

2014

Employment Opportunities and Skills Requirements for Construction and Property Surveying 2014 - 2018

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SOCIETY OF
**CHARTERED
SURVEYORS**
IRELAND

Employment Opportunities

and Skills Requirements for
Construction and Property Surveying
2014-2018



RICS

the mark of
property
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worldwide

Foreword

In Autumn 2012, a number of Society members expressed their increasing struggle to find qualified graduate surveyors to fill vacancies in their practices. At the same time, members working in academic institutions reported a severe reduction in the number of students enrolling on surveying courses at third level.

In response to this feedback, the Society undertook a report entitled '*Graduate Employment Trends in Construction and Property Surveying*', which quantified for the first time the scale and consequence of these diverging trends. The report was heralded on its publication and widely publicised and distributed through national and regional media, at career fairs and through the Society's schools initiatives throughout the country.

Two years on from that report and, although there appears to be a small increase in the numbers enrolling on to construction and property courses, surveying firms are still struggling to find qualified graduate surveyors. More importantly, employers are concerned as they look to the coming years and economic recovery: how will they fill the growing vacancies in their practices?

Added to this challenge is the regulatory environment within which surveyors now practice. Regulation is welcomed by the Society, but it has created an unforeseen restriction on those who can enter the profession and undertake certain activities.



Micheál O'Connor

President

Society of Chartered Surveyors Ireland

Expanding on the 2012 report, this report on '*Employment Opportunities and Skills Requirements for Construction and Property Surveying 2014-2018*' forecasts employment levels within the sector over the next four years in contrast to the numbers currently enrolled on to third-level surveying courses. In addition, the report identifies the emerging growth sectors and skills requirements for the time period. Almost 400 construction and property firms took part in the survey that informs this report – the single largest survey sample size of Irish surveying professionals.

The report is a unique snapshot of an industry in a period of recovery - with emerging growth sectors and skills requirements that reflect changing market needs, both at home and internationally.

The biggest challenge facing the construction and property professions, however, continues to be the shortage of new entrants coming in to the profession in the next few years. This new generation of surveyors will be well placed to avail of growing opportunities and play a vital role in helping Irish economic growth.



James J Gahan

Chair, Education Standing Committee

Society of Chartered Surveyors Ireland

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Executive Summary and Key Findings

The importance of the construction and property sectors to a dynamic economy are undisputed. The dramatic reversal of fortune of both sectors in Ireland has received considerable attention. However, the impact on employment, particularly in the context of professional services such as surveying, has not been well-documented.

This report, undertaken by two independent researchers on behalf of the Society of Chartered Surveyors Ireland, addresses the gap in empirical research regarding employment trends and future skills requirements within surveying professions.

Based on a widespread survey of senior personnel in 400 construction and property firms nationwide, as well as in-depth interviews with key stakeholders, *'Employment Opportunities and Skills Requirements for Construction and Property Surveying 2014-2018'* has identified an emerging shortage of suitably qualified graduates to fill vacancies in property and construction over the coming four-year period.

Some of the key findings uncovered in this report include:

Demand exceeds supply

Based on a conservative forecast of economic growth up to 2018 (2% growth p.a.), almost 1,110 new employment opportunities are expected to arise across the surveying professions.

The majority of these will be at graduate level, and will be created in the short to medium-term.

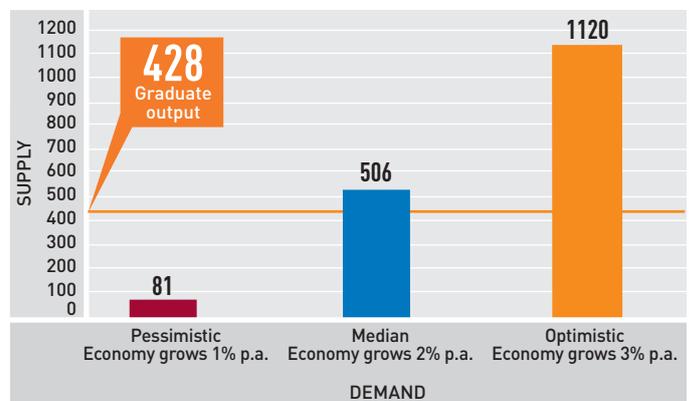
Taking into account current student enrolments on to surveying courses nationwide - approximately 835 - a growing shortage of qualified graduates will emerge over the next four years. Based on the conservative forecast, the shortage will be in the region of 265 (24%). However, under a more optimistic economic forecast (3% growth p.a.), almost 2,360 new opportunities could arise, and the shortage of surveyors therefore could be as high as 1,525 (65%).

Construction surveying – Drivers of growth and employment forecasts

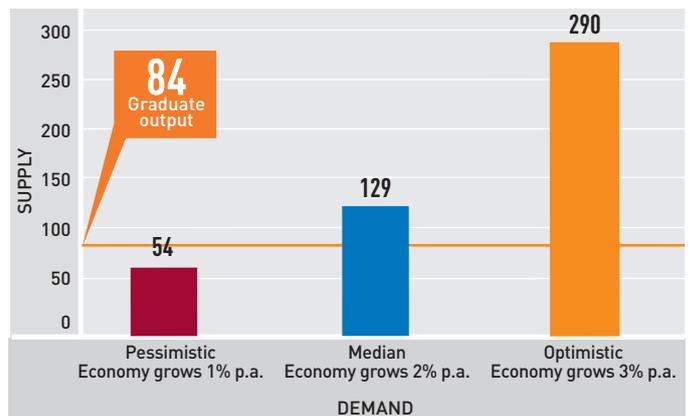
Drivers of employment growth for quantity surveying and building surveying include indigenous private sector investment, consumer confidence and spending, foreign direct investment and regulation changes.

Under a conservative forecast, the overall expected growth in net additional quantity surveying job opportunities up to 2018 is 506 and this could rise to 1,120 under the more optimistic economic growth

projection. As current QS student enrolments are 428, the shortfall in supply could be up to 691 (62%). Overall, expected growth in net additional building surveying job opportunities up to 2018, based on a conservative forecast, is 129 – this number could rise to 290 under the more optimistic projection. As current building surveying student enrolments are 84, the shortfall will be between 45 (35%) and 206 (71%). It should be noted however that, in follow-up qualitative interviews, key building surveying stakeholders were of the opinion that recently introduced building regulations will have a more pronounced effect on employment demand in the coming years.



Supply and demand for Quantity Surveyors 2014-2018.

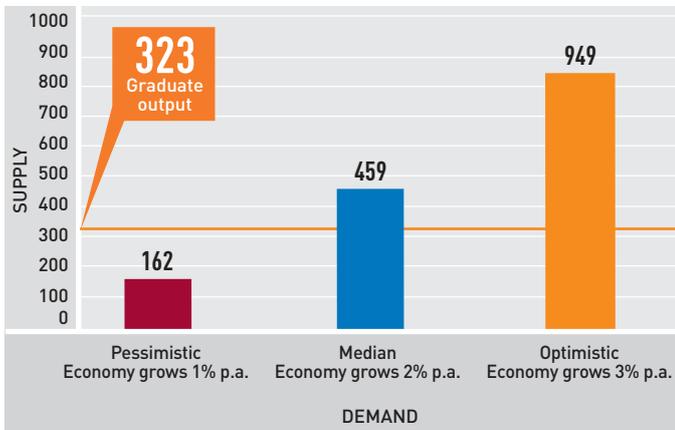


Supply and demand for Building Surveyors 2014-2018.

Property surveying - Drivers of growth and employment forecasts

Drivers of employment growth for Property Surveyors include consumer confidence, non-NAMA distressed assets and indigenous private-sector investment.

This sector is already experiencing a shortfall in graduate supply. Expected growth in net property surveying job opportunities up to 2018, on a conservative forecast, is 459 – with a possible 949 under the more optimistic projections. This will lead to a shortfall of between 136 (30%) and 626 (66%).



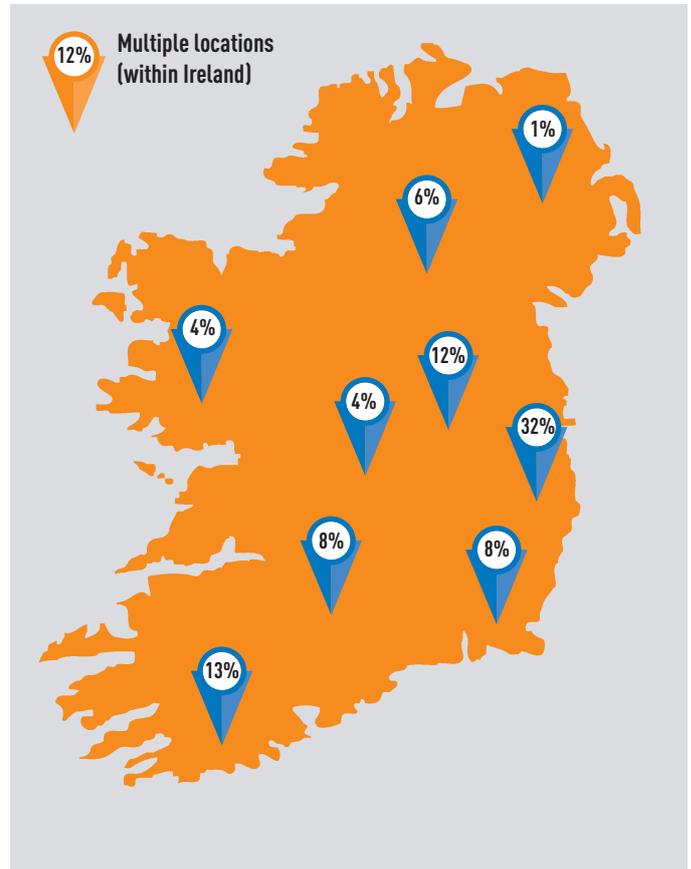
Supply and demand for Property Surveyors 2014-2018.

Skills requirements

The additional expert skill requirements identified for the industry, beyond those of a traditional surveyor, over the next four years include: (construction surveying) mechanical and electrical costing, dispute resolution, building information modelling (BIM), sustainability and risk management and (property surveying) distressed asset management, insolvency, arrears management and property and facilities management.

Regional spread

Job opportunities will be geographically spread throughout the country – just under a third of surveying practices are based in Dublin (32%), with the remaining dispersed nationwide, including the south-west (13%) and the mid-east (12%). As a profession, surveying not only offers opportunities to work nationally and internationally, but also to be self-employed or as part of an SME. More opportunities are emerging for surveying graduates, not only in construction and property organisations, but increasingly in the wider business environment including banks, retail, accountancy and State/semi-State organisations.



Salary levels

There are slight regional and sectoral differences – graduate and junior surveyors working in the Dublin region can expect to earn a slightly higher salary at the start of their career. Surveyors working in non-surveying firms also tend to earn more than those in surveying practices.

Graduate Surveyor (Less than 3 years' experience)	
29%	Less than €20,000
43%	€20,000 - €24,999
23%	€25,000 - €29,999
5%	€30,000 - €39,999

Junior Surveyor (More than 3 years' experience)	
9%	Less than €20,000
15%	€20,000 - €24,999
38%	€25,000 - €29,999
30%	€30,000 - €39,999
7%	€40,000 - €59,999
1%	€60,000 - €79,000

2. INTRODUCTION



Figure 2.1: Membership of the SCSI including Fellows, Professional Members, Associates, Trainees and Students.

2.1 Background

The Society of Chartered Surveyors Ireland (SCSI) is the independent professional body for Chartered Surveyors working and practising in Ireland. The SCSI works in partnership with the Royal Institution of Chartered Surveyors (RICS), which is the leading global chartered professional body for construction, property and land sectors. This partnership means the SCSI is ideally placed to access a worldwide network of research, experience and advice.

Members of the SCSI are typically employed in construction, property, and land markets through private practice, government, state agencies, academic institutions, business organisations and also in non-governmental organisations.

Increasingly, chartered surveyors are engaged in sectors outside of construction and property, such as the transferability of their expertise. The cyclical fluctuation of property and construction has been well documented over the past number of years, and as a consequence, the number of people employed within the sectors has varied considerably. While direct construction employment data is readily available through the Central Statistics Office (CSO), challenges remain in quantifying construction, property and land surveying professions, due to the aggregation of professions within the national data.

The severity of the downturn in these sectors has resulted in a reduction in the number of job opportunities and combined with

negative sentiment, the number of students enrolled on to related third level programmes has dramatically fallen.

The consequence of this is that the supply of qualified surveyors will reduce significantly over the medium term.

With growing evidence of economic recovery, the demand for surveyors may not be met given the reduction in the supply of qualified professionals within the field.

This report examines future employment opportunities within the surveying profession between 2014 and 2018. The timeframe corresponds to the duration of an honours degree programme; those enrolling on a full-time surveying programme in September 2014 would expect to graduate in June 2018.

The nature of the surveying profession is constantly evolving and an evaluation of future skills requirements over the time period is also presented. The following section provides further detail regarding SCSI membership.

2.2 SCSI Membership

Membership of the SCSI is spread across twelve professional groups. **Figure 2.1** indicates the numbers of members throughout the sectors. Members are based all over Ireland, and **Figure 3.3** in the next section provides an indication of the geographic dispersion of member practices.

2.3 Regulatory environment

The regulatory environment within which construction and property surveyors operate has changed over the past few years and has created a restriction on those who can enter the profession and undertake certain activities. For quantity surveyors and building surveyors, the Building Control Act, 2007 provides for the registration of title. The main purpose of the statutory register is to ensure that anyone using the professional titles building surveyor or quantity surveyor has the recognised minimum qualifications, training and experience in accordance with the Building Control Act, 2007.¹ For property surveyors, the Property Service (Regulation) Act (PSRA) came into law in 2011 and this led to the establishment of the Property Services Regulatory Authority (PSRA) in 2012. The main function of the PSRA is to licence and regulate property services providers (PSPs), including activities such as:

- the auction or property;
- the purchase or sale of land;
- the letting of land; and
- property management services.

