

Wikipedia: Lewis Hine

Development of a Holistic Admissions Score for Construction Management Programme Admissions

John J. Posillico

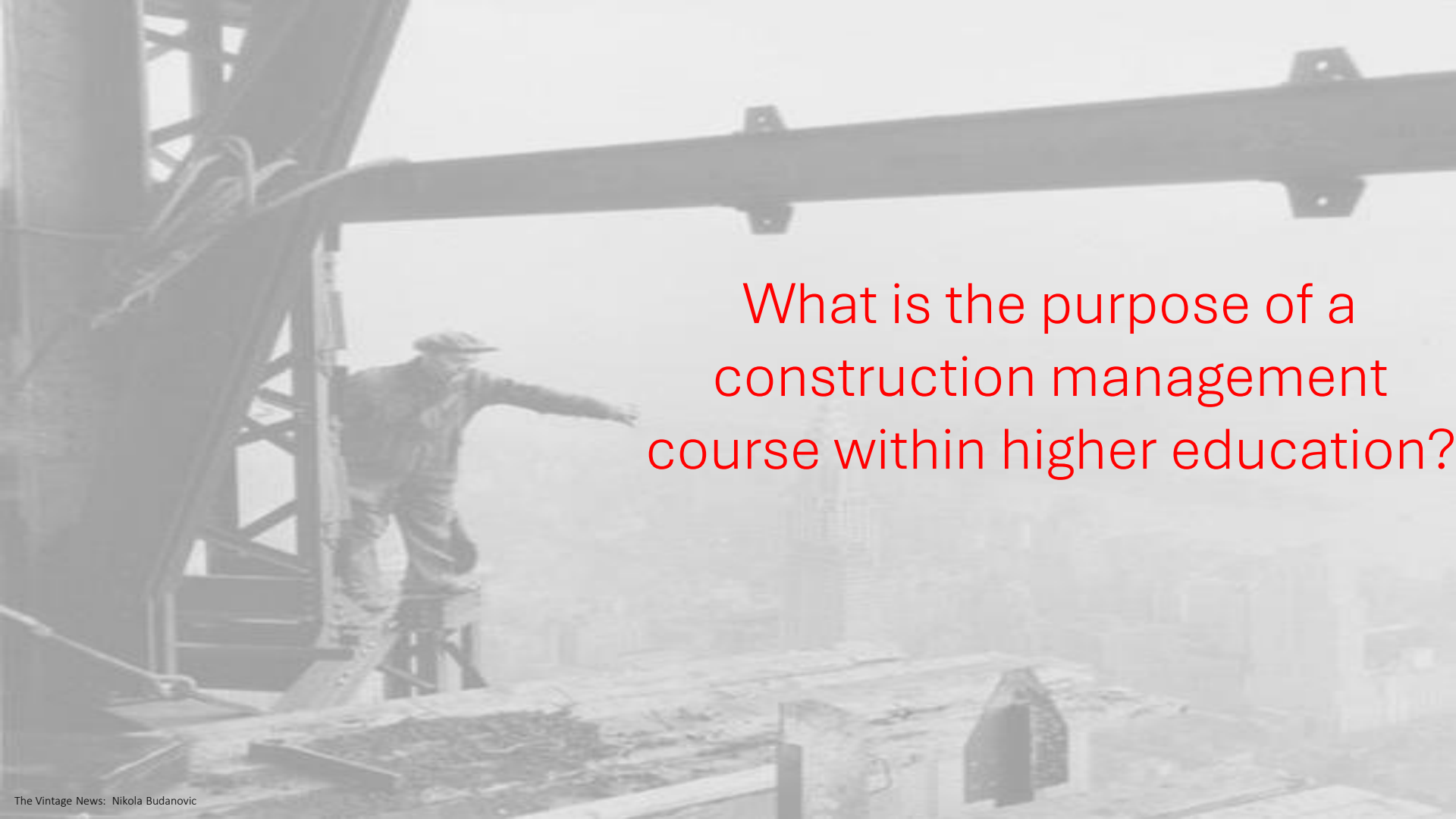
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john.posillico.phd@outlook.com

