

Young Professionals Management Training Programme's (YPMTP) Survey Report



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1. Introduction

The FIDIC Young Professionals Forum Steering Committee (YPFSC), Young Professionals Management Training Programme's (YPMTP) mentors, FIDIC secretariat and FIDIC Capacity Building Committee (CBC) have prepared a survey for the purpose of gaining feedback from current and previous participants in the YPMTP and finding opportunities to improve the programme if required. This survey differed from previous surveys in that this version focussed on more long term answers from previous participants, as well as including current and recent participants. This purpose of this report is to summarize the outcomes of this survey.

2. Methodology

An anonymous, 35 question survey was prepared based on a combination of multiple choice and open ended questions. The survey was published online (Survey Monkey website) with links to the survey emailed to the list of past participants and was shared via FIDIC social media pages (Facebook, LinkedIn and Twitter) worldwide.



3. Timing

The preparation for the survey started early March 2017 by planning for this initiative and preparing draft survey by YPFSC, followed by several reviewed and suggestions by YPMTP mentors, FIDIC & CBC. Finally the survey was distributed by email on August 2nd 2017 and was closed for feedback on the 15th of September 2017. During this time, 3 emails were sent and multiple reminders for the Social Media links were posted.

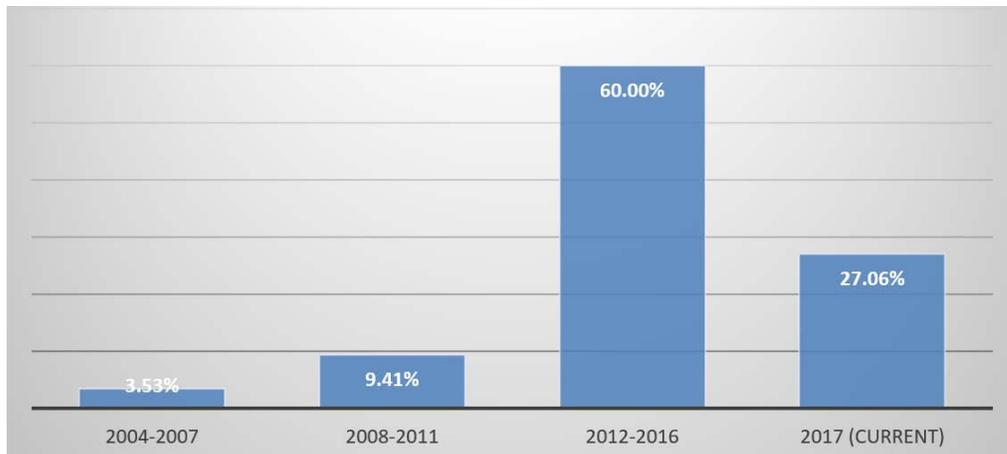
4. Surveys Questions and Outcomes:

The below subsections summarize the survey's 35 questions. Not all respondents completed all questions on the survey, but for clarity in this report, we have included all of the responses that we received for each question which may not total to the same value for each question.

91 responses were collected, which represent about 16% of the total YPMTP attendees (565 since 2004).

4.1 When did you attend the YPMTP?

Most participants of the survey had taken the course within the last 5 years, or were currently taking the course. The chart below shows the distribution of the 91 responses:

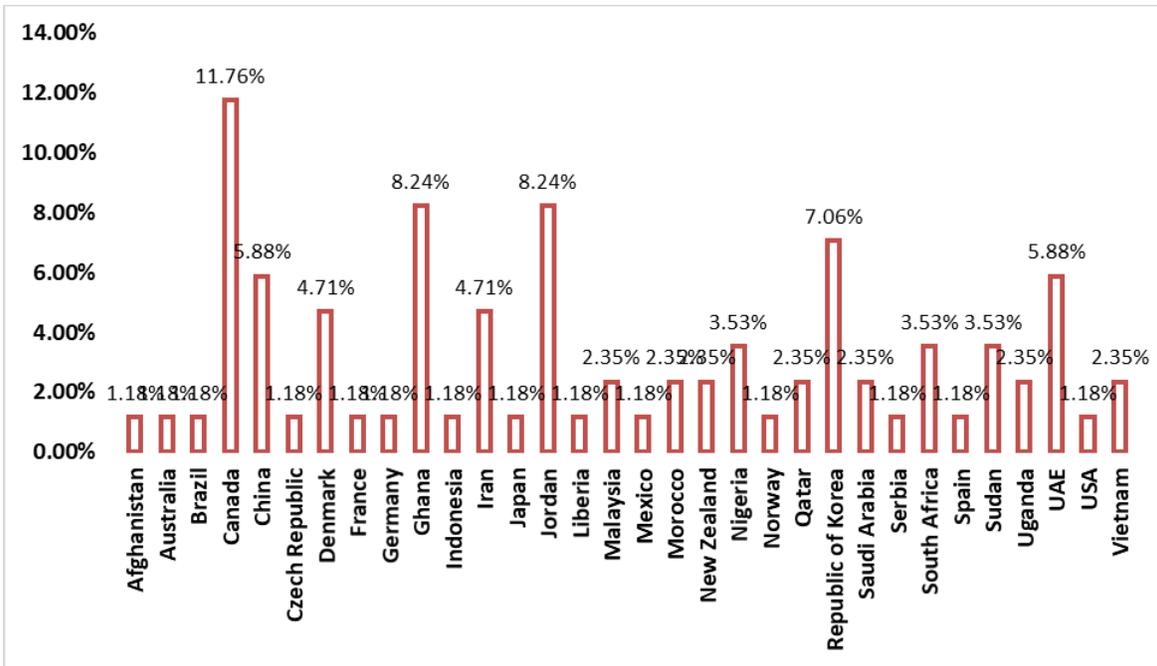


4.2 In what country do you work?

We had high response rates from Canada (10), Ghana (7), Jordan (7), Republic of Korea (6) and UAE (5). Other responses were more sporadic with the following distribution:

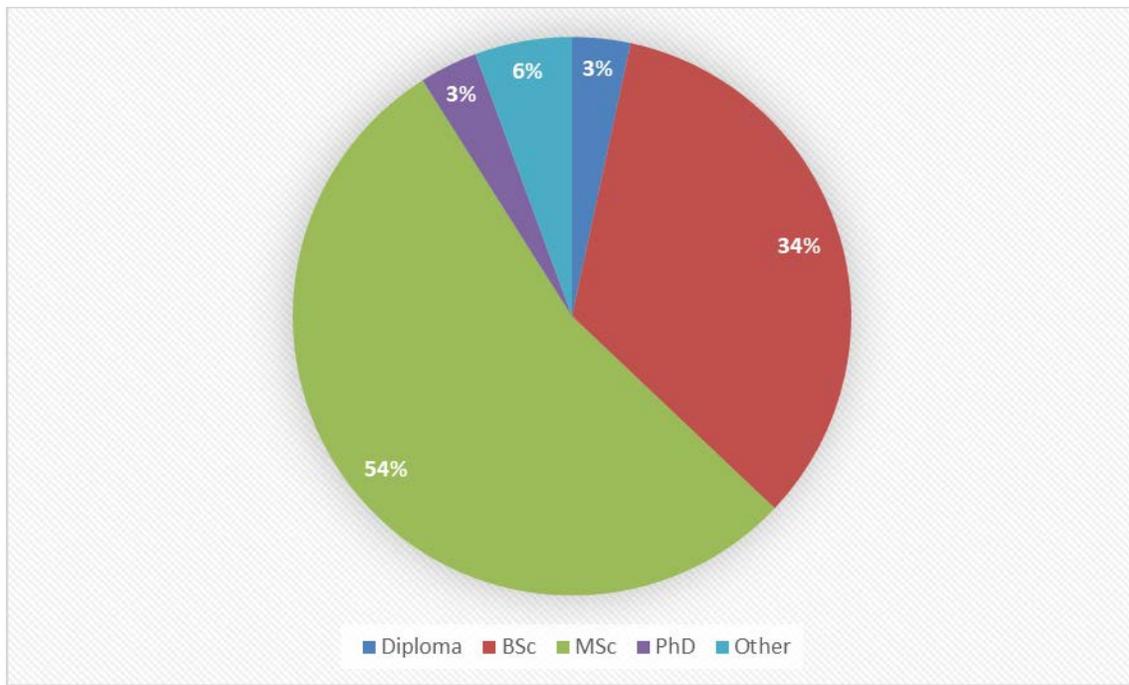
32 countries were presented in this survey, which show the high coverage of the training program.