It provides for:

- a comprehensive licensing system covering all PSPs;
- the investigation and adjudication of complaints made against PSPs;
- the audit/inspection of PSPs operations; and,
- the establishment of minimum qualification standards.²

Thus, all PSPs must be licenced to practice, and meet the minimum qualification (level 6 on the National Framework of Qualifications³ in a related programme) in order to qualify, although it should be noted that chartered surveyors normally exceed this minimum qualification and hold a Level-8 degree in property or construction-related courses.

The provision of the requisite qualification by third-level institutes is an important factor when determining the future employment opportunities within the sector. This is addressed at a later stage in the report.

2.4 Scope of the report

This report has been undertaken with a backdrop of other key publications, including:

- SCSi Annual Residential Property Review and Outlook 2014;
- SCSi Construction Sector Outlook 2014;
- SCSi Annual Commercial Property Review 2014; and,
- Construction Sector: Outlook and Strategic Plan to 2015 (Forfás, 2013).

The scope of this report is focused on current and likely future trends in employment within the surveying profession over the period 2014 to 2018, as well as the skills requirements within the same timeframe.

The emphasis of the report lies primarily on construction and property surveying; land surveying is also included largely within the property category. It should be noted that although quantity surveying (QS) and building surveying may be classified under the umbrella term 'construction surveyor', the professions perform a distinctly different function in the construction process, and are therefore considered separately.

Construction and property surveyors are inherently different, but are inextricably linked; therefore, many similarities are apparent in the drivers and constraints of future demand.

Both are complex, multi-faceted sectors with a heterogeneous output (be it service provision or physical output), cyclical in nature, and equally influenced by sentiment and the macroeconomic environment.

Both are experiencing a period of transition where traditional roles are being expanded into new areas of work and surveyors are in demand in related and supporting industries, including asset management, receiverships, financial institutions, project management, retail and management consultancy.

This report addresses the perceptible void in existing empirical research regarding current and future employment prospects, specifically for property and construction surveyors. The analysis identifies the key drivers of employment growth and barriers to its attainment.

Forecasting future labour demand in any industry or sector is fraught with difficulty. For the purposes of this report, a widespread industry survey of member practices was undertaken to ascertain future demand for surveyors based upon three scenarios presented to respondents. From the supply side, an in-depth analysis was undertaken of expected output from third-level surveying programmes across the country. Each Institute of Technology (IoT) offering surveying programmes nationwide provided detail regarding current enrolments and a determination of total number of graduates over the time period is made.

A more detailed overview of the methodological approach to the research is presented in the following section.

3. METHODOLOGY

The research model chosen for the report had two main components. The first quantitative phase involved a widespread survey of SCSi member companies. In-depth interviews were conducted in the second phase, including private practitioners, heads of department within Institutes of Technology, SCSi professional group chairpersons, state bodies, and employers of surveyors in the wider business environment outside of construction and property sectors. Combined data from both phases contributed towards the determination of employment opportunities and future skills needs within the surveying profession. The following sections provide further detail regarding each phase of research.

3.1 Quantitative Phase

The researchers firstly identified a key informant at senior level within every member practice of the SCSi. This targeted approach ensured that each respondent was sufficiently highly placed within their organisation to be in a position to speak with some authority

on the current and likely future employment and skills needs within that firm. A further reason to target just a single senior member within each firm was to avoid double counting of employment, including forecasts.

Member companies were classified as quantity surveying (QS), building surveying, property surveying (including land surveying), and other (to incorporate non-surveying companies that currently employ SCSi members). Respondents represented every aspect of the construction and property sector and relevant professional groupings of the SCSi. An online survey was administered to key informants with an accompanying message confirming the scope and purpose of the report as well as a guarantee of anonymity in the publication of findings.

Over 420 responses were received in total, however not all responses were usable as they were largely incomplete. Usable responses were received from 399 key informants representing the same number of member companies across the country. This is a sizeable number of respondents and represents the single largest survey sample size of Irish surveying professionals. It should be noted that participants who selected the land surveying option are included within the property totals above, as they had also selected at least one property surveying option in addition to land. Organisations within this sample



Figure 3.1: Research model

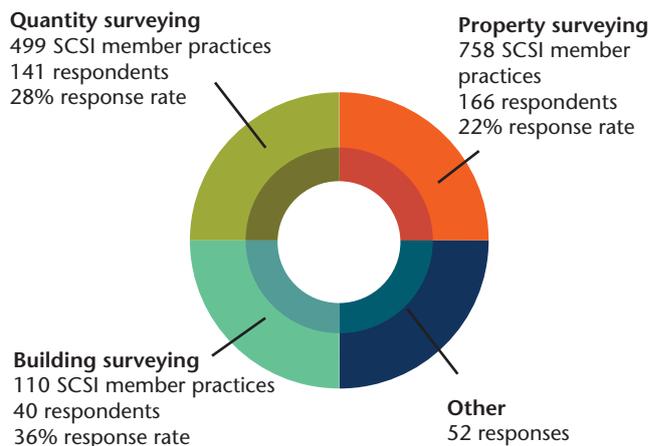


Figure 3.2: Survey response rate.

* The 'other' portion of the above represents the number of respondent companies that were neither property nor construction, but currently employ surveyors. It is included in the figure above to illustrate the total sample size for the remainder of the report.

primarily include surveying and contractor firms; however some non-property/construction organisations that currently employ surveyors are also included, e.g., state agencies, public bodies, banks, retail, management consultancy firms, etc. The magnitude of the response provides a unique opportunity to analyse current and future employment trends and also to identify future skills required. Respondents were overwhelmingly very senior in their companies with 80% in the categories director/partner or senior surveyor. The responses are therefore likely to be very reliable and based on a strong overall knowledge of the business. The geographic distribution of respondents for this research is presented in **Figure 3.3**. It is clear from **Figure 3.3** that surveying firms are not excessively concentrated significantly in one location, making it a truly national profession.

3.2 Qualitative Phase

For the second phase of research, in-depth interviews were undertaken with a variety of key stakeholders. Interviews were conducted with senior managers within property and construction firms. In addition, interviews were conducted with a number of HR managers, senior surveyors, and other high-ranking figures in financial institutions, state and semi-state bodies, loss assessors, as well as other private firms that currently employ surveyors. The supply of surveyors is determined by the numbers graduating from third level programmes. Interviews were conducted with several heads of school within IoTs nationwide to gain insight from the third level sector. These interviews illuminated some of the issues pertaining to employment and future skills requirements within the profession. In addition, interviews were held with Chairpersons of the Professional Groups Committees and also the Chairman of the Education Standing Committee in the SCSl. The researchers were in a position to present preliminary findings from the quantitative phase to interview respondents to probe them specifically on a particular finding. A deeper insight into factors driving survey results was thus obtained from the variety of participants in this phase of research.

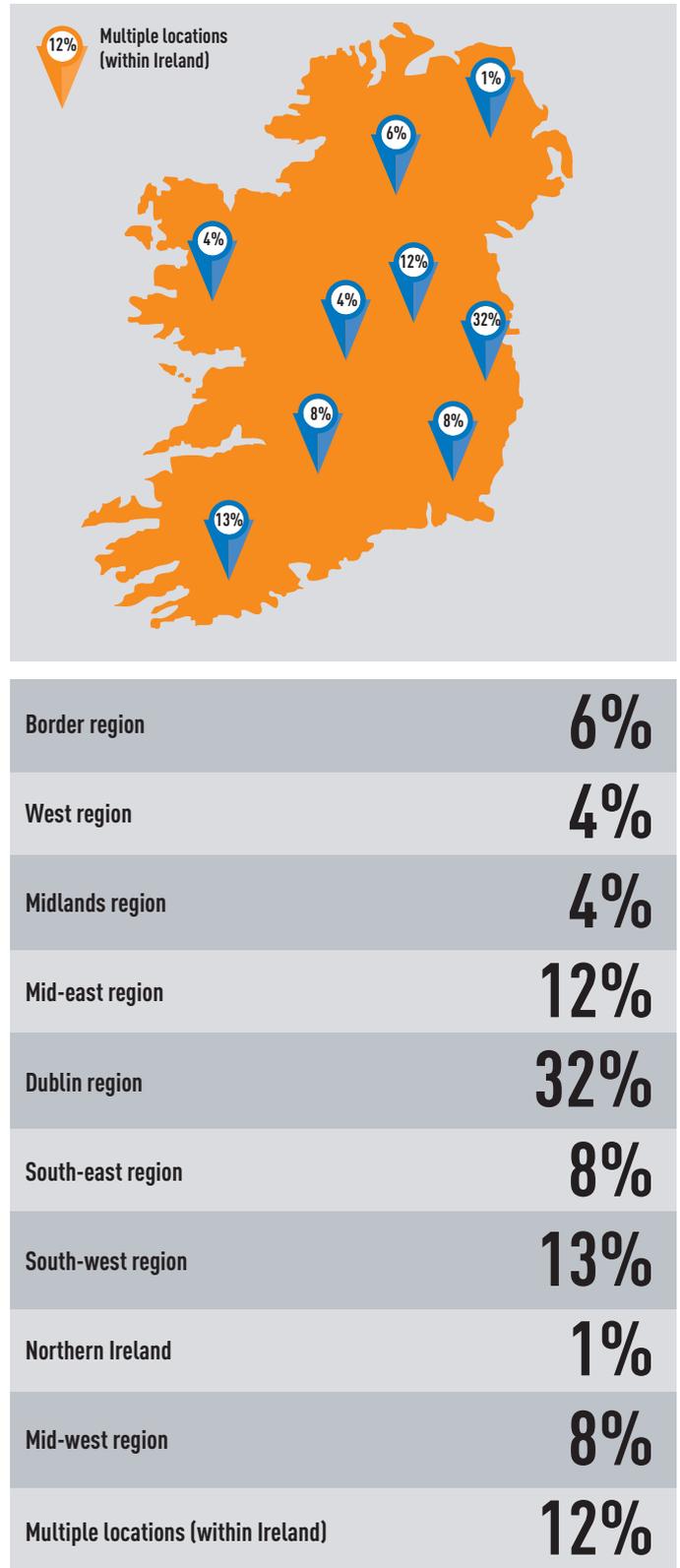


Figure 3.3: Geographic location of respondent SCSl member practices.

OPTIMISTIC SCENARIO

Economy grows at 3% p.a. 2014-2018.
12.5% approximately over the period.

MEDIAN SCENARIO

Economy grows at 2% p.a. 2014-2018.
8% approximately over the period.

PESSIMISTIC SCENARIO

Economy grows at 1% p.a. 2014-2018.
4% approximately over the period.

Figure 3.4: Growth scenarios.

3.3 Analysis Phase - Forecasting Employment

Forecasting future employment is notoriously difficult, particularly within an ever-changing and cyclical industry sector. For this research, a scenario-based analysis was devised for the purposes of estimating future employment.

Employment estimates were made at three levels, representing different scenarios for economic growth over the time period.

The median scenario was broadly based on the central medium term forecast for the economy set out by the Economic and Social Research Institute (ESRI).⁴

The median scenario uses an annual average growth in GNP of 2% p.a. over the four-year period or approximately 8% in total. The optimistic and pessimistic scenarios are derived by changing the annual growth forecast by 1% either way. The three scenarios are outlined in **Figure 3.4**.

The respondents were neither asked to derive scenarios themselves, nor to offer a view as to which one was most likely. This was to ensure a degree of consistency in the employment forecasts made by respondents. Likewise, it was felt that using a common set of scenarios across the surveying professions would lead to more comparable results and allow a rational aggregation across the different aspects of the profession. The authors had considered deriving scenarios based on specific indicators relevant to each part of the profession - such as vacancy rates, rents, prices, and yields in property and government capital spending, house building, etc., in construction - but decided that such scenarios would be less consistently understood and less comparable across the professions. Clearly, if the economic growth forecasts are either too optimistic or too pessimistic, then the employment forecasts will be correspondingly over- or under-stated. We are confident, however, that the range of economic growth forecasts is consistent with many commentators' view of the likely growth for the economy, and may verge on the conservative side. An

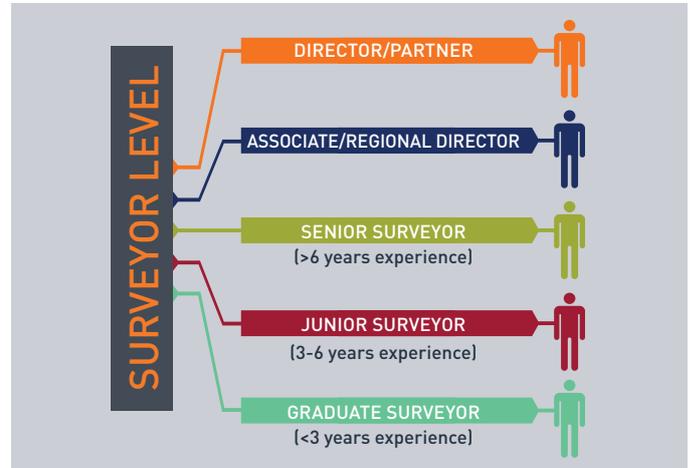


Figure 3.5: Levels of surveyor.

estimate of the total number employed in all companies surveyed was derived from the sample responses by applying a multiplier based on the survey response rate. The response for property surveyors was 22%, while for quantity surveyors it was 28%. To err on the side of caution, the 28% response rate was used as the basis of the multiplier and a figure of 3.5 ($=1/0.28$) was used. Using the property response rate would have resulted in a multiplier of 4.5 ($=1/0.22$). The forecasts were derived by applying the expected percentage growth in each category of employment (derived from the survey results) to the current estimated level and breakdown of employment in the sector. However, an allowance was made for the response rate of the larger firms, which may have exaggerated the forecasts. The forecasts are therefore somewhat conservative and may understate the possible employment prospects. Forecasts are given for each category of surveyor used in the survey (see **Figure 3.5**). The absolute numbers shown in later sections represent the expected increase in surveying employment at each level. It is clear that if there is an expected increase in, say, senior surveyors, much of this will come either through internal promotion or recruitment from other firms. This will have a knock-on impact down the line, as it would mean increased demand for junior surveyors, which in turn would mean increased demand for graduate surveyors. Thus, the expected growth in the more junior ranks (specifically graduates) should be seen as much higher than the number shown in the tables in section 4.