CHOBE iBEE Conference

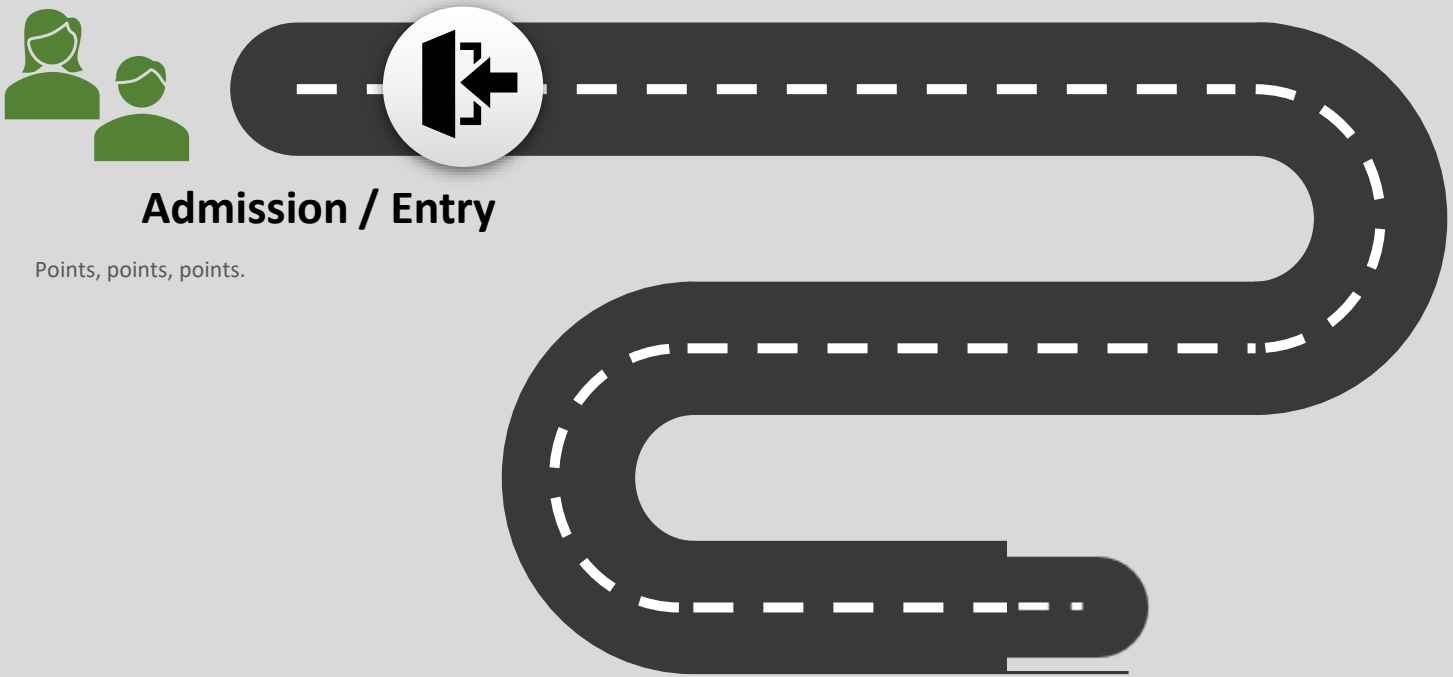
RICS Headquarters, London

10th September 2026



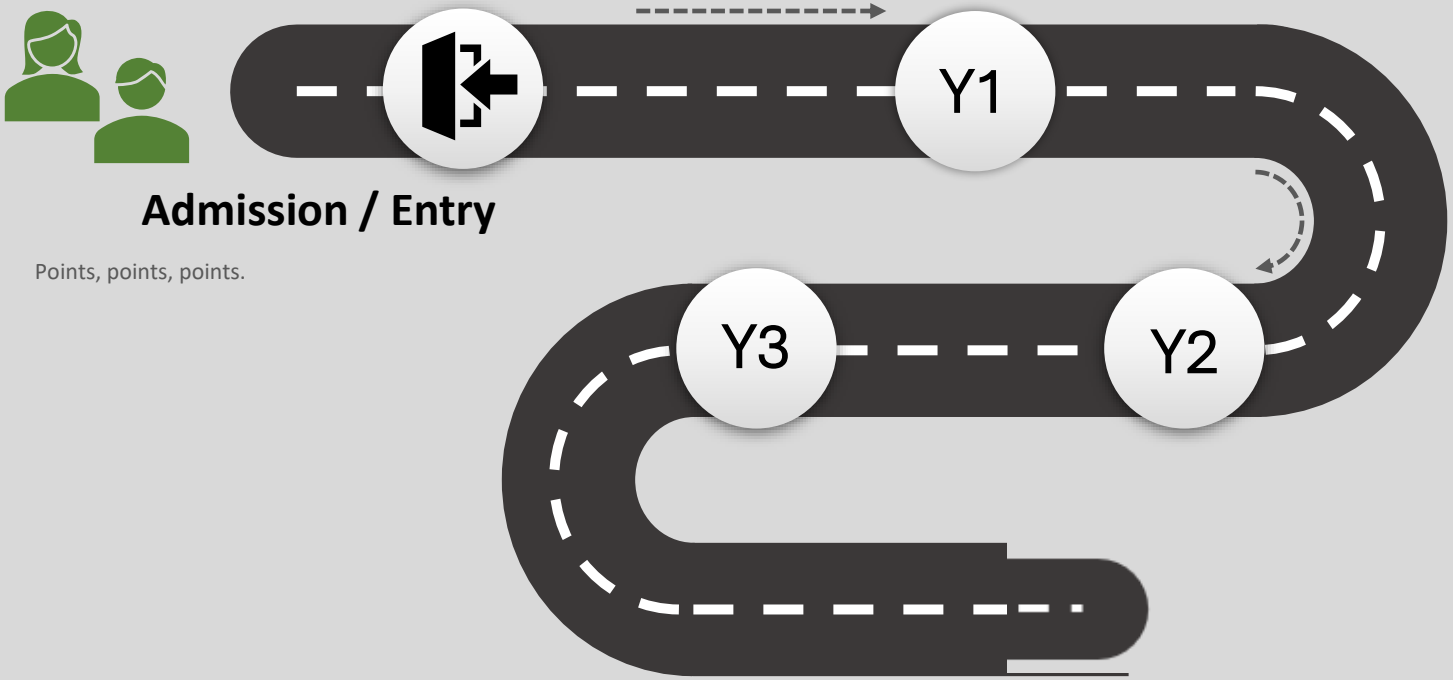
What is the purpose of a construction management course within higher education?

The Vintage News: Nikola Budanovic



Admission / Entry

Points, points, points.

