

# Assessment of Professional Competence

August 2007

## **Guide for supervisors, counsellors and employers – RICS graduate 1, 2, 3 and adaptation 1 routes to membership**

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## Section one - Introduction

### Commitment is key

The business world continues to change and management best practice focuses heavily on training as an investment for the future. The RICS Assessment of Professional Competence (APC) is part of that investment.

Those seeking membership of RICS must demonstrate an ability to operate as technically skilled practitioners and a commitment to meet high ethical standards which ensure the integrity of the profession is maintained.

Membership of RICS places on every member responsibility for the delivery of 'surveying services' within an ethical context and subject to specific core values. These values underpin all RICS conduct regulations and requirements.

**This guide will help you prepare for the commitment and responsibility that goes with training an APC candidate.** It provides background information and gives specific guidance on the requirements of the competencies and professional development. It looks at your involvement in the various stages and the reviews that must be carried out during the training period.

**The roles of supervisor, counsellor and employer are fundamental to the APC and the success of the candidate at the final assessment stage.** RICS greatly appreciates your time and effort helping to ensure the maintenance of standards and the status of the profession.

## Section two - Overview of the APC

### What is the APC?

The APC is the practical training and experience which, when combined with academic qualifications, leads to RICS membership.

The objective of the APC is to ensure the candidate is competent to practise as a chartered surveyor. The APC normally consists of:

- a period of structured training
- the final assessment interview.

### Graduate/adaptation routes to membership

RICS recognises that some candidates will already have considerable work experience by the time they complete an accredited degree. RICS reduces the period of structured training for those with more than five years relevant work experience.

- Graduate route 1 is for candidates with limited, or no, prior relevant experience
- Graduate route 2 is for candidates with at least five years relevant experience
- Graduate route 3 is for candidates with at least ten years relevant experience
- Adaptation route 1 for candidates with at least ten years relevant experience

### Graduate/adaptation routes at a glance

Academic Qualifications	Relevant Prior Experience ( <i>pre-degree experience can count</i> )	APC Structured Training	APC Final Assessment Interview
<p><b>Graduate 1</b> RICS accredited degree*</p> <p>Part-time and placement year students may enrol on to the APC during the <b>final</b> year of study or the placement year. At least 12 of the 24 months structured training must be completed after graduating</p>	None	<ul style="list-style-type: none"> <li>• 24 months structured training to meet competency requirements</li> <li>• Regular meetings with supervisor/counsellor</li> <li>• 48 hours professional development for each 12 months structured training</li> </ul>	<ul style="list-style-type: none"> <li>• 60 minute interview including 10 minute presentation</li> <li>• Testing on professional practice/ethics</li> </ul>
<p><b>Graduate 2</b> RICS accredited degree*</p> <p>The 12 months structured training must be completed after graduating</p>	At least five years relevant experience before starting APC.	<ul style="list-style-type: none"> <li>• 12 months structured training</li> <li>• Regular meetings with supervisor/counsellor</li> <li>• 48 hours professional development over the structured training period</li> </ul>	<ul style="list-style-type: none"> <li>• 60 minute interview including 10 minute presentation</li> <li>• Testing on professional practice/ethics</li> </ul>

<b>Graduate 3</b> RICS accredited degree*	Minimum 10 years experience	None, straight to final assessment	<ul style="list-style-type: none"> <li>• 60 minute interview including 10 minute presentation</li> <li>• Testing on professional practice/ethics</li> </ul>
<b>Adaptation 1</b> RICS approved professional qualification or non-accredited degree AND 450 study hours from the final year of RICS accredited degree before applying for final assessment	Minimum 10 years experience	None, straight to final assessment	<ul style="list-style-type: none"> <li>• 60 minute interview including 10 minute presentation</li> <li>• Testing on professional practice/ethics</li> </ul>

\* Those undertaking an accredited postgraduate degree part-time may enrol on to the APC and complete the structured training concurrently. They must have graduated from the RICS accredited degree course before being eligible to take the final assessment.

