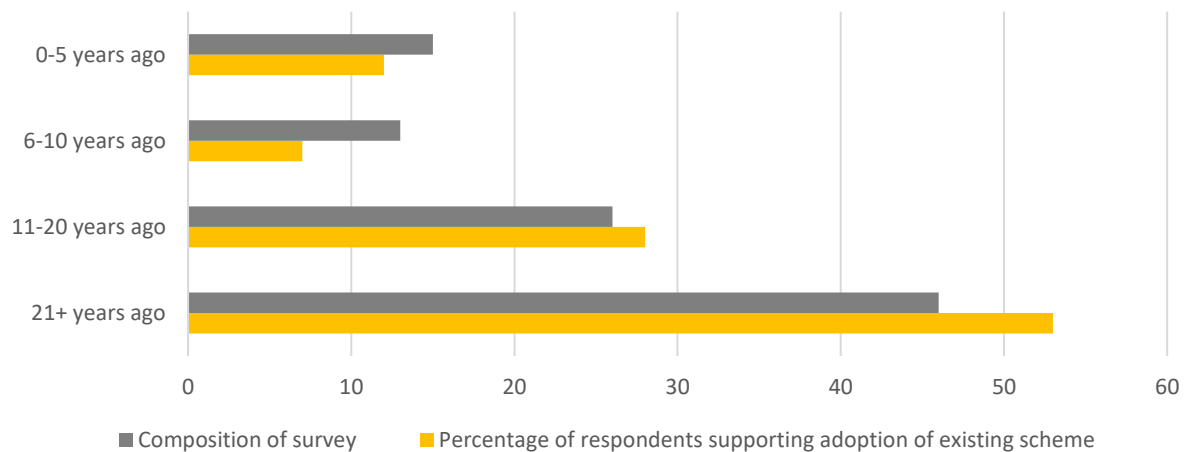
Monitor automatically

4.61   31 respondents who expressed support for automatic reporting. The majority of these (30) were Registered architects.

Bureaucracy

4.62   Alongside views on the monitoring of CPD, 73 respondents expressed the view that CPD schemes are bureaucratic exercises, rather than an opportunity to develop. These views were expressed by 10% of the total survey respondents.

> "I can't see how any monitoring scheme can be anything other than an expensive waste of time. Whilst CPD should always be encouraged, a mandatory monitored exercise is an expensive sledgehammer to crack a nut."
>
> **Registered architect, London & South East**

4.63   12% of these respondents submitted responses on behalf of an organisation.

4.64   Registered architects comprised 96% (70) of respondents who raised this view. Those working in small or self-employed practices were more likely to express this view: 64% compared to 53% of survey respondents (see Figure 4.16).

Figure 4.16: Percentage of Registered architects who view CPD as a Bureaucracy (*type/size of practice*)

■ Composition of survey ■ Percentage of respondents viewing CPD as bureaucracy

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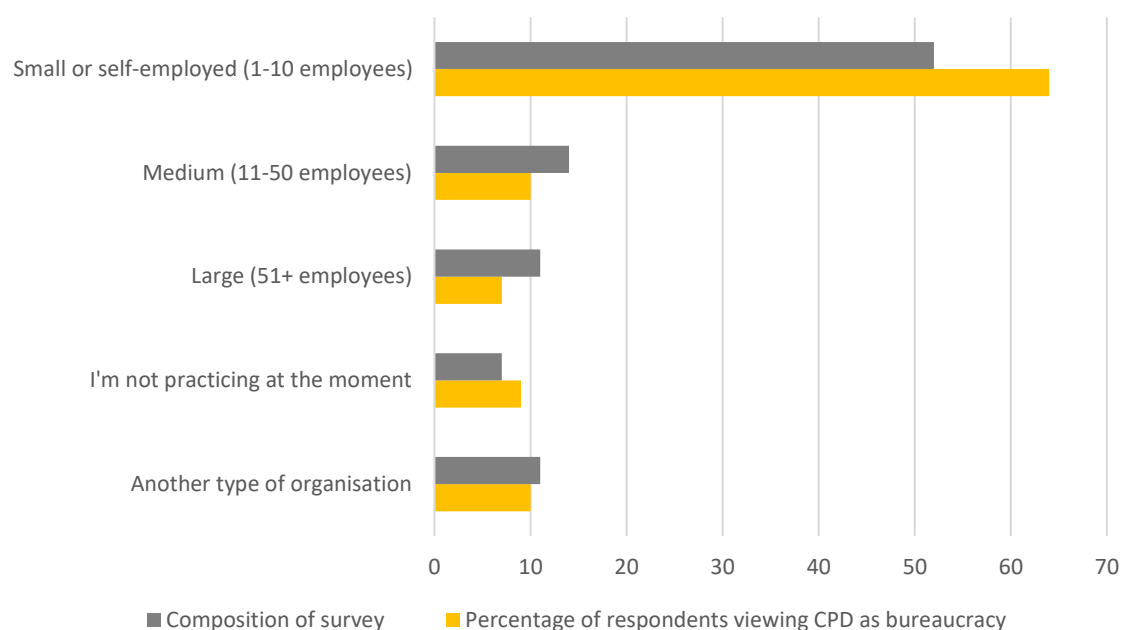
Conclusion

