

## **RICS Pathways and Competencies – common questions**

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RICS' pathways and competencies define the knowledge, skills, experience and competence required to become a Chartered Surveyor. Competencies are a mix of technical and professional practice, business, interpersonal, and management skills, which can be applied to different areas of practice and geographical locations.

The contextualisation of the competencies for each area of practice as well as examples of the likely skills, knowledge and experience required are set out in the individual pathway guides.

### **The review**

#### **1) Why was the reviewed needed?**

Our world is changing and the professional skills of chartered surveyors are in more demand than ever.

The current pathways and competencies framework was developed in 2006. We conducted the review to ensure our competencies are globally relevant and represent current practice.

#### **2) Who was responsible for the review?**

The Project Steering Group was:

- Steve Williams FRICS – Chair of Knowledge Board
- Richard Davies – Chair of Membership Working Group
- Doug Johansson FRICS – Chair of World Regional Education Boards
- Ken Creighton – Director of Professional Standards
- Gary Strong FRICS – Director of Practice Standards and Technical Guidance

Working groups, comprising representatives from RICS Professional Groups and other industry experts, led the review of the content of each pathway.

### **3) How was the review approached?**

Feedback from early consultations, supported keeping the existing pathways. It was felt that the existing pathways represented the breadth of the surveying profession, and should remain, subject to a pathway-by-pathway review of content.

The review sought to:

- Create new competencies for emerging areas
- Increase greater flexibility of choice for candidates
- Ensure the number and the level of competencies is broadly consistent between pathways
- Refine the competencies and competency statements to ensure focus a clear scope to assess
- Consider new pathways for the areas of Built Environment, Land and Resources, and Corporate Real Estate.

### **4) When and how did the first-stage consultation take place?**

We consulted on proposed changes from August to October 2016 through the RICS iConsult platform.

The outcomes were:

- Recommend a second-stage consultation, focussing on individual pathway guides, in 2017
- Implement changes in 2018
- Pathway guides should be developed for a new Land and Resources pathway and a new Corporate Real Estate pathway
- A proposed new pathway for the Built Environment is not necessary
- New property technology competencies ('Prop Tech') should be developed
- A new 'Inclusive environments' competency should be added
- The Research pathway should be retained and consideration should be given to developing a Research pathway guide for candidates
- Terminology (e.g. 'core', 'optional' and 'mandatory' competencies) was well understood and should not change
- New guidance must be produced to clearly articulate the competency requirements

### **5) When and how did the second-stage consultation take place?**

The second-stage consultation on the individual pathway guides ran from September to November 2017, through iConsult. The content of the pathway guides was reviewed and updated by working groups consisting of technical experts prior to the consultation.

The outcomes of the first consultation were well supported. The consultation feedback helped us to refine the changes and the content of each pathway guide, which you can view [here](#).

## The pathways and competencies

### **6) Will all existing pathways still be available?**

Yes. Existing pathways will not be removed.

### **7) What are the changes to my pathway?**

A summary of the changes to each pathway can be viewed [here](#).

### **8) Are the mandatory competencies changing?**

Some competencies are changing, which you can view [here](#).

The main change is the addition of a new Level 1 competency: 'Inclusive environments'.

### **9) Are the competencies for the Senior Professional Assessment (SPA) changing?**

The three existing competencies, 'Leadership', 'Managing people' and 'Managing resources', will remain the same.

### **10) Are the competencies for the Specialist Assessment changing?**

The requirements for the Specialist Assessment are not changing. Applicants are required to demonstrate the competency requirements as set out in the chosen pathway. In some pathways, competency requirements are changing so you should refer to the relevant pathway guide relevant and the summary of changes document.

### **11) Are the competencies for the Academic Assessment changing?**

The requirements for the Academic Assessment are not changing.

### **12) When will the new requirements be implemented?**

The new pathway guides will be published online in **February 2018**. Candidates will be able to enrol and/or come forward for assessment on the new framework from **1 August 2018**.

### **13) I am already enrolled; how do the changes affect me?**

There will be a two-year transitional period. Candidates who enrol prior to **1 August 2018** will be able to come forward for assessment on their current pathway.