### Start points for APC

Undergraduate start points		
	Graduate route 1	Graduate route 2
<b>Full-time</b>	Start structured training as soon as in relevant employment	Start structured training as soon as in relevant employment
<b>Part-time/ distance learning</b>	Start structured training as soon as completed second level of degree. A maximum 12 months can be completed concurrently with the studies. The second 12 months training must be after successful completion of the accredited degree	Start 12 months structured training after successful completion of accredited degree
<b>Placement (sandwich)</b>	Start structured training when start work placement, provided have also completed the second level of the degree. The second 12 months training must be after successful completion of the accredited degree	Start 12 months structured training after successful completion of accredited degree
Postgraduate start points		
<b>Full-time</b>	Start structured training as soon as in relevant employment	
<b>Part-time/ distance learning</b>	Start structured training as soon as begin course provided in relevant employment. Can complete the required structured training concurrently with the studies.	

**Graduate route 3 and adaptation route 1:** candidates go straight to final assessment without a training period.

### The competency approach

The APC structured training is primarily competency-based. It requires candidates to demonstrate that they have the skills and abilities needed to perform specific tasks or functions. These are based on attitudes and behaviours as well as skills and knowledge.

The specific competencies candidates must achieve will depend on the APC pathway being taken. There is an APC pathway for each of the discipline areas in which surveyors work. As competence can only be demonstrated on the basis of actual work experience, the pathway will be determined by the candidate's employment. The

candidate's supervisor and counsellor will advise the candidate on which pathway to follow.

Each pathway is linked to a faculty. Faculties are the 16 specialist groupings of RICS, which determine the competencies for all pathways. Candidates will be invited to join up to four faculties when they apply, including the one linked to the pathway through which they are qualifying.

The APC pathways and RICS faculties are as follows.

<u>Pathways</u>	<u>Faculties</u>
Arts and antiques	Residential property practice
Building control	Building surveying
Building surveying	Building surveying
Commercial property practice	Commercial property practice
Environment	Environment
Facilities management	Facilities management
Geomatics (including hydrographic)	Geomatics (including hydrographic)
Housing management and development	Residential property practice
Machinery and business assets	Machinery and business assets
Management consultancy	Management consultancy
Minerals and waste management	Minerals and waste management
Planning and development	Planning and development
Project management	Project management
Property finance and investment	Valuation
Quantity surveying and construction	Quantity surveying and construction
Research	
Residential property practice	Residential property practice
Residential survey and valuation	Residential property practice
Rural	Rural
Taxation allowances	Quantity surveying and construction
Valuation	Valuation

Some of these faculties will also allow candidates to use not only the words 'chartered surveyor', but also a more specific chartered alternative designation. Qualified members will need to apply, as these designations are not granted automatically. For further information on these designations, please refer to the relevant Pathway Guide, available in the 'How to join' section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

### The key elements of the APC

**Record of progress (Template 1 of the APC Passport):** quarterly reports which summarise in 500 words how your experience and training meet the competency and professional development requirements.

These reports are not submitted to RICS. Supervisors and counsellors may want to use their firm's own report forms. Go to [www.joinricsineurope.eu](http://www.joinricsineurope.eu), 'Key APC documents/templates' in the 'How to join' section for examples.

**Professional development** (Template 3 of the APC Passport): candidates must undertake a minimum of 48 hours professional development for each 12 months structured training. In the context of life-long learning (LLL), the APC professional development is an introduction to the candidate's continuing professional development (CPD) commitments following qualification.

It is the **candidate's** responsibility, with the supervisor and counsellor, to plan and achieve professional development. Professional development helps the candidate to gain extra skills and knowledge that are not always possible to achieve within the week-to-week business of the practice.

It is important to plan and structure professional development but to remain flexible. It must complement and support the APC competencies. It can be achieved from formal training courses, distance learning programmes, informal structured reading and secondments. The supervisor and counsellor should take an active interest and help with the evaluation.

The following framework may help you design a flexible plan with the candidate:

#### Professional development plan

Personal skills development – linked to mandatory competencies – normally 16 hours per year

Technical skills development – linked to core/optional competencies – normally 16 hours per year

Professional practice skills development – linked to professional practice competencies, code of ethics and conflicts of interest – normally 16 hours per year

Ensure that your candidates can provide evidence of a planned and systematic approach in their submissions. The relationship between the topics selected and the competencies must be clearly demonstrated.

