

What the biggest employers offer

Company (in order of staff size)	What APC pathways do you put candidates forward for?	Number of employees that took APC in the last year	No that passed	Average pass rate for the last 5 years	How much study leave can candidates take?
Atkins¹	QSC, BS	10	9	87%	2 days for the final assessment
EC Harris	QSC, BS, PM, FM	43	35	75%	6 days
GVA Grimley	CP, PD, BS, (PM, ME, R)	28 ²	24	86%	5 days
Faithful + Gould³	QSC, BS, PM	18	17	78%	2 days for the final assessment
Davis Langdon	QSC, BS, PM, TA	71	53	73%	5 days
King Sturge	CP, BS, PD, (TA, MC, AM)	51	43	93%	6 days
Gardiner & Theobald	QSC, PM, TA	20	20	82%	4 days, plus time out of work for APC mocks and Q&A sessions
Franklin + Andrews	QSC	10	7	70%	10 days
Gleeds	QSC, PM, BS, FI, MC	22	19	86%	3 days
Knight Frank	BS, CP, PD, R	60	57	97%	5 days
Turner & Townsend	QSC, PM	20	15	85%	8 to 10 days
Drivers Jonas	CP, BS, PM (PD)	25	22	90%	5 days
Capita Symonds	QSC, BS	3	3	95%	As agreed
Systech Group	QSC	3	2	90%	Up to 1 week per year
Corderoy	QSC	0	0	75%	5 days
Cyril Sweett	QSC, PM	15	12	90%	2 days
Mouchel Parkman	CP, BS, R, G, QSC, GP, V	3 ⁴	3	100%	2 days leave to prepare for and sit
Mace	QSC	2	2	80%	Final assessment and time to prepare interim reports
White Young Green	Not available as new team	n/a	n/a	n/a	Varies
Stace	QSC, PM, BS	3	3	90%	As required
Watts and Partners	BS, QSC, PM	4	4	70%	5 days
McBains Cooper	BS, QSC, PM	4	2	72%	2 days paid leave plus the day of the APC itself 2-10 days
HCD Group	QSC, BC	1 ⁵	1	100%	4 days to prepare for final assessment
Ridge & Partners	BS, QSC, PM	5	4	73%	3 days in the final year
Rex Procter & Partners	QSC (PM)	0	-	80%	3 days
Tuffin Ferraby & Taylor	BS	6 ⁶	5	85%	Paid leave to attend courses, exams, preparation and interviews
CNP	BS, QSC	7	5	75%	5 days paid, 5 unpaid
Malcolm Hollis	BS	8	7	84%	5 days per year
Bailey Garner	BS, QSC, PM	11	8	80%	5 days plus exam days
Calfordseaden	BS	2	2	75%	None
MDA Consulting	QSC, PM	6	6	80%	Paid leave for approved external exams. 5 days unpaid for seminars
Summers-Inman	QSC, BS, PM	3	2	75%	2 days
Leslie Clark	PM, QSC	1	1	100%	Varies
Pellings	BS	4	2	98% ⁷	Under review
Thomas and Adamson	QSC, BS, PM	2	2	75%	1 for final assessment

What benefits will they receive on passing?

Do you have a tie-in clause?

Do you support non-cognates through an MSc?

£7,500 of cash and company shares during the APC. Salary review, promotion to chartered surveyor and company car as alternative	Retains right to reclaim fees for up to a year. £2,500 share issue on chartership is vested for three years	Yes
Pay and benefits review	No	Yes
Car or car allowance, medical cover, salary review	No	Yes
£7,500 shares, pay review	No, but £2,500 of shares received on final assessment is only redeemable after three years	Yes
Pay increase, celebration fund	No	Yes
Promotion to surveyor and pay rise, car or car allowance, health insurance. Celebratory drinks evening	No	Yes
Salary review, promotion, car allowance, dinner/celebration allowance,	Only for the MSc, for which it's two years	Yes
Pay rise	No	Yes
Promotion, pay review, car upgrade, bonus, holiday, pension	2 years	Yes
Pay review, bonus, pension, medical and life cover	No	Yes
Pay review, medical cover, car allowance, extra holiday, pension	No	Yes
£200 gift, upgrade fee paid and subscriptions thereafter, promotion, car allowance	Have to pay 50% back if they leave up to 6 months after completing conversion course	Yes
It depends. One example is 10% increase in salary plus car allowance	Varies	Yes
Pay review, bonus	No	Yes
Salary review, promotion	No	Yes
£3,210 car allowance	No	Yes
Pay review, quick promotion	No	Yes
Staff grade, salary review and bonus	2 years	Yes.
Promotion	2 years	Yes
Pay rise	Depends on how much business has invested	Yes
Varies	No	Yes
n/a	Must repay fees if they leave midway through the course	Yes
Pay rise	1 year	Yes
Pay review, car allowance	No	Yes
Varies	3 years	No
Pay review, car allowance, bonus scheme, mobile phone, professional subscriptions, course fees and memberships, PA cover	No	Yes
Pay review, car allowance	No	No
£500 salary increase, company car/cash alternative	No	No
Promotion, pay rise, extra holiday	1 year	Yes
Salary review	No	Yes
Pay rise	Sliding scale over 4 years	Yes
Enhanced salary and associated package	No	Yes
Promotion, pay rise, professional fees paid	No	Yes
Varies	No	Would consider
Pay rise of £3-4,000, pension	No	No