Country	No. of Responses
Afghanistan	1
Australia	1
Brazil	1
Canada	10
China	5
Czech Republic	1
Denmark	4
France	1
Germany	1
Ghana	7
Indonesia	1
Iran	4
Japan	1
Jordan	7
Liberia	1
Malaysia	2
Mexico	1
Morocco	2
New Zealand	2
Nigeria	3
Norway	1
Qatar	2
Republic of Korea	6
Saudi Arabia	2
Serbia	1
South Africa	3
Spain	1
Sudan	3
Uganda	2
UAE	5
USA	1
Vietnam	2



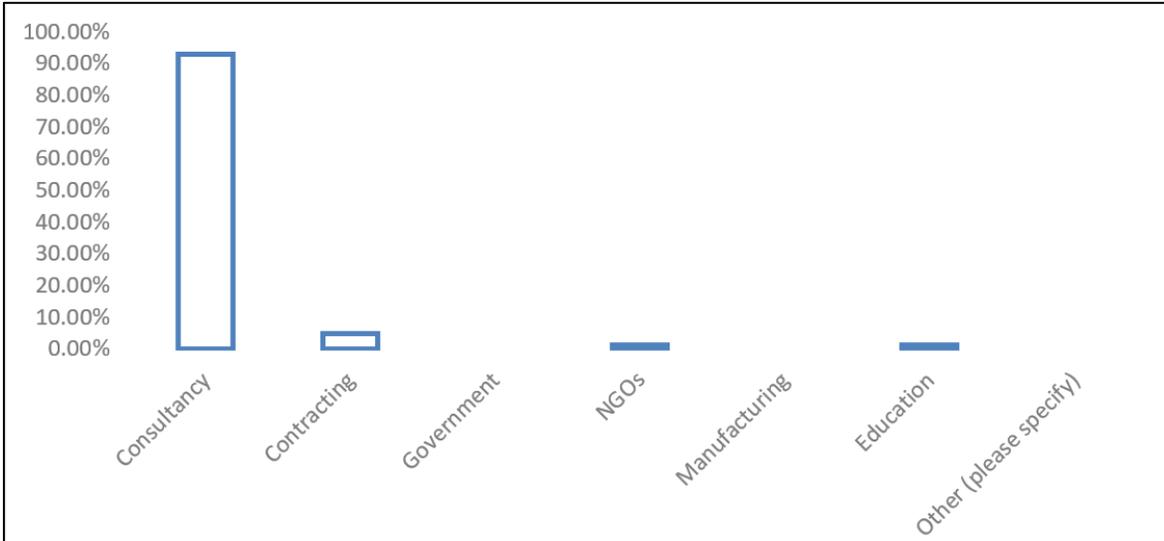
4.3 What is your highest Academic Qualification Achieved?

The majority of survey respondents had achieved either a BSc (34%) or MSc (54%) as per the following results:



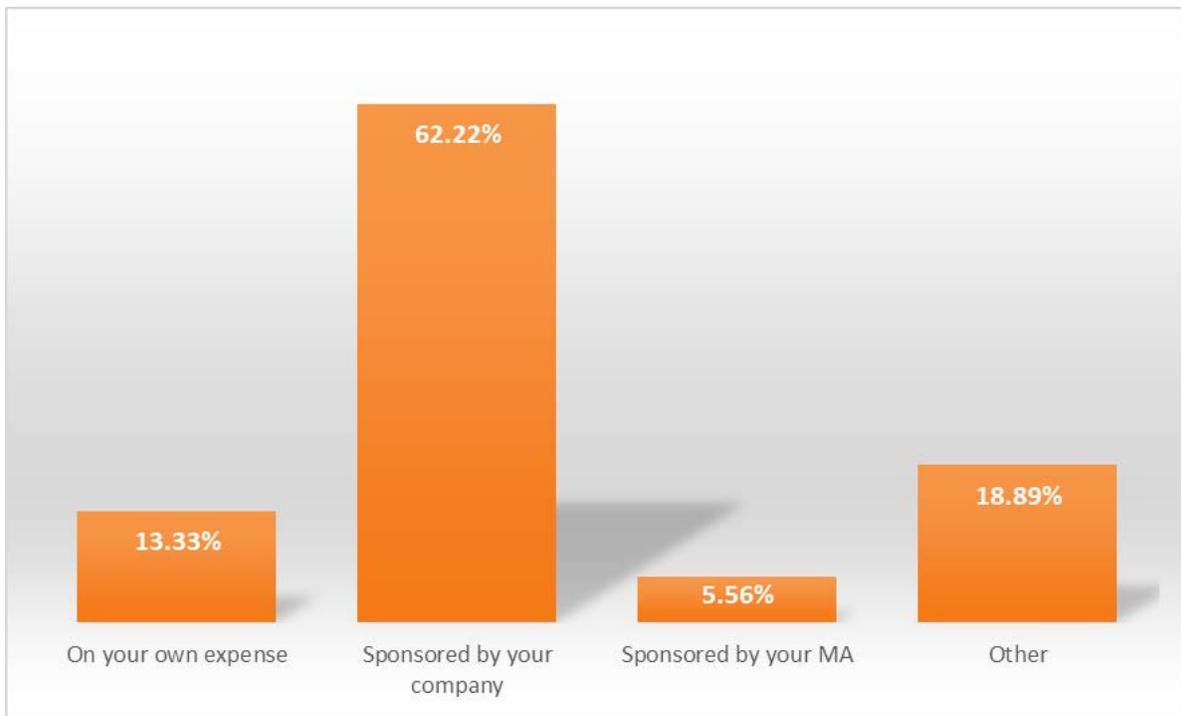
4.4 Where are you working?

It was no surprise that the vast majority of survey respondents were working in the consulting field at the time of the survey with 93%.



4.5 What was your funding source for attending the YPMTF?

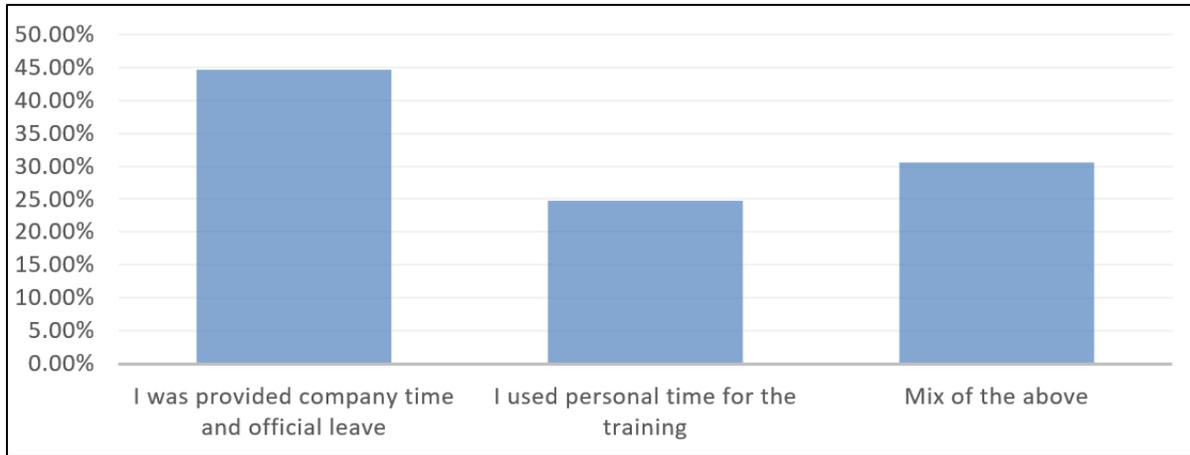
After correcting some responses in what could be attributed to confusion due to wording, the following distribution of funding sources was reported:



62.2% were sponsored by their companies, the two responses for “Other” were due to scholarships that were won from a company other than the one that the respondent worked for.

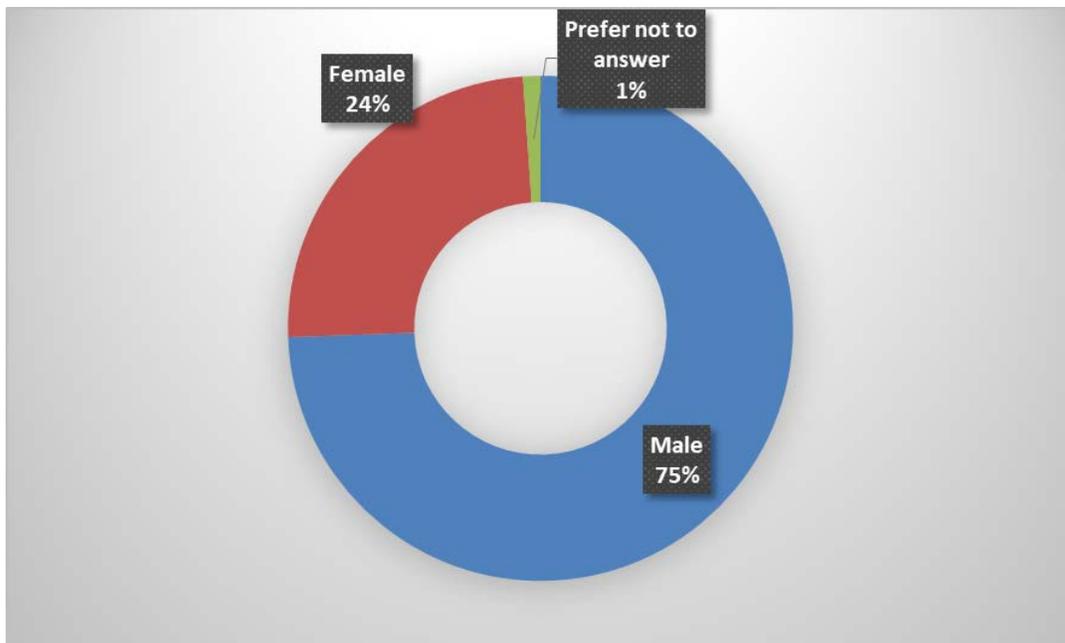
4.6 Was company support provided for the time spent on virtual and face to face training?