3.4 Conclusions

A scientific methodology over several phases was employed for the purposes of determining employment opportunities and future skills requirements for surveying professions. The high level of responses from the targeted sample ensures that results are reliable and potentially replicable on an ongoing basis into the future.

4. EMPLOYMENT: CONSTRUCTION AND PROPERTY SURVEYORS

4.1 Economic Background

Following the economic crash in 2008, the construction and property sectors experienced significant falls in output, activity and employment. Latest official economic data, however, indicate clear signs of a recovery in the Irish economy. A number of the major indicators are on an upward trajectory, and the Central Bank, amongst other leading economic forecasters, is predicting growth in the medium term.

But it must be remembered that any growth is emanating from a low base. **Table 4.1** provides a summary of the Central Bank of Ireland Forecast Quarterly Report (Q1 2014). While the forecast is generally positive, there remain some uncertainties and some negatives. The later sections discuss these separately in relation to construction and property. **Figure 4.1** provides a summary of the positives, negatives and uncertainties facing the sectors.

Table 4.1: Components of GDP/GNP (Central Bank of Ireland).

	2011	2012	2013	2014	2015
Personal consumer expenditure	-1.6	-0.3	-0.2	1.0	1.3
Public consumption	-2.8	-3.7	-0.9	-2.1	-1.5
Gross fixed capital formation	-9.5	-1.0	0.1	8.9	9.9
Of which: Building and construction	-16.2	-4.0	9.4	10.4	9.9
Machinery and equipment	-0.9	2.6	-10.0	7.0	10.0
Exports of goods and services	5.4	1.6	0.3	3.5	5.1
Imports of goods and services	-0.4	0.0	-0.1	3.1	4.6
Gross domestic product	2.2	0.2	0.4	2.1	3.2
Gross national product	-1.6	1.8	2.0	2.2	2.5

Source: Central Bank of Ireland, Quarterly Report, Quarter 1 2014, pp 6. The SCSi Construction Outlook Report is less optimistic than the Central Bank figures.

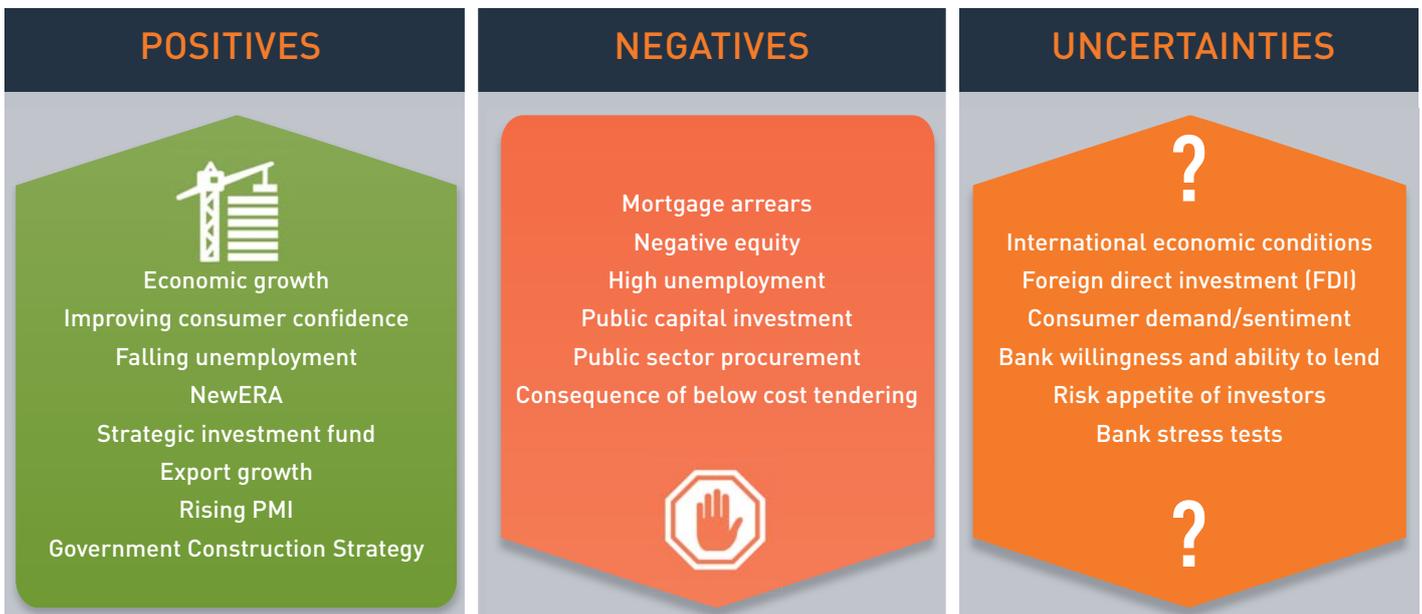


Figure 4.1: Factors shaping construction and property growth.

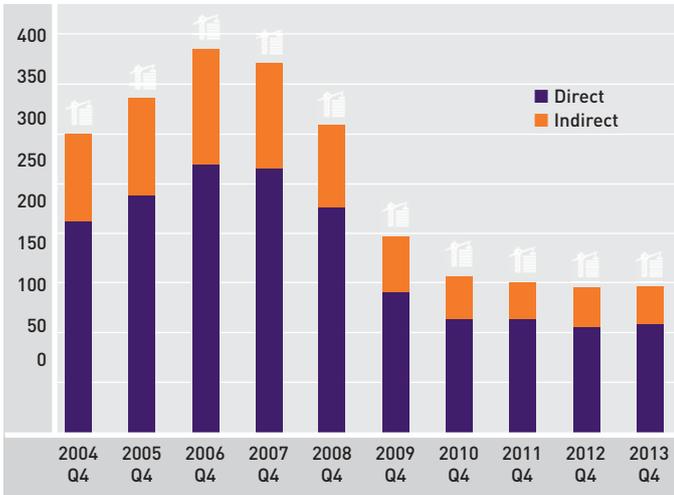


Figure 4.2: Construction direct and indirect employment ('000's).
Source: CSO, Quarterly National Household Survey, Q4 2013

4.2 Construction Sector

The construction sector in Ireland plays a fundamental role, not only in the provision of the built environment and as a contributor to economic growth, but importantly as an employer. The sector has been the subject of intense analysis due to its contribution to economic growth during the boom period (when it accounted for approximately 25% of GNP) to the current trough (accounting for approximately 6.4% of GNP⁵).

The contribution of the construction sector to the economy as a whole is evident; so too is its impact on employment. The number of people employed within the construction sector has moved in tandem with the economic cycle, which is clearly visible from **Figure 4.2**.

This presents data based on the fourth quarter of each year for comparative purposes against the latest available data. However, it should be noted that the peak of construction employment in fact occurred in Q2 2007 (direct 273,900 and indirect c.109,560). There is a marginal increase in the number of people employed when compared to Q4 2012. However, prior to that, the most recent time direct employment in construction was at a broadly similar level 104,400 was in 1997.⁶

During the peak of the property and construction boom, direct construction employment accounted for in excess of 12.8% of total national employment and when aggregated with indirect employment, accounted for up to 17.9% of total employment. The dramatic reversal of this trend has had a considerable impact on exchequer balances, but also importantly on emigration, with an estimated 89,000 emigrating during 2013 alone (CSO).⁷

The latest available CSO figures on publication of this report (Q4

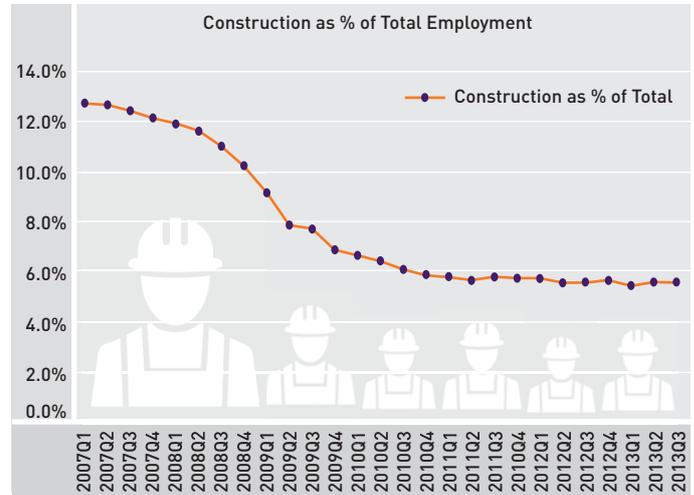


Figure 4.3: Direct construction employment as a percentage of national employment.

Source: CSO, Quarterly National Household Survey

2013) were that 103,600 people are directly employed in construction (5.5% of total national employment), with an estimated 41,440 indirectly employed, which together account for approximately 7.6% of total national employment.

The downward trajectory of construction employment up to Q3 2013 as a proportion of overall employment is clear from **Figure 4.3**.

Encouraging signs of recovery are now beginning to emerge. The January 2014 Ulster Bank Construction PMI,⁸ for example, recorded its fifth consecutive month of above 50 in January 2014 signalling an increase in growth, particularly in the residential and commercial sectors, with civil engineering continuing to decline. The CSO seasonally-adjusted 'Production in Building and Construction Index Q3 2013' shows a 15% year-on-year increase.

Future growth, when it does occur, is likely to arise from private sector investment, both indigenous and foreign direct investment, with continued constraints upon public capital expenditure in the sector.

The Central Bank forecast that investment expenditure on construction could increase by 10% this year alone and by slightly less (9.9%) in 2015. The multiplier effect of an increase in investment on construction employment and consumer expenditure will make an important contribution to overall economic recovery and growth.

Private non-residential construction is driven by high-spec commercial and industrial units and is dependent to a great extent on foreign direct investment (FDI), which brings job opportunities. Of particular relevance to the commercial property market is the dearth of appropriate office space in Dublin capable of accommodating a large-scale FDI project.

There are a number of constraints on the demand side, primarily relating to mortgage arrears and access to finance. The latter also affects the supply side, with many construction companies encountering ongoing problems obtaining the necessary development finance. According to the ESRI, for a country of Ireland’s size and demographics, we require approximately 25,000 residential units to be completed on an annual basis over the next number of years. In 2013, a mere 8,300 residential units were completed.

While employment creation tends to be a lagged variable in many sectors, it is inevitable, notwithstanding increased productivity, that as activity picks up, the demand for staff will also increase. There are a number of factors that may influence the timing and extent to which growth in construction takes place, many of which are presented in Section 4.3.2.

4.3 Professional Quantity Surveying and Contactors’ Quantity Surveying Employment

The professional quantity surveyor (PQS) typically works in private practice and is responsible for the effective financial management of the building project. They advise on the probable costs of construction schemes and on the costs of alternative designs acting primarily on behalf of the client or project sponsor.

The contractor’s QS typically works for contracting and subcontracting organisations and carries out a range of cost-management functions to ensure that the contractor gains its full entitlement under the contract. Several of their functions overlap those of the PQS.

This section details employment statistics for QS, be they employed within PQS practices or contractor organisations. Initially, the demographic information pertaining to employment at various levels is shown, followed by an analysis of the factors influencing employment and the growth sectors, as determined by the survey responses and interviews. The final part provides an analysis of the likely future requirement for QS based on the three scenarios presented to respondents, which provides the basis for the forecast of future demand for QS over the timeframe involved.

4.3.1 Demographic information

A major limitation in the currently available data lies with the aggregation of construction professional services; therefore, estimating the number of surveyors from the national data is problematic. For the purposes of this research, survey respondents were asked to confirm the number of people employed within their organisation at various levels in 2007 and 2013. It should be noted that while 2007 is a good

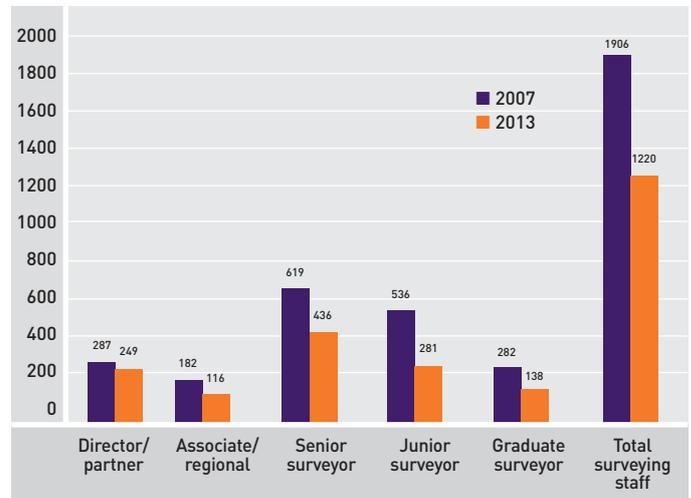


Figure 4.4: Change in quantity surveying employment in respondent firms 2007-2013.

benchmark for the peak of employment within the sector, 2013 does not necessarily represent the trough but is the current level. Anecdotal evidence from interview respondents confirm that they had already commenced increasing the number of staff employed prior to 2013.