The *APC candidate's guides – graduate routes 1 and 2 candidate guidance, graduate route 3 candidate, and adaptation route 1 candidate guidance*, provide more details.

These two guides are available on [www.joinricsineurope.eu](http://www.joinricsineurope.eu), 'Key APC documents/templates' in the 'How to join' section.

**Critical analysis** (no template): a written report demonstrating the candidate's personal involvement in a project (or projects). It must provide a critical appraisal of the project together with an outline of the lessons learned. For further details, see the *APC candidate's guides – graduate routes 1 and 2 candidate guidance, graduate route 3 candidate guidance, and adaptation route 1 candidate guidance* on [www.joinricsineurope.eu](http://www.joinricsineurope.eu), 'Key APC documents/templates' in the 'How to join' section.

### Section three - The supervisor and counsellor

The supervisor and counsellor have the dual role of advising and supporting the candidate in their development, as well as assessing their competence. They must ensure the candidate gains the required range and depth of experience and training.

The APC supervisor should be the person who has day-to-day responsibility for the candidate and knows their work well. The role of counsellor is more strategic, focusing on planning the training programme and monitoring the progress of the candidate. The supervisor and counsellor should liaise regularly to discuss the candidate's progress. Preferably, both should be chartered surveyors and from the same area of surveying practice as the candidate (but the supervisor may also not be a member of RICS). The counsellor must be a chartered surveyor and can be appointed from outside the firm. If need be, the roles of supervisor and counsellor can be undertaken by one person, in which case he/she needs to be a chartered surveyor.

#### The supervisor's role

If possible a chartered surveyor, the supervisor is appointed at the candidate's employer.

His responsibilities are to:

- help the candidate choose appropriate competencies on enrolment
- support, guide and encourage the candidate
- help the candidate interpret the competencies to ensure that they receive credit for all activities carried out
- assess the candidate against the competencies every three months
- after 12 months (for graduate route 1 candidates), agree with the counsellor and the candidate on the candidate's progress and complete the first's year record
- with the counsellor, assess whether the candidate has achieved the competency requirements of the APC pathway and has all the relevant evidence for the final assessment submissions
- support and guide the candidate on the critical analysis
- prior to final assessment, discuss with the counsellor the candidate's progress and readiness
- if the candidate has been referred, discuss with the counsellor the candidate's progress and readiness for re-assessment.

#### The counsellor's role

The counsellor is a chartered surveyor and is usually appointed at the candidate's employer. He comes from the same specialism (faculty).

His responsibilities are to:

- help the candidate choose appropriate competencies on enrolment
- support, guide and encourage the candidate
- every six months, assess the candidate against the competencies and review overall progress as a second opinion to the supervisor

- discuss with the candidate and supervisor whether the candidate needs additional experience or training and agree who will organise it
- at the 12-month review (for graduate route 1 candidates), liaise with the supervisor and the candidate, agree progress and focus for the coming months and sign the first year review
- judge when all the competencies have been achieved and the candidate is ready for final assessment
- liaise with the supervisor and make sure that all the relevant documentation is included in the final assessment submissions
- work with the supervisor to give advice and guidance to the candidate preparing for the final assessment presentation and interview
- if the candidate has been referred, discuss with the supervisor the candidate's progress and readiness for re-assessment.

### Practical guidance

It is the responsibility of the supervisor and counsellor to ensure that the candidate is competent in all the required areas and to the required levels **before** applying for the final assessment. The training periods set out in this guide are minimum periods. Candidates must not come forward for final assessment too early.

A key role of the supervisor is the day-to-day assessment of progress against the competencies of the candidate's APC pathway. A key aspect to the successful management of the training period is therefore **your** in-depth knowledge and understanding of these competencies. The competency-based approach, while still assessing what people know, also assesses what they can do. You have to ensure that the candidate not only has the knowledge and understanding but can also put this into practice.