A good distribution was observed for the support given for time spent from companies, and the respondents indicating that they solely used their own time, as well as a mix of the two:



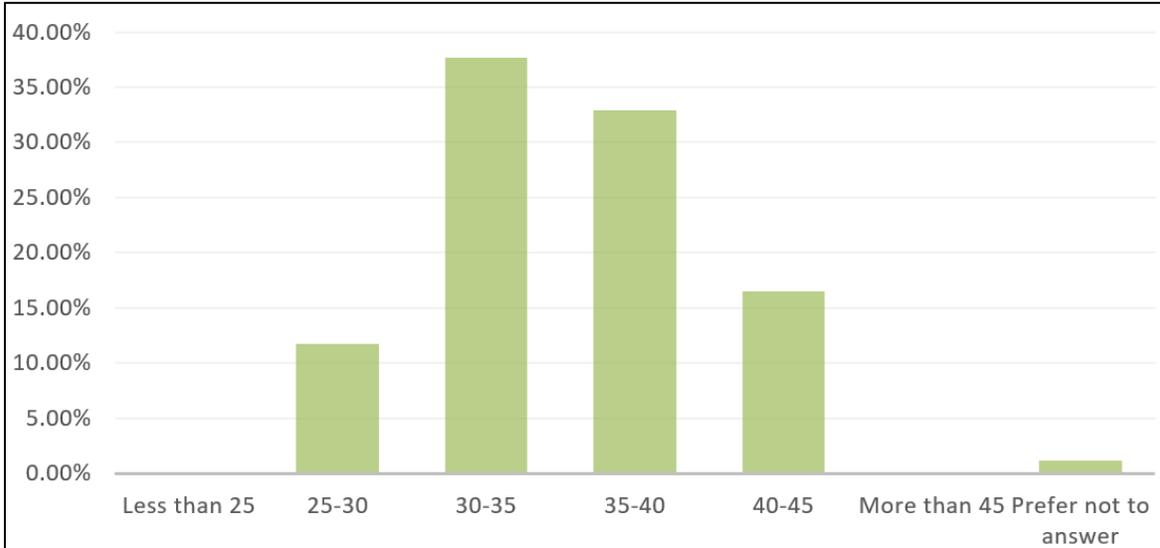
4.7 What is your gender?

An expected distribution was observed for the reported gender, when taking into account the composition of the engineering industry.



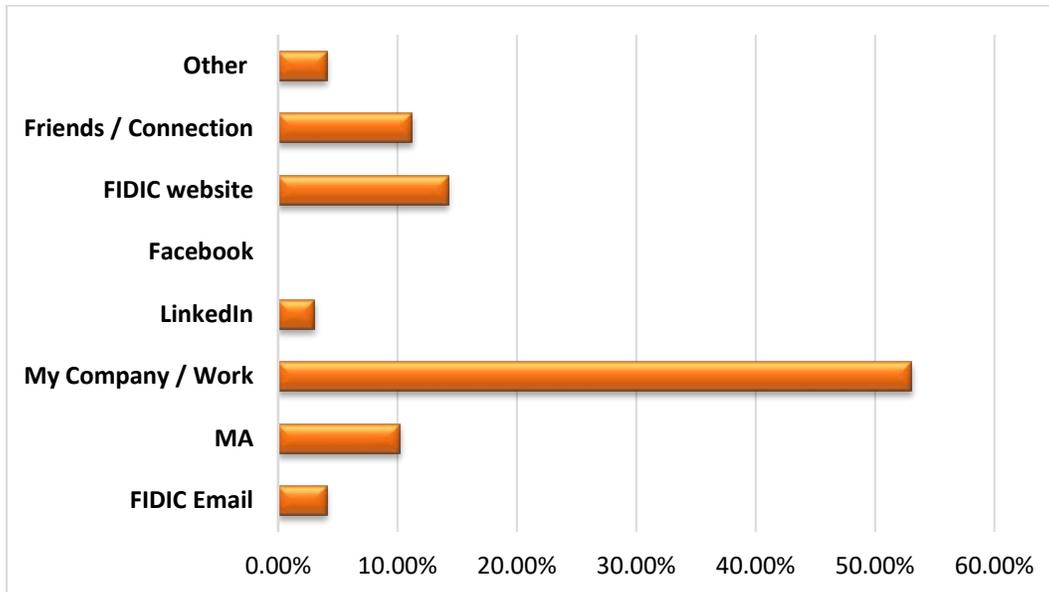
4.8 What is your age?

Similarly, an expected distribution of ages was reported, following the FIDIC definition of a YP (up to 40 years old) and the years that the respondents participated in the YPMTP.



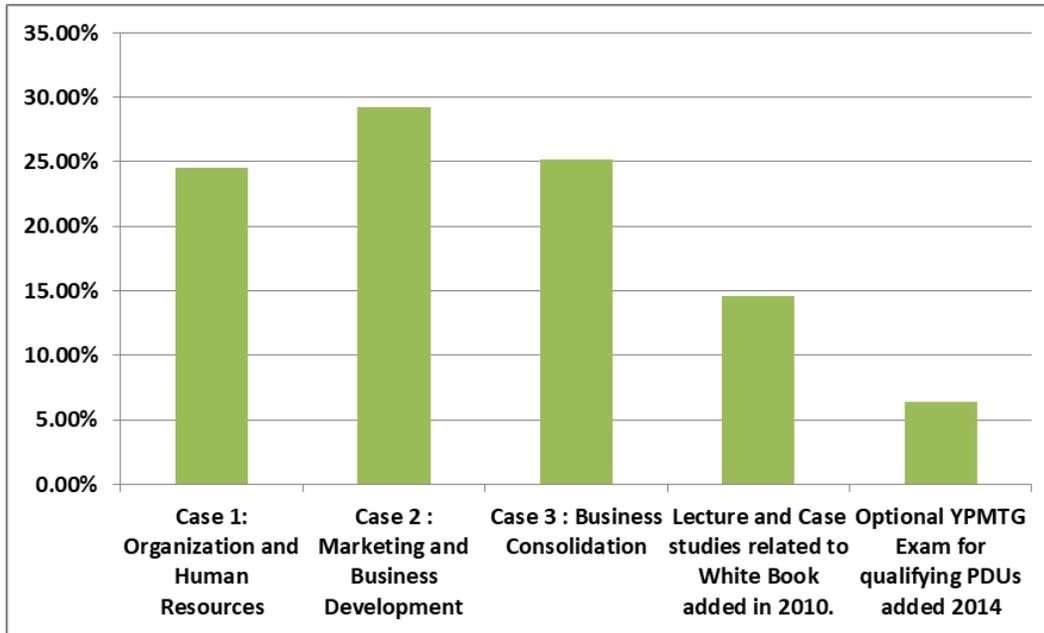
4.9 How did you first discover the YPMTP?

Starting into the questions that will assist in the further marketing of the YPMTP course, this question indicated that the majority of participants came to know about the YPMTP through work or their company. Other sources were smaller in quantity, but still yielded results. “Other” responses included: Receiving an award that included the sponsorship as a prize, and attending the FIDIC conference.



