

Solution: Recognise the importance of Continuing Professional Development for the up skilling of the profession and stop considering it as a regulatory restriction to the mobility of professionals in Europe.

Life-long learning is firmly embedded in the working lives of qualified professionals in many sectors, including architecture. Continuing Professional Development (CPD), a part of lifelong learning, is strongly encouraged and indeed mandated by professional bodies and competent authorities.

According to the ACE European deontological code for providers of architectural services, “all providers of architectural services shall ensure that they continually maintain and develop their professional knowledge and skill in all areas relevant to their practices”.

Article 46 of the Professional Qualifications Directive addressed the training and qualification of architects. Building on that, CPD is about two things: maintenance of competence (what you learned to qualify and the skills you use to continue to practice), and upskilling (learning new things).

Indeed, CPD – and especially upskilling - appears to be a necessity and has become a common practice in the profession, because of:

- The ethical requirement to design safe buildings and places, particularly regarding building, life, and fire safety, particularly in high rise residential buildings. The safety of people in the built environment depends principally on a combination of three primary elements, good design, the choice of suitable materials and sound methods of construction, each of which depends in turn in a large measure on a fourth, the skill, knowledge and experience of those engaged in the construction industry.¹
- The increase in the need for specialist and technical and digital skills for new work areas and challenges that architects are facing around climate change, climate literacy and achieving net zero.
- The rapid expansion of digital design techniques, artificial intelligence, and methods of carbon calculation.
- The need to maintain and acquire skills to preserve the historic environment, balancing the requirements of preservation and conservation with retrofitting for accessibility and heat loss.
- The significant and rapid evolution of construction techniques and their increased complexity.
- The expansion of the regulatory and standardisation framework.
- In a profession dominated by micro businesses and SMEs, challenges associated with safely and profitably running a business, including understanding contracts and procurement.
- The need to acquire skills to deliver for and engage better and more comprehensively with clients, stakeholders and communities.
- The need to design for accessible and inclusive places, buildings and workplaces, for user needs and differing requirements.
- The need to understand and embed equity, inclusion and diversity in the workplace and the profession.



Manifesto for the
EU institutions

Time to Act:
for high-quality
architecture and living
environment for all



ACE key policy priorities for the EU institutions

Promoting high-quality architecture and living environment for all

- Recognising the Value of Architecture as a Key Lever for High-Quality Living Spaces
- Embedding the Values of the New European Bauhaus in EU Legislation
- Developing a proposal for a Planning Services Directive

Advancing the highest standards in education and ensuring the upskilling of professionals

- Aligning with the International Standard of training (5+2)
- Resolving the problem of Mixed Qualifications
- **Ensuring the up-skilling of professionals**

Establishing a SME-friendly regulatory framework

- Ensuring Strict Reciprocal Application of the Government Procurement Agreement and International Procurement Instrument
- Revising the Public Procurement Directive

Favouring architectural and planning solutions in the built environment

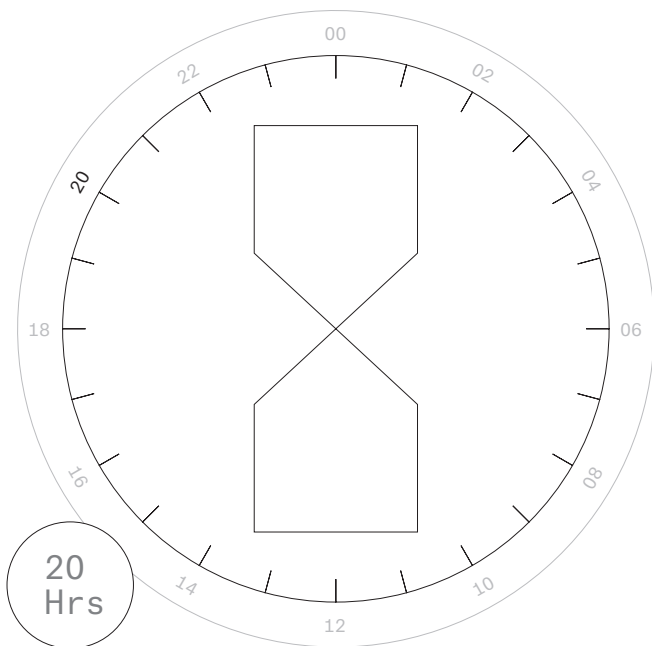
- Tackling whole-Life Impact of the Built Environment and apply Circular Economy Principles in the Construction Sector
- Promoting renovation, transformation and re-use of existing buildings over demolition and new build
- Adapting living spaces to the effect of Climate Change through architectural and planning solutions

Ensuring the up-skilling of professionals



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European architects spend an average of 20 hours per year
undertaking Continuing Professional Development.
Source: ACE Sector Study.

The ACE encourages its Member Organisations to implement mandatory CPD requirements and has developed guidelines to support them in setting up CPD systems. It has also created a CPD Register to help architects access training across Europe. While CPD is encouraged by the Professional Qualifications Directive, we are dismayed to see that CPD is still listed by the Commission's Regulatory Restrictiveness Indicator as a regulatory restriction to the mobility of professionals in Europe.

Especially in view of the so-called 5th freedom (see Letta report page 19ff) and the necessity to keep up with fast-changing research, regulatory and technical developments, it is crucial to stress the importance of Continuing Professional Development (CPD) for the continuing upskilling and competence of professionals. It provides the basis for innovative approaches, and safe practice. It is also crucial to employability in the single market. It is also vitally important to the safety of users of the built environment and of clients.

Article 22 B of the Professional Qualifications Directive states that 'in accordance with the procedures specific to each Member State, continuing education and training shall ensure that persons who have completed their studies are able to keep abreast of professional developments to the extent necessary to maintain safe and effective practice.'

It doesn't make sense for the COM to insist that MOs must ensure that professionals are able to up-date their skills, on the one hand, and then award CPD a negative rating in the RRI (when it is the COM that has made it mandatory). Again, in most countries, CPD is not about access to the profession but retention of registered status. It does nothing to prevent new people entering the profession.

Thus, it is difficult to understand why CPD is still regarded as a regulatory restriction to the free movement of professionals in the Regulatory Restrictiveness Indicator. On the contrary, CPD is in fact a very important basis for the provision of professional services in other countries, is a condition of the maintenance of status for any qualified professional, and is essential to creating an environment where professionals take regular, organised steps to upskill, for the good of society, the welfare of users of the built environment, and the future of the planet

Finally, CPD requirements are entirely consistent with these foci from the European Year of Skills:

- Promoting investment in training and upskilling, enabling people stay in their jobs or find new ones.
- Ensuring skills match the needs of employers.
- Matching people's aspirations and skill sets with opportunities on the job market, especially for the green and digital transitions and the economic recovery.
- Attracting people from outside the EU with the skills needed.
- Plugging gender gaps.