One third of respondents raised (unprompted) the topic of how CPD should be recorded or monitored, often with a rationale for reducing the administrative burden for architects complying with the new scheme. The high recurrence of this among respondents shows that we'll need to continue to involve architects in the design of the scheme.

It also reinforces the importance of our principle on avoiding duplication, which was the most popular principle (with 91% of respondents supporting it). This principle is that the scheme should avoid duplication as much as possible so that it can be effective in raising competence across the profession without placing a burden on those who comply.

Some respondents mistakenly thought ARB would be providing CPD or appeared confused about the difference between our statutory framework, and other types of CPD scheme. We will need to continue to engage with registrants and other stakeholders to ensure clarity and understanding.

Mandating or recommending CPD topics

4.65   Some respondents suggested we should mandate or recommend specific topics to be covered as part of a registrant's CPD. These suggestions differ from comments about the overall structure and implementation of the scheme itself. Views about mandating topics were raised proactively by survey respondents. We did not ask a specific question about this

in the survey, meaning we did not seek views across all survey respondents and cannot gauge the overall strength of views about it.

4.66   26 respondents suggested (unprompted) that we should mandate particular topics for architects to learn as part of their CPD - representing 3% of survey respondents.

> "It would be a great idea to make it mandatory for practices and architects to share internally issues such as quality control, health & safety, project management, fee calculations, regulations, design goals, specification of products etc to broaden to horizon especially for younger architects."
>
> **Registered architect, Yorkshire and Humber**

4.67   88% of respondents suggesting topics be mandated were Registered architects (including those who are also Academics). This is slightly lower than their proportion of the overall survey.

4.68   12 respondents suggested we recommend topics – representing 2% of survey respondents.

> "If there could be specific 'chunks' of CPD under topic headings produced that we could set time aside against to actually learn about best practice / technical aspect etc that would be helpful. It would be even better if this all came from one central location?"
>
> **Registered architect, Northern Ireland**

4.69   Although the numbers of respondents raising specific topics in this way was low, it provides insight into the areas where respondents believe further CPD may be needed among the profession.

4.70   The most common topics raised were:

- New regulations and legislation
- Sustainability and climate change
- Contracts and fees

4.71   Others mentioned included:

- Ethics and universally agree standards of professionalism
- Fire safety
- Insurance
- Project management and budgeting
- Health and safety

4.72   Similar topics were raised by participants in a workshop held with members of our Architects Engagement Group. At this event, attendees were able to participate in an online poll to recommend core topics. Nine attendees joined the poll; eight of them recommended environmental sustainability and six recommended safety.[7]

4.73   Safety and sustainability were also topics raised by architects in previous research commissioned by ARB, resulting in guidelines that we issued to architects in 2021.[8]

Conclusion

Some respondents suggested that ARB mandate specific CPD topics. The topics that were suggested have been raised by architects engaging with ARB and through earlier research, notably environmental sustainability and safety.

While architects will have different areas of practice and specialisms, there may be some topics that are relevant to the entire profession. Given that one of the principles of the scheme is to improve the overall competence of architects, this insight is therefore helpful as we consider whether to make interventions where we identify particular areas of competence that the whole profession needs to address.

Exemptions

4.74   23 respondents expressed a view that their circumstances should make them exempt from CPD or that the scheme should include some form of special consideration towards them. This represents 3% of survey respondents.

