

# **Opportunities for linking young surveyors across professional surveying member organisations and FIG**

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## **SUMMARY**

This paper explains the development of surveying across the United Kingdom from a historical perspective. It continues by reviewing the change within the Royal Institution of Chartered Surveyors (RICS) as it has moved towards its present role as a global organisation. The method of training surveyors within the RICS is discussed and then related to its provision for young trainee surveyors. The development of its networking group known as RICS matrices is explained.

The development of a Young Surveyors network within FIG is then reviewed and this in turn is related to the young surveyor network within the RICS. The paper then makes recommendations as to how the two organizations might link further, in collaboration, with the development of its respective young Surveyors groupings. A general review of how similar national/global organizations might link with FIG in a similar way through their young surveyors is also conducted. Broad recommendations on the potential for linking young surveyors across FIG member groups are made in the conclusion.

# **Opportunities for linking young surveyors across professional surveying member organizations and FIG**

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## **1. INTRODUCTION**

This paper explains the development of surveying across the UK from a historical perspective. It continues by reviewing the change within the Royal Institution of Chartered Surveyors (RICS) and its move towards its present role as a global organisation. The method of training surveyors is discussed within the RICS and then related to its provision for young trainee surveyors and this is related to its networking group known as RICS matrices. The development of a Young Surveyors network within FIG is reviewed and this in turn is related to the young surveyor network within the RICS. The paper then makes recommendations as to how the two organisations might link further in collaboration with the development of its respective young surveyor's groupings. This will create a model to allow FIG to link with young surveyors from many other similar organisations

## **2. HISTORY OF SURVEYING IN THE UNITED KINGDOM**

The history of surveying in Britain goes back thousands of years, the creation of Domesday Book where a major national audit was taken on behalf of the state of land holdings in the 11<sup>th</sup> Century, this was perhaps the first example of a major Surveyors report. Enclosure legislation, making agriculture more efficient, where small land holdings were amalgamated to provide more efficient usage in the Seventeenth Century further reinforced the role of Surveyors. This historical development of the profession has taken place over a thousand year period and if the Romans are included 2000 years, Roman surveyors might be regarded as the first major international surveying work force. In the UK surveying has been constantly evolving:

- Early ancient Britain's constructed some very sophisticated structures such as ancient field systems, 'religious' monuments such as Stonehenge and very large hill forts.
- The arrival of the Romans created a very accurate road system with Roman surveyors using transits to create straight and accurate roads.
- Medieval Britain saw the start of consolidated land holdings based around castles monasteries and churches.
- The Georgian period saw the further consolidation of agricultural land to gain efficiency, the development of landed estates, the start of a major defence structure.
- The Victorian era saw a major industrial revolution with rapid expansion of cities and the development of a transport infrastructure including canal and rail building.
- The creation of the profession of Surveying (RICS) in the mid Victorian era.
- The mid to late 20<sup>th</sup> century - surveying education more widely available through University provision.

- The RICS Agenda for change in 2000 created a global professional brand.

The Royal Institution of Chartered Surveyors (Royal Institution of Chartered Surveyors [RICS], 2010a) with around 100,000 qualified members and a very large group of students and trainees in many countries, regards itself as one of the world's leading professional institutions in land, property, construction and their associated environmental issues. However only a small proportion of these members directly link to the activities of FIG.' An independent, not-for-profit organisation, the RICS acts in the public interest: setting and regulating the highest standards of competence and integrity among its members; and providing impartial, authoritative advice on key issues for business, society and governments worldwide'. (RICS, 2010a)

The RICS was founded in London in 1868, and granted a Royal Charter by Queen Victoria in 1881. The Charter requires the Institution "to maintain and promote the usefulness of the profession for the public advantage." This commitment to act in the interests of society in everything it does continues to be a strong guiding principle. The aim is for RICS members to offer the very best advice on a surprisingly diverse range of land, property, construction and related environmental issues. As part of the role of the RICS, the RICS helps to set, maintain and regulate standards. It also provides impartial advice to governments and policy-makers. The RICS has links to 146 countries, supported by an extensive network of regional offices located in every continent around the world.

The evolution of the RICS has created a very broad based property profession where perhaps only 4,000 are directly involved in geometrics. This development is partly reflected in the nature of the profession in the UK which is a diverse and densely populated country. In other countries such as the USA the development of surveying has followed a very different pattern with appraisal being separate from land surveying which in turn is a separate discipline to Real Estate management. The need to measure vast areas of territory in relatively recent history has created some very different 'surveying' professional bodies. Indeed, the development of the surveying profession in each country has reflected its own needs for land-related skills.

