

LANDSCAPE INSTITUTE CONSULTATION
DEVELOPING A NEW LANDSCAPE INSTITUTE COMPETENCY FRAMEWORK
Selecting the right competencies to include

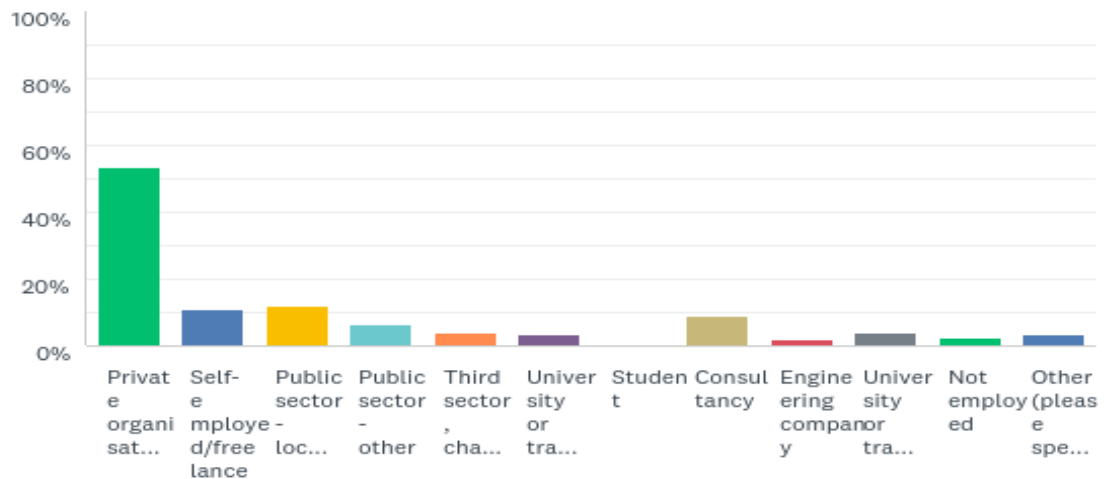
Summary of Findings
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1.0 Introduction

The consultation on ‘developing a new Landscape Institute Competency Framework’ opened on 28 February 2019 and closed on 25 March 2019. 163 responses were received.

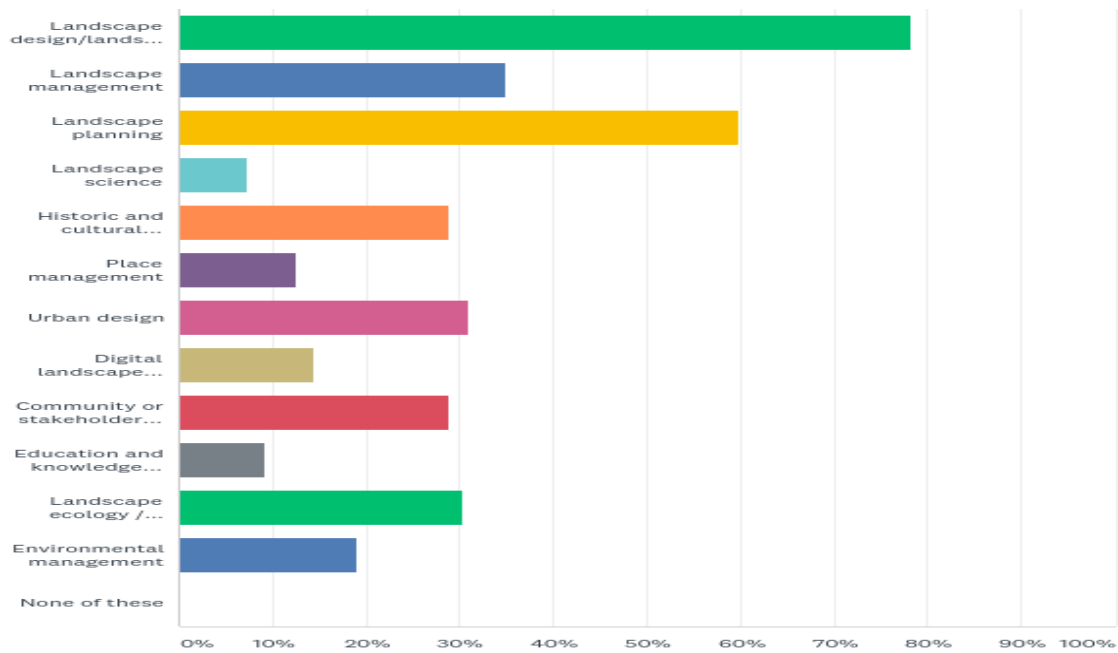
Respondents represented a range of different organisational types as shown in Figure 1 below.