We expect the last assessments on the pre-2018 framework to take place in autumn 2020.

Any candidates enrolling from 1 August 2018 will enrol on the new pathways.

#### **14) I am already enrolled; can I use the new competencies?**

In some pathways, the changes are minimal and you may prefer to continue with the current framework during the transitional period.

In other cases, the new version of the pathway may be more suitable. You will be able to transfer from 1 August 2018.

You should review and discuss the changes with your counsellor and employer. Further guidance on how to transfer will be provided prior to 1 August 2018.

#### **15) I'm a RICS Assessor / Licensed Assessor Trainer / Auditor / Counsellor, what do I need to do and how can I stay informed?**

Firstly, please review the changes and the new pathway guides relevant to your area(s).

Ahead the launch on 1 August, we will be providing regular updates and training sessions where needed. You will be kept up-to-date through our various communication channels, but if you do have any questions, please email [pathways2018@rics.org](mailto:pathways2018@rics.org).

#### **16) How does the new framework impact the competencies for the Associate Assessment?**

No changes to the Associate Assessment competencies are planned for 2018.

#### **17) What is the impact on the RICS Online Academy / iSurv / related training content?**

We are reviewing all content relevant to the framework to ensure it aligns with the changes. As the current framework will still be available for the transitional period, existing courses and content will remain relevant and up to date.

#### **18) Will guidance be translated?**

New translated versions of the RICS Requirements and Competencies guide will be available from 1 August 2018.

#### **19) I have further questions, who should I contact?**

If you have any questions about the review or the changes, please contact us at [pathways2018@rics.org](mailto:pathways2018@rics.org).

## Assessment Resource Centre

### **20) What is the impact on the Assessment Resource Centre (ARC)?**

The new framework will be available in ARC from 1 August 2018. Any candidates who enrol from 1 August through ARC will do so on the new version.

### **21) How do I change the competencies I am using and who do I agree these changes with?**

To change competencies, you will need to transfer to the new version of your pathway. Careful consideration should be given before doing this if you are already enrolled.

If you transfer, you will need to demonstrate the updated mandatory and technical competency requirements for the new version of your pathway. You should first review the new documents, compare these against your current pathway, and agree with your counsellor and/or employer if transferring to the new framework is appropriate.

To switch, you will have to change to the new version of the pathway through ARC. We will provide separate guidance and contact information for how to do this closer to the launch on 1 August 2018.

### **22) I am part-way through my training period, what happens to the experience already recorded against competencies I am dropping, and will this extend my overall training period?**

The experience you have recorded against the competencies you will no longer be assessed on may still be applicable to your new pathway. You will need to review both versions of the pathway guide with your Counsellor to determine how much of your recorded experience is transferrable.

If you're choosing new competencies where no prior recorded experience is transferrable this may extend your overall training period.

### **23) Can I use competencies from the old pathway guide that are not present in the new pathway guide, and select alternative/additional competencies from the new pathway guide?**

No. If you switch to the new framework, you will need to demonstrate the new mandatory competency requirements and the updated technical competencies for your pathway. You will not be able to pick competencies from both versions.

### **24) I am already enrolled and plan to sit my assessment in late 2018. Can I change to the new framework without having to defer my assessment?**

Assessment windows vary by world region so there may be time to make the change providing you can complete your submission in time. However, careful consideration should be given to switching to the new framework if you're already enrolled. We would advise you to contact your local RICS office for further information or email us at [pathways2018@rics.org](mailto:pathways2018@rics.org).

**25) The last assessments on the current framework will take place in late 2020. If I am referred, can I still re-sit under my current pathway?**

In line with current RICS policy you would be able to re-sit once at the next earliest opportunity under the pathway requirements you were assessed on.

**26) I am not currently enrolled. Do I have to wait until 1 August to do so?**

You can enrol onto the current framework at any time before 1 August. For the new framework, enrolments will only take place from 1 August.

**27) If I enrol from 1 August, can I backdate my enrolment?**

Further guidance will be provided nearer to the launch date.