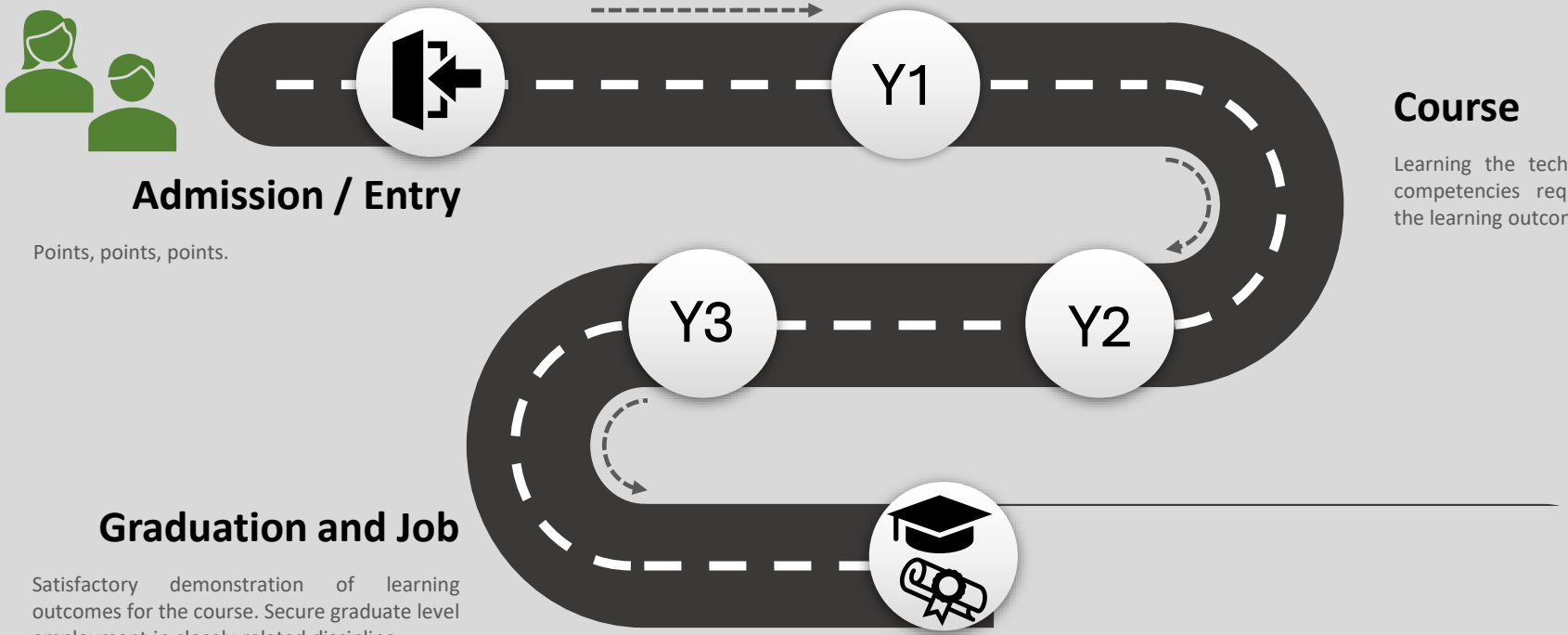


Admission / Entry

Points, points, points.

Course

Learning the technical skills and competencies required to meet