4.75   Common reasons given by respondent who viewed themselves as exempt from CPD included:

- Living abroad
- Retired
- Non-working architects on a career break
- Teaching
- Long-term illness

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[7] The online workshop was held on 6 October 2021, attended by over 40 members of the Architects Engagement Group. You can join the group and receive invitations to future events via ARB's website: https://arb.org.uk/talk-to-us/
[8] For more information see ARB's website: https://arb.org.uk/architect-information/guidance-notes/arb-safety-sustainability-guidelines-architects/

"I am retired from practice but maintain my ARB and RIBA memberships for no other reason than I support both institutions. It would appear that if I do not carry out CPD I will be removed from the register. If so, the ARB will be losing revenue that I assume it would prefer to keep.

Would consideration be made to providing a retired registration that was not subject to CPD?"

Registered architect, London & South East

Conclusion

Whilst some respondents suggested they should be given special consideration or made exempt from CPD requirements, the legislation will set expectations about the Register and how it must operate.

The purpose of the Register of Architects is to have a definitive list of those individuals who are appropriately qualified and competent to carry out architectural business or practise. The changes proposed under the Building Safety Bill anticipate that those practising architects must commit to maintaining their competence through CPD. Whilst some respondents suggested they should be exempt from CPD requirements, to allow that would undermine the purpose of registration and the intentions of the new legislation to improve building safety. As we develop our CPD framework we will need to be mindful of equality, diversity and inclusion. We will consider whether there may be some limited circumstances in which some Registrants may be temporarily exempt from carrying out CPD. It remains the case that architects who have retired from practice do not need to stay on the Register.[9]

Therefore, to use the title 'architect' in the UK an individual must be registered with ARB and through the new scheme be able to demonstrate commitment to a culture of continued learning throughout their professional lives.

Individuals can resign from the Register to re-join at a later date, but our statutory duties alongside the monitoring powers intended to us through the Building Safety Act will require all architects on the Register to maintain their competence from their point of registration until their retirement.

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[9] For further information about staying on the Register and using the title 'architect', see ARB's website: https://arb.org.uk/architect-information/resigning-from-the-register/using-the-title-architect-frequently-asked-questions/

Other views raised

4.76   The survey was focused on the development of our proposed CPD scheme, but some respondents also used it as an opportunity to raise topics and views in other areas. We have also analysed these to inform our wider approach to regulation. 29 respondents raised the topic of protection or regulation of the functions of an architect. Examples such as the following quote raising this topic represent 4% of survey respondents.

> "The point of improving the competence of architects is to improve building safety and sustainability in general in the UK. There is literally no point in doing this if we are competing in the marketplace with others who are free to do the same thing (design buildings) as us but without the burden of the code of conduct or this increased continued training."
>
> **Registered architect, London & South East**

4.77   24 respondents (3%) expressed the view that architects should be more recognised and/or respected as a profession. With the exception of one response from an organisation, all were Registered architects. There was no variation between practice type. 8 respondents. Such as the quote below, viewed the profession as needing both more recognition *and* protection of the function of an architect.

> "The 'unregulated' professions in our industry often offering the same services as architects (i.e. so called architectural designers) should either be regulated so that they have a requirement for continued CPD and monitoring. Or the function of the architect (and not just the title) needs urgently protecting to ensure high professional standards in our field."
>
> **Registered architect, London & South East**

4.78   26 (2%) respondents expressed views about ARB that were unrelated to the CPD proposals. 19 of these were negative and 7 were positive.

Conclusion

Whilst we have analysed the occurrence of these sentiments, they do not relate directly to our proposals for a CPD scheme. Feedback has been noted, particularly as we implement our new corporate strategy, but we will not be taking any further action on them in relation to our CPD scheme. As a statutory regulator, our powers are confined to those within legislation. Regulation of function is not within the scope of that legislation. The scope of regulation is a matter of public policy overseen by the Government. The Government issued a Call for Evidence on the regulation of architects in 2021 as part of an ongoing review.[10]

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[10] Further information can be found on the Government's website:
https://www.gov.uk/government/consultations/review-of-architects-regulation-call-for-evidence/review-of-architects-regulation-call-for-evidence

Chapter Five: Next steps

5.1   The Building Safety Bill is expected to receive Royal Assent in this session of Parliament.

5.2   Following completion of this analysis, the report and its conclusions will be considered by the Board of ARB.

5.3   Proposals will then need to be drafted and tested with the profession. ARB will launch a consultation on the detail of a CPD scheme later this year.