Figure 4.4 presents the data received from survey respondents. It is reasonable to assume that as the current total number of QS (1,220) illustrated in Figure 4.4 represents a 28% response rate, that the actual figure could be in excess of 4,000.

The structure of the QS profession is such that there are a large number of small firms, including sole traders, and a small number of large firms. A percentage (16%) of QS respondents have noted that there is a shortage in the number of people employed, and those respondents that confirmed a shortage of staff were primarily larger practices. The figure is marginally higher (18%) for contractor QS. Overall, while the demand for staff is more so for graduates, respondents confirmed that they also require experienced quantity surveyors. Interview respondents report that the emigration of recent graduates has compounded the shortage in experienced quantity surveyors. Many who have emigrated are earning higher incomes (due in part to lower taxation rates) abroad. So, whereas people may wish to return home, the dilemma facing them is that it may come at a cost. Geographically, the largest proportions of QS practices in Ireland are based in Dublin (25.9%) and the south-west region (15.8%). Over 14% of respondents confirmed that they have multiple office locations in Ireland, and where this is the case, Dublin, Cork, and Limerick were the most common locations. Employment at the top three levels (director/associate director and experienced surveyor) has been less affected than at more junior levels. This may be due to the significant number of small firms that have survived the recession. It may also reflect the fact that, during the downturn, lower levels of staff were more likely

to lose their job and organisations thus became 'top heavy'. With evidence that the tide is turning and signs of growth emerging within the industry, it is reasonable to assume that future recruitment is likely to include junior and graduate surveyors. Of those firms that are likely to recruit over the time period covered by this report, the majority are seeking people to work in Ireland. Approximately one third of respondents are either currently, or intend, recruiting in Ireland to service overseas markets, with the three main destinations being (in rank order) the UK, Middle East, and Africa. The trends within contractor QS firms mirror that of PQS practices, and in both instances respondents noted that they do not intend to recruit from abroad. Thus, any increase in international activity from indigenous firms is likely to result in recruitment taking place here in Ireland, rather than in the foreign location.

4.3.2 Employment drivers and constraints

As is evident from the preceding section, growth in the demand for construction surveyors is dependent on a number of variables. Furthermore, the construction industry is multifaceted; therefore, a number of factors may contribute to employment growth. This is true for each sub-sector within the industry, regardless of whether demand arises out of new construction or repair, maintenance and improvement (RMI). Respondents to the survey were asked to provide their extent of agreement on a variety of potential enablers and barriers to employment growth within their profession. Survey respondents confirmed that the key driver of employment growth lay with indigenous private sector investment (37%), followed closely by consumer confidence/spending (36%) and foreign direct investment (34%). A significant number of respondents also identified consumer confidence/spending as a constraint to employment growth. The lack

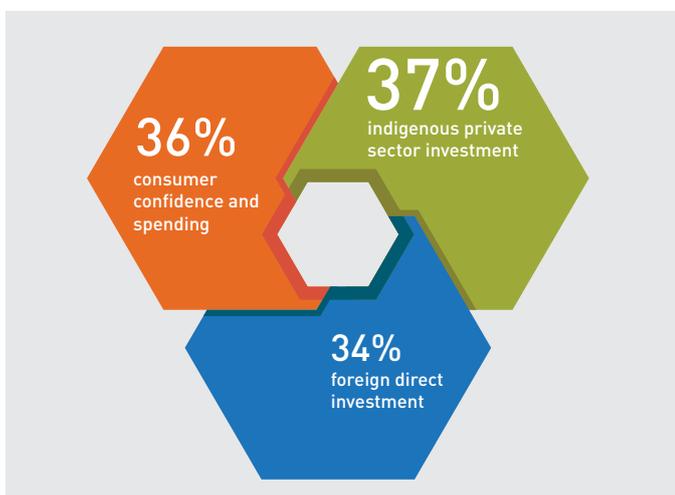


Figure 4.5: Drivers of employment growth: Quantity Surveyors.

of confidence over the last number of years has had a huge impact on both private residential and non-residential sectors, thus, the finding is somewhat unsurprising. However, the latest KBC Ireland/ESRI Consumer Sentiment Index⁹ recorded another increase in confidence, driven by a more positive outlook on the economy, coupled with improved perceptions relating to the labour market. In time, this should spill over into increased construction activity within these sectors (both for new and RMI).

“The key driver of growth is inward investment in construction, whether from exchequer funding via the Public Capital Programme, the private sector, and working capital from the banking sector. There must be a targeted investment in construction for significant growth to occur.”

*Paul Dunne, Chairman SCSJ
Quantity Surveying Professional Group.*

The single largest constraint identified by QS participants (69%) was access to finance, as can be seen in Figure 4.6. Considerable concern was evident from comments received at the banks' lack of lending, resulting in shortages in working capital being experienced by some firms. Almost half of construction surveying respondents also confirmed that the cost of finance further acted as a constraint to employment growth within the sector. The majority (58%) of QS

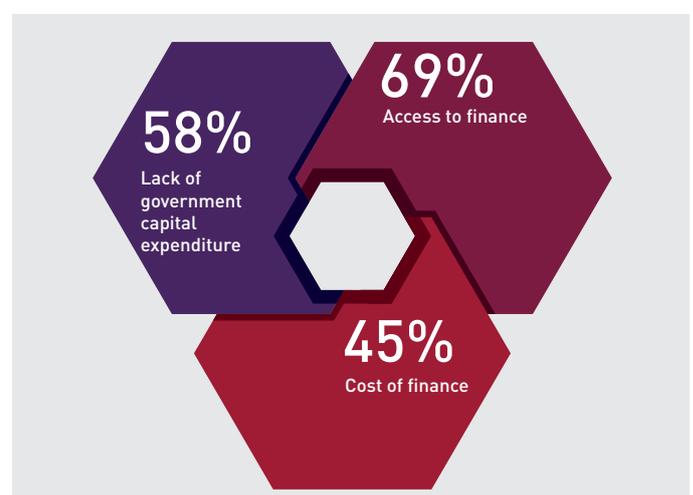


Figure 4.6: Constraints to employment growth: Quantity Surveyors.

Table 4.2: Percentage of Quantity Surveyor respondents that identified each sector as important/very important for employment growth.

Sector	PQS	Contractor QS
Residential construction	74%	40%
Private non-residential	78%	70%
Productive infrastructure ¹⁰	49%	60%
Social infrastructure ¹¹	59%	69%

respondents highlighted the lack of government capital expenditure as being a critical constraint to employment growth. Additional comments received highlighted in particular challenges that remain in the procurement process for public sector projects.

4.3.3 Growth sectors

Respondents were also asked to identify the degree of importance of sectors within the economy when it came to generating employment over the period. The question was developed such that every surveyor, property or construction, would identify with some or all of the options provided. Therefore, some answer choices were not applicable to QS respondents. Of the answer choices that were relevant to the QS, there were distinct differences between the sectors identified as being important/very important for employment growth over the time period.

Table 4.2 provides detail in this regard. As is evident, for PQS practices, the private, non-residential sector is deemed to be the most important sector contributing to employment growth to 2018. This is followed closely by residential construction, which for contractor quantity surveyors is the least likely driver of employment. Interview respondents concurred with the importance of the private non-residential sector. However, they placed greater emphasis on social infrastructure (rather than residential), highlighting the education and healthcare sectors in particular.

4.3.4 Economic growth scenarios

The methodology outlined in section 3.3 for the derivation of demand for future employment (at various levels) within the QS profession, was based upon three scenarios provided to survey respondents.

An estimate of the total number of employed in all companies surveyed was derived from the sample responses by applying a multiplier based on the survey response rate. The response rate from quantity surveying members was 28%. As indicated in the methodology section, the multiplier used was 3.5. Table 4.3 shows the expected growth in employment in each category, based on the three different scenarios. Note that the numbers represent net additional jobs and are over and above any retirements, resignations, etc.

Table 4.3 indicates that the overall expected growth in net additional QS job opportunities up to 2018 based on the most realistic (median) scenario, is 506 across all levels of experience. It can reasonably be assumed that positions may emerge at higher levels over time that are likely to be filled by a surveyor from the level below, thus opening up as an opportunity at the lower level. Therefore, while survey results show that the majority (74%) of the 506 forecasted jobs are expected to be at the graduate or junior surveyor level, it is reasonable to assume that this figure may increase, particularly if all jobs are back-filled, either within a company or by recruiting from other companies. Under the optimistic scenario,

Table 4.3: Quantity Surveyors: Potential Employment Opportunities 2014-18.

Category	Optimistic 3% growth p.a 12.5% over period	Median 2% growth p.a 8% over period	Pessimistic 1% growth p.a 4% over period
Director	-8	-35	-63
Associate/regional director	93	65	31
Senior surveyor	278	104	13
Junior surveyor	449	165	-9
Graduate surveyor	308	207	109
Total	1120	506	81

the number of jobs could more than double to 1,120 with 757 (68%) of these at the junior and graduate levels. If the economy only grows at a more sluggish pace, the new job requirement could be as low as 81, which is a fraction of the central forecast.

“The banks will have to sort out their problems and start lending money, providing overdrafts, etc., to the construction industry. Based on what we are experiencing at present they are being over cautious and are slow to provide finance to new commercial proposals. Overdrafts are for shorter time periods and the totals approved are insufficient and require incredible bureaucracy not to mention guarantees.”

(PQS Respondent)

4.4 Building Surveying Employment

In addition to the macroeconomic and construction sector drivers detailed in section 4.1, a significant influence for building surveyors lies with the recently enacted Building Control (Amendment) Regulation, which came into effect on March 1, 2014. The new regulation has been put in place to improve the standard of construction, following experiences of poorly constructed dwellings. It requires assigned certifiers (registered architects, chartered engineers, or registered building surveyors) to inspect projects at various stages during and on completion of a construction project to certify that the building has adhered to the building regulations. The rationale behind this is to provide the end user with the certainty, accountability and confidence in the quality of the dwelling. It is certain that the new regulation will be a key factor in shaping future demand within the building surveying profession.

Table 4.4: Percentage of Building Surveyor respondents that identified each sector as important/very important for employment growth.

Sector	Important/very important
Residential construction	90%
Property/facilities management	76%
Private non-residential	70%
Residential sales/letting/valuations	55%
Commercial sales/letting/valuations	50%

“The recognition of the building surveyor in the BCAR is a massive endorsement of the skills, competence, and professionalism of the building surveyor. This presents an opportunity for existing surveyors, undergraduates, and others considering a career in construction.”

Kevin Hollingsworth, Chair SCSI Building Surveying Professional Group.

This section details employment statistics for building surveyors, as confirmed by survey responses and interviews conducted. Initially, the demographic information pertaining to employment at various levels is shown, followed by an analysis of the factors influencing employment and growth sectors, as determined by the survey responses and interviews. The final part provides an analysis of the likely future requirement for building surveyors, based on the three scenarios presented to respondents. This ultimately confirms the future demand for building surveyors over the timeframe involved.

4.4.1 Demographic information

Figure 4.7 provides an overview of the number of surveyors within building surveying respondent companies.

As is evident from Figure 4.7, the reduction in numbers within respondent building surveying firms is considerable. Many similarities exist between the fate of building surveyor and QS firms in terms of proportionate changes at various levels, with the largest reduction

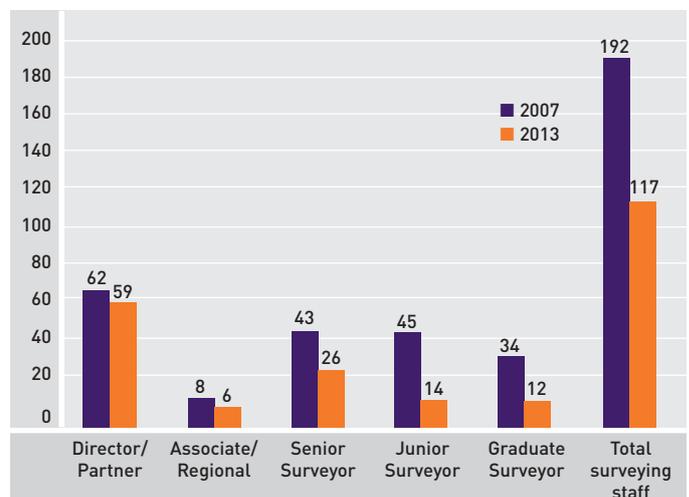


Figure 4.7: Change in building surveying employment in respondent firms 2007-2013

occurring at lower levels. Another similarity lies with the prevalence of micro firms and sole traders within the profession, and the likelihood is that many of these firms will remain small. Only 10% of respondents noted that they employ staff in Ireland to work outside of Ireland, with the primary location being the UK. From the raw survey data, it appears that there is no shortage of building surveyors at present (10% confirmed a shortage). However, insight from the qualitative phase would indicate that while this may be the case at present, with regulatory changes recently implemented, it is very likely that there will be a shortage of registered building surveyors. A significant number of survey respondents (49%) confirmed that there currently is insufficient availability of experienced staff in particular.

Geographically, building surveyor firms are well dispersed throughout the country, with a slightly higher proportion (20%) based in Dublin when compared to the mid-west region (15%), border region (15%), or mid-eastern region (12.5%). In total, 15% of building surveying practices confirmed that they operate from multiple locations around the country. Similar to other surveying professions, the nationwide distribution of building surveying practices clearly offers employment opportunities not just in large cities but also in provincial towns.