Figure 1



73% of respondents were from the private sector with 17% from the public sector. Respondents represented a range of relevant specialisms with 78% with a landscape design/landscape architecture specialism, 35% landscape management and 60% landscape planning as shown in Figure 2 below.

Figure 2



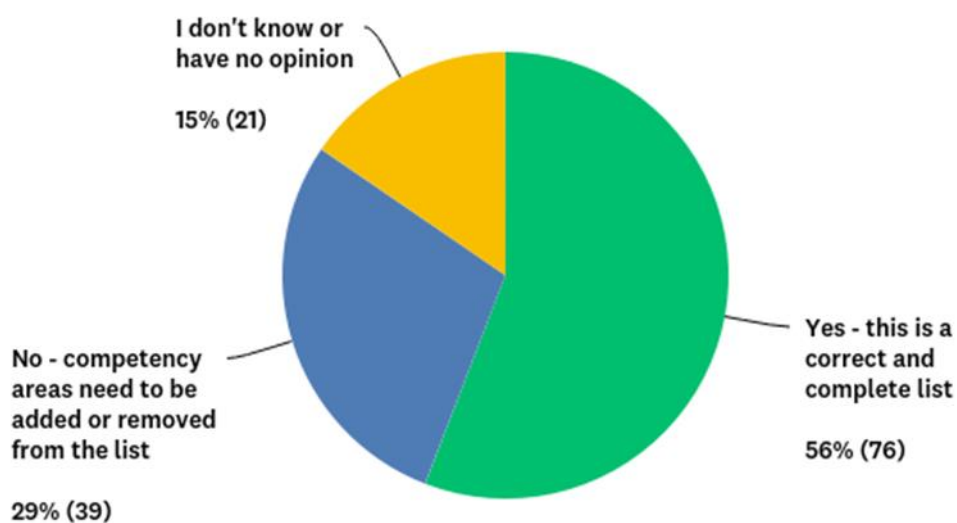
95% of respondents were based in the UK. However, responses were also received from practitioners in Australia, Canada, Greece, Ireland, Malaysia and the United Arab Emirates.

87% of respondents were members of the Landscape Institute, 75% of whom were Chartered Members and 12% Licentiate members.

2.0 Landscape Competency areas

Respondents were asked whether they felt the list of Landscape Competency areas were correct and complete. The results are shown in Figure 3 below.

Figure 3



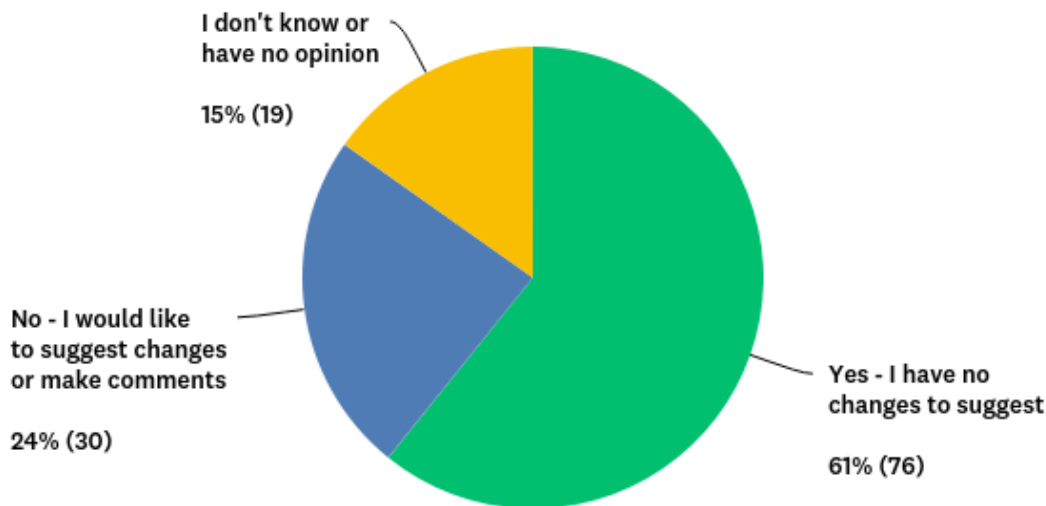
The number of respondents who felt that competency areas should be excluded was very small with just 4 highlighting exclusions (2% of respondents). These exclusions were spread across 4 of the competencies so too small to be considered relevant.