If you are the candidate's supervisor you will already be doing much of what is required to assess them, using similar skills to those for appraising staff:

- being aware of how they are performing in day-to-day activities, assessing competencies such as working in a team, problem solving and working to deadlines
- looking at work they have produced, learning more about their technical and professional knowledge and understanding
- asking questions about why they chose a particular approach, exploring their knowledge and understanding
- asking about the wider implications of their work, testing understanding of the whole work environment.

From this you can begin to form a judgement of how well they are doing. The point at which they are competent is when you are confident that they can carry out an activity without supervision to a standard that is acceptable to you.

Candidates need guidance and support to get the most out of their training programme. This is particularly important where you have reviewed their progress and have decided they are not yet competent. The candidate requires clear guidance on where they need to develop. The candidate may not realise there is a problem and miss out on a learning opportunity. These issues should be dealt with at the three-monthly reviews.

## Section four - Enrolment

### The importance of the candidate's enrolment date

A delay of a few weeks in the candidate enrolling could put the final assessment back six months, as final assessments are normally held **twice a year**. You can find an overview of the upcoming Final Assessment dates in the different continental Europe countries in the News section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

In addition to this guide, there are the following enrolment documents:

- the *APC Candidate's guides*
- the *APC Requirements and competencies guide*
- the *APC Passport* (enrolment form)  
which are all available in 'Key APC documents/templates' in the 'How to join' section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

Once the application is accepted, the National Association of the candidate's country of residence or the RICS Europe office confirms the candidate's registration and the start date for recording experience.

### Change of employer

Using the APC Passport mentioned above the candidate can communicate a change of employer to the National Association of his/her country of residence or the RICS Europe office in Brussels. For contact details, go to [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

## Section five – The competencies

For graduate route 1 and 2, each APC pathway requires a period of training during which the candidate completes the mandatory and technical competencies that make up the minimum requirements for the APC.

For graduate route 3 and adaptation route 1, candidates will have to demonstrate that they have met the mandatory and technical competencies required by the chosen pathway.

The competencies have three levels of attainment which are progressive in terms of skills and abilities:

**Level 1** – knowledge and understanding

**Level 2** – application of knowledge and understanding

**Level 3** – reasoned advice and depth of technical knowledge

The candidate must satisfy three types of competency:

**Mandatory competencies** – personal, interpersonal and business skills common to all pathways

**Core competencies** – primary skills of the chosen APC pathway

**Optional competencies** – selected by the candidate with the supervisor and counsellor from the list for the chosen APC pathway

Discuss with your candidate and decide at which point they reach the required level of skills and abilities for each of the competencies. The number of days taken to reach the appropriate level of competence will depend on a combination of the following:

- the starting point – has there been any previous experience?
- the candidate's aptitude and speed of progress with the competency
- the quality of the training and experience provided
- the particular competency.

**Before you sign off a candidate at any level on the record of progress, study the wording of the particular competency carefully.**

You must be satisfied that the candidate has been given the appropriate experience and will be able to answer questions on the competency at final assessment. The supervisor and counsellor make a judgement before signing off the candidate in the record of progress. This judgement must uphold the rigorous standards of RICS.

**Note:** there is no minimum requirement for the number of training days under each competency other than, in total, a minimum of 400 days within 24 calendar months structured training for graduate route 1 candidates and 200 days within 12 calendar months structured training for graduate route 2 candidates. Candidates will not necessarily achieve the required level of competence within the minimum training period.

## The mandatory competencies

These competencies are a mix of the professional practice, interpersonal, business and management skills that are considered common to, and necessary for, all surveyors. These competencies are compulsory for all candidates. Candidates must achieve the following minimum standards.

Conduct rules, ethics and professional practice – to level 3

Client care	]	
Communication and negotiation	]	to
Health and safety	]	level 2

Accounting principles and procedures	]	
Business planning	]	to
Conflict avoidance, management and dispute resolution procedures	]	level 1
Data management	]	
Sustainability	]	
Teamworking	]	

## The technical competencies

For each APC pathway, specific technical competencies must be achieved – see page 7 for the list of pathways. The competencies are divided into core and optional. For some pathways there will be an element of choice in the core competencies, and for the optional competencies a choice must be made from the APC pathway list. For some pathways one optional competency can be taken from the full list of technical competencies and some pathways allow candidates to select a mandatory competency as an optional and take it to a higher level. For full details, see the *APC Requirements and competencies guide*, which is available in ‘Key APC documents/templates’ in the ‘How to join’ section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

It is important that you give careful thought to the candidate’s choice and combination of competencies. The combination must reflect not only the work of the candidate in their day-to-day environment (driven by the needs of clients/employer) but also what is appropriate to the APC pathway.