### 3. EDUCATION

Until the start of the 19<sup>th</sup> Century Education in the UK was broadly provided for the rich or by the Church or by benefactors. The 19<sup>th</sup> Century saw a massive change in education as there was a need to provide more highly educated people for an expanding country and growing empire. Many of the professional organisations in the UK today owe their origins to the Victorian era. Stapleton's Real Estate management provides a useful guide to the background behind estate management in the UK (Banfield, 2005, pp.3-7). In 1834 a Land Surveyors Club was formed to promote the profession. This was in the same year that the Architects formed RIBA (Royal Institution of British Architects [RIBA], 2010). In 1868, 20 surveyors met in London at 12 Great George Street in Parliament Square. These surveyors had a strong railway works connection. Perhaps the 'Grand Father' of surveying in the UK was John Clutton who oversaw large landholdings on behalf of the Church. Following many successful

years these surveyors gained a Royal Charter (a quality stamp and an agreement to conduct business in a professional way) was granted in 1881.

The development of education for Surveyors has been through many stages. The ‘gold standard’ is attainment of Chartered status by the individual and use the designation MRICS (Member) of FRICS (Fellow). There are two main ways of studying firstly through a correspondence course, (of which the College of Estate Management formed in 1919 is the most notable provider) (College of Estate Management, 2010) and secondly through attendance at a higher education establishments. The 1970’s saw the creation of the Polytechnics and a growth of full and part time courses where many surveying courses were developed. These polytechnics were changed into Universities in 1992 and the provision of surveying courses then moved across into the ‘old’ university sector. These courses, as they led to a route to professional membership, were always regarded as high status with elite universities such as Cambridge University having a long term interest in Land Economy. (Cambridge University, 2010) A property recession in 1990 led to major changes in surveying education - difficulties in finding employment for property students in fierce competition with Law and Business Studies students meant that the RICS had to rethink its strategy. This came to a head in the RICS policy of Agenda for Change which coincided with the Millennium.

Agenda for change saw the development of Partnership agreements with the University/Higher Education sector. Minimum threshold agreements were set for educational establishments if they were to achieve Partnership status. These included minimum school leaving standards, departmental research targets and employment targets. The aim of this was to raise standards in the profession so that the RICS could compete in the global market place.

With this push to set standards for higher education the role of the non graduate/technician was perhaps overlooked. To redress this balance the RICS has recently launched a grade of membership called RICS Associate (AssocRICS). This is an entry level grade mainly for non graduates with a strong bias toward work based learning and competence. Attaining this form of RICS membership (RICS, 2010b) has three routes in:

By direct Entry – applicant has approved alternative professional body membership

By assessment – applicant already gained the required amount of work experience

By enrolment – applicant undertakes a course.

This initiative should help develop a route to membership by developing the concept of work based learning. ‘Learners’ following this route may be quite isolated particularly in developing countries and as a result there may well be opportunities for the RICS, FIG and other similar organisations to provide networking facilities for young surveyors in order that they can create self help study groups. This would broaden the membership of FIG and develop young ambassadors for FIG in many member associations.

#### **4. SURVEYING**

Outside of the UK the word surveying can have many meanings in many different countries. In terms of the RICS which is now a global institution a surveyor is a collective name for a group of careers with certain skills in common that relate to land, sea, built environment and property. Illustrating this diversity the RICS groups these specialist fields into 17 main areas.

#### Property

- Arts and Antiques
- Residential
- Valuation
- Management consultancy
- Planning and Development
- Facilities Management
- Commercial
- Machinery and business assets
- Dispute resolution

#### Built Environment

- Construction
- Building surveying
- Project management
- Building Control

#### Land

- Environment (including marine resources)
- Geometrics
- Minerals and Waste
- Rural

It could be argued that the RICS is a much broader organisation than FIG and as a result it also links with many other international institutions that relate to its rich diversity of sub disciplines varying from marine surveying to valuation standards.