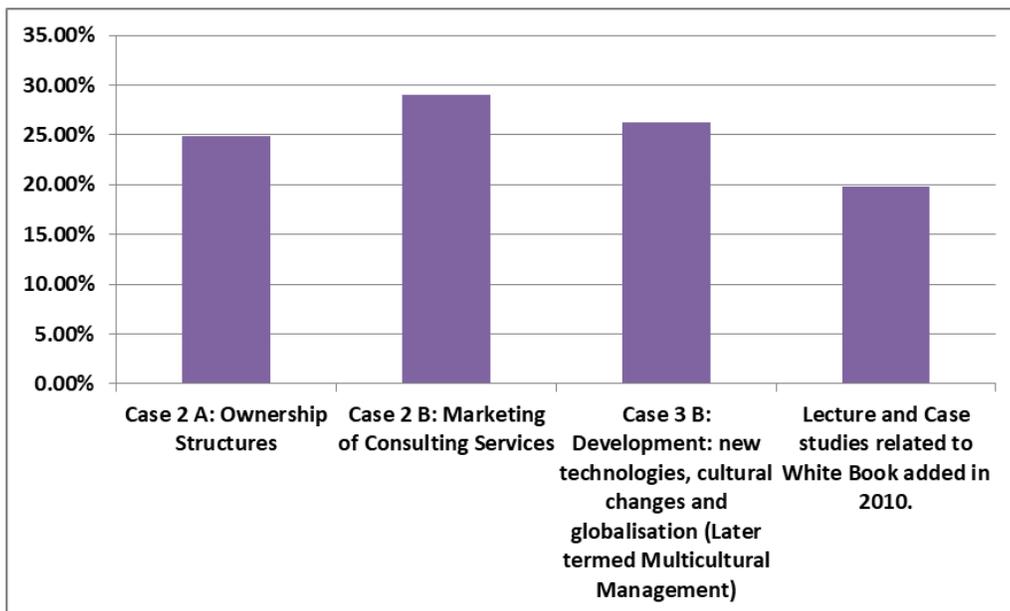
4.10 Based on your year of attendance, YPMTG training consists of 3 cases, which cases were valuable for you? (You can choose more than one)?

This question was targeting YPs who attended the program after 2011, most attendees found the Case studies useful, but gave low marks to the White Book module and the Exam.



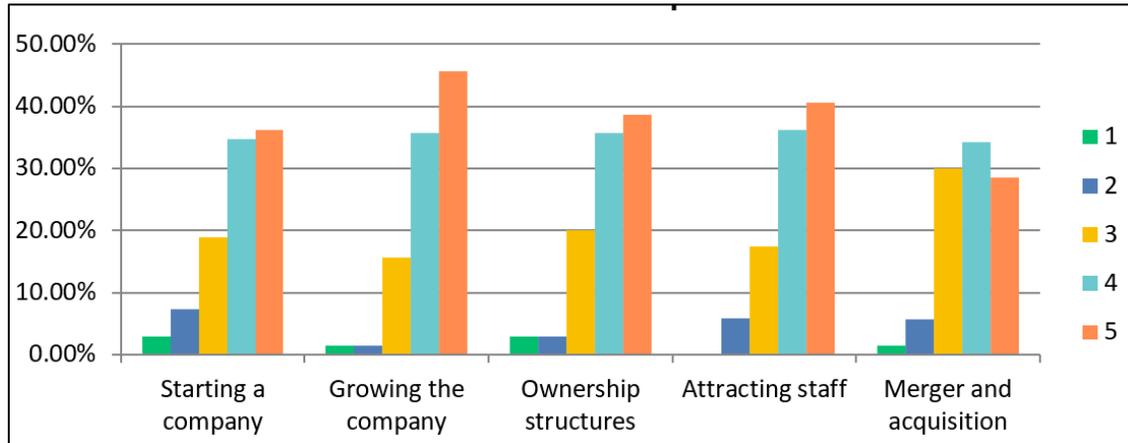
4.11 Based on your year of attendance, Past YPMTG consists of 3 cases, which cases were valuable for you? (You can choose more than one):

This question was targeting YPs who attended the program up to 2011, the highest marks came from Case 2: Marketing of Consulting Services and lowest marks came for White Book module.



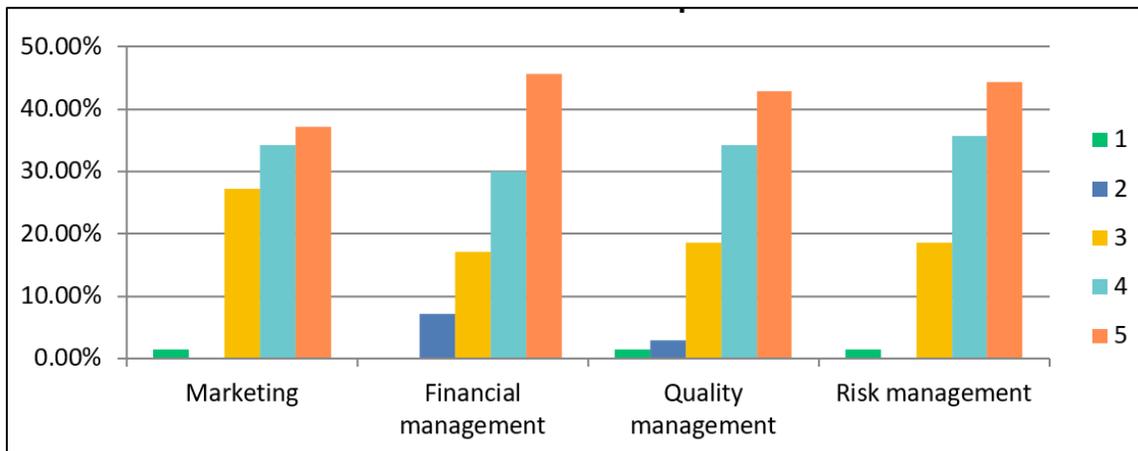
4.12 Case 1 consists of the below topics, please evaluate the usefulness from 1 (not at all useful) to 5 (very useful) for each of the topics:

When asking specifically about the topics in the Cases, the majority of respondents said that the topics were either Useful or Very Useful to their careers. This is somewhat in discrepancy with the previous question, which indicates that perhaps the wording on the previous question could have been clearer.



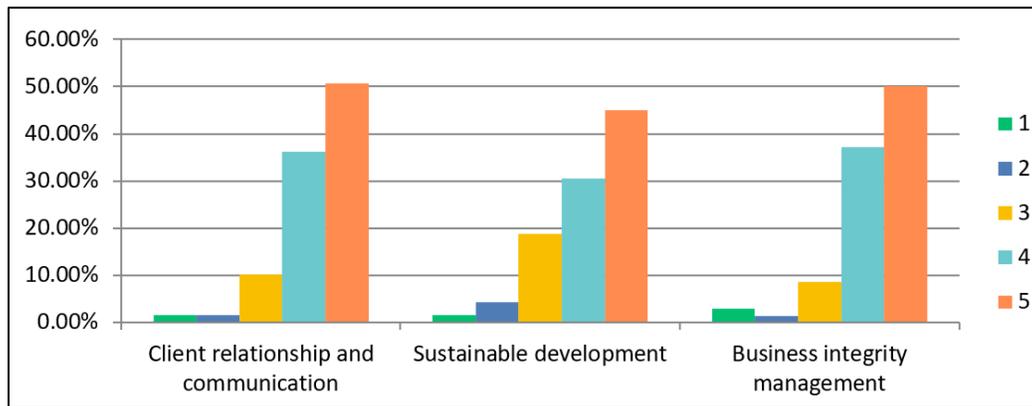
4.13 Case 2 consists of the following topics: Marketing; Financial Management; Quality Management; and Risk Management. Please evaluate the usefulness from 1 (not at all useful) to 5 (very useful) for each of the topics:

When asking specifically about the topics in the Cases, the majority of respondents said that the topics were either Useful or Very Useful to their careers, with the Marketing section getting slightly lower marks.



4.14 Case 3 consists of the following topics: Client Relationship and Communication; Sustainable Development; and Business Integrity Management. Please evaluate the usefulness from 1 (not at all useful) to 5 (very useful) for each of the topics:

When asking specifically about the topics in the Cases, the majority of respondents said that the topics were either Useful or Very Useful to their careers.



4.15 Please comment regarding any topics that you believe need to be added or need enhancement in the training material to bring better value to the course:

A number of suggestions were made, with some indicating that either content was added over the years of the course, or the respondent missed sections of the course material. Below are the main suggestions:

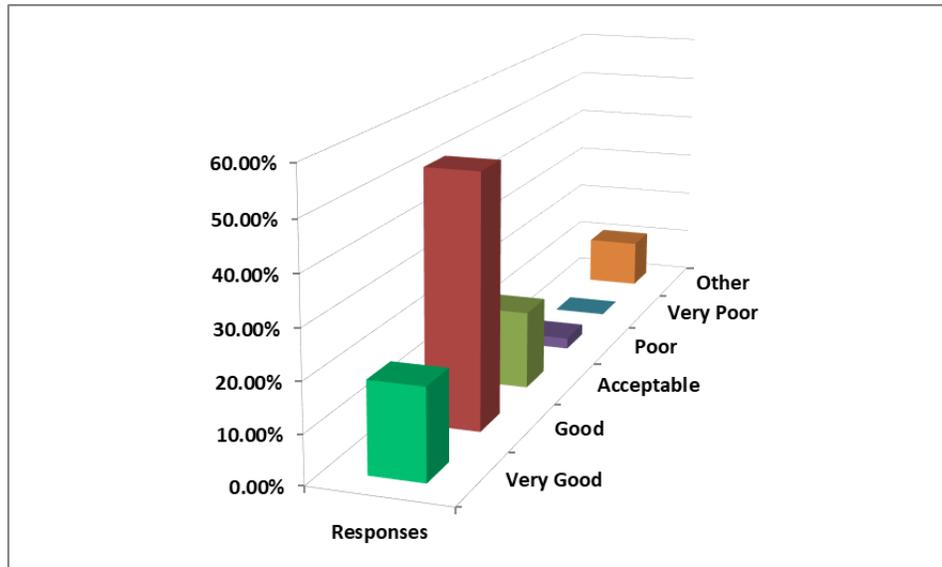
- More diagrams, tables, illustrations, graphics for better understanding of the theory;
- Leadership skills;
- More on financial management and operations;
- Talent management;
- New technologies and BIM;
- Contract Management & FIDIC Contracts (Rainbow Suite);
- QBS vs QCBS;
- Change management;
- Sustainable Development, GHG & SDGs;
- Integrity Management
- Entrepreneurship

4.16 Please comment regarding any topics that need to be removed or reduced in the training material to bring better value to the course:

There were no items noted that needed to be removed from the course. Many positive comments were included in the comment section.