## Section six - The final assessment

### Interview

The final assessment interview is primarily competency-based and your candidate will need specific skills for this. It is extremely important that you plan this within the candidate's training. Ensure that they have a good working and well-rounded knowledge of the particular APC pathway, as well as detailed experience of the core and selected optional competencies.

### Judging the evidence

Think about the type of evidence that will demonstrate the candidate's competence (for example reports, valuations, correspondence). Base your decisions on actual evidence of work produced rather than their ability to talk about what they do. Competency-based assessment is about the candidate being able to operate under normal work pressures, such as interruptions and tight deadlines. It is also about having interpersonal skills and being part of a team. The best way to judge this is to observe them in their normal day. Be objective in your assessments and give the candidate reasoned advice.

The main ways to assess candidates are:

- observation in the natural course of your work and theirs
- examination of their work, asking the candidate questions
- speaking to other people who know their work for confirmation of their abilities.

When looking at the work produced by the candidate, find out what they did themselves and which aspects were done by teamwork. Talk to the candidate about this. The following questions will help determine whether the candidate has met the competencies:

- Is the work they have produced relevant to the competencies they are claiming?
- Is it sufficient? Are you sure the candidate could do this again in similar circumstances or was this a one-off?
- If a candidate is taking a long time to gain experience, is the evidence current? Can the candidate still do it?

The candidate must be competent in all the required competencies to the required levels **before** going for final assessment. If you use a variety of assessment methods and get to know the candidate's work over a period of time you will be able to make a sound judgement. The candidate cannot apply for final assessment until you have certified that, in your opinion, they have reached a level of proficiency that justifies attending the final assessment.

## Section seven - Your role: a chronology (graduate 1 and 2 candidates)

### Key aspects before training starts

- Make your commitment clear from the outset.
- Help the candidate with the APC Passport (enrolment form).
- Plan the professional development.
- Put dates in the diary for three-, six- and 12-monthly reviews.
- Make sure that you sign all the appropriate documents, at the appropriate times.

### Daily and weekly

The supervisor and the counsellor must maintain regular contact with the candidate. Most importantly the supervisor must:

- ensure the candidate's day-to-day work broadly covers their competencies
- discuss before and evaluate after any planned training or professional development activities
- involve the candidate in work-based activities, ensure other staff are aware of the candidate's training needs and are prepared to assist when interesting opportunities arise
- record examples of the candidate's performance at regular intervals – to refresh your memory in your quarterly reviews.

### At the end of three months

The supervisor should:

- set aside a time and a place where you will be undisturbed
- review your personal notes on the candidate's performance
- ask the candidates for their views and feelings on their progress – and ask them to prepare a few notes to bring to the meeting
- in this discussion always use as a reference point the competency definitions in the *APC Requirements and competencies guide*, which is available in 'Key APC documents/templates' in the 'How to join' section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)
- at the end of the meeting record your comments on training to-date as part of your ongoing progress report and aim to include one or two action points for the coming quarter to emphasise to the candidate that it is an active partnership
- ask the candidate to add comments to the report of progress.

**Note:** repeat this process in months 9, 15 and 23

### At the end of six months

At this point the counsellor becomes involved, following the process outlined for the supervisor at the end of the first three months.

The counsellor provides a strategic overview of the candidate's progress against the competencies and should also assist with areas of uncertainty. There is no need for the candidate to have a separate meeting with the counsellor unless there are specific reasons for doing so – all three can meet together.

**Note:** repeat this process at the end of 18 months

### **At the end of 12 months – the first year's review for graduate route 1**

Within a month of recording 12 months' training from the confirmed start date, the candidate, supervisor and counsellor complete the first year's review of the training and experience (see Section A.VII of the APC Passport).

**Note:** the date of the review is important because at least 12 months further training must be completed before the candidate can present for final assessment.