16% of respondents made suggestions for additional landscape competencies. The majority of suggestions were actually addressed either within the landscape competencies or as professional competencies and it would appear some respondents had not read the supporting paper before answering the questions. However, the following key and recurring points were made by a number of respondents:

- Need to include a broad understanding of the specialist areas as a landscape competency or competencies ie landscape design, landscape management, landscape planning ...
- Need reference to place and place making
- Need more focus on economics and economic value of landscape

Respondents were asked whether they felt the description of each landscape competency area was accurate and complete. The responses are shown in Figure 4 below.

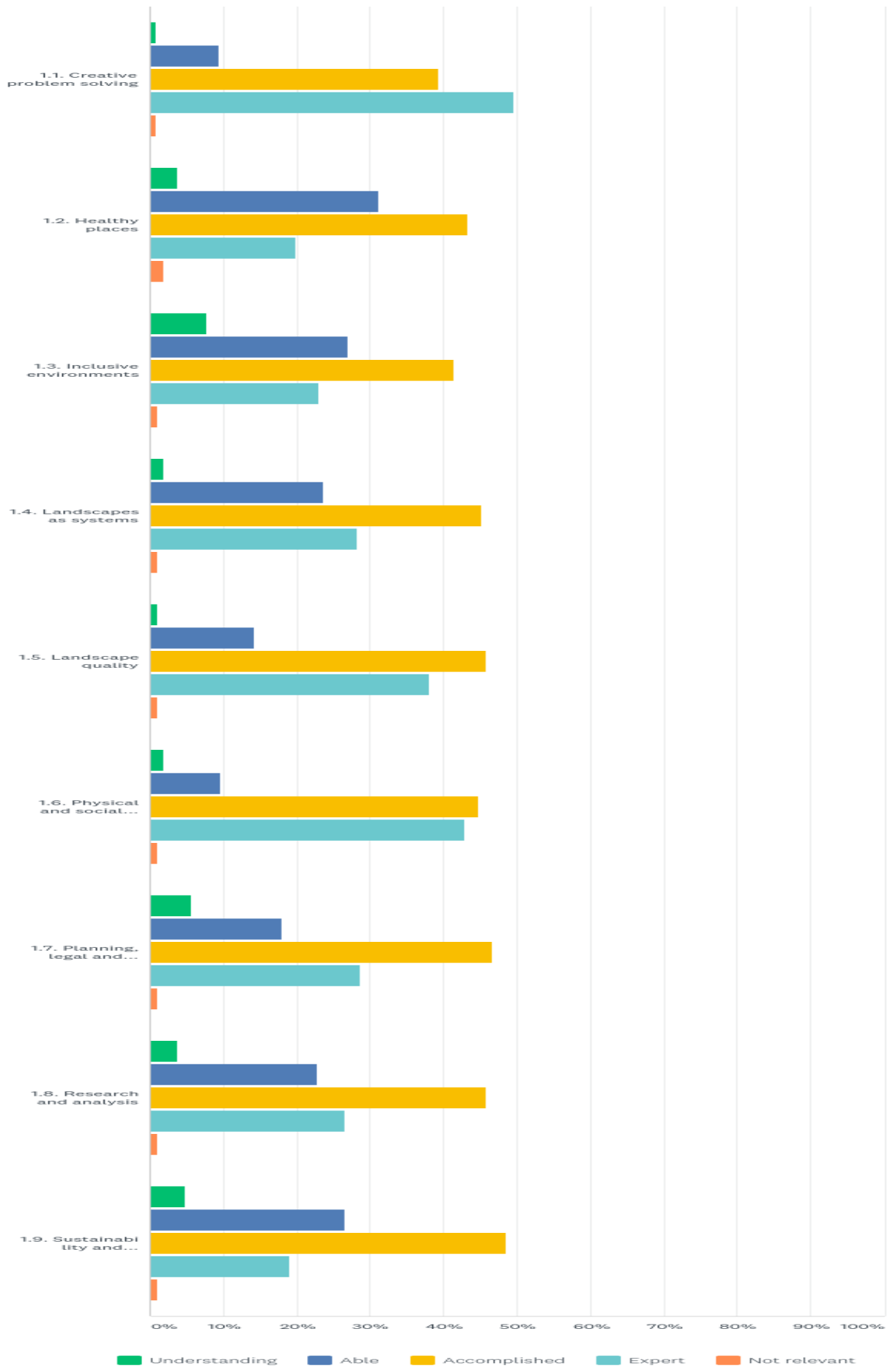
Figure 4



A number of the suggestions made referred to the need for the competencies to be defined for the four levels and many of the suggestions will be addressed when