



Strategy 2022+



# Introduction

The Chartered Institution of Highways & Transportation (CIHT) provides strategic leadership and support to help our members develop, deliver and maintain sustainable solutions for highways, transport infrastructure and services that:

- ✔ address the challenges of climate change
- ✔ support the economy
- ✔ help address societal inequalities
- ✔ reduce environmental degradation
- ✔ respond to a changing world

We bring members together to share, learn and feel confident about addressing these challenges through the application of good practice, by embracing innovation and by acting with integrity.

With the support of our members, in collaboration with our partners, we believe we can deliver real and long-lasting change across our sector. This strategy is ambitious and provides a framework for CIHT, our members and our partners to provide the leadership to meet these challenges and deliver that change for the public benefit.

## About the CIHT

CIHT is a chartered professional body for those working in highways and transportation. We support our members throughout their careers by providing:

- ✔ industry-recognised training and qualifications
- ✔ professional standards
- ✔ research and business information
- ✔ leadership on key transportation related issues

We have members across the world, working in the public, private, academic, research and not-for-profit sectors.

CIHT is the only body to offer the full range of professional transportation qualifications including Chartered Engineer, Incorporated Engineer, Engineering Technician, Certificate of Competency in Road Safety and, uniquely, Chartered Transport Planning Professional. These qualifications ensure that our members work to high professional standards on behalf of the societies we serve.



We have a network of valued partner organisations – representing the private, public, research and education sectors – that support and collaborate with us in our work and align to our values.

Our work is governed by our Royal Charter. Our object states that we exist:

“To advance for the public benefit the science and art associated with highways and transportation in all their aspects: and to promote education, training and research and development of the said science and art.”



As a chartered professional body, we work to:



### **Inform** - expanding knowledge

CIHT demonstrates and communicates excellence and good practice, and supports members to plan, design, deliver, operate and maintain safe, efficient and cost-effective transport solutions.



### **Inspire** - instilling confidence and trust

CIHT showcases members who are role models for ethical and professional behaviours, encouraging people from diverse backgrounds to choose a career in highways and transportation, operating and delivering appropriate solutions to the highest standards.



### **Improve** - enhancing careers

CIHT provides qualifications, training and CPD to help members develop the skills and knowledge needed to provide leadership in a constantly evolving sector.



### **Influence** - making a difference

CIHT members play key roles in policy and technical developments across highways and transportation. Through working closely with members and influential stakeholders, CIHT shapes the decisions that affect our society, environment and economy.



## Our over-arching themes






## Climate action

Transport is a key carbon generator and has a major impact on the climate. There is an urgent and immediate need to decarbonise our transport systems to tackle the current climate crisis and to provide better long-term solutions for a more sustainable world.

Transportation professionals are key to finding practical solutions. Climate actions are therefore a key focus for our strategy, and we will support our members to provide the leadership required to make the big changes our sector needs and to ensure that climate action not change is central to all we do.

CIHT will lead by example.

We will:

-  become a net zero carbon organisation by 2027
-  support our members by providing training on carbon literacy in 2022
-  promote initiatives across our sector that decarbonise our transport system and move to more sustainable forms of transportation at the earliest possible opportunity



## Professionalism

Being professional means being held to account for our advice and actions. We expect our members to operate within the CIHT Code of Professional Conduct, maintain and develop professional ethical expertise and deliver a safe and effective service.

This gives the public confidence that our members will:

- ✔ appropriately manage sensitive information
- ✔ consider complex ethical and moral matters
- ✔ use reasoning and evidence-based decision-making

We will:

- ✔ support our members to uphold professional standards through knowledge sharing, networking, learning and training





## Equality, diversity and inclusion

CIHT believes in working for equality, diversity and inclusion in the transportation sector. A sector that truly represents the wider community that we serve enables us to deliver the best solutions to the challenges we face. We will continue to lead the way to make the transportation profession an inclusive and diverse career for all.

### We will:

- ✔ introduce a CIHT Equality, Diversity and Inclusion (EDI) strategy in 2022 and put a 5-year action plan into practice

We believe this will enhance our reputation among transportation professionals as an organisation that respects, values and includes everyone working in or affected by transport.

- ✔ push for more equality, diversity and inclusion across the transportation sector

We believe this will lead to greater diversity of thought, generate innovation and deliver solutions that reflect the diverse needs of society we serve.