This is a very significant point in the APC. It gives the supervisor and counsellor the chance, with the candidate, to review progress and forward plan the final 12 months training. At this point some candidates will change supervisor as they move to a different part of the organisation.

**A copy of the declaration of completion of the first year's review** must be forwarded to the National Association of the candidate's country of residence or the RICS Europe office in Brussels within one month of completion of the first 12 months structured training. Failure to submit at this point will delay the date of final assessment, as the date of the final assessment is taken as 12 months from the date you complete the review.

### **At the end of 23 months (minimum)**

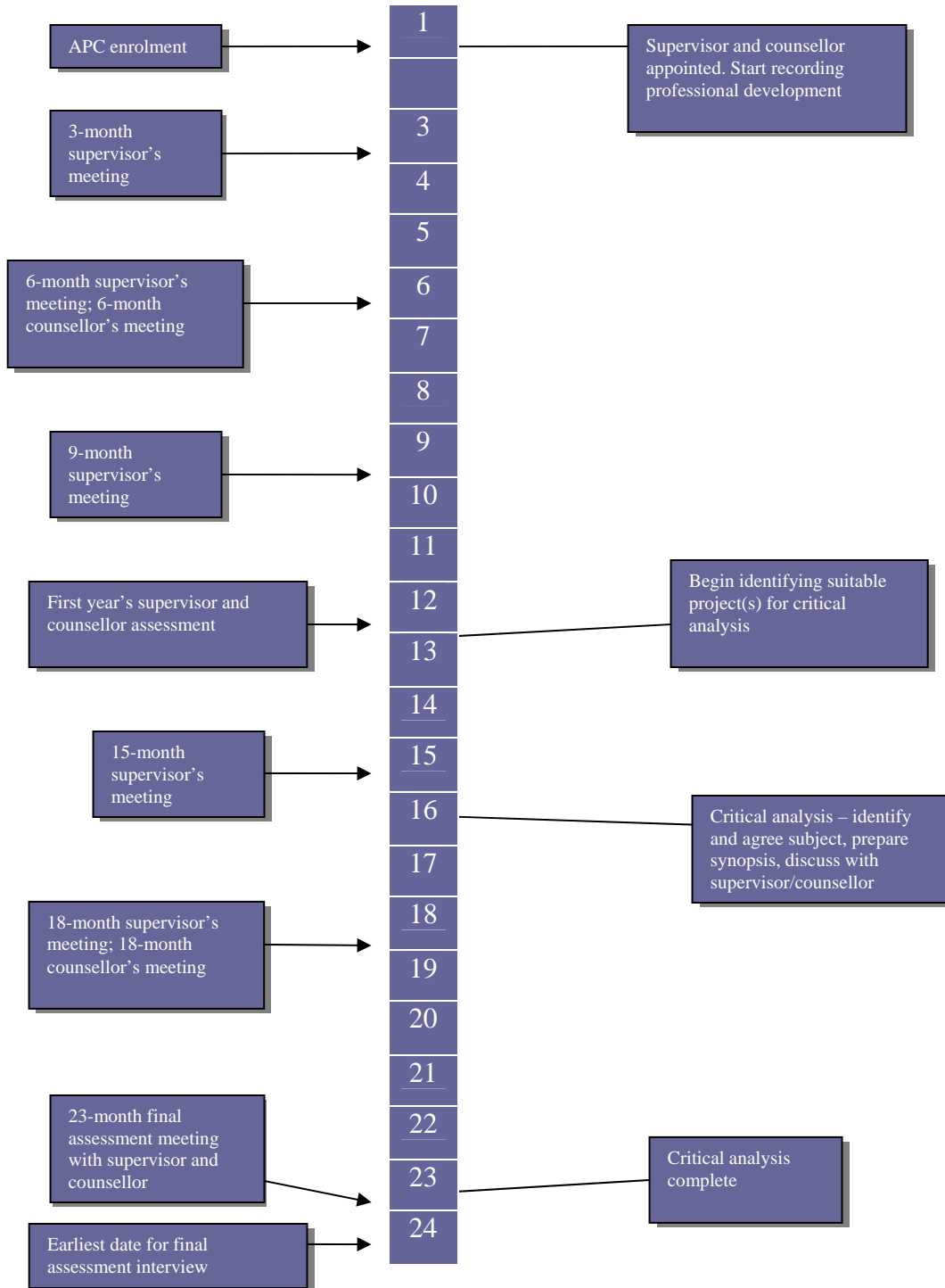
The **final assessment record** is made of the last 4 records of progress. The counsellor needs to assess the candidate's reports and confirm that they fulfil the requirements.