this next stage of work is undertaken. There were between 8 and 12 constructive suggestions for amendments to the descriptions but no significant concerns were expressed by respondents.

Respondents were then asked to assess themselves against each competency. The results are shown in Figure 5 below. This data will be helpful in determining the levels that will be required for each grade of membership.

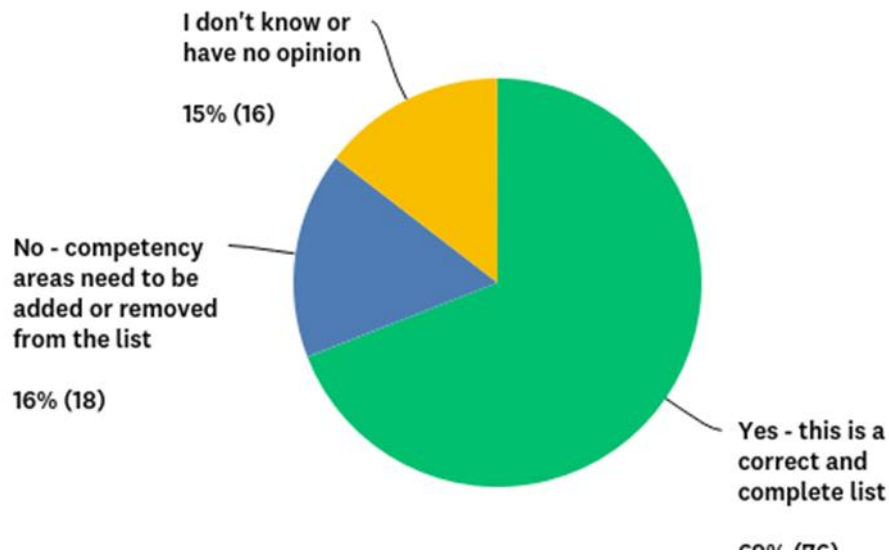
Figure 5



3.0 Professional competency areas

Respondents were asked whether they felt the list of Professional Competency areas were correct and complete. The results are shown in Figure 6 below.

Figure 6



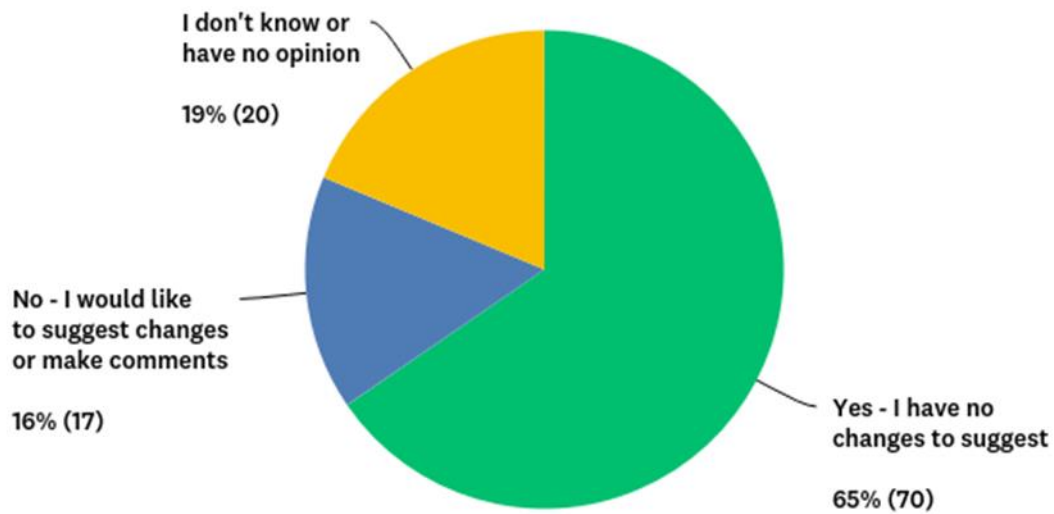
It was encouraging to see 69% felt this was a correct and complete list. The number of respondents who felt that competency areas should be excluded was very small with just 4 highlighting exclusions (2% of respondents). These exclusions were spread across all of the competencies ie the same respondents were identifying a number of exclusions.