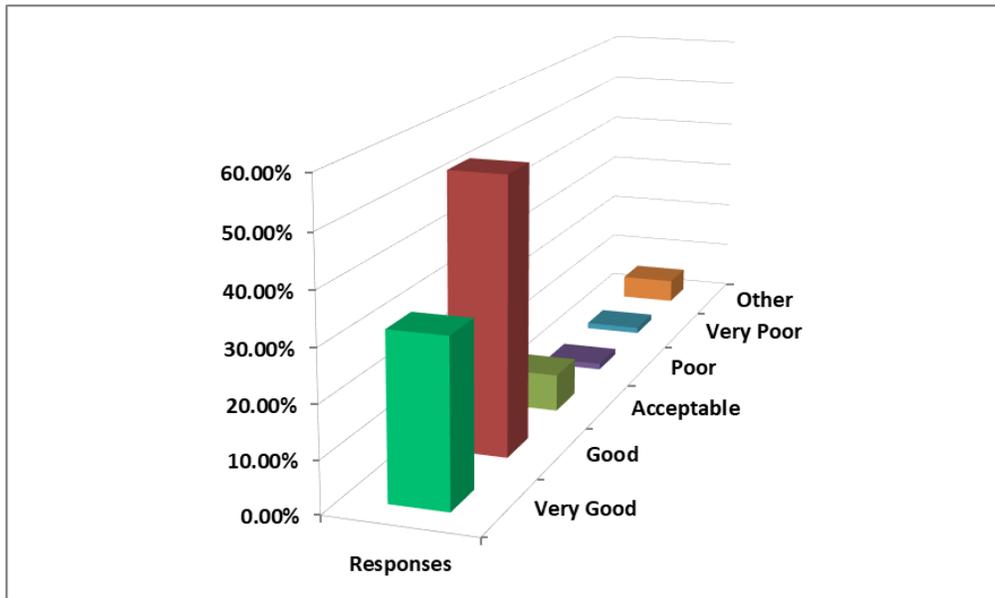
4.17 Please score and comment regarding the communication methods used in the online segment of the training (Emails, PODIO, Adobe Connect, etc.):

Respondents gave Acceptable to Good marks for communication methods of the online training.



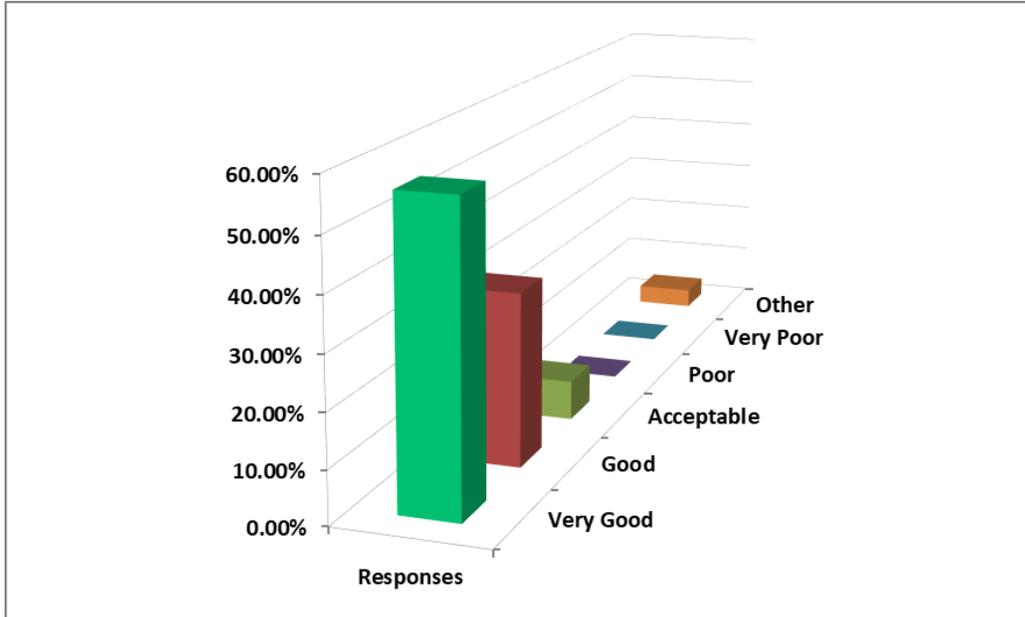
4.18 Please score and comment regarding the overall training arrangements / structure of the course (Online sessions, face to face sessions, Future Leaders session, etc.):

Respondents gave Good to Very Good for the Overall arrangements of the online training.



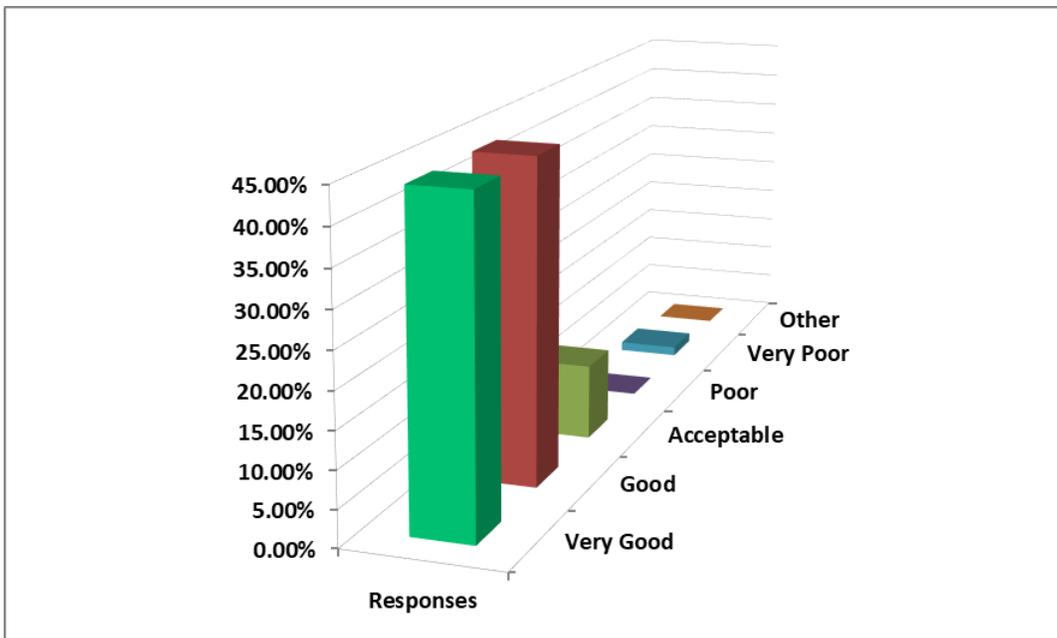
4.19 Please score and comment regarding the mentors, in terms of technical knowledge of the subject matter:

Respondents overwhelmingly gave Very Good and Good scores for the mentor’s technical knowledge of the subject matter. The “Other” comments were “Excellent”.