## 5. ROUTE to PROFESSIONAL MEMBERSHIP

The starting point for professional membership for most people is to attend an RICS accredited course at a Partnership Institution. Following this a two year period of professional engagement takes place. During this period the person is supported by a mentor and a supervisor who assist with company training plans. These plans are checked and supported by an RICS training adviser. The candidate then presents themselves to the RICS for an Assessment of Professional Competence (APC). If successful the candidate will be awarded Professional Chartered Status and will be able to use the letters MRICS after their name. Following further experience with clear evidence of a contribution to the profession Fellowship can be applied for allowing the letters FRICS to be used after their name. (RICS, 2010c)

Raising academic standards and creating barriers to entry to the profession through Agenda for Change has created a skills gap at the technical level and the RICS is now developing a new associate membership with clear training progression which will also allow a bridge to professional membership. The development of this non graduate side of the profession sets many exciting challenges. Perhaps the greatest is that graduates by the very nature of their educational 'training' are exposed to some very sophisticated networking opportunities where the non graduate may find plugging into these professional networks somewhat harder. This is an area where FIG and the RICS could work together for mutual benefit particularly in the developing countries.

## **6. FACULTY STRUCTURE and CPD**

The Chartered Surveyor belongs to one nominated Faculty recently renamed as a Professional Group (normally the one in which the individual qualified). However the Chartered Surveyor can join a total of four groupings as part of their membership. The RICS sees itself a learned institution. With learning in mid post qualification the surveyor is expected to undertake Life Long Learning (LLL) also known as Continuing Professional Development (CPD). The surveyor sets learning objectives and must keep a learning log which may be audited at random. A major events programme run by the RICS and its regions supports this learning. This is another area where FIG and the RICS could develop more synergy as both organisations are 'learned societies'

## **7. RICS REGIONAL IDENTITY**

The RICS has always promoted regional identity to encourage its members to share best practice for the benefit of both members and clients. Improvements in communications and the move towards a global branding have moved regions into a series of tiers within the global community at International, International and National level. These regions can be highly proactive a good example being the RICS South Eastern Region (RICS South East, 2010) which produces a variety of services for surveyors. This part of England is economically very advanced, if it were a country it would be the same size as Denmark and it would be classified as the 22<sup>nd</sup> largest economy in the world. (South East England Development Agency [SEEDA], 2010). As the RICS brand has expanded globally the RICS has had to restructure to provide services both to its original home catchment area and its new responsibilities globally. This has created a climate of almost continuous positive change over the last ten years. The RICS now operates in many countries in the following global regions Africa, Americas, Asia-Pacific, Oceania, Middle East and Europe. This regionalisation does not represent a form of professional imperialism but a genuine desire to improve services to both clients and RICS members both of whom are becoming more global following the digital revolution of the last twenty years.

The change in the nature of 'national' professional institutions to global institutions provides FIG with some exciting opportunities to be the glue that binds these many surveying institutions together. Regional identities are changing rapidly both for surveyors and the many professional institutions that support them.

## 8. GLOBAL RICS and FIG and other Surveying Professions

As property companies and institutions have become Global the RICS has had to follow by providing an international service. This is a response to market and client demand. To ensure that the RICS engages with FIG (and other similar organisations) rather than compete with FIG, they provide a team of representatives from the RICS to FIG (and other large institutions). The RICS recognises the importance of an independent International Federation of Surveyors. FIG itself is only one of a number of groups representing surveying internationally. This is to be expected as surveying encompasses such a broad skill base. It is further complicated by the fact that surveying includes/overlaps other disciplines such as Cartography, Geographical Information Systems and subjects relating to Spatial Sciences. These disciplines often have institutions representing them at: Federal and International levels as well as the national level.

For example:

### Federal

CLGE - Council of European Geodetic Surveyors. Its mission is to represent and promote the interests of the geodetic surveying profession in the private and public sector in Europe. (Council of European Geodetic Surveyors, 2010)

FEMASC- The Federation of European Maritime Associations of Surveyors and Consultants. A European association involved with ship and marine surveying. (Federation of European Maritime Associations of Surveyors, n.d.)

TEGoVA - TEGoVA, The European Group of Valuers' Associations. A European association composed of 40 valuers' associations from 24 countries representing about 120.000 valuers in Europe. (The European Group of Valuers' Associations, 2009)  
Although not all European Professional Valuation organisations are members.

### International

IGSO - an International Geodetic Student Organization. Its aim is to unite geodesy students from all over the world. At present, 80 universities and schools from 28 countries belong to IGSO. (International Geodetic Student Organisation, n.d.)