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Urban Design: Birmingham CC	QSC, BS	0	0	n/a ⁸	Discretionary but likely to be one or two days prior to final assessment
Ingleton Wood	BS	2	2	90%	5 days per year
WSP Group	n/a	0	0	n/a ⁹	Discretionary
PH Warr	QSC, BS	2	2	90%	5 to 10 days
Hunter & Partners	BS, PM	1	1	100%	10 days
Aedas	BS	2	2	50%	n/a
William Martin & Partners	BS	2	2	100%	5 days
Livemore/Allied Surveyors	RS, V, CP, PD	8	7	92%	up to 10 days
Thornton-Firkin	QSC	0	0	75%	5 days
Denley King	QSC, BS	2	2	100%	5 days
DBK Back	QSC, PM, V, BS	2	2	80%	1 day per exam paper, assessment day
Boxall Sayer	QSC, BS	0	0	100%	Exam days and the occasional day or two
John Rowan & Partners	QSC, BS, PM	2	1	55%	3 days
Wheeler	QSC	0	0	100%	0.5 days per week when distance learning, 2 days for final assessment
Kendall Kingscott	BS	4	3	70%	5 a year
Norman Rourke Pryme	BS, QSC, PM	0	0	n/a	As per RICS guidelines
Arup	QSC	1	1	100%	1 week before exams plus examination time
Blake Newport Associates	QSC	1	1	100%	up to 5 days
Bidwells	BS, PM	3	2	80%	10 days
Barker & Associates	BS	5	4	73%	6 days
Poole Dick Associates	QSC, BS, PM	0	0	100%	Discretionary
Parsons Brinckerhoff	BS	1	1	66%	Depends, at least 1-2 days around time of final assessment
Bond Bryan	BS	0	0	100%	Depends, 5 days on average
Lend Lease Projects	PM, BS, QSC	8	7	85%	5 days
Thomson Gray Partnership	QSC, BS, PM	2	2	75%	Day off for assessment

¹ Answers are for Atkins without Faithful + Gould

² Spring 2007 data only

³ Now owned by Atkins

⁴ Two years of data only

⁵ One year of data only

⁶ Three years of data only

⁷ Excluding May 2007

⁸ First candidate only just taken

⁹ Scheme 15 months old

¹⁰ Only with construction-related degrees



What benefits will they receive on passing?	Do you have a tie-in clause?	Do you support non-cognates through an MSc?
Nothing specific	2 years	Yes
Approximately £5,000 pay rise, medical cover, increased holiday, RICS subscriptions	Yes, they pay the total cost if they leave within a year and 50% between 1 and 2 years	Yes
Pay review	No	Yes
Promotion, pay rise and 5 extra days leave	1 year	Yes
Pay rise	No	Yes
Depends, pay rise, car	No	Yes
Pay rise, promotion	No	No
Employment within their chosen field and/or increased salary	2 years	Yes
Promotion, bonus	No	No
Pay review	No	Yes, for the right candidate
£1,000 bonus and salary review	Yes, they pay 50% if they leave within a year and 25% after 2 years	Yes, for the right candidate
Pay rise, possible promotion	No	Yes
Promotion, pay rise, car, higher bonus	6 months	Yes
Pay rise	No	Would consider
Pay rise, car, bonus scheme	No	No
TBC	No	Yes
Salary increase	Yes, they pay the total cost if they leave after one year and 50% after 2 years	Yes ¹⁰
£500	18 months	Yes
Company car, pay rise and can join private health care scheme	No	Yes
Promotion, pay rise, car	1 year	Yes
Pay rise	No	Yes
Promotion up a grade, with associated benefits	No	Would consider
Pay rise, car	Fee repayment, period n/a	No
Merit award, membership fees	No	Occasionally
Pay rise of £3-4,000, on average, pension	No	No

Methodology and key

In August, Building contacted the top 100 surveying firms, as listed in our 2006 top consultants survey and asked them 12 questions about their RICS APC programme. Not all of the companies take on graduates, and not all of them put candidates forward for the APC. Where companies had merged, they often didn't have data or the programme was in a state of flux. Overall, 60 companies were able to take part.

APC pathways are abbreviated as follows: Building surveying (BS), Quantity surveying (QS), Facilities management (FM), Commercial

property (CP), Project management (PM), Planning and development (PD), Minerals and environmental (ME) and Residential property (RP), Taxation allowances (TA), Management Consultancy (MC), Asset management (AM), Rural (R), Geomatics (G), Valuation (V), General practice (GP), Residential survey (RS), Finance and investment (FI), Building control (BC)

Where pathways are in brackets in the table, it indicates they are occasionally rather than routinely offered.