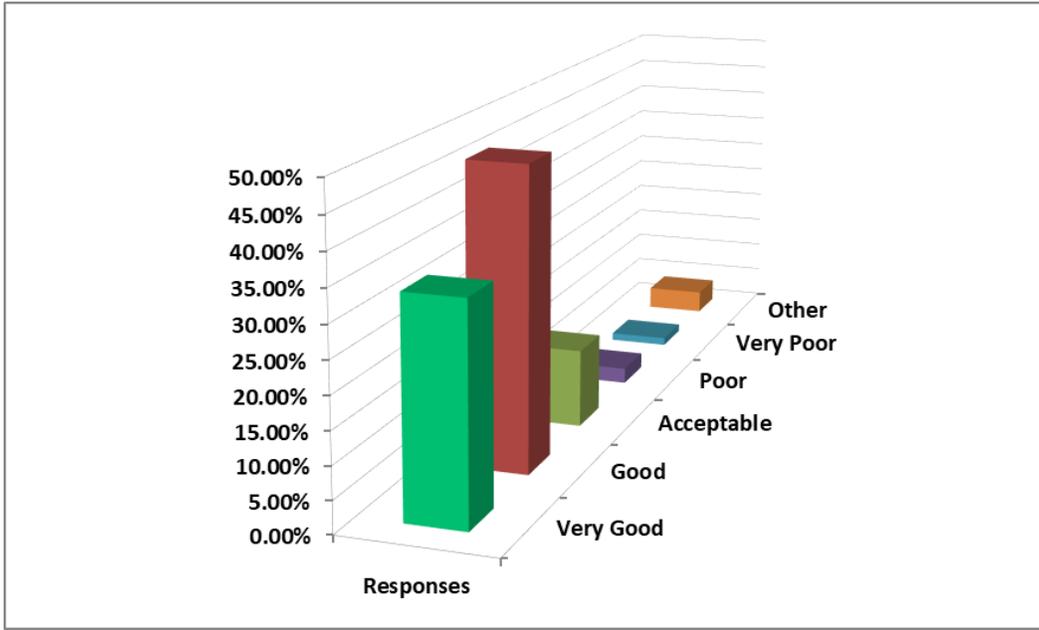
4.20 Please score and comment regarding the mentors, in terms of soft skills / presentation:

Respondents equally gave Very Good and Good scores for the mentor’s presentation and soft skills.



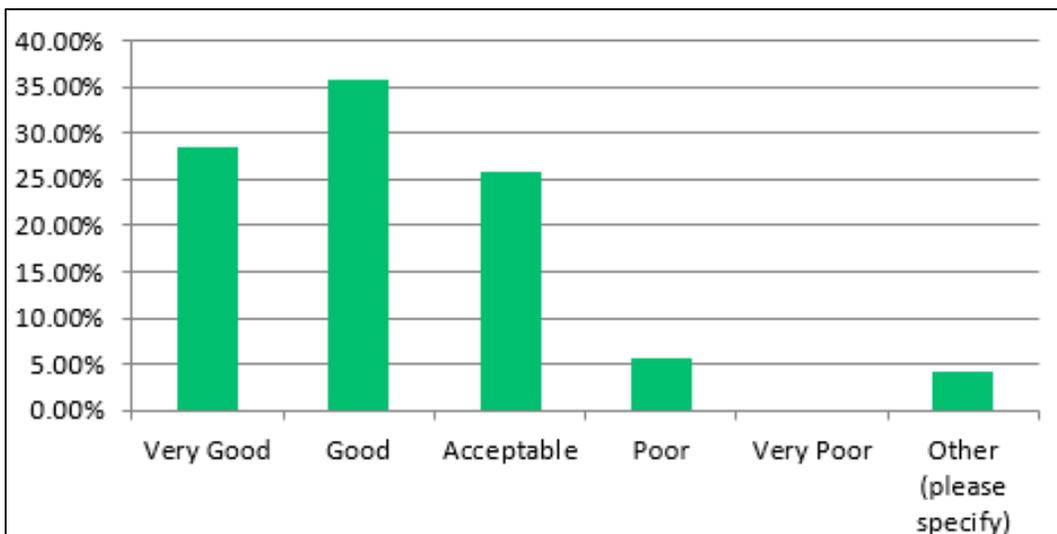
4.21 Please score and comment regarding the mentors, in terms of their effectiveness in interacting with participants:

Respondents equally gave a majority of Good and Very Good scores for the mentor’s interactions with participants. The “Other” comments were suggesting that more social time could be beneficial, and one stated that there was no interaction and not enough debate.



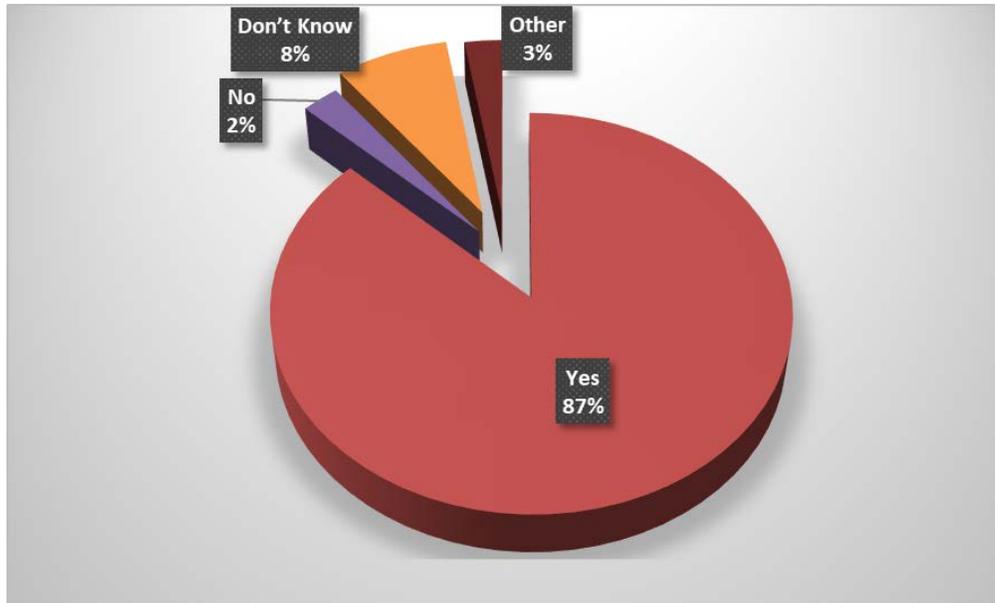
4.22 Please score and comment regarding the mentors, in terms of their ability in helping in advancing your careers in the future:

Respondents gave somewhat more subdued answers to this question, with the average being a “Good” rating. The “Other” comments included that two participants did not see a link between the mentors and their career development.



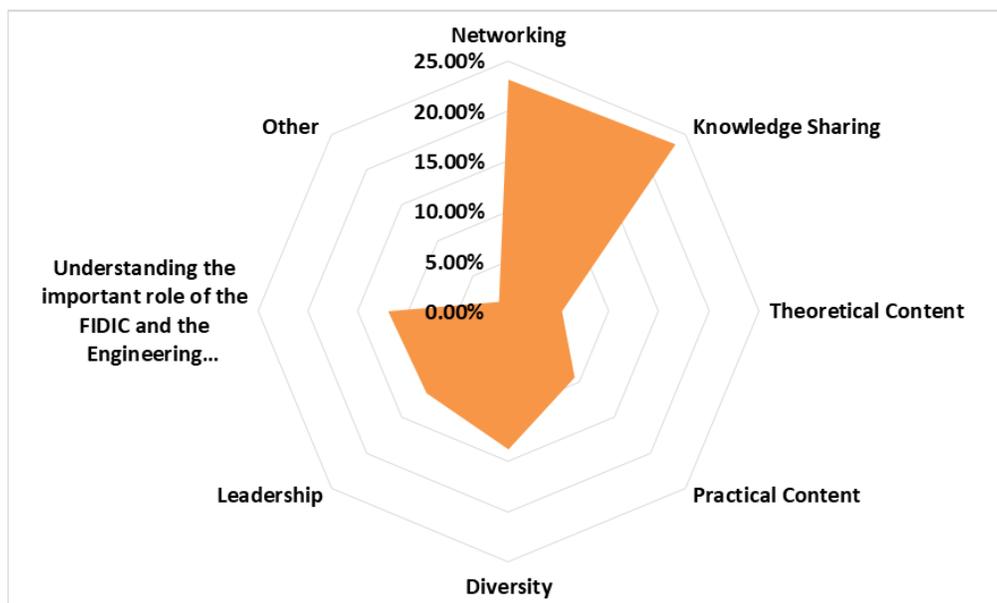
4.23 Have you, or would you, recommend this training to your colleagues and connections?

Respondents gave overwhelmingly yes answers to this question, with 87% giving a recommendation to attend the course. The “Other” comments included that this course might not be the right choice for all career paths, but is good for ones where the material is applicable.