the learning outcome from PSRBs.



Admission / Entry

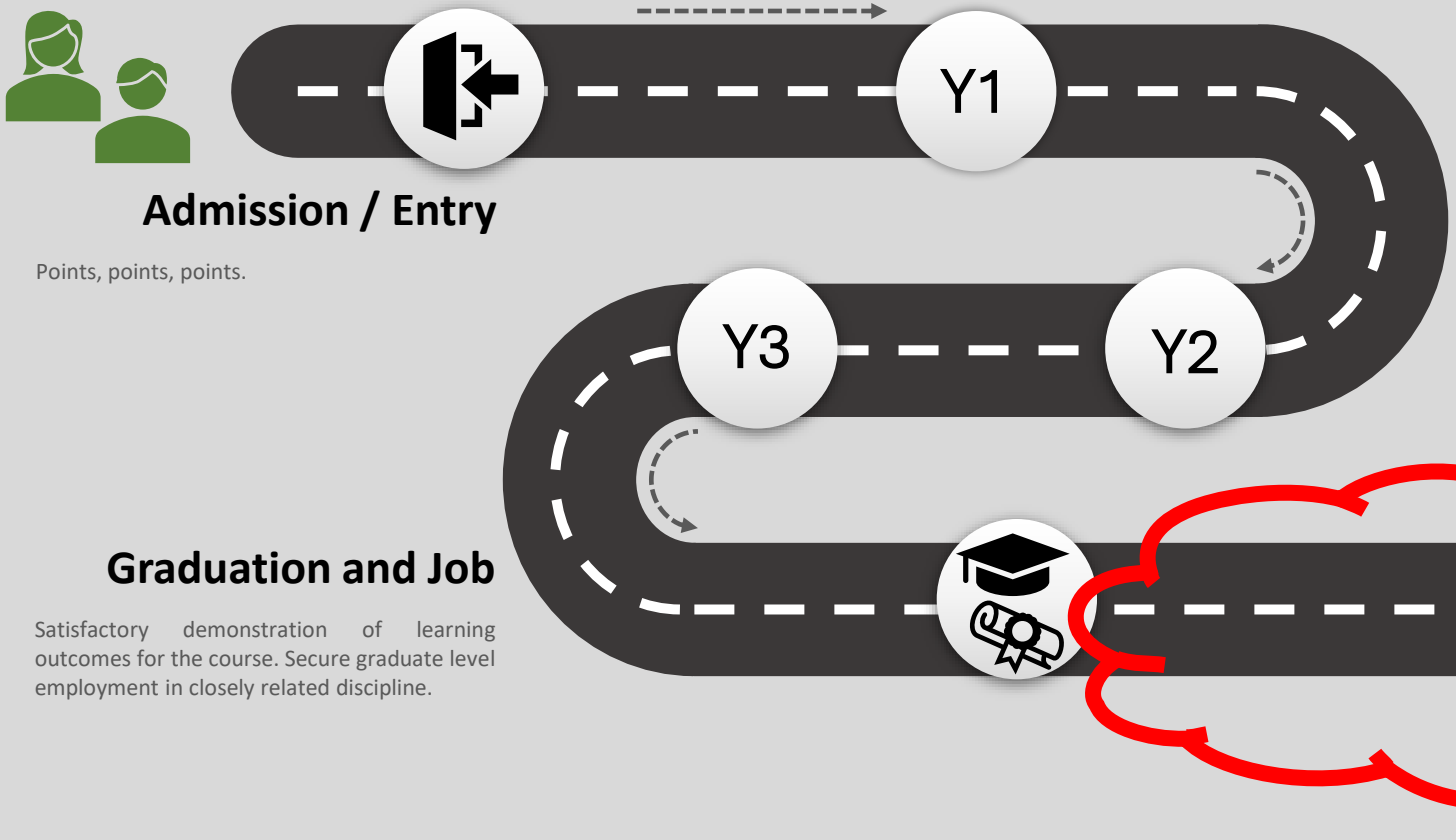
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Course