4.4.2 Employment drivers and constraints

Numerous factors may affect the demand for building surveyor employment. Results from the survey confirm that the majority of building surveyor respondents (52%) noted the most important driver to be 'consumer confidence' with 'indigenous private sector investment' (46%) coming next. A similar number of respondents (45%) confirmed that regulation is an important driver of employment growth within the profession, which is unsurprising given the recent

Building Control (Amendment) Regulation. Almost half (49%) of building surveying respondents confirmed that, currently, there is a lack of experienced staff, so as mentioned previously, it is reasonable to conclude that the extent of the staffing deficit is likely to increase considerably with the introduction of the amended regulations. A considerable number of building surveyors (39%) confirmed that distressed asset management was a driver of employment growth. Working with receivers and property management companies were highlighted as becoming increasingly prevalent within the profession. Similar to the QS respondents, building surveyors identified 'access to finance' as the most significant constraint to employment growth, followed by taxation and cost of finance.

4.4.3 Growth sectors

From a sectoral point of view, the overwhelming majority of survey respondents (90%) indicated that domestic construction is a major driver of growth in employment within the profession. From interview data received, the new regulations combined with renewed consumer sentiment (and resultant willingness to spend on home renovations and extensions), were cited as the key factors shaping the sector. Property and facilities management is the second most important facet for future growth in employment, with a significant majority (76%) of building surveying respondents identifying this sector as both emerging and hugely important. Other sectors driving future employment were private non-residential (according to 70% of respondents) and residential sales/lettings/valuations (highlighted by 55.2% of respondents). These findings correlate to the importance of consumer sentiment and indigenous investment as drivers of growth. However, of concern are the constraints being faced as evidenced in **Figure 4.9**.



Figure 4.8: Drivers of employment growth: Building Surveyors.

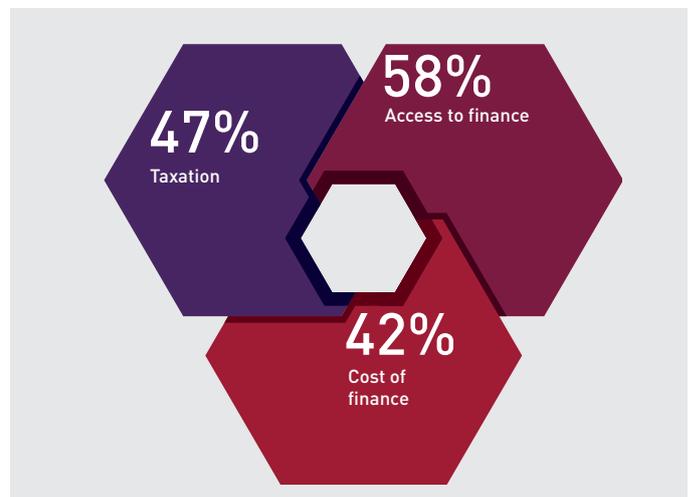


Figure 4.9: Constraints to employment growth: Building Surveyors.

4.4.4 Economic growth scenarios

A similar methodology was applied for the forecasting of building surveying employment growth to 2018. The figures confirm the total number at each level of surveyor within the firms that are likely to be required under the various scenarios. Once again, it must be noted that this represents the proportionate change in numbers employed based upon survey respondents. Given the response rate that was achieved for the purpose of the research, it is reasonable to assume that a more realistic figure, when grossing up the figures to the total population size, would be somewhere in the region of 400. An estimate of the total number of employed in all companies surveyed, was derived from the sample responses by applying a multiplier based on the survey response rate. As indicated in the methodology section, the multiplier used was 3.5. **Table 4.5** shows the expected growth in employment in each category based on the three different scenarios. **Table 4.5** indicates that the overall expected growth in net additional job opportunities up to 2018, based on the most realistic (median) scenario, is 129. This is at all levels of experience. However, it can be reasonably assumed that new jobs at a higher level will be taken by a surveyor from the level below, thus opening up an opportunity at the lower level. The majority (79%) of the 129 forecasted jobs are expected to be created at graduate or junior surveyor levels. Under the optimistic scenario the number of jobs would more than double to 290 with 208 of these at the junior and graduate level. If the economy only grows at a more sluggish pace, the new job requirement could be as low as 54, or approximately 40% of the central forecast. It should be noted however, that the full effect of the Building Control (Amendment) Regulation (BCAR) 2014 may not be apparent for some time yet.

Interview respondents expressed a more optimistic employment forecast than that of survey respondents as a direct consequence of the new regulation.

4.5 Conclusions - Construction Surveying

The preceding analysis has provided an important insight as to the number of people employed at various levels in the QS and building surveying professions. Numerous drivers and constraints face both professions in employment creation over the next four years, including: consumer sentiment; indigenous private sector investment; public capital expenditure; and, FDI. While a conservative estimation of economic growth was put forward in the creation of scenarios, based on the median scenario it is likely that an additional 506 QS and 129 building surveying employment opportunities may arise over the period covered by this report.

Table 4.5: Building Surveyors - Potential Employment Opportunities 2014-18.

Category	Optimistic 3% growth p.a 12.5% over period	Median 2% growth p.a 8% over period	Pessimistic 1% growth p.a 4% over period
Director	0	0	0
Associate/regional director	21	0	0
Senior surveyor	61	27	-10
Junior surveyor	109	57	36
Graduate surveyor	99	45	28
Total	290	129	54

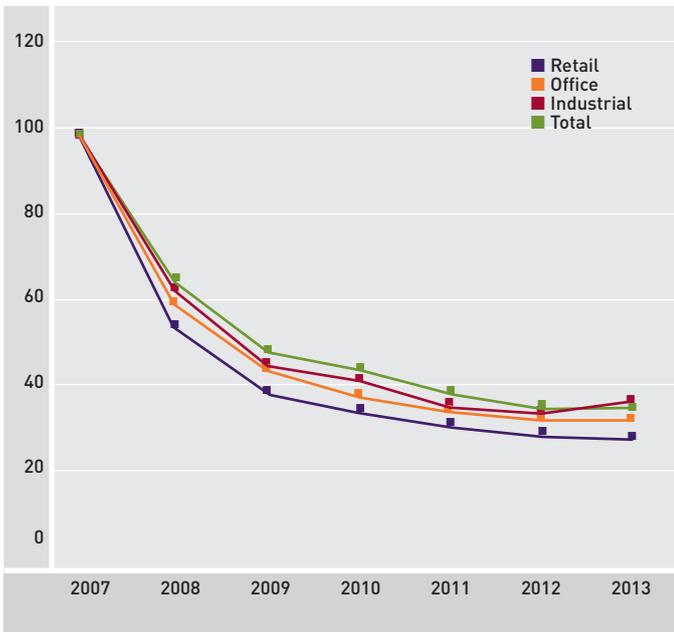


Figure 4.10: Irish commercial property market – Capital value: Index 2007 – 13. Base: 2007 = 100. Source: IPD Quarterly Digest, Quarter 4, 2013.

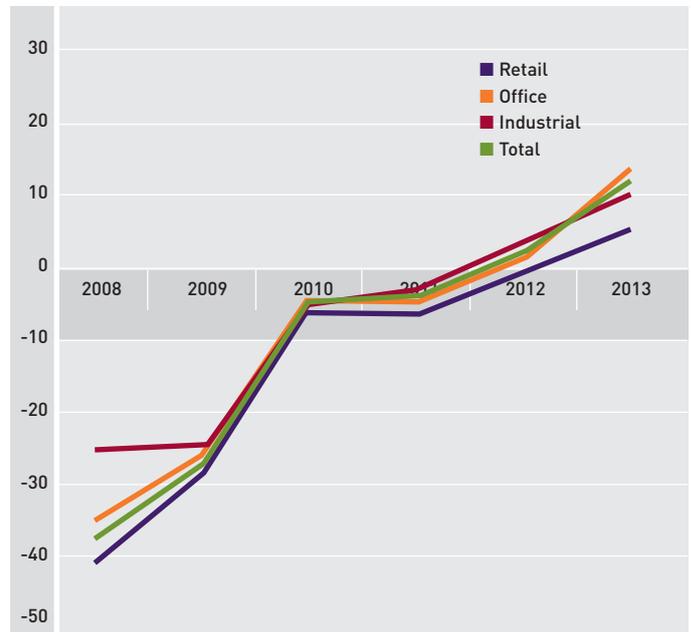


Figure 4.11: Irish commercial property market - Total return: Annual % change 2008 – 13. Source: IPD Quarterly Digest, Quarter 4, 2013.

4.6 Property Sector

This section provides a snapshot of current conditions in the commercial and residential property sectors. It details employment statistics for valuation surveyors. This includes valuers, estate agents (both commercial and residential), and property managers. Initially, the employment level pre-recession and at present are shown, followed by an analysis of the factors (positive and negative) expected to influence employment creation in the future and the possible growth sectors. The final part provides an analysis of the likely future requirement for property surveyors based on the three scenarios presented to survey respondents.

4.6.1 Current conditions

The markets for residential and commercial property, both for purchase and rent and related professional services such as valuation, rent reviews, etc., are very different and driven by a different set of economic variables. They are thus analysed separately here.

4.6.1.1 Commercial property market

Unlike the construction sector, it is not possible to get a reliable estimate of either employment or output in the property services industry. It is therefore necessary to examine the prospects for the sectors by looking at key indicators that are generally used. The trend

in measures such as capital values, which largely depend on demand, give an indication of the level of activity in the market, which ultimately leads to employment creation. The commercial market suffered a major collapse in 2008, with capital values in the retail market down 43%, the office market down 34%, and the industrial market down 29%. However there are now signs that the corner has been turned and activity levels are picking up. The most authoritative and accepted independent source of information is that supplied by Investment Property Databank (IPD). This is a joint venture between SCSi and IPD, and tracks the performance of the three subsectors of the commercial market on a quarterly basis. Figure 4.10 suggests that the markets may have bottomed out, with office values up marginally in 2013 and values in the retail and industrial sectors just starting to level out.

A further indicator of the recovery is the trend in returns in the three sectors. Figure 4.11 shows the annual percentage change in total return for the three sectors and the average for the market overall. The chart traces the evolution of the total return since the property crash, showing the precipitous fall in 2008, with total return falling by as much as 40% in the retail sector and by 25% in the industrial sector in that year. However, by 2012, total return had started to grow in the office and industrial sectors, with a further acceleration of this growth in 2013 to 18% in the office sector and 10% in the industrial sector. In the retail sector, total return stabilised in 2012, but grew by almost 6%

in 2013 suggesting the beginning of a recovery in that sector, although it is recognised that challenges remain in the retail sector. Aside from the IPD data, there is no single independent overview of the sector on an annual basis and much of the analysis is published by the larger agents. There is a general consensus that most key indicators are pointing in the direction of a recovery with vacancy levels falling, rents rising, yields hardening, and the first signs of the re-emergence of development activity led by the office sector. In particular, the level of investment in the commercial market in 2013 showed a dramatic increase on 2012 and estimates by the main agents suggest that total investment spend was close to €2 billion, as much as a trebling in the value of sales over 2012. In addition, the successful launch of a number of Real Estate Investment Trusts (REITs) and the re-entry of the institutions into the investment market suggest that 2014 will show an even greater level of investment activity than 2013.

One issue that arose in the course of the interviews, that is of particular relevance to the commercial property market, is the dearth of appropriate office space in Dublin capable of accommodating a large-scale FDI project. This may be the trigger for a sustained renewal of office development.

4.6.1.2 Residential property market

The latest SCSi Annual Residential Property Review and Outlook 2014 suggests that the residential recovery is well under way in Dublin and some other urban areas, but is still static in other parts of the country. Over 80% of chartered surveyors indicated that volume of sales increased in 2013. The SCSi Review and Outlook estimates that Dublin house prices were up almost 16% year-on-year in 2013, with lack of supply being the main driver of this increase. Outside Dublin, it is estimated that prices were up almost 6%. Just over 1,000 houses were built in Dublin in 2013, against an estimated requirement of about 8,000 p.a. Nationally, 8,300 units were completed in 2013.

The main drivers in the coming year are expected to be the continuing lack of supply, renewed consumer confidence and some modest increase in mortgage finance availability through the banks.

4.6.2 Demographic information

Figure 4.12 shows the level of employment in respondent companies in 2007, close to the peak of the market and at present. Overall, the survey indicates a loss of just over 17% in surveying employment in the respondent companies in the period 2007-2013. It is recognised that the percentage fall across the sector as a whole is

somewhat higher, as this survey by definition could not account for company closures. However, given that the public perception is of a much greater loss, it suggests that the industry may have already turned the corner and that employment levels may be well on the way to recovery. This is borne out to some extent by anecdotal evidence from the Institutes of Technology (IoT), which suggests that there has been a very high employment placement of graduates in the past two years (see section 5).

It is also noteworthy that employment at the top three levels (director/associate director and senior surveyors) has been less affected than at the more junior levels; 11.9% compared to 36.1%. This may be due to the significant number of small, possibly one or two person operations, which have managed to stay afloat during the downturn. This augers well for the employment recovery potential in the business. It may also reflect the fact that while agency work diminished greatly, increased property management and possibly, although to a lesser extent, professional services activity allowed firms to retain more senior staff. The ability of firms to divert resources to activities demanded by clients and the varied nature of these activities, helps provide more secure employment. Just under half (47%) of property firms are based in the greater Dublin area, with one-third based in Dublin. The remaining 53% are based widely around the country, indicating a wide regional response to the survey and reflecting the local nature of much of the services offered by surveyors, such as estate agency, valuations, rent reviews and property management. The spread of property companies around the country indicates that the industry offers employment opportunities

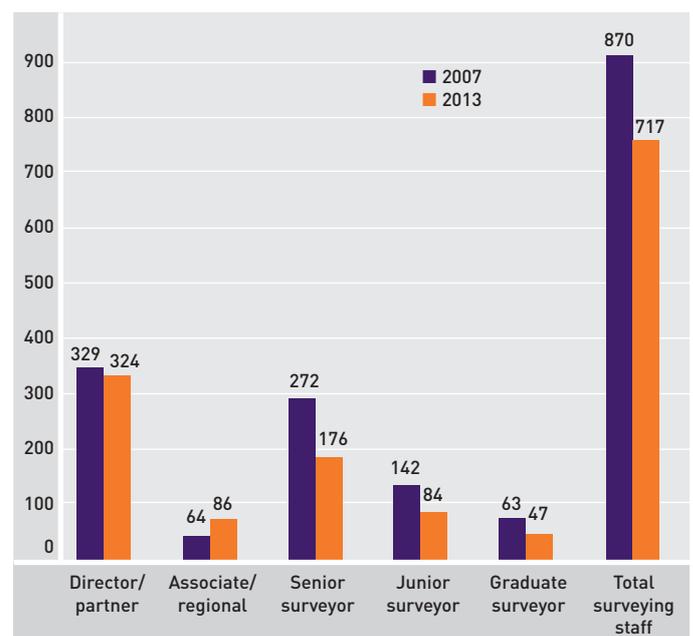


Figure 4.12: Change in property surveying employment in respondent firms 2007-2013.