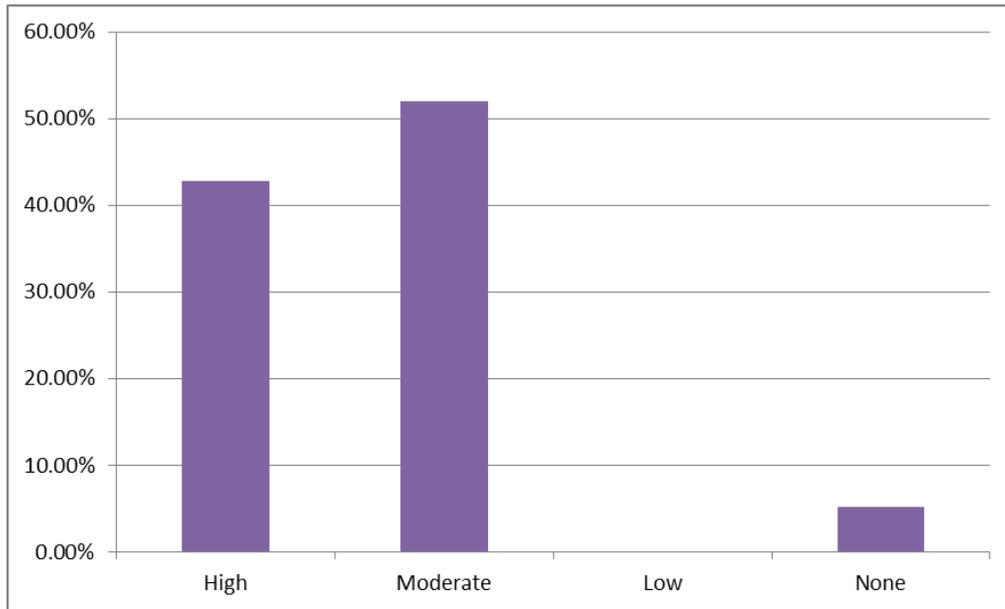
4.24 What is the highlight of your experience in the YPMTP?

Respondents gave high marks to Networking and Knowledge Sharing. This indicates that there are largely intangible benefits from the program, that could likely be marketed more aggressively. Due to the wording of the question, it is likely that some respondents didn't select multiple items, as they could have.



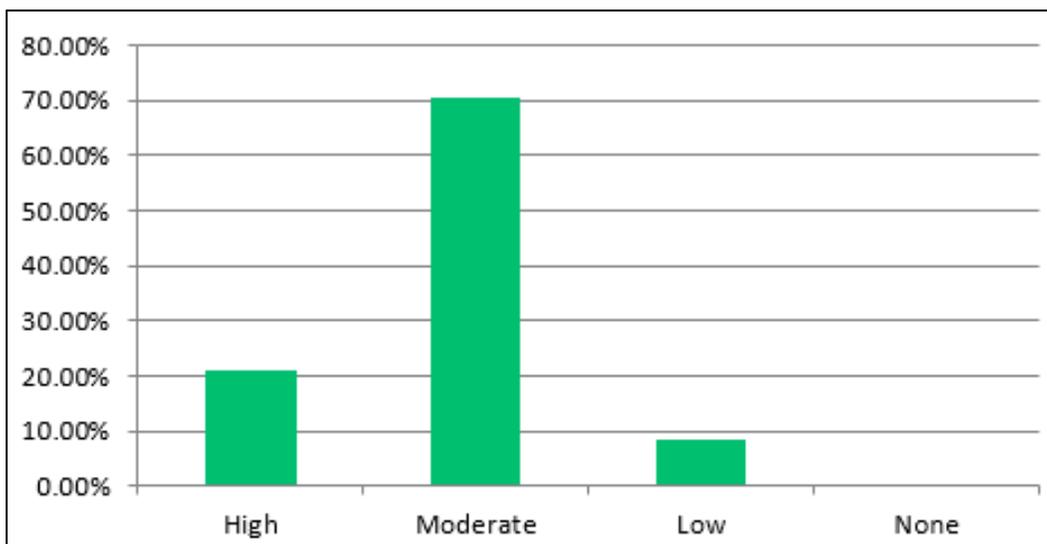
4.25 Please advise about the training fees?

Respondents found the fees to either be moderate or high for the content that was provided. This could indicate that either the fees are too high, or the value of the course is not readily evident to recent participants. Combining this question with the one regarding who paid the fees (being the company for the most part), it shows that the companies see value in the course, but maybe the participants don't see the value currently. This question also had a high skip rate.



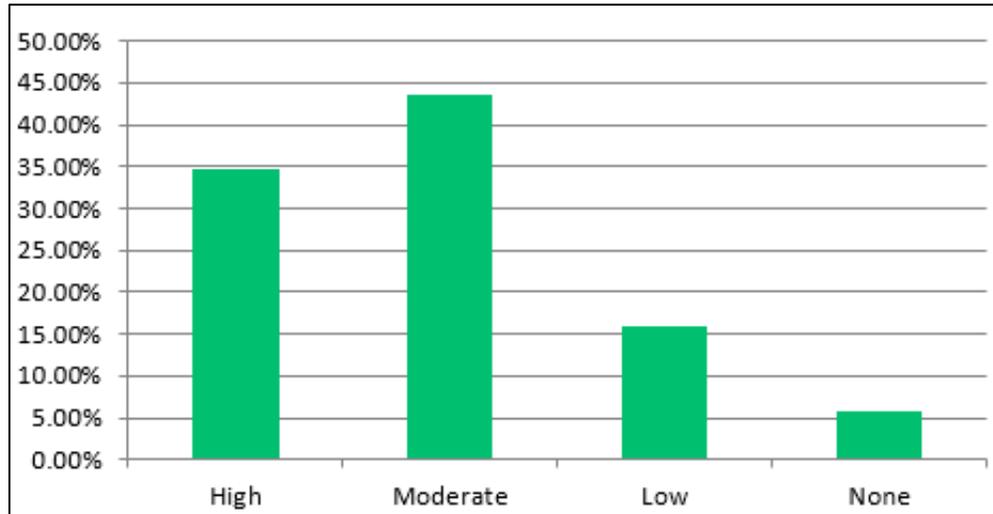
4.26 Please score the training duration for the online component (before the Conference)?

Respondents were more balanced on this question, and found the duration suitable for the content. Interestingly, this question also had a high skip rate.



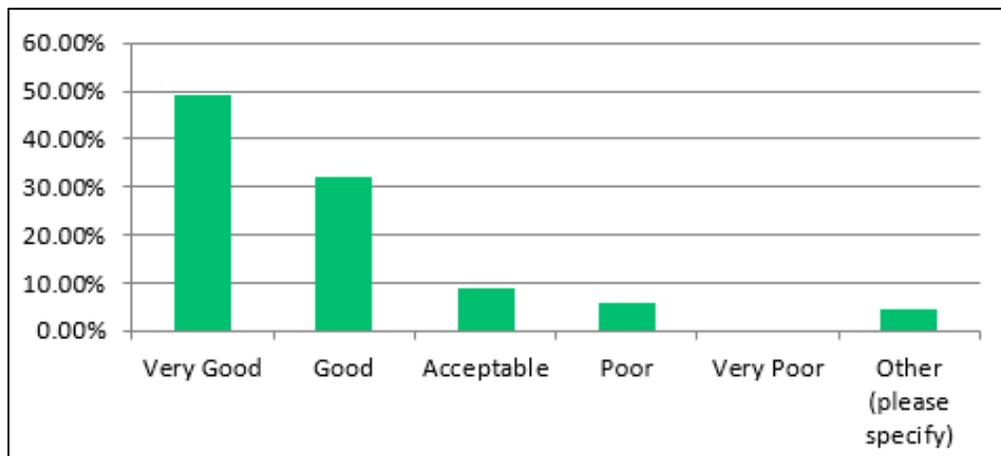
4.27 Please score the training duration for the face to face meeting (within the Conference)?

Respondents gave either High or Moderate answers to this question. The question itself could have been worded more clearly which may have given better results (ie. Does High mean the duration was very good, or it was too long), but also resulted in a high skip rate which could also be attributed to current participants who have not yet attended the conference.



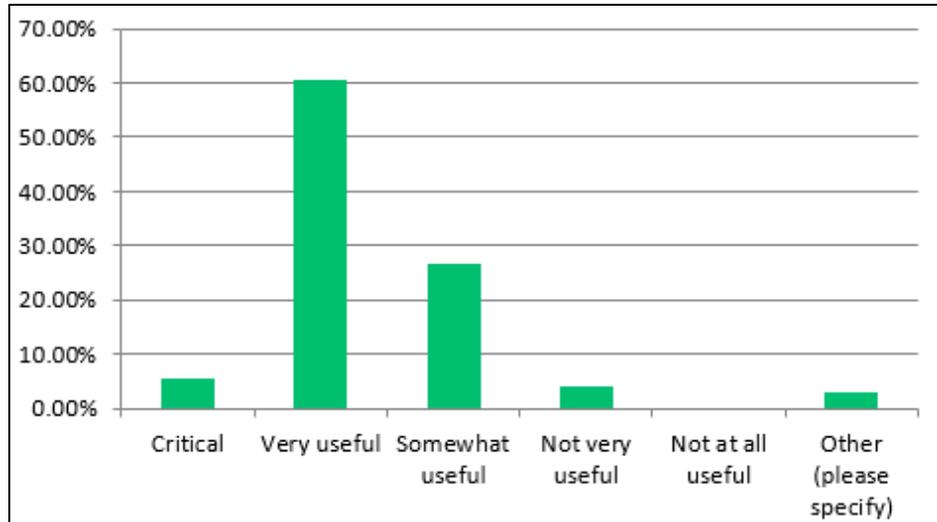
4.28 How would you evaluate your participation in the FIDIC international conference as an obligatory part of the YPMTG programme?