Learning the technical skills and competencies required to meet the learning outcome from PSRBs.

Graduation and Job

Satisfactory demonstration of learning outcomes for the course. Secure graduate level employment in closely related discipline.



Admission / Entry

Points, points, points.

Course

Learning the technical skills and competencies required to meet the learning outcome from PSRBs.

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Satisfactory demonstration of learning outcomes for the course. Secure graduate level employment in closely related discipline.

So… we need to know what skills employers want *(graduate and beyond)* then feed these back into admissions criteria.

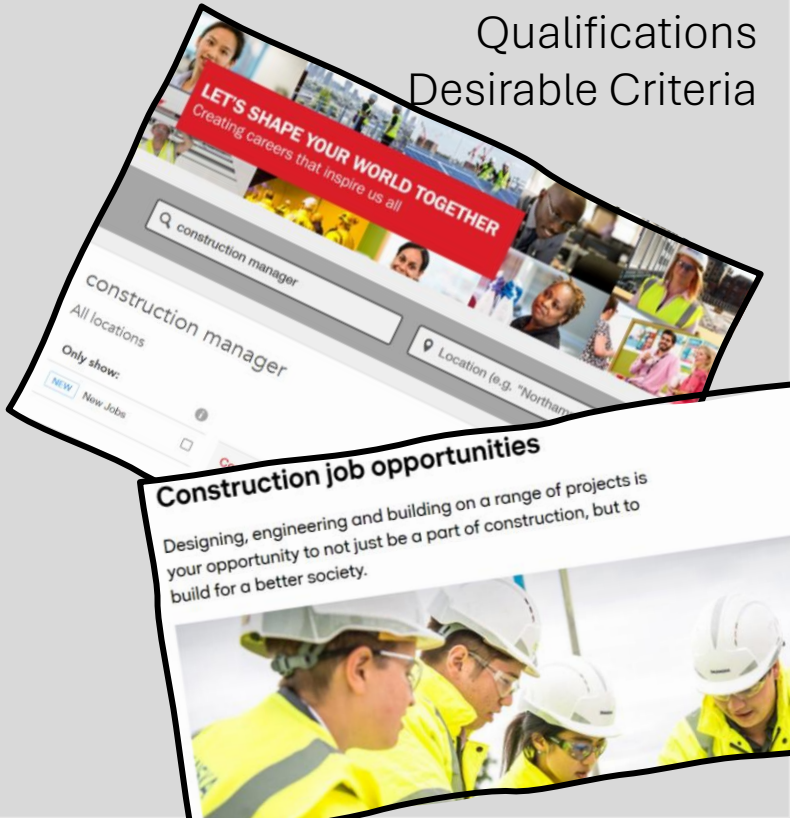


Photo: Unknown / Wikimedia Commons / Public

£700 million
minimum revenue

1,600
minimum UK employees

Key Responsibilities / Accountabilities
Role Duties
Competencies
Personal Requirements / Qualities
Qualifications
Desirable Criteria