5.4   It is important to note that when factoring in periods of testing and piloting, we anticipate that we won't implement this CPD scheme until mid-2023 or later.

Annex A: List of respondents

125 respondents gave permission for their response to be published in full, with another 433 wishing to be published anonymously.[11] Of those who wished for their responses to be published in full, 107 were Registered Architects while 9 were Academics (Registered Architect).

151 responses were made on behalf of an organisation, with 45 agreeing to be published in full.

The names of all 125 individuals and organisations published in full are listed below.

- Adrian Brewin, Registered Architect
- Alexandru Andrusca, Registered Architect
- Alpha Architects Ltd t/a Nic Antony Architects
- Andrew Bell, Registered Architect
- Andrew Paine, Registered Architect
- Andrew Wood, Registered Architect
- Angelene Clarke, Architectural assistant, designer or consultant
- Angus Eitel, Registered Architect on behalf of Fiftypointeight Architecture + Interiors
- Anne Netherwood, Registered Architect
- Arthur Archeson, Registered Architect
- Arthur Tatchell, Registered Architect
- ASP Architects London Ltd
- Benedict Pulford, Registered Architect
- Benjamin Youd, Registered Architect
- Bob Mousley, Registered Architect
- Chris Hartiss, Registered Architect
- Chris Murfin Architects
- Colin Fowler, Registered Architect
- Colin Usher, Registered Architect on behalf of MicroArchitecture
- Constructive Individuals (London) Ltd
- CSB Architectural Design Ltd T/A CSB Architects
- David Edwards, Registered Architect
- Deborah Philips, Registered Architect
- Deeper Green
- Delphine Zuccarelli, Registered Architect
- Donald E Wahlberg, Registered Architect
- Duncan Gunn, Registered Architect

- James Angus Smith, Registered Architect on behalf of Space Solutions
- James Cross, Architecture Student
- James Holmes-Siedle, Registered Architect on behalf of All Clear Designs Limited
- James Richard Mervyn Wingfield-Stratford, Academic (Registered Architect)
- James Sheppard, Registered Architect & Chartered Surveyor
- James Taylor, Registered Architect
- Jamie Mann, Registered Architect
- Jan Kattein, Academic (Registered Architect)
- Joanne Harrison, Registered Architect
- Johan Visser, Architecture Student – graduate (studying Part 2)
- John Barber, Registered Architect on behalf of TPFL Architects
- John Kellett, Registered Architect on behalf of KR.eativ: Architects Ltd
- Jon Wallsgrove, Registered Architect
- Jonathan Harford, Registered Architect
- Julian Williams, Registered Architect
- Kaiyi Gu, Registered Architect
- Karen Rainsford, Registered Architect
- Kathy Gal, Registered Architect
- Kennedy O'Callaghan, Registered Architect
- Laura Gerada, Registered Architect
- Laura Powell, Registered Architect
- Leigh Brooks, Registered Architect
- MacAusland Design Ltd
- Maitri-Architecture

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[11] Published responses can be access here: https://arb.citizenspace.com/policy-and-communications/scheme-for-continuing-professional-development-cpd/consultation/published_select_respondent

- Edward Lee, Architecture Student – Part 3 candidate
- Edward Miles, Registered Architect
- Euan Clark, Registered Architect
- Faisal Mohsin, Registered Architect
- Flavio Nunes, Architecture Student – Part 3 candidate
- Gavin Alakija, Registered Architect
- Giuseppe Amesbury, Registered Architect
- Graham Wright, Registered Architect
- Greig Munro, Registered Architect on behalf of Coast2Coast Architects
- Hamilton Architects
- Haven Architecture Ltd
- Hugo James Hardy, Registered Architect
- Iain Todd, Registered Architect
- Ian Parkes, Registered Architect
- Ian Robertson, Registered Architect
- Ian Salisbury, Registered Architect
- Ian Taylor Reid, Registered Architect
- Ingrain Architecture Ltd
- Jacob Hotz, Academic (Registered Architect)
- James Allen, Registered Architect
- Phil Bixby, Registered Architect on behalf of Constructive Individuals
- Phoenix Architects
- Powell Design & Construction Ltd
- Raymond Christie, Registered Architect
- Renga Design
- Richard Brindley, Registered Architect
- Richard Collis, Registered Architect
- Richard Saxon CBE, Registered Architect
- Robert Mantho, Academic (Registered Architect)
- Robin Jackson, Registered Architect
- Royal Institute of British Architects (RIBA)
- Rural Solutions
- Sage Gray Architects
- Scott Brownrigg
- SD Studio Ltd
- Seamus MacBride, Registered Architect
- Seth Handley, Registered Architect
- Stuart Hatcher, Registered Architect
- Sumita Singha, Registered Architect
- Terry Vanner, Registered Architect
- Thomas Jefferies, Academic (Registered Architect)
- Tim Gough, Registered Architect