Table 4.6: Breakdown of sample responses – Property Surveyors.

Type of Company	Activity	Responses	% Of total
Residential	Residential agency only	36	21.7%
	Agency and valuation/property mgt./P&D	20	12.0%
	Total non-commercial	56	33.7%
Commercial	Commercial agency only	12	7.2%
	Agency and valuation/property mgt./P&D	12	7.2%
	Total commercial	24	14.4%
Mixed practices	Agency and valuation/property mgt./P&D	56	33.8%
Non-agency practices	Valuation/property mgt./P&D	30	18.1%
TOTAL		166	100%

not just in the large cities, but also in many provincial towns and is less Dublin-centric than some other forms of professional employment. It may therefore be attractive as a career choice for school-leavers, who ultimately intend to work in the home area. In addition, the high number of small companies, including many single-person companies, suggests that it is attractive to those who may wish in the future to establish an independent practice, rather than work in a more corporate environment. As respondents were answering on behalf of their companies rather than personally, the responses indicate that many companies are involved in a wide variety of activities. The breakdown of responses by company activity is presented in Table 4.6. The breadth of services offered by the respondent companies reflects the structure of the industry with over two-thirds of companies active in the area of residential agency, almost half (48%) involved in commercial agency and just short of 60% providing valuation services. The importance of property and facilities management is reflected in the 20% of respondents providing these services. Less than 10% are involved in rural surveying. Property firms generally employ staff to work on domestic business, with only 6% of firms employing staff to work outside Ireland. As a corollary to that however, the interviews indicated that many of the larger firms carry out significant business in Ireland for overseas clients, particularly on the investment side of the

industry. There are a number of large international investors active in the commercial and/or residential investment market, which are either providing work for domestic firms, or have recruited local surveyors themselves at different levels. While the property respondents reported that generally they are not facing a shortage of staff at present (only 16% felt that was a current deficit), Table 4.8 indicates that, even under pessimistic projections of economic recovery, extra staff will be required over the next four years. Few firms have resorted to hiring from overseas, although this may be a growing feature among the largest companies.

4.6.3 Employment drivers and constraints

Consumer confidence was seen as the most important driver of employment growth (referenced by 46% of firms), followed by management of non-NAMA distressed assets (39%) and indigenous private sector investment (38%). Interestingly each of these factors was seen as somewhat more important than NAMA itself (referenced by less than 30% of firms). This may reflect a view among the industry that much NAMA-related work is the preserve of the larger companies whereas smaller and more regionally dispersed firms can compete for work involving the resolution of non-NAMA distressed assets, often in secondary locations.

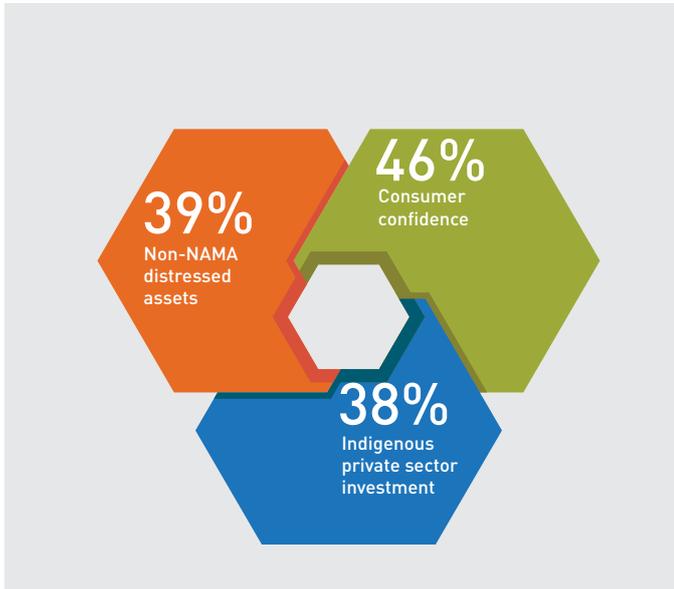


Figure 4.13: Drivers of employment growth: Property Surveyors.

The main constraint to employment creation in the property sector is access to finance, with just short of 60% of respondents regarding this either a constraint or significant constraint. This was borne out by the interviews and was seen as an explanation of the dominance of overseas investors and purchasers in some markets. It is also borne out by the reported increase in cash transactions. Taxation and cost of finance are seen as constraints by 49% and 41% of respondents respectively.

4.6.4 Growth sectors

The recovery in sales, lettings, and valuations, in both the commercial and residential markets, is seen as critically important as a promoter of job creation, referenced as very important or important by 73% and 71% of respondents respectively. In addition, close to two-thirds of firms regard the renewal of residential construction as very important/important to job creation.

“Strategic asset management is critical for companies with property assets - both in terms of long-term value enhancement and operational cost control, along with minimising associated risks and ensuring the policy is conforming with the overall corporate requirements.”

*Claire Solon, Head of Estates Management,
ESB Business Service Centre.*

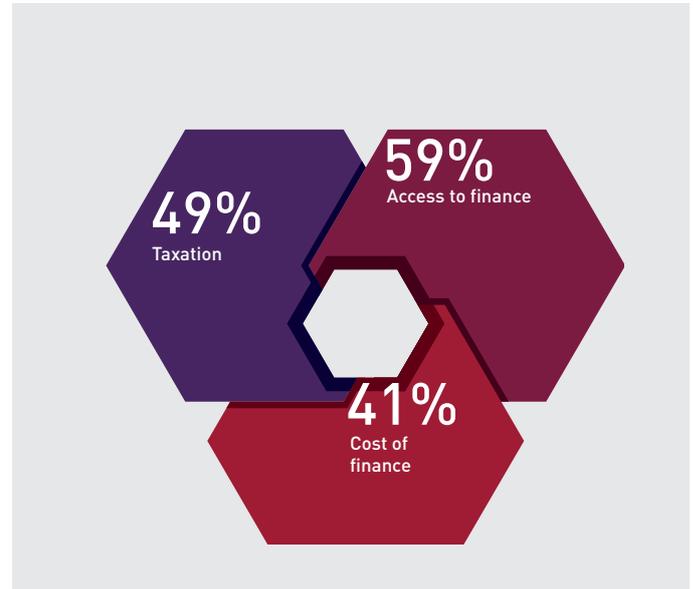


Figure 4.14: Constraints to employment growth: Property Surveyors.

The growing importance of the property management function in the profession is evidenced by the 42% of firms, which regard it as an important or very important source of employment creation. This correlates very well with the interview results, where it is seen as a critical element in the service offered by firms and one likely to prove increasingly important in the future, as companies in all sectors focus on the most efficient use of assets and a better-defined overall corporate real estate strategy.

Table 4.7: Percentage of Property Surveyor respondents that identified each sector as important/very important for employment growth.

Sector	% Important/very important
Commercial sales/letting/valuations	73.2%
Residential sales/letting/valuations	70.8%
Residential construction	63.4%
Private non-residential construction	44.1%
Property/facilities management	42.4%
Agricultural sales/letting/valuations	42.2%

4.6.5 Economic growth scenarios

An estimate of the total number of employed in all companies surveyed was derived from the sample responses by applying a multiplier based on the survey response rate.

The response rate from the property side of the survey was 22%. As indicated previously, the multiplier used was a more conservative 3.5. Table 4.8 shows the expected growth in employment in each category based on the three different scenarios. Note that the numbers represent net

Table 4.8: Property surveyors - Potential employment opportunities 2014-18.

Category	Optimistic 3% growth p.a 12.5% over period	Median 2% growth p.a 8% over period	Pessimistic 1% growth p.a 4% over period
Director	147	60	28
Associate/regional director	99	53	22
Senior surveyor	193	91	26
Junior surveyor	341	178	79
Graduate surveyor	169	77	7
Total	949	459	162

additional jobs and are over and above any retirements, resignations, etc. Table 4.8 indicates that the overall expected growth in net additional job opportunities up to 2018 based on the most realistic (median) scenario is almost 460. This is at all levels of experience. However, it can be reasonably assumed that many new jobs at a higher level will be taken by a surveyor from the level below, thus opening up an opportunity at the lower level. Therefore, if all jobs are back-filled, either within a company or by recruiting from other companies, the impact is ultimately felt at the more junior levels. While just over half (56%) of the 459 forecasted jobs are expected to be created directly and in the short term at the graduate or junior surveyor level, the remaining jobs will ultimately create opportunities for junior staff. It is also a reasonable assumption that not all graduates will necessarily seek to work in the property sector. While it is difficult to quantify the rate of attrition, there is anecdotal evidence that some property graduates are attracted to professions such as planning, investment, finance, and banking. On this basis, the shortfall or lack of supply is likely to be even more pronounced. In addition, the mismatch of supply and demand

highlighted later in the report takes no account of retirements from the profession. Under the optimistic scenario, the total number of jobs would more than double to 949, with 510 of these at the junior and graduate level.

If the economy only grows at a more sluggish pace, the total new job requirement could be as low as 162, or a little more than one-third that of the central forecast.

4.7 Conclusions – Property Surveyors

The research showed that, under reasonable projections for the economy, the number of additional jobs likely to be created for property surveyors in the period 2014-18 is of the order of 460 in total and over 250 directly at the more junior levels.

The key driving forces will be the work out of distressed assets, including those assets still linked as collateral to loans held by the banks and which have not been transferred to NAMA. Access to finance is likely to be the biggest constraint to activity and job creation over the medium term.

4.8 Overall Conclusions - Construction and Property Surveying Employment

A key objective of the research was to quantify the potential for job creation in the profession over the next four years. The range of estimates shown indicates that the employment potential is highly dependent on the performance of the economy. What is encouraging, however, is that under the median forecast, close to 1,100 net new surveying jobs are expected. Other key conclusions to emerge from the research are:

- the reduction in employment numbers was felt more severely at the junior level, with many small firms reverting to one or two-person operations;
- both the construction and property sectors are well dispersed around the country, suggesting that the profession makes an important contribution to regional employment;

- 36% of respondents who noted a shortage of staff for surveyors as a whole were from the Dublin region. Next largest noting a shortage (at 13%) was Cork;
- 38% of those who confirmed shortages employ people to work overseas (the overall average for those employing people to work overseas is 18%). This suggests that the perceived shortage may be in part to service overseas projects;
- key constraints to activity, and hence employment creation, were access to finance, and to a lesser extent, cost of finance; and,
- key drivers of growth were asset management, residential construction and commercial and residential sales and lettings.

5. THIRD LEVEL EDUCATION: SUPPLY OF SURVEYING GRADUATES

5.1 Introduction

The supply side of the surveying labour market can be analysed by examining the input and output from the third level sector.

Obviously, education of surveyors does not cease on graduation, and continues through the completion of a graduate's enrolment on the Assessment of Professional Competence (APC) to achieve chartered status, as well as compulsory participation in continuing professional development (CPD) as provided by the SCSi. The well-documented property and construction crash, and resultant impact on unemployment, has triggered a decline in the numbers applying to property and construction programmes. The perceived lack of job opportunities has translated into a 60% fall from peak enrolments onto related programmes for the academic year 2013-2014. However, the norm of four years for third level education for surveyors means that as the economy recovers, the output, or supply, of qualified surveyors may not meet the growing demand for graduates within the field. Considering the extent of emigration of graduates, lower numbers coming through the third level education system, and evidence as outlined in section 4 of this report that there is an increase in market activity and consequently employment within property and construction, the question now is whether capacity exists to meet this increasing demand?

Changes within the sectors, emerging areas of expertise, internationalisation, BIM, and new regulatory and licencing requirements require that surveying graduates must be geared up in respect of the requisite skills within these areas. For building surveyors, the new Building Control (Amendment) Regulation outlined in section 4.4 requires mandatory certification by an assigned certifier including a registered building surveyor. The new regulation will undoubtedly increase the demand for building surveyors, hence the need to continue to provide the requisite relevant third level programmes.

The Property Services Regulatory Authority (PSRA) licencing requirements are such that people within the sector require a minimum level of academic qualification of level 6 on the National Framework of Qualifications (NFQ) as part of their application for a licence. The SCSi-accredited programmes thus serve this purpose

(and exceed this minimum qualification requirement), and other bodies, including the Irish Property and Facility Management Association (IPFMA) and the Institute of Professional Auctioneers and Valuers (IPAV) also provide two additional level-6 programmes relevant to the field, which may add to the supply of qualified graduates under the regulation.

5.2 Surveying Degree Programmes

The number of students currently enrolled on third-level surveying programmes has decreased in tandem with the downturn in the industry. Sentiment regarding future employment has had a negative effect, as cognisance of the cyclical nature of the industry is not necessarily borne in mind when deciding on college courses. Emphasis in the media on the high level of graduate emigration has exacerbated the situation.