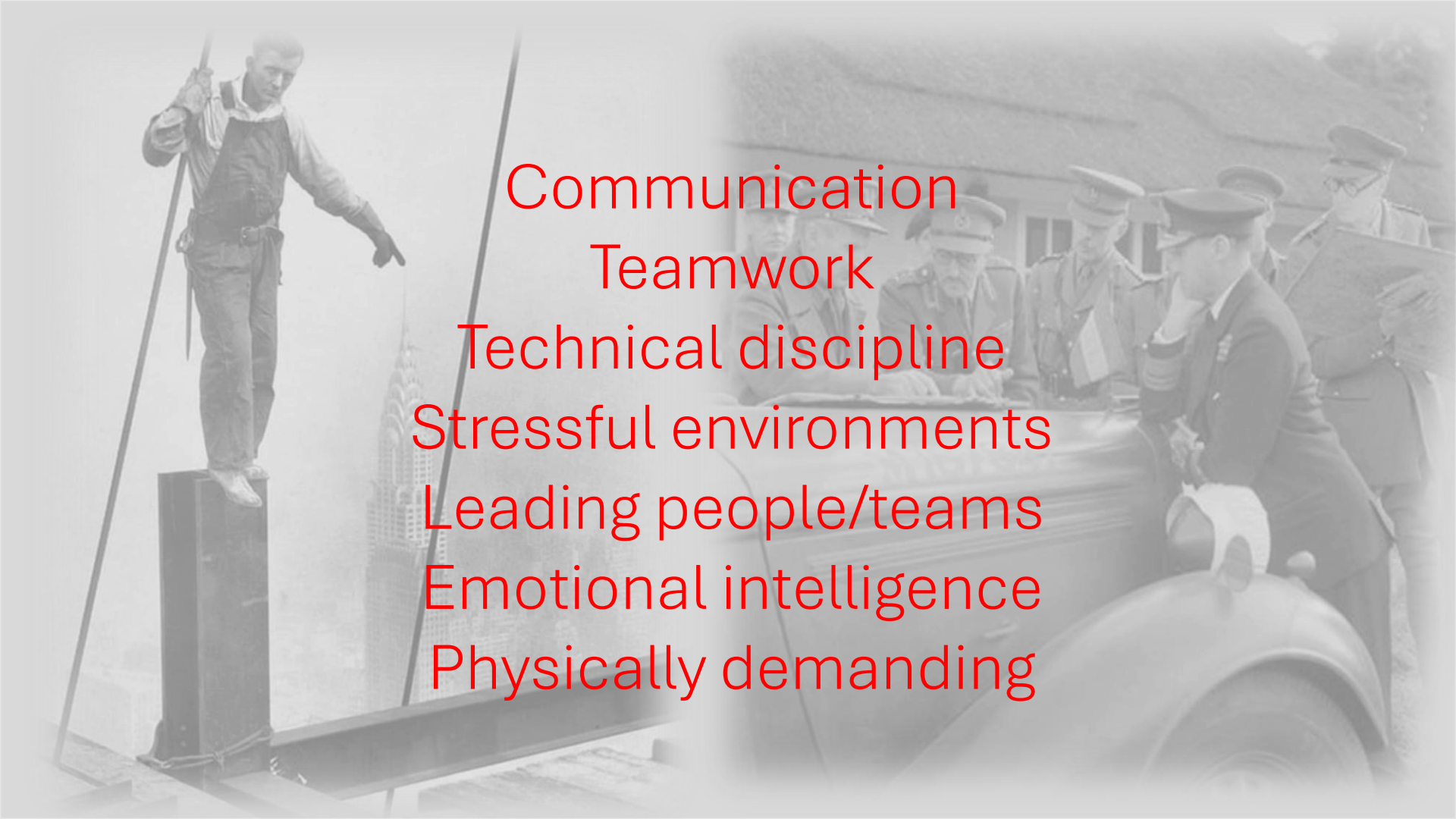
Top 10 Construction Organisations Identified

£34.3 billion in global revenue (aggregate)
56,000 employees in the UK (aggregate)