## Our **vision**

To be the leading professional highways and transportation body, promoting safe, accessible, inclusive, economically and environmentally sustainable transport infrastructure

## Our **mission**

To advance, for public benefit, the science and art associated with highways and transportation infrastructure and services and to promote associated education, training, research and development



## Our values



### **Professional**

An effective, high-performing and ethically focused Institution that has integrity, acts impartially and strives to do the right thing, in a fair and responsible way



### **Inclusive**

An accessible Institution that values equality, diversity and inclusion by supporting all our members, regions, national and international working groups and committees



### **Collaborative**

A membership body that engages with our stakeholders, supports common interests and informs and influences decision-makers



### **Progressive**

An ambitious and innovative Institution committed to positive change

## The next five to ten years

Our strategic priorities from 2022 are to promote learning, influence the future and promote the value of membership



## Promote learning

Providing members with the skills, training and qualifications to be the workforce that our society, the environment and the economy need.

We will:

- ✔ encourage and support members to achieve recognised professional qualifications
- ✔ demonstrate and promote the value of qualifications to professionals and employers
- ✔ embed CPD (continuing professional development) as an essential requirement for our members at all stages in their career
- ✔ provide mentoring and professional development opportunities to our members
- ✔ develop and deliver a digital learning platform for members

**CIHT** | Continuing professional development (CPD) is an essential requirement for all our members



## Influence the future

Working with members, stakeholders and decision-makers to demonstrate the value of efficient transport infrastructure and services and to help improve all networks so that they are safe, sustainable, effective and able to meet the changing needs of society.

### We will:

- ✔ shape and contribute to transport policy across the UK and internationally
- ✔ maintain and develop relationships with national, devolved and regional governments, industry and the public
- ✔ encourage research and debate on a long-term vision for sustainable and integrated transport infrastructure
- ✔ identify and share good practice through exchange of knowledge and information
- ✔ provide thought leadership on key highways and transportation issues

## Promote the value of membership

Recruiting new members and retain existing ones through a reputation for excellence and a range of attractive membership services.

We will:

- ✔ help shape a long-term vision for the profession that will equip it to attract, retain and develop diverse talent
- ✔ provide equitable services and support to members wherever they are located
- ✔ build on our provision of international, national and regional high-quality, accessible events, seminars and networking opportunities
- ✔ launch a comprehensive membership strategy to achieve sustainable growth across all grades, diversify our membership profile and meet the future needs of the sector
- ✔ have a membership and governance structure and composition that is more representative of the society we serve and suitable for a modern professional body









## Delivering our strategy

These important foundations will underpin effective delivery of our strategy.

### **Regions, nations and technical groups**

CIHT's regions, nations and technical groups will be at the heart of delivering our strategy. They support members individually, provide local services and engage with governments and regional bodies on strategic issues.

### **Global focus**

We have members across the globe and will continue to deliver on our international strategy. We will collaborate with our international counterparts on shared agendas.

### **Member services**

We will continue to extend our offer to members by investing in digitally enabled platforms so that they can receive more personalised support services. This will also help us achieve our aim of cutting our carbon emissions. We will enhance accessibility to our services and ensure members have plenty of opportunities to network digitally or in person.



### **Diversification of income base**

We will continue to diversify our financial resources to ensure we are not overly reliant on membership subscriptions. We will do this by developing our training offering, events and additional services. We will regularly review our investment portfolio to optimise returns and provide a sustainable income base.

### **Research, technical and policy**

We will continue to develop and deliver quality thought leadership through research, technical and policy pieces to advance the art and science of highways and transportation and build our influence and impact.

### **Governance**

We will continue to strengthen our succession planning across CIHT by encouraging more members to become actively involved in our governance. We will review the skills, knowledge and competencies needed to be a progressive professional body and evolve our structures to remain relevant in a changing world.

### **Volunteering**

We will be clear on what opportunities are available to members to become actively involved and what they can expect from us through our volunteer strategy. We will provide training and support for volunteers so that they feel valued and able to contribute to the delivery of our work.

### **Business planning**

We will continue with a three-year business planning cycle to enable the delivery of this ambitious strategy, including prioritising activities, strong financial reporting, effective monitoring of performance and alignment of resources to ambition.





# Context for our strategy

In developing our strategy, we have considered:

## **Society's aspirations**

The demand for door-to-door journeys, increased levels of working from home, travel demand, smooth interchanges and accessible, reliable, safe and efficient systems.

## **Economic impact**

Transport as a key to economic growth and opportunity.

## **Technology and innovation**

Transformation of the way transport is planned, used and maintained, including the use of data and digital.

## **International perspective**

Sharing knowledge and practice internationally recognising that transport infrastructure professionals work globally.

## **Environmental enhancement**

The need to reduce the impact of transport on air quality, enhance biodiversity and contribute to healthy and active lifestyles.

## **Place-making**

Identifying our transport systems as key infrastructure that supports more sustainable developments.

## **Climate change and energy security**

Creation of resilient networks to reduce disruption and reduce carbon impacts.



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