### **Checklist – what must be signed off by the supervisor and counsellor**

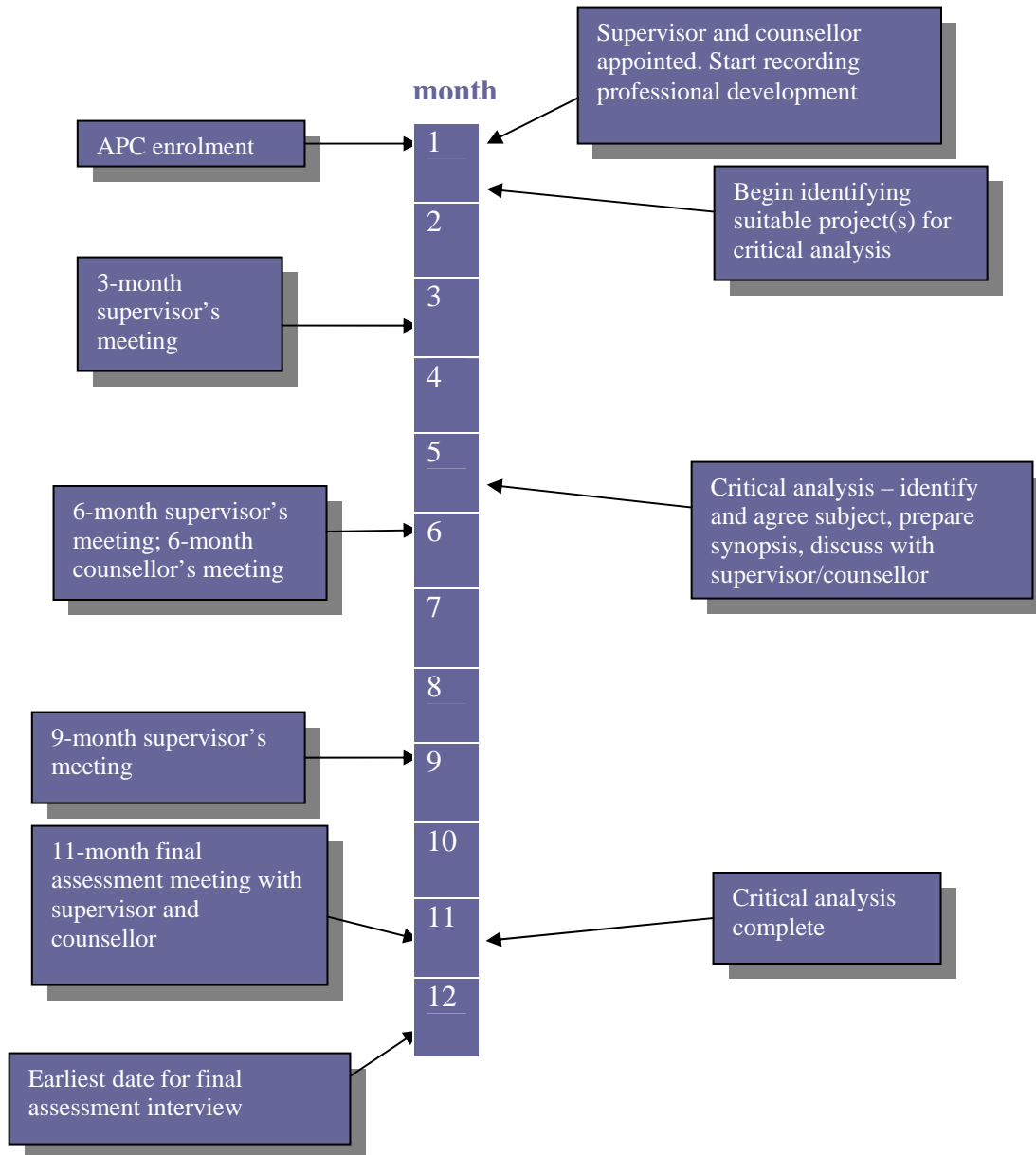
- Record of progress – Section A.VII of the APC Passport
- Final assessment record – Section B.II of the APC Passport
- Critical analysis