Keyword (Root)	Theme	Keyword Frequency (No.)	Rank (No.)	Advertisement Frequency (No.)	Rank (No.)	Average Rank (No.)
Manage	Interpersonal	58	1	10	1	1
Team	Interpersonal	26	3	8	2	2.5
Ensure	Interpersonal	27	2	7	4	3
Lead	Interpersonal	16	6	7	4	5
Understand	Interpersonal	21	4.5	6	7	5.75
Communicate	Interpersonal	11	8	7	4	6
Build	Technical	8	9	6	7	8
Plan	Interpersonal	21	4.5	4	12.5	8.5
Engineering	Technical	7	10.5	6	7	8.75
Appropriate	Interpersonal	12	7	4	12.5	9.75
Relationship	Interpersonal	6	13	5	9	11
Cost	Technical	7	10.5	4	12.5	11.5
Budget	Technical	6	13	4	12.5	12.75


However,…
… of the CIOB UK Accredited Courses (n = 38)
All place a significant (*if not complete*) weight on academic marks for entry requirements.


We are setting ourselves (*and our students*) up for failure.

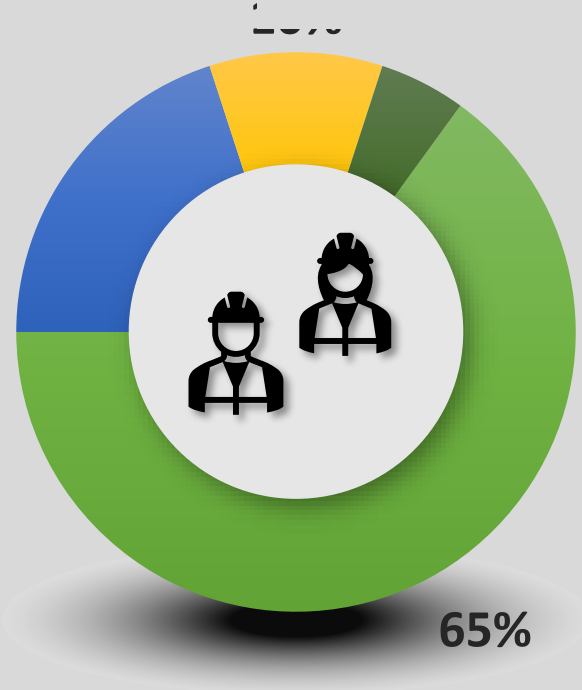

Communication
Teamwork
Technical discipline
Stressful environments
Leading people/teams
Emotional intelligence
Physically demanding

United States Military Academy	
Academic	60%
Interview	10%
Extracurricular	20%
Fitness	10%

United States Military Academy		United States Naval Academy	
Academic	60%	Academic	75%
Interview	10%		
Extracurricular	20%	Extracurricular	20%
Fitness	10%	Fitness	5%

United States Military Academy		United States Naval Academy		United States Aire Force Academy	
Academic	60%	Academic	75%	Academic	60%
Interview	10%			Interview	10%
Extracurricular	20%	Extracurricular	20%	Extracurricular	20%
Fitness	10%	Fitness	5%	Fitness	10%

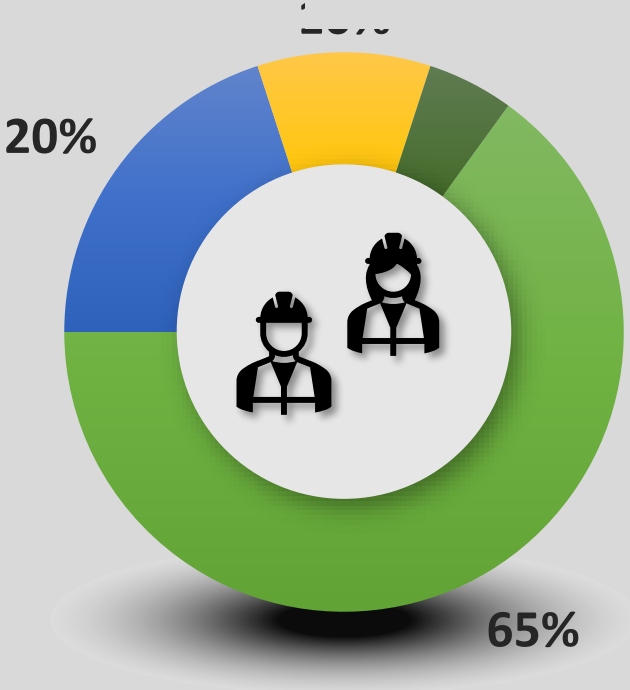
Holistic Admissions Score



Academic Marks

Traditional A and T Level marks.