## 9. FIG

The International Federation of Surveyors represents the interests of surveyors world-wide. At the heart of FIG is a work plan that guides FIG to responding to social, economic, technological and environmental change. FIG recognises that the role and market for surveyors is constantly changing. To respond to this change it has established ten Commissions to implement the work-plan, facilitate working groups, seminars and news letters (FIG, 2009). The Commissions are:

### 1 Professional Practice

- 2 Professional Education
- 3 Spatial Information Management
- 4 Hydrography
- 5 Positioning and Measurement
- 6 Engineering Surveys
- 7 Cadastra and Land Management
- 8 Spatial Planning and Development
- 9 Valuation and the Management of Real Estate
- 10 Construction Economics and Management

Although at first sight it might appear that there is conflict between FIG and the RICS in reality they do similar things, but at different levels. FIG is a very sophisticated networking group that is developing a knowledge exchange and promoting good practice, the RICS is developing and monitoring professional standards together with promoting good practice to provide a better service to members/clients. There are also many other organisations doing similar things. The thing that they perhaps have most in common is the need to engage with young surveyors for the long term sustainability of both organisations. There has been considerable debate within FIG in recent years considering the role of Young Surveyors for example the model for integrating generations presented at a FIG working Group by Kivilcim and McAlister (Kivilcim & McAlister, 2008) and the paper produced by Fairlie and an FIG International Workshop in Vienna (Fairlie, 2009).

## 10. FIG YOUNG SURVEYORS

At a FIG working week in Eliat a young surveyors working group established itself as the FIG Young Surveyors Network (the concept of FIG Young Surveyors has been an important topic within FIG for a number of years) (International Federation of Surveyors, 2004) This is being coordinated by Cecilia Linden. The objective is to make the young person's representative of national organisations a national representative on FIG. The concept can be seen in the following communication from Cecilia:

“From all over the globe, we aim to help young professionals kick start their careers by providing them with contacts and services through FIG. Through our online network, newsletters and distribution around the globe, we can help you make personal contacts, help to find you education and career opportunities overseas or simply just meet new people. With members from Sweden, Turkey, Poland, Germany, Nigeria, UK, USA, Hong Kong and Australia to mention some countries, but we're looking to expand our network further! Take the challenge and join FIG Young Surveyors!  
If you'd like to be involved, you can join our group by sending us an email at [FIG\\_Young\\_Surveyors-subscribe@yahoogroups.com](mailto:FIG_Young_Surveyors-subscribe@yahoogroups.com)  
Or join the group [FIG Young Surveyor](#) at Facebook”

Here perhaps there is both an opportunity and a conflict as national organisations across the world have gone global, in many cases they have their own version of 'young surveyors' as can be seen in the following explanation of the RICS matrix organisation.

## **11. RICS matrices (YOUNG SURVEYORS)**

To support the young surveyor the RICS operates a networking group to provide a platform for younger surveyors to engage with the RICS and develop their skills further. This network is designed for chartered surveyors under the age of 35. This network is absolutely vital to the young surveyor who is starting their career. It provides an opportunity to network with other people who are also in the training stage of their career working towards passing an assessment of professional competence (APC). As part of this test they have to keep a reflective diary and set learning objectives. Meeting other people who are doing the same thing allows for an exchange of ideas and as a result a collective continuing professional development. These groupings also have a strong social side which helps to develop a professional network for the future (RICS, 2010d).

## **12. FIG and RICS matrices**

There are huge opportunities for FIG and the RICS to align FIG Young Surveyors and RICS matrices. Both institutions are global and the success of both organisations relies on a continuous inflow of high quality enthusiastic new members. Electronic communication through the development of the internet offers opportunities to link these young surveyors across the globe in a way that ten years ago would be thought impossible. Recent developments such as Facebook, Skype and Twitter have created very low cost almost instant communication. The challenge for both organisations is to find a way of harnessing these communication channels. The difficulty in creating e-networking groups is that there is often an initial surge of activity and then when the path finders tire the networking group collapses. This is often seen in the creation of websites where after initial enthusiasm falls the website becomes stagnant. The key to success is perhaps to create a knowledge exchange based on pre qualification for young surveyors. The young surveyors could create study groups to exchange good practice and help each other qualify. If this was set up in the right way it would be sustainable as there would be a constant flow of trainees into the scheme and a constant flow out. The medium could be a form of continuing professional development for young surveyors and RICS matrices.

