

Free Guide

CMIT: Construction Manager-in-Training



Skills management software
for frontline workers

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What is the CMIT program?

The CMIT program was designed by the [Construction Management Association of America \(CMAA\)](#) to provide practical experience and mentorship to aspiring construction professionals. It consists of four levels, and typically involves a combination of on-the-job training, formal education, and professional development activities.

CMITs work under the guidance of experienced Construction Managers to gain hands-on experience in various aspects of construction project management, including planning, scheduling, budgeting, quality control, and safety management.

By participating in a CMIT program, individuals can acquire the skills, knowledge, and experience necessary to advance their careers in construction management. After fulfilling the requirements of the program and gaining sufficient experience, CMITs may be eligible to become fully recognized Construction Managers.

Who needs a CMIT certification?

Certification requirements for Construction Manager-in-Training (CMIT) programs vary depending on the organization, jurisdiction, or industry. In some cases, CMIT certification may be voluntary and serve as a way for individuals to demonstrate their commitment to professional development and career advancement. In other instances, certification may be mandatory for certain positions or for meeting specific regulatory or licensing requirements.

Universally, however, CMIT certification is not mandatory – and is also not always a requirement for becoming a Construction Manager.

What are the benefits of earning a CMIT certification?

Becoming a CMIT offers several benefits for individuals pursuing a career in construction management.



Practical experience

CMIT programs provide hands-on experience in various aspects of construction project management. Working alongside experienced professionals allows CMITs to gain real-world exposure to different construction projects, techniques, and challenges. This practical experience helps build a strong foundation for a successful career in construction management.



Skill development

CMIT programs focus on developing a wide range of skills essential for construction management. These may include project planning, scheduling, cost estimation, quality control, safety management, communication, leadership, and team coordination. By participating in a structured training program, CMITs can enhance their skill set and become well-rounded construction professionals.



Industry recognition

CMIT certification is a recognized credential in the construction industry. It signifies a level of competence and dedication to the field. Having CMIT designation after your name can increase credibility and instill confidence in employers, clients, and colleagues regarding your capabilities as a construction professional.

How to get a CMIT certification

The specific requirements and structure of CMIT programs vary depending on the organization or jurisdiction. However, common elements may include completing a bachelor's degree in construction management or a related field, working on construction projects in different roles, attending training seminars or workshops, and possibly pursuing relevant certifications.

What are the challenges in becoming a CMIT?

Here are a few of the common challenges faced by those aspiring to become CMITs.



Experience and knowledge gap

While academic programs provide a theoretical foundation, applying that knowledge in real-world scenarios can be challenging. CMITs may need to navigate unfamiliar situations, learn on the job, and seek guidance from experienced mentors to gain practical expertise.



Limited authority and responsibility

As CMITs are still in the early stages of their careers, they often have limited authority and decision-making responsibilities compared to experienced Construction Managers. They may need to work under the supervision of senior professionals and follow established processes and protocols. This can sometimes lead to frustration and a desire for more autonomy and decision-making power.



Balancing learning and workload

CMITs must dedicate time and effort to their CMIT program requirements, such as attending training sessions, completing coursework, and pursuing certifications, while simultaneously fulfilling their responsibilities on construction projects. Managing these competing demands can be demanding and require effective time management and organizational skills.

What are tips and strategies for preparing for a CMIT certification?

Here are a few tips for preparing for an CMIT certification:

- Understand the specific requirements and criteria for the CMIT certification program you are interested in pursuing
- Seek opportunities to work on construction projects and gain hands-on experience in different aspects of construction management
- Consider pursuing a degree or certification in construction management or a related field to acquire the foundational knowledge required for CMIT certification
- Attend workshops, seminars, and industry events to stay updated on current trends and best practices in construction management
- Connect with experienced Construction Managers who can provide guidance, mentorship, and insights into preparing for CMIT certification

What are the renewal requirements for a CMIT certification?

One common requirement for renewing a CMIT certification calls for participation in continuing education activities, such as completing a specified number of professional development hours or attending relevant workshops and seminars. Additionally, some certifications may require evidence of ongoing work experience in construction management roles and the payment of membership fees or dues to maintain active status.

What are resources for a CMIT certification?

For more information and guidance on the CMIT program, visit the website of the Construction Management Association of America (CMAA), which designates and designs its certification rules. There, you will find a [page dedicated to the CMIT program](#).

Free skills matrix template. AG5 offers a free [industry skills matrix template for CMIT certification](#). Using it, you can develop and implement a plan to ensure that your employees' CMIT-related skills are up to date, comprehensive, compliant, and ready for the future.

Skills management

Skills management for CMIT certifications

AG5 stores all certifications in the cloud, providing all authorized personnel with access to the right version of approved certifications. This helps you easily keep track of all data and documentation related to CMIT certifications across your organization.

Using AG5's skills management software, you can monitor the status of any type of certification that is relevant to your workforce, leveraging intuitive dashboards that provide you with a clear understanding of exactly what is needed to keep your employees skilled and safe.

[Book a demo](#)

FAQs about CMIT certification

What is the scope of a CMIT certification?

The scope of a CMIT certification generally encompasses foundational knowledge and skills for entry-level construction management. CMIT certification is not universally mandatory.

Is CMIT certification mandatory?

CMIT certification is not universally mandatory. The requirement for CMIT certification depends on the organization, jurisdiction, or industry, and can vary from voluntary to a prerequisite for certain positions or regulatory compliance.

How long does it take to obtain a CMIT certification?

It can take anywhere from several months to two years to complete the necessary coursework, gain practical experience, and fulfill all the requirements for CMIT certification.

What are the cost considerations for a CMIT certification?

Cost considerations for a CMIT certification may include application fees, exam fees, and study materials.

What is the validity period of a CMIT certification?

While the validity period of a CMIT certification can vary, a common estimate is that the certification remains valid for around 1 to 3 years. However, it's important to note that this is a general estimate and the actual validity period may differ depending on the specific certifying body or organization.

Can a CMIT certification be integrated with other management systems?

Yes, a CMIT certification can be integrated with other management systems, depending on the requirements of the organization or industry. CMIT professionals can apply their construction management knowledge and skills within broader management systems such as quality management, environmental management, or health and safety management, to ensure effective coordination and compliance in construction projects.

How can you learn more about CMIT certifications?

Visit the [CMIT page](#) on the Construction Management Association of America's website.

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