Holistic Admissions Score



Extracurricular

Voluntary activities that a student participates in beyond their academi pursuits. These complement traditional learning by developing new skills, community engagement, etc.

Academic Marks

Traditional A and T Level marks.

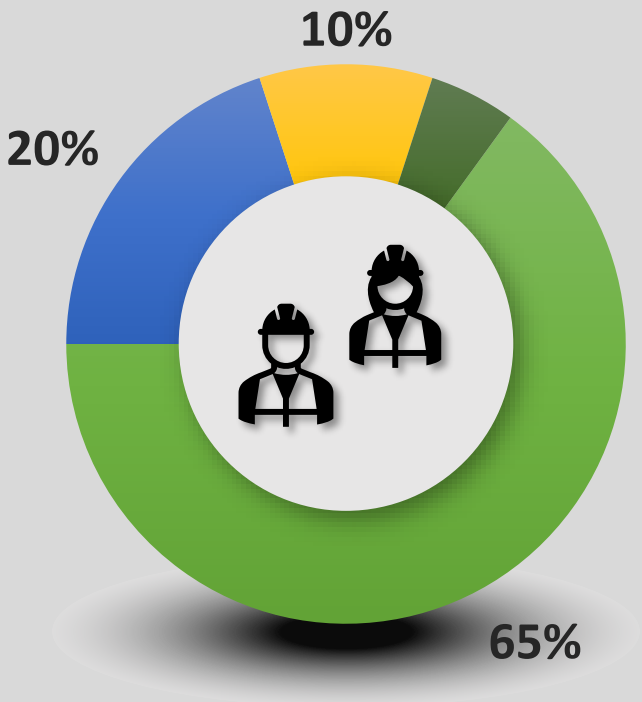
Holistic Admissions Score

Interview

An opportunity for the course team to learn more about the student and for the student to expand upon their formal application.

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Voluntary activities that a student participates in beyond their academi pursuits. These complement traditional learning by developing new skills, community engagement, etc.



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Traditional A and T Level marks.

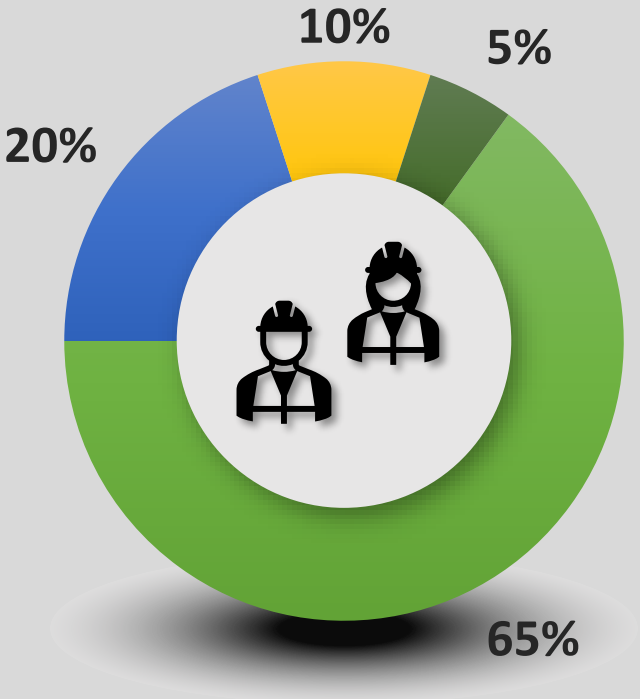
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Fitness

Basic fitness for work assessment (guidelines by NHS).

Academic Marks

Traditional A and T Level marks.



Pinterest: Dave Hicks

Next Steps Forward…

Validation:

Higher Education Institutions

- HoDs, CLs, Admissions, etc.

Employers

- Recruiting, CM/PM, Executive Team



Pinterest: T.B. Lee Kadoober III

Thank you for listening.

I am happy to answer any questions you may have.

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