The National Framework of Qualifications (NFQ)¹² is a system of ten levels and is used to describe the Irish qualifications system. Each level on the NFQ is based on a nationally agreed standard of knowledge, skill, and competence, i.e., what an individual is expected to know, understand and be able to do following successful completion of a level. The time period covered within this report broadly correlates with the duration of a level-8 (honours degree) surveying programme, thus providing an indication of the future supply of qualified graduates over the time frame. Seven Institutes of Technology (IoT) currently provide SCSi accredited undergraduate degree programmes. The Society itself also provides a BSc (Hons) Property Studies, which is awarded by DIT. Various Masters (level 9) surveying programmes are also available, both to cognate and non-cognate applicants, as well as several relevant Higher Certificate programmes (level 6 on the NFQ system). The level-6 property programmes satisfy the requirements for PSRA licencing. The current enrolment on surveying programmes for the academic year 2013-2014 is presented in **Tables 5.1, 5.2 and 5.3**. (Please note that programme titles may vary slightly, however the generic title is

listed). The tables provides a nationwide aggregate of enrolments on surveying programmes, therefore providing a detailed overview of the supply of qualified surveying graduates over the time period. It should be borne in mind that not all graduates will seek employment immediately following graduation. Many may wish to travel abroad, continue on within the education system, or indeed change career path altogether. The data, therefore, represents a maximum supply of surveying graduates over the timeframe under consideration.

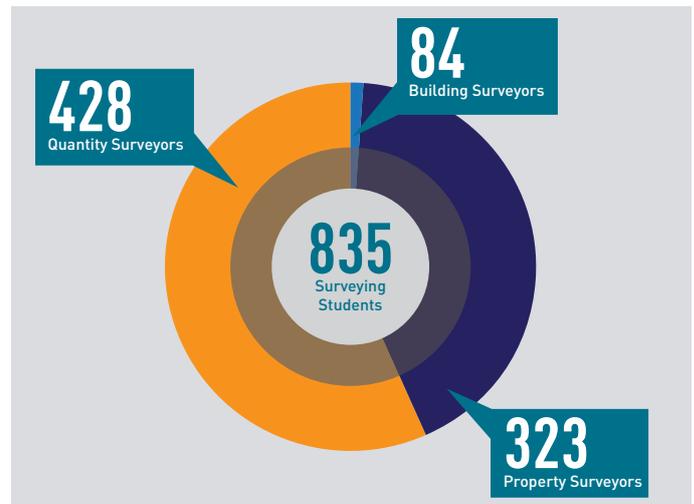


Figure 5.1: Total number of surveying graduates 2014-2018.

Table 5.1: Current enrolments on **quantity surveying** programmes nationwide.

Programme/level	Year 1	Year 2	Year 3	Year 4	TOTAL
BSc Quantity Surveying (level 7)	41	23	37	n/a	101
BSc (Hons) Quantity Surveying (level 8)	53	47	63	115	278
MSc. Quantity Surveying (level 9)	23	16	10	n/a	49
TOTAL	117	86	110	115	428

Table 5.2: Current enrolments on **building surveying** programmes nationwide.

Programme/level	Year 1	Year 2	Year 3	Year 4	TOTAL
BSc (Hons) Building Surveying (level 8)	0	13	26	45	84
TOTAL					84

Table 5.3: Current enrolments on **property surveying** programmes nationwide.

Programme/level	Year 1	Year 2	Year 3	Year 4	TOTAL
Higher Certificate Property and/or Facilities Management (Level 6)	29	43	n/a	n/a	72
BSc Auctioneering Valuation & Estate Agency (level 7)	28	19	17	n/a	64
BSc (Hons) Property Economics (level 8)	60	46	24	34	164
MSc Real Estate (Level 9)	10	8	5	n/a	23
TOTAL	127	116	46	34	323

5.3 Matching Demand and Supply of Surveyors 2014-2018

Preceding sections of the report have provided an economic context within which construction and property firms are operating. An assessment of the likely future labour demand for construction and property surveyors and the likely future supply of qualified people was outlined by examining the current enrolment

on relevant third level programmes. This section of the report seeks to identify the extent to which likely future demand for employment will be met by the supply of qualified individuals. For this purpose, the median scenario will be used as an estimate of demand in this regard.



5.3.1 Quantity Surveyors

For ease of analysis, **Table 4.3** (additional numbers of staff employed under various scenarios) and **Table 5.1** (current enrolment on quantity surveying degree programmes) are reproduced on page 29. As is evident from the tables giving the total number of graduates expected to complete QS degree programmes (at various levels), at the median scenario, a shortage of qualified QS is apparent. It is a reasonable assumption that not all graduates will necessarily seek to work in the QS profession, therefore not forming part of the available supply. While it is difficult to quantify the rate of attrition, QS graduates often continue on to pursue postgraduate qualifications, travel abroad for a period of time, or commence employment in non-surveying roles. The wide-ranging skills obtained during the undergraduate QS degree programme ensure that several options are available to

candidates upon graduation. On this basis, the shortfall or lack of supply is likely to be even more pronounced than the tables may indicate. Approximately 20% of future employment demand within respondent companies lies at the senior surveyor level. While one can assume that some of these positions might be filled by internal promotion (creating further employment opportunities at lower levels), it is probable that opportunities will exist for qualified QS professionals who may have emigrated to return to Ireland. Should this be the case, they will bring with them the international experience gained abroad, which would undoubtedly add value to any organisation.

If the economy grew at the level associated with the optimistic scenario presented to respondents, the shortage of qualified QS would be substantial.

Quantity Surveyors: Potential Employment Opportunities 2014-18. (Reproduction of Table 4.3)

Category	Optimistic	Median	Pessimistic
Director	-8	-35	-63
Associate/regional director	93	65	31
Senior surveyor	278	104	13
Junior surveyor	449	165	-9
Graduate surveyor	308	207	109
Total	1120	506	81

Current enrolments on quantity surveying programmes nationwide. (Reproduction of Table 5.1)

Programme/Level	Year 1	Year 2	Year 3	Year 4	TOTAL
BSc Quantity Surveying (level 7)	41	23	37	n/a	101
BSc (Hons) Quantity Surveying (level 8)	53	47	63	115	278
MSc. Quantity Surveying (level 9)	23	16	10	n/a	49
TOTAL	117	86	110	115	428

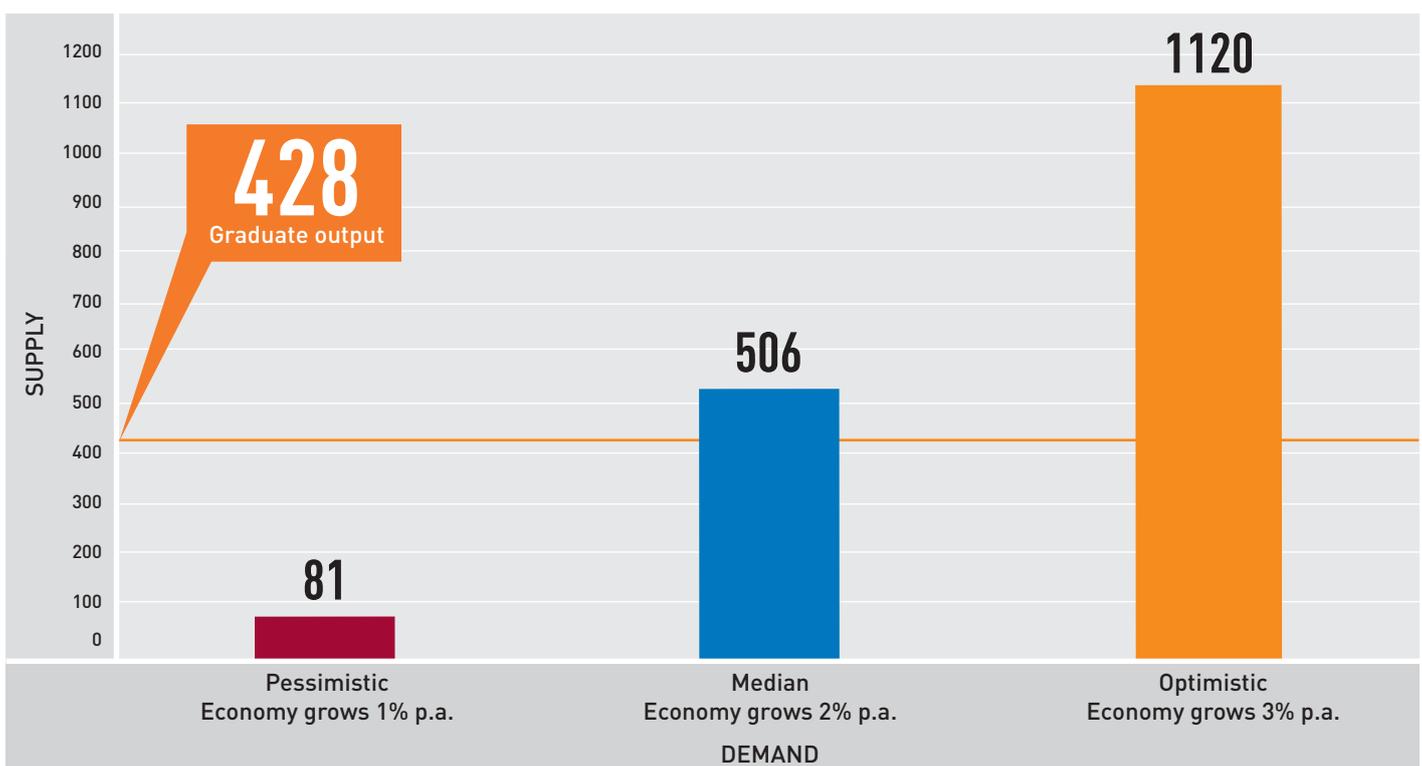


Figure 5.2: Supply and demand for Quantity Surveyors 2014-2018.

5.3.2 Building Surveyors

For ease of comparison, **Table 4.5** (additional employment created under various scenarios) and **Table 5.2** (current enrolment on building surveying programmes) are presented once again. As is evident, based on the median scenario, the demand for qualified building surveyors outweighs the supply. However, insight from interview respondents

pertaining to the new Building Control (Amendment) Regulation, supports the premise that the optimistic forecast may be more likely for the building surveying profession. Should this be the case, a significant deficit in the number of qualified building surveyors would occur.

Building Surveyors - Potential Employment Opportunities 2014-18. (Reproduction of Table 4.5)

Category	Optimistic	Median	Pessimistic
Director	0	0	0
Associate/regional director	21	0	0
Senior surveyor	61	27	-10
Junior surveyor	109	57	36
Graduate surveyor	99	45	28
Total	290	129	54

Current enrolments on building surveying programmes nationwide. (Reproduction of Table 5.2)

Programme/Level	Year 1	Year 2	Year 3	Year 4	TOTAL
BSc(Hons) Building Surveying	0	13	26	45	84
Total					84

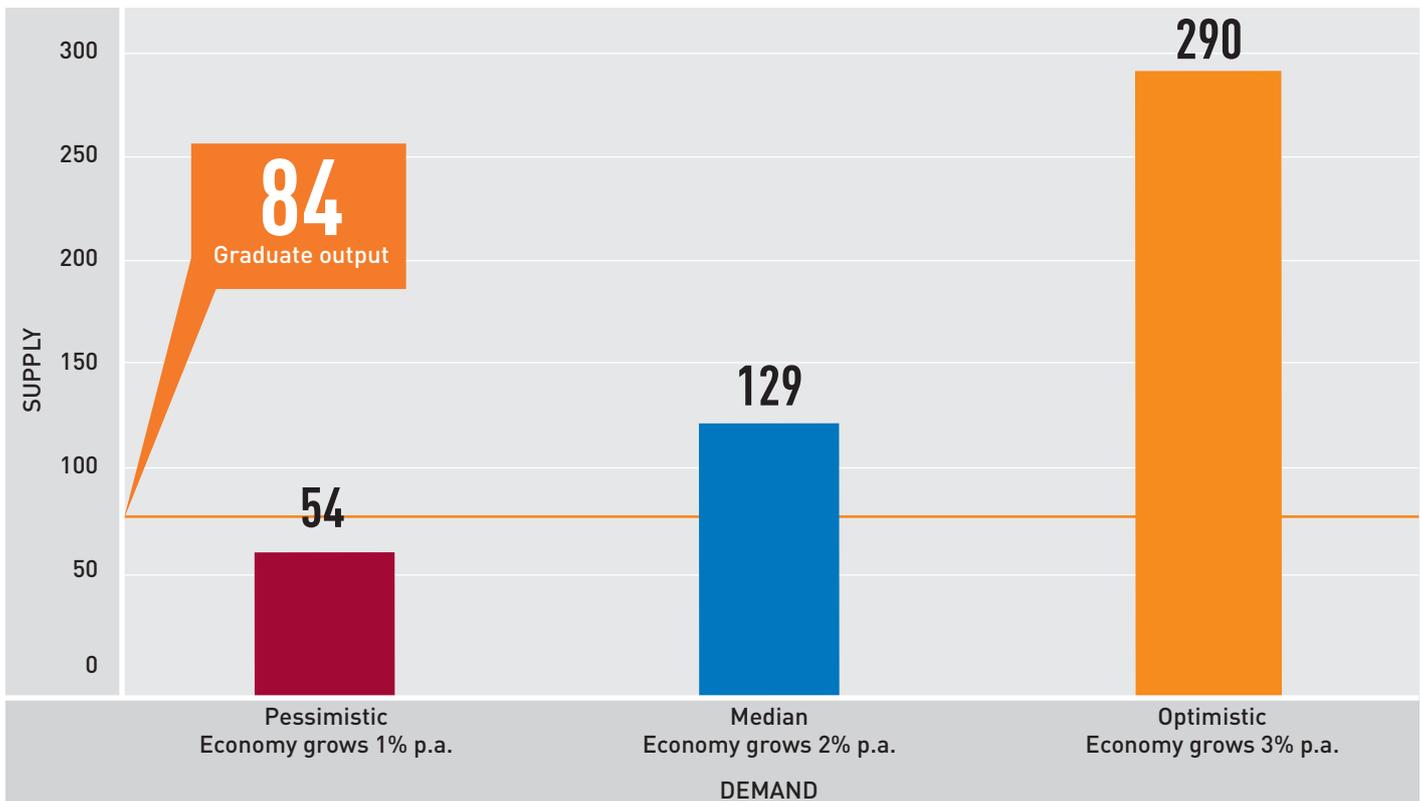


Figure 5.3: Supply and demand for Building Surveyors 2014-2018.