In terms of additional competencies the recurring comment was to include visual communication and graphics. Other key comments included:

- a suggestion that the political, legal and economic framework competency could be separated out
- more reference to team leadership and people management

Respondents were asked whether they felt the description of each landscape competency area was accurate and complete. The responses are shown in Figure 7 below.

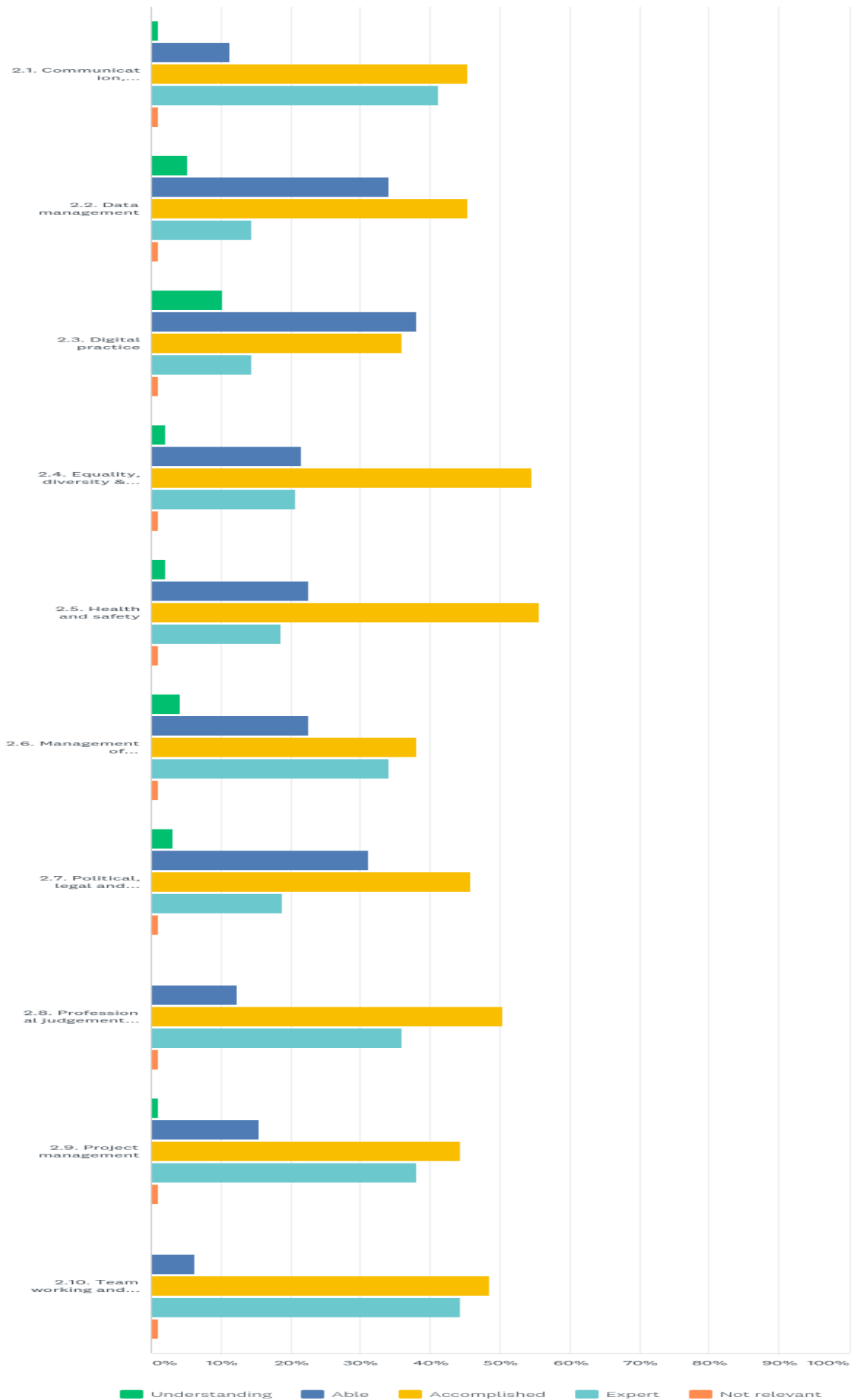
Figure 7



The suggestions made for amendments to the descriptions reflected the comments made previously regarding additional competencies as the same points were made generally. However, a point made a few times throughout the survey was about the need for a greater emphasis on community engagement and the suggestion that this should be a competency in its own right.

Respondents were then asked to assess themselves against each competency. The results are shown in Figure 8 below. As previously this data will be extremely helpful in determining the levels that will be required for each grade of membership.

