

Our People

It is our intention to create an environment which is transparent, simple and inclusive. This will involve looking at our reward strategy, competencies, P&DR and talent programme.

We will work throughout 2017 and 2018 to achieve all of the above, beginning with defining and working with employees on being a purpose driven organisation.

Our people strategy will enable the delivery of our business model as we build public trust and position the CII as an employer of choice by;

- **Attracting** highly competent and driven individuals to enable the delivery of our vision;
- and **Retaining** them.

Source: CII 2017

A well-qualified organisation

28

members of staff whose highest level of qualification is 7+



80

members of staff whose highest level of qualification is 6



42

members of staff are currently studying for a CII qualification



5

members of staff are studying for a non-CII qualification



122

members of staff hold non-CII professional qualifications

16

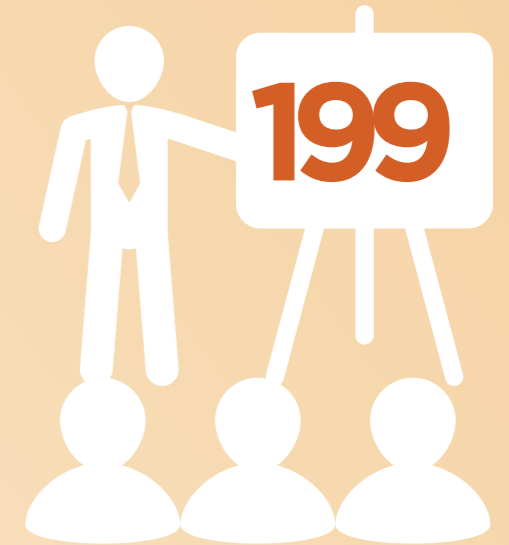
members of staff hold CII professional qualifications



In 2017...



Staff have participated in **959** hours of external learning & development (L&D)



199 hours have been spent on internal L&D



114 hours have been spent on completed e-learning programmes



11.7

An average of 11.7 hours has been spent on L&D per employee

Approximately **2,647**

hours has been spent on learning in total (including e-learning and study for qualifications)

Figures above as of 1 January 2018.

UK employees **216** + International employees **10** = **226** Total