The challenge is the sheer enormity of networking and professional opportunities for young surveyors and the ease which further ones can be set up. Facebook and Twitter have revolutionised communication with/between young people with the latest generation of mobile phones offering even greater opportunities for communication. An example of this might be the formation of a group called 'Young Surveyors biting back' a self help group of young surveyors that have formed to help each other in the face of the recession. Feeling that the formality of large institutions may be holding them back they have set up a more informal grouping (Young Surveyors Biting Back, 2010).

The group of young surveyors who could benefit most from an alliance between FIG and institutions such as the RICS (there are many others) are technical surveyors, particularly in less developed countries. It would have course also benefit graduate surveyors from all countries.

### 13. FIG and an INTERNATIONAL STRATEGY

The long term sustainability depends on the viability of its member institutions. When FIG was established it was an umbrella organisation for many national organisations. With rapid globalisation these national institutions have now become international organisations. The FIG Young Surveyors movement could become instrumental in moving member organisations into the fabric of the overarching organisation FIG or umbrella.

### 14. A MODEL

It would be relatively easy to put together a networking group linking Young Surveyors in FIG linking with RICS matrices to create a self help networking group so that young surveyors can exchange best practice and support each other during the professional practice/APC stage of their training perhaps through the following steps:

- Conduct an audit of young trainee surveying organisations that exist globally.

This is potentially the greatest challenge due partly to the complex issues involving defining surveying and partly because existing young surveyor groups already have their own objectives and may be reluctant to link with FIG. In the case of the RICS the matrices coordinators in the UK are known but it is very early in its development within international grouping. Establishing an audit might help both organisations.

- Define international regions

Using Geographical regions such as continents are often not very helpful when trying to draw up international regions that synergy as commercial, cultural, language and religious groupings might be more helpful when setting up networking groups.

- Define language zones

English is clearly becoming a major International language but there are many other major languages.

- FIG to appoint international regional coordinators with language zones.

In the same way that the RICS has created regional matrices coordinators if the two organisations were to link their young surveyor groups FIG would need to identify regional coordinators. This perhaps could be done by asking member associations to agree to nominate a link person for each region (this may not necessarily be a young surveyor).

- Establish a joint FIG/RICS educational Forum on the FIG site with a communication system to encourage self help training study groups on this site in a similar way to Facebook.

The site would have to be themed in some way due to the diversity of skills involved in the profession of surveying. As a pilot a link between RICS matrices and FIG could be developed.

- Place an emphasis on the technical grades as this is the area where young surveyors are possibly most isolated. The key to success is likely to be in making the networking facility between the two organisations as informal as possible.

Given that the creation of these educational networking groups is potentially such a giant task perhaps there is a case for starting with the kind of young surveyor that is most in need of support and that is probably be technical surveyors in developing countries, particularly those in rural areas.

## 15. CONCLUSION

The RICS and similar organisations should consider developing the international young surveyor's network, that has recently been established by FIG, in partnership with FIG. This would be a complex task but once running, as has been seen in the RICS, it would be sustainable. FIG could seek commercial sponsorship to pay for the 'maintenance' of the networking site as there would be considerable advertising opportunities. The development of young surveyors networks should be as informal as possible – recent expansion of networking systems seem to have evolved around very simple personal exchanges as can be seen in Twitter and Facebook. A pilot could be developed using both the RICS and FIG, in time this could be expanded to include other professional surveying groups.

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## APPENDIX

### **RICS matrices SE - Reference (RICS, 2010)**

Whether you're studying at university, working towards your APC or newly-qualified, RICS matrices Hants & IoW has a wealth of activities ongoing to support you.

RICS matrices represents the interests of newly-qualified surveyors and members under the age of 35. Working across the RICS, groups of matrices members meet to organise events, sit on faculty boards and influence policy ensuring that RICS continues to develop and support the membership.

Many are senior partners within their own firm or are involved in high profile or high value projects. All are practising RICS members.

### **How can matrices help me?**

There's plenty to be gained from making contact with matrices. Working in your area, the committee is run by RICS members, for RICS members. They organise social and networking events as well as CPD talks examining some of the topical issues affecting the profession. This can prove especially useful if you are writing a dissertation or trying to make contacts that will help you in your career.

### **How do I get involved?**

The good news is, as an RICS student member you're already a member of matrices. So it's worth making contact with your local committee to find out what's going on in your area.

### **Where can I find out more?**

To find out more about what's happening in your local area, you can get in touch in any of the following people.....

## BIOGRAPHICAL NOTES

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Tim's recent research activities include: coastal zone management, shipping management, maritime crime and coastal security, property management and development, waterfront development.

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