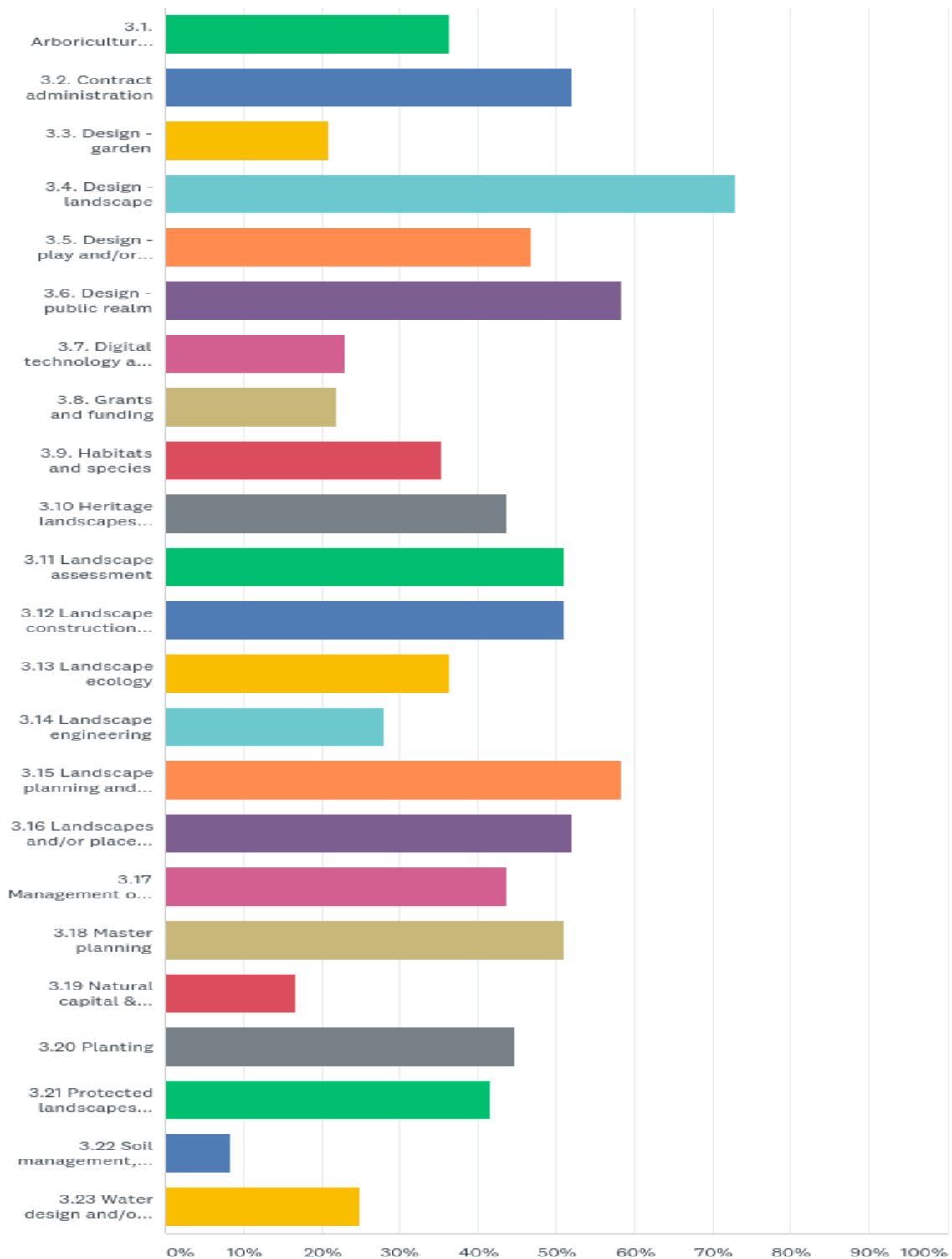
Figure 8



4.0 Specialist competencies

From the list of specialist competencies respondents were requested to identify those where they felt they were at Level 3 (accomplished) or 4 (expert). The results are shown in Figure 9 demonstrating a very even spread across the competencies:

Figure 9



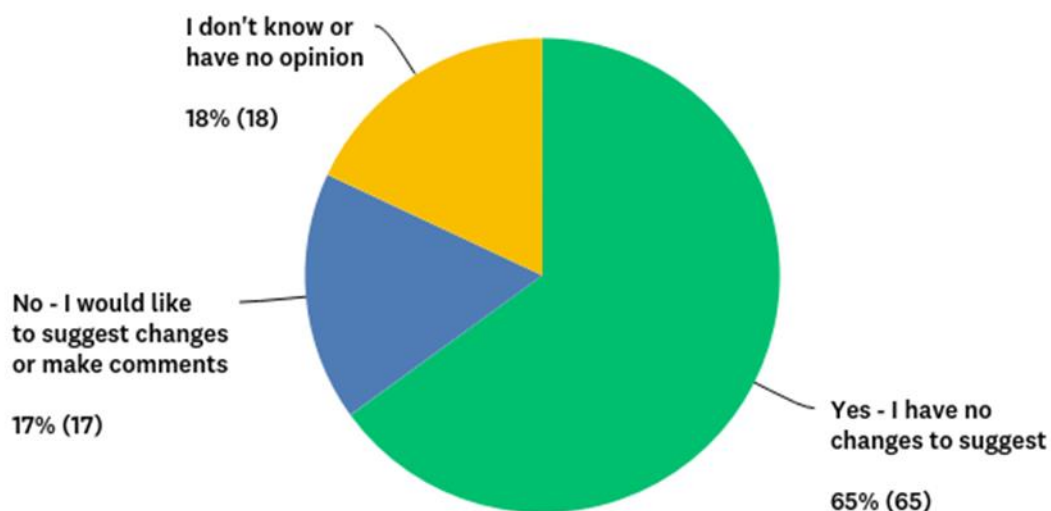
The main comment regarding the specialist competencies was that there are areas of overlap. These will need to be addressed as the development of the framework progresses.

The following is the list of suggested additional specialist competencies.

- BIM as a separate competency
- Landscape design and management in arid zones
- Roof and podium landscape design
- Design through community engagement
- Individual sectors eg residential, education...
- Urban design
- Design – education
- Learning landscapes
- Design – inclusive
- Flood management
- Healing landscapes
- Expert witness
- Residential master planning
- GIS
- Place making
- Procurement processes
- Sustainable development
- Landscape research
- Suggestion to split Landscape Assessment into smaller parts
- Internal landscapes
- Landscape Colour Assessment

Respondents were asked whether they felt the description of each landscape competency area was accurate and complete. The responses are shown in Figure 10 below.

Figure 10



There were a number of suggestions for amendments to the descriptions (between 2 and 7 suggestions per competency). The recurring theme was to include more reference to creativity throughout.

5.0 Conclusions

The consultation demonstrates a good level of support for the developing Competency Framework. Respondents have provided constructive comments that will be used for the ongoing development work. The key findings are:

- There is general Member support for the Framework
- There is now an urgent need to define the levels for each competency
- There is support for the general structure of the framework and the three types of competency
- There is support for four levels of competency
- The feedback does not indicate a need to make substantial changes to the landscape or professional competencies
- There is a need to check for overlap across the framework
- Additional focus is needed on creativity, visual communication and community engagement

Many respondents referred to the usefulness of the Competency Framework in defining roles and expertise in the landscape profession and for use for employer recruitment as well as assessment for LI membership. A number of general issues raised related to entry requirements for membership and to queries about specific requirements of competencies. The work to develop guidance alongside the Competency Framework will address these issues.