- Mark Doohan, Registered Architect on behalf of Benchmark Architects Ltd
- Mark Smyth, Registered Architect on behalf of Studio Bua
- Martina Arata, Registered Architect
- Mathews Serjeant Architects
- Matthew Wintersgill, Registered Architect
- Michael W A Cassidy, Academic (Registered Architect)
- Nicholas Channon, Registered Architect
- Nicolas Waring, Registered Architect
- Patric Przeradzki, Registered Architect on behalf of Plus Architecture
- Patricia Forero-Senior, Registered Architect
- Paul Giblin, Architect In Foreign Jurisdictions
- Paul Hunt, Registered Architect
- Paul Latham, Registered Architects on behalf of The Regeneration Practice
- Peter Clapp, Registered Architect
- Peter David Jenkins, Registered Architect
- Peter Wray, Registered Architect
- William Lippe, Registered Architect
- William Rome, Registered Architect
- Yvonne Dean, Academic (Registered Architect)

- Tim O'Callaghan, Registered Architect on behalf of Nimtim Architects Ltd
- Tiwalola Fadeyibi, Registered Architect
- Tom Gilsenan, Registered Architect
- Tom Spriggs, Registered Architect
- Tom Stebbing, Registered Architect
- Tom Woolley, Registered Architect
- University of Cambridge, Department of Architecture
- Valerie Hinde, Registered Architect
- Warren Whyte, Registered Architect
- Wendy Colvin, Academic (Registered Architect)

Table A1: Stakeholders who did not agree to be published

Total	Academic (registered architect)	Registered Architect	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
205	5	189	0	0	1	7	0	3

Annex B: Survey data

Table B1: Survey respondents by Stakeholder category

Option	Total	Percent
Registered architect	693	94%
Academic (Registered architect)	30	4%
Architectural assistant, designer or consultant (not Part 3 qualified)	3	0.39%
Architecture Student – undergraduate (studying Part 1)	1	0.13%
Architecture Student – graduate (studying Part 2)	2	0.26%
Architecture Student – Part 3 candidate	18	2.36%
Other built environment professional	5	0.66%
Other	11	1.44%

Table B2: Survey respondents by Gender

Option	Total	Percent
Female	227	30%
Male	484	63%
Non-binary	2	0.26%
Prefer not to say	48	6.29%
Other	2	0.26%

Table B3: Survey respondents by Ethnicity

Option	Total	Percent
Asian/Asian British	24	3%
Black/ African/Caribbean/Black British	4	0.52%
Mixed/Multiple ethnic groups	18	2%
White/White British	617	81%
Prefer not to say	73	10%
Other ethnic group	27	4%

Table B4: Geographic spread of responses

Option	Total	Percent
East of England	41	5.37%
East Midlands	29	3.80%
London & South East	298	39.06%
North East	13	1.70%
North West	46	6.03%
South West	77	10.09%
West Midlands	36	4.72%
Yorkshire & Humber	42	5.50%
Northern Ireland	12	1.57%
Scotland	80	10.48%
Wales	16	2.10%

Republic of Ireland	4	0.52%
Prefer not to say	9	1.18%
Other	60	7.86%

Table B5: Registered architects – When qualified

Option	Total	Academic (registered architect)	Registered architect
0-5 years ago	112 (15.49%)	2	110
6-10 years ago	94 (13.00%)	1	93
11-20 years ago	186 (25.73%)	7	179
21+ years ago	331 (45.78%)	20	311

Table B6: Registered architects - Size of practice

Option	Total	Academic (registered architect)	Registered architect
Small of self-employed (1-10 employees)	396 (55%)	10	386
Medium (11-50 employees)	109 (15%)	1	108
Large (51+ employees)	86 (12%)	0	86
I work at another type of organisation (e.g. developer, local authority)	81 (11%)	9	72
I'm not practising at the moment	51 (7%)	10	41

Table B7: What types of architecture do Registered architects have the most experience in?