Respondents gave either Very Good or Good ratings for this question. “Other” responses were current participants that had not attended the conference yet.



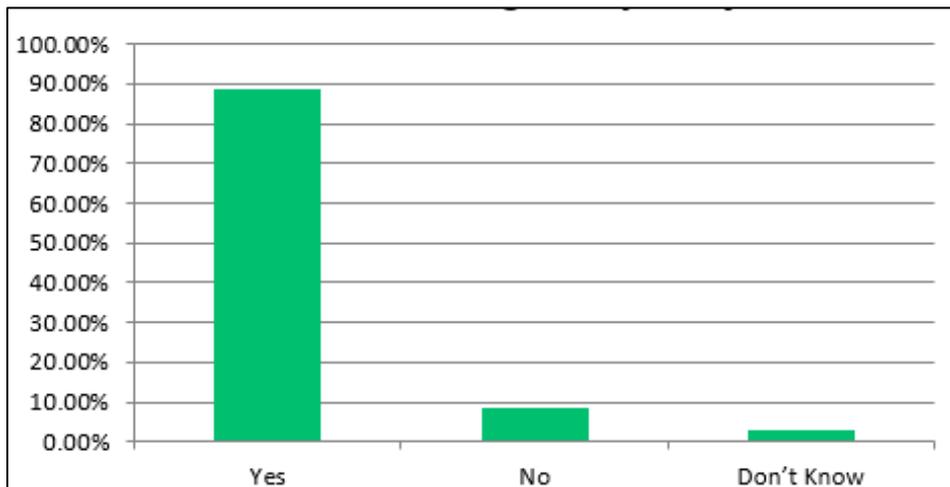
4.29 How useful was / is the FIDIC YPMTP for your career??

The majority of respondents found the course to have been either Very Useful or Somewhat Useful to their careers. The “Other” responses indicated that the confidence gained from the knowledge of the course was an indirect benefit.



4.30 Did the YPMTP course help you to acquire new applicable skills and knowledge at your job?

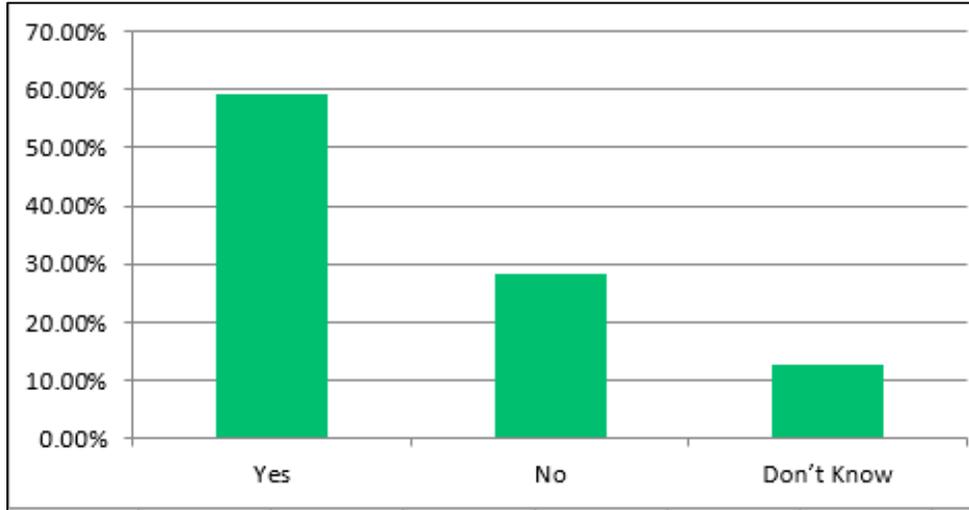
The majority of respondents found that they acquired new skills and knowledge.



4.31 Do you think that the YPMTP course is an International recognized training course in the consultancy sector?

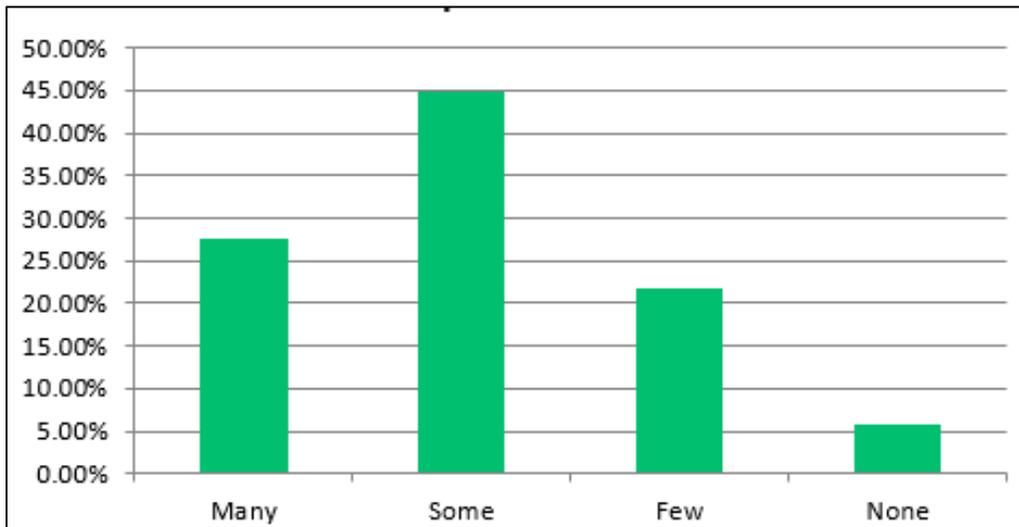
The feedback for this question indicating that the majority felt that the course was/is internationally recognized, but had a large number saying it was not, is perhaps an opportunity

to improve the proof that it is internationally recognized. This could be achieved during the course, or perhaps through the YPMTP website.



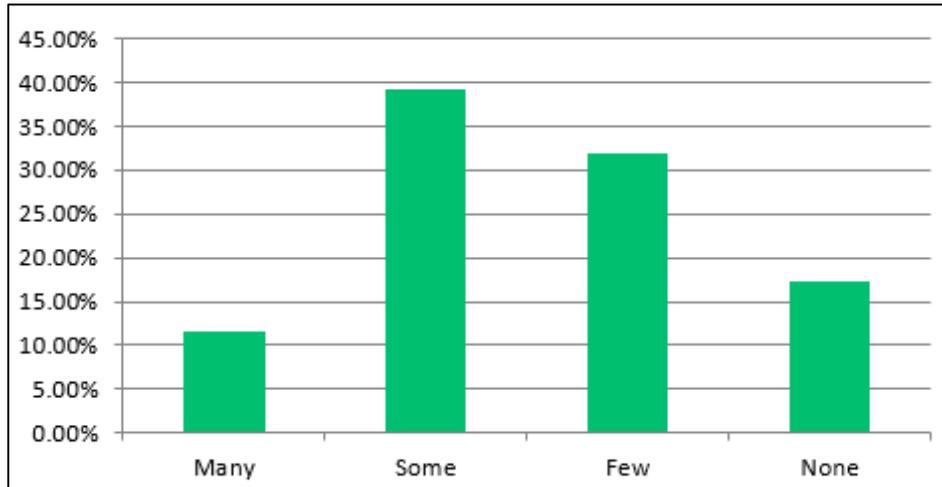
4.32 Did you maintain relationships with your colleagues from the YPMTP course at a personal level?

This question was included to attempt to quantify the indirect benefit of the course, in which the participants gain increased networking and build personal relationships. It is not surprising that the majority did create “some” lasting relationships.



4.33 Did you maintain relationships with your colleagues from the YPMTP course at a professional level?

Related to the previous question, this question was included to attempt to quantify the direct benefit of the course, in increased professional networking. It is not surprising that the majority did create “some” lasting relationships, but that due to geographic operating differences the professional level relationships would be fewer than the personal relationships in the short term.



4.34 If you had the opportunity to participate in the future YPMTP, please advise how you can help us? What is your input or suggestions?

The feedback for this question was mixed, with the majority of answers being positive towards being willing to assist. Since everyone’s definition of assistance is different, there is an opportunity to increase the participation though asking former participants, but the level of effort may vary.

4.35 Please share with us other ideas and suggestions?

The feedback for this question varied widely. Some suggestions and comments included:

- The videos could be downloadable so I can watch them anytime without the need of the internet;
- More consideration to quiet students in the class would be appreciated;
- Consultancy is a people business. More emphasis on how to find clients and employees, and how to retain them (relationships, soft skills, motivation, career development);
- Conference could be excluded from the course, so it will be cheaper and the participants will decide if they want to attend the conference or not;
- At the conference, could be a business Roundtable to students know each other companies and explore opportunities of business;
- Good Work!

5. Closing

YPFSC hopes that this report would be beneficial for the improvement of the YPMTP based on reliable data that was gained from 16% of the programme attendees.