If you are counselling a **Graduate 3 or Adaptation 1 candidate**, you will not need to follow the above timeline, as these candidates do not follow any structured training and can go straight to final assessment. Your role is to confirm that the candidate has achieved all the required levels in the competencies required by the chosen pathway.

## Graduate route 1 minimum timeline



## Graduate route 2 minimum timeline



## Outcome of the interview

The National Association of the candidate's country of residence or the RICS Europe office in Brussels will let the candidate know the result within 21 days. Should the candidate be unsuccessful and be referred, then notification of this will include a referral report explaining why the panel reached its decision. The referral report will be sent within 21 days.

## Guidance for referred candidates

Your support and guidance will be of great importance to a referred candidate. Ask them to write a few notes about their experience in relation to the referral report contents. When you meet, adopt a counselling style of interview.

Help the candidate understand the outcome of the assessment and accept the reality of the situation. The candidate must take ownership of the outcome and either accept the result and not seek to blame anyone else or (if you feel that there are grounds for an appeal) provide you with evidence to support an appeal. You and the candidate must agree on a way forward.

## Appeal (before and after the final assessment)

### Before final assessment

If a National Association rejects a candidate's application for entry to the final assessment under any of the RICS routes, the candidate may request RICS Europe to review his/her application.

To do so, he/she will need to email his/her full CV, the communication he/she has received from the National Association and a statement setting out the reasons why he/she considers that his/her application should not have been rejected, to RICS Europe on [ricseurope@rics.org](mailto:ricseurope@rics.org). All requests for review will be dealt with within 15 days.

### After final assessment

The candidate will have 10 days from the date of the results letter from RICS to make an appeal. Details on how to appeal can be found in the *APC candidate's guides – graduate routes 1 and 2 candidate guidance, graduate route 3 candidate guidance and adaptation route 1 guidance* on [www.joinricsineurope.eu](http://www.joinricsineurope.eu), 'Key APC documents/templates' in the 'How to join' section.

Appeals may be made for one of three reasons:

- administrative or procedural matters: for example, the panel may not have been provided with the correct information
- questioning and testing of competence that has concentrated too much outside of the main areas of training and experience
- any form of discrimination.

The appeal needs to be sent to the National Association, who will respond within 15 days.

## Re-assessment of referred candidates

The next step will be to steer the candidate through a further 100 days of training and make preparations for the next assessment. The candidate will normally have to satisfy the following minimum requirements:

- record a minimum of a further 100 days relevant professional experience by filling the referral assessment record (see Template 4 of the APC Passport) – if you change any of your competencies you must provide an update by filling section A.III b) on the APC Passport.
- undertake a minimum of a further 24 hours professional development
- write a new critical analysis or, if required, re-submit the original, suitably updated and amended (for Graduate 1, 2, 3 and Adaptation 1 routes)

The candidate will then be re-interviewed in the normal manner.

Your role during these six months is to provide daily and weekly support and guidance. First, agree the further training needs with the candidate based on the referral report. You should conduct a review after three months and then at the end of six months. Before the candidate comes forward for reassessment, both the supervisor and counsellor must complete the declaration of completion of the referral assessment (see Template 4 of the APC Passport).

## Templates

All templates are part of the APC Passport, which you can find on [www.joinricsineurope.eu](http://www.joinricsineurope.eu), 'Key APC documents/templates' in the 'How to join' section.

## Section eight - Where to find help

If you need any help contact the National Association of your country of residence or the RICS Europe office in Brussels. You can find all contact details on the Contact section of [www.joinricsineurope.eu](http://www.joinricsineurope.eu)

## Further information

Please visit the comprehensive RICS Europe website at [www.joinricsineurope.eu](http://www.joinricsineurope.eu)