Option	Total	Academic (registered architect)	Registered architect
Commercial (including office and retail)	355	17	338
Community or non-residential institution	179	8	171
Defence and security	26	1	25
Education	237	19	218
Healthcare	142	11	131
Heritage and Conservation	269	11	258
Housing: single dwelling (new build or refurbishment)	482	19	463
Housing: multiple dwellings (excluding high rise)	343	17	326
Housing: high rise residential buildings	124	8	116
Housing: institutional (including care homes, hostels, student accommodation)	129	6	123

Hospitality (including hotels and restaurants)	142	5	137
Inclusive design	93	8	85
Masterplanning or large-scale mixed use	147	11	136
Infrastructure	35	3	32
Sustainable design	190	8	182
Transport (including aviation and rail)	55	2	53
Other	59	2	57

Table B8: CPD Principles ranking matrix – Improve overall competence of the profession

Option	Total	Registered architect	Academic (registered architect)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly support	350 (45.87%)	309 (40.50%)	17 (2.23%)	2 (0.26%)	0	2 (0.26%)	11 (1.44%)	4 (0.52%)	5 (0.66%)
Support	268 (35.12%)	250 (32.77%)	8 (1.05%)	1 (0.13%)	0	0	5 (0.66%)	0	4 (0.52%)
Neither support nor oppose	92 (12.06%)	86 (11.27%)	0	0	1 (0.13%)	0	2 (0.26%)	1 (0.13%)	0
Oppose	22 (2.88%)	20 (2.62%)	3 (0.39%)	0	0	0	0	0	2 (0.26%)
Strongly oppose	31 (4.06%)	28 (3.67%)	0	0	0	0	0	0	0

Table B9: CPD Principle ranking matrix – Tailored by architects to their own practice and needs									
Option	Total	Registered architect	Academic (registered architect)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly support	485 (63.56%)	440 (57.67%)	22 (2.88%)	0	0	2 (0.26%)	9 (1.18%)	3 (0.39%)	9 (1.18%)
Support	195 (25.56%)	180 (23.59%)	2 (0.26%)	2 (0.26%)	1 (0.13%)	0	9 (1.18%)	0	1 (0.13%)
Neither support nor oppose	38 (4.98%)	37 (4.85%)	1 (0.13%)	0	0	0	0	0	0
Oppose	27 (3.54%)	21 (2.75%)	2 (0.26%)	1 (0.13%)	0	0	0	2 (0.26%)	1 (0.13%)
Strongly oppose	18 (2.36%)	15 (1.97%)	3 (0.39%)	0	0	0	0	0	0

Option	Total	Registered architect	Academic (registered architect)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Table B10: CPD Principle ranking matrix – Proportionate and deliverable									
Strongly support	447 (58.58%)	407 (53.34%)	16 (2.10%)	3 (0.39%)	0	2 (0.26%)	8 (1.05%)	4 (0.52%)	7 (0.92%)
Support	239 (31.32%)	216 (28.31%)	9 (1.18%)	0	1 (0.13%)	0	10 (1.31%)	1 (0.13%)	2 (0.26%)
Neither support no oppose	42 (5.50%)	40 (5.24%)	1 (0.13%)	0	0	0	0	0	1 (0.13%)
Oppose	15 (1.97%)	13 (1.70%)	1 (1.13%)	0	0	0	0	0	1 (0.13%)
Strongly oppose	20 (2.62%)	17 (2.23%)	3 (0.39%)	0	0	0	0	0	0

Table B11: CPD Principle ranking matrix – Avoid duplication where possible

Option	Total	Registered architect	Academic (registered architect)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly support	541 (70.90%)	494 (64.74%)	19 (2.49%)	3 (0.39%)	0	2 (0.26%)	12 (1.57%)	3 (0.39%)	8 (1.05%)
Support	151 (19.79%)	138 (18.09%)	6 (0.79%)	0	0	0	4 (0.52%)	2 (0.26%)	1 (0.13%)
Neither support no oppose	44 (5.77%)	39 (5.11%)	1 (0.13%)	0	1 (0.13%)	0	2 (0.26%)	0	1 (0.13%)
Oppose	9 (1.18%)	7 (0.92%)	1 (1.13%)	0	0	0	0	0	1 (0.13%)
Strongly oppose	18 (2.36%)	15 (1.97%)	3 (0.39%)	0	0	0	0	0	0

Table B12: Type of learning matrix – Self-directed reading

Option	Total	Percent
Very useful	457	59.90%
Somewhat useful	257	33.68%
Not so useful	43	5.64%
Not applicable	6	0.79%

Table B13: Type of learning matrix – On the job learning

Option	Total	Percent
Very useful	630	82.57%
Somewhat useful	110	14.42%
Not so useful	13	1.70%
Not applicable	10	1.31%

Table B14: Type of learning matrix – Training delivered by an external provider

Option	Total	Percent
Very useful	242	31.72%
Somewhat useful	316	41.42%
Not so useful	184	24.12%
Not applicable	21	2.75%

Table B15: Type of learning matrix – Other type of learning or development

Option	Total	Percent
Very useful	211	27.65%
Somewhat useful	289	37.88%
Not so useful	74	9.70%
Not applicable	189	24.77%

Annex C: Qualitative analysis coding framework

Topic	Summary
General themes	
Existing schemes	Adopt the CPD system used by RIBA or other chartered institutes
Monitor once	One recording system with chartered institutes
Monitor auto	Suggestion for automatic reporting (i.e. event attendance is automatically passed to ARB)
Formal	Preference for *formal* CPD (i.e. scheduled events, courses)
Informal	Preference for *informal* CPD (i.e. on the job learning, reading, self-led)
Time flexibility	Architects should be able to decide when to do their CPD flexibly throughout the year i.e. no specific period for undertaking or reporting it
Bureaucracy	View CPD schemes as a box-ticking exercise rather than opportunity to develop
Function	Request for the regulation of function
Recognition	Believe the profession deserves more recognition
Mandate	ARB should mandate specific topics
Recommend	ARB should recommend specific topics
Formal Test or Exam	Respondent has made a request for a formal test or exam to prove knowledge
Outcome focus	Importance on the summative outcome of CPD (i.e. it should be about what they learned, not what they did to learn it)
ARB –	Negative comment on ARB unrelated to scheme
ARB +	Positive comment on ARB
Exempt	Respondent suggests their circumstances should make them exempt from CPD or requires some form of special consideration
Quality	
Generic	Quality CPD is hard to come by because most is too generic
Cost	Quality CPD is too expensive
Sales	Quality CPD shouldn't be provided by salespeople
Interdisciplinary	Quality CPD should related to multiple fields of knowledge
Relevant	Quality CPD should be relevant to my everyday practice / specialised to my field
Expert	Quality CPD should be led by experts and researchers in the subject field
Barriers	
Expensive	CPD is too expensive / poor value for money
Irrelevant	CPD isn't relevant to respondent's work or everyday practice
Time	It's hard to find the time do to CPD
Language	Language barriers for those working abroad
Awareness	Respondent is unaware of CPD opportunities or options
Choice	Lack of choice available for architects to choose what works for them
Innovative CPD	
Practice Networks	Formal set of social networks that facilitate information exchange between individuals with practice-related goals
Mentors	
Peer-to-Peer	I.e. group work, shared experiences
Online	Online seminars, events, training by any organisation (including professional bodies and universities)

In-person	In person seminars, events and training by any organisation
Podcasts	Any series of streamed or downloaded digital audio files
Case studies	
Teaching	Giving talks, lectures or some other form of teaching
Technical Expertise	Sector experts lead CPD programmes
Demonstrations	Industry-led CPD shows new services/innovations/products/strategies
On-demand	CPD can be accessed at any time
Visit Sites	Visits to buildings or construction sites
Visit Orgs	Visits to or by industry organisations (i.e. construction developers, technology suppliers)
Read	Self-directed reading of any kind (research, updates to Building Regs, etc)