5.3.3 Property Surveyors

For ease of comparison, **Table 4.8** (potential employment opportunities) and **Table 5.3** (current enrolment on property programmes) are

reproduced here. As is evident from the median scenario, the demand for property surveyors is significantly higher than the expected supply.

Property Surveyors - Potential Employment Opportunities 2014-18. (Reproduction of Table 4.8)

Category	Optimistic	Median	Pessimistic
Director	147	60	28
Associate/regional director	99	53	22
Senior surveyor	193	91	26
Junior surveyor	341	178	79
Graduate surveyor	169	77	7
Total	949	459	162

Current enrolments on property surveying programmes nationwide. (Reproduction of Table 5.3)

Programme/Level	Year 1	Year 2	Year 3	Year 4	TOTAL
Higher Certificate Property and/or Facilities Management (Level 6)	29	43		n/a	72
BSc Auctioneering Valuation & Estate Agency (Level 7)	28	19	17		64
BSc(Hons) Property Economics (level 8)	60	46	24	34	164
MSc Real Estate (Level 9)	10	8	5	n/a	23
Total	127	116	46	34	323

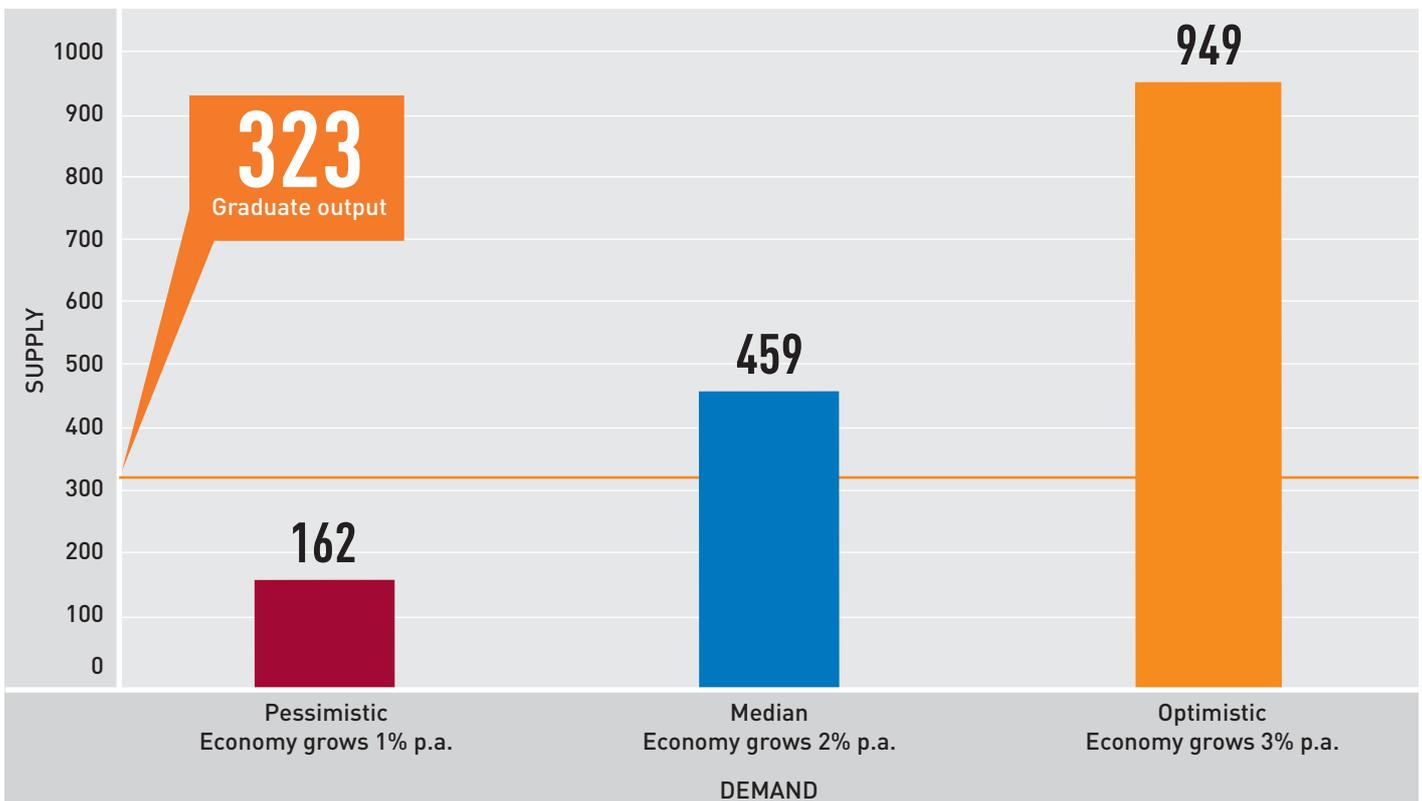


Figure 5.4: Supply and demand for Property Surveyors 2014-2018.

5.3.4 Demand exceeds supply

The research has shown that, based on the median scenario for economic growth, there will be shortages in the supply of quantity surveyors (78), building surveyors (45) and property surveyors (136). The shortages may be even more pronounced for building surveyors with the introduction of the registration system. Finally for the quantity surveyors and property surveyors, the demand estimates are based on a survey of SCSi member practices. Surveyors who are members of other professional bodies, but not members of the SCSi, were not surveyed as part of this research and the scale of demand may be underestimated as a result.

“Activity in the Irish commercial property market is extremely buoyant with great opportunities for well-educated property graduates who have a passion for property research and analytics to deliver what the market now requires.”

Enda Luddy, Managing Director, CBRE.

5.4 Applications 2014-2015

While the number currently enrolled on construction and property surveying programmes has decreased in the last number of years, early signals suggest that the number of applicants for third level places for the academic year 2014-2015 has increased. This year the Central Applications Office (CAO) has recorded the highest level of applicants (73,000) since 2010, which represents a 10,000 increase compared to 2008.¹³ The increase in applicants has in part been brought about by higher numbers of people sitting the Leaving Certificate, an increase in the number of mature students entering the system, and the fact that there is a 90% retention rate of second level students, according to the most recent Department of Education and Skills report.¹⁴

Following several years of decline, the number of applications for surveying courses has now increased compared to 2013, with some Institutes of Technology having confirmed a 40% year-on-year increase in applications to surveying programmes. Of course this is only an indicative figure, as CAO applicants have until the summer to change their mind. However, the year-on-year increase is welcomed for the third level sector.

The challenge for the education sector now is to ensure that those who have placed surveying courses on the CAO application system, keep

them there. That will involve marketing the profession and quashing what is left of the negative sentiment towards the property and construction sectors, and the misconception that there will not be any job opportunities for graduates. In this context, it was noted by interview respondents that the profession needs to be marketed, not only at a macro level by the Society, but also at a local level by third level institutions and practitioners in particular.

Many respondents from the Institutes of Technology (IoT) sector confirmed that they have increased the number of school visits undertaken by academic staff speaking to potential applicants and their parents. This has been met with some success to date.

Clearly the increase in CAO applications for surveying programmes is a significant, positive indicator. On the other hand, there may be staff shortages due to lack of spare capacity within the IoT sector. This is a wider issue and is taken up later in this report.

A further issue emanated from interviews from the IoT sector that potential exists to market surveying programmes being offered in Ireland to applicants in the UK. The accreditation of IoT programmes would act as a benchmark of quality consistent with that of RICS programmes in the UK.

5.5 Changing Dynamic in Third-Level Education Provision

5.5.1 Work placement and links with industry

There is considerable evidence to support the inclusion of work placement within third-level programmes. While foster firm schemes (where students undertake work experience for a short period of time, usually two weeks) have proven to be beneficial, both employers and academic staff interviewed for the purpose of this research have noted the importance of the inclusion of a longer period of work placement. Those programmes with a sandwich year (a whole academic year placement in industry), for example, have found it very valuable to the student in gaining practical experience. Many students gain full-time employment with the organisations within which they have been placed following the completion of their final examinations. Furthermore, the assessment of such placement and the requirement to provide progress reports, etc., is an important learning outcome in preparation for the Assessment of Professional Competence (APC is the structured practical training and experience by candidates, which when successfully completed leads to chartered status). The employers, on the other hand, gain the benefit of pilot testing potential future employees. Potential may exist to offer placement students the

opportunity to work in an international office outside of Ireland, which would appeal to a variety of students. The experience gained would clearly add value to the students' employability afterwards.

"I feel that the best education is experience in the workplace, so somehow integrating this into the college course would be prudent."

(QS respondent)

While a sandwich year may not be possible in all cases, it was suggested that at least a single semester gaining practical experience is important. For this to be successful, however, industry must work alongside the third-level sector to ensure students on placement receive a full and varied experience within the organisation.

Some building surveyors agreed that work placement is important; however a potential difficulty incorporating an extended period of work placement may arise given the dominance of small firms and resulting limitation in placing students. There is also the issue of maintaining a consistent commitment to accepting students on work placement. Firms, especially small to medium sized ones, may be willing to offer students such an opportunity in a rising market where the work placement may prove mutually beneficial, but may find it more difficult to do in a market downturn where either there is insufficient work to offer the student or where the firm is understandably focused on finding work.

5.5.2 Mature students and part-time provision

The entry of mature students is a key feature in the third-level sector, with increasing proportions of mature applications across the board. This is particularly prevalent within building surveying; however evidence suggests that the numbers involved may decline due to the emigration of tradespeople in recent years. Survey respondents highlighted an urgent need to promote the building surveying profession, as there is a widespread lack of understanding as to the role of the building surveyor. While evidence suggests that mature students are re-entering third level education for up-skilling and retraining purposes, the nature of education provision must adapt accordingly. Increasingly students, particularly part-time students, necessitate a more flexible approach to education. This is achieved in some instances through distance-learning programmes and also through block release from the workplace. Interview respondents noted the importance of offering the latter in particular, such that those

currently in employment can maintain their position while working towards a degree. Once again, this requires the support of industry in permitting staff to attend college for one day a week, for example.

"A building surveying awareness campaign throughout Ireland needs to be carried out immediately by the SCSi following the full implementation of the new Building Control Regulations on March 1, 2014."

*Noel McKenna, Head of Department of Construction and Surveying,
Dundalk Institute of Technology.*

A growing feature of many third level courses is the enrolment of overseas students. This is to be welcomed, as it enriches the educational experience, e.g., by introducing greater variety in class discussions, exposing Irish students to other cultures, and giving them a more global perspective. While the evidence isn't immediately available, anecdotally it appears that some of these students remain in Ireland and enter the profession relevant to their course of study.

Lifelong learning is hugely important within any sector, and property and construction are no different. Interview respondents noted the potential to further extend the current continuous professional development (CPD) programme to incorporate structured learning in new emerging areas within the professions.

The researchers are of the view that an opportunity exists to develop a series of 'short courses' in areas such as real estate finance, BIM, or construction project management, that accumulate ECTS credits that a candidate builds up over time and may lead to a formally recognised qualification. This has the added advantage as one interviewee remarked of "enhancing the CV".

5.5.3 Research and development

One of the recommendations from the Forfás (2013) report was: "Accelerate engagement by construction sector firms with third-level institutes and continue to promote available programmes, including innovation partnerships and vouchers to support R&D."

The extent to which take-up on R&D has occurred is difficult to quantify. The researchers recommend that funding paths be established and advertised to encourage and facilitate applied construction and property research in aspects of the business relevant to practitioners as well as academia.

5.6 Challenges Remain for the Third-Level Sector

While all early indications for surveying programmes in the coming academic year are positive, there are some residual challenges remaining for the third level sector.

5.6.1 Employment Control Framework (ECF)

The ECF has given rise to significant challenges to the IoTs in the provision of third level education in surveying, with numbers determining viability of programmes and the focus on creating efficiencies within the system. In some cases, lower student numbers have resulted in fewer specialist modules being available, as classes are combined with other disciplines. This is distinctly different from the hugely beneficial multidisciplinary projects that are currently being undertaken across the country.

“In an era of staffing and budget reductions in higher education, it is increasingly difficult to support programmes with smaller than optimum student cohorts.”

Maria Kyne, Head of Faculty, Faculty of Applied Science, Engineering and Technology, Limerick Institute of Technology.

Barriers to recruitment of academic staff within IoTs continue to put a strain on the Institutes, in particular, in the delivery of newer skills required of the surveying profession and indeed with the likelihood of increasing student numbers. There is a need for joined-up thinking between IoTs, industry and the SCSi to tackle this considerable challenge. The researchers believe that scope exists for the three stakeholders to deliver, fund and promote mechanisms by which perceived shortfalls may be addressed.

5.6.2 Provision of advanced/basic knowledge

Over 75% of industry respondents to the survey confirmed that third-level institutions should provide advanced knowledge/expertise, while 42% noted that the primary responsibility for the provision of skills did not lie with the employer. Respondents were evenly split when it came to provision of the requisite skills through CPD.

An issue that emerged from the research is the interface between *education* (as provided by the IoTs) and *training* (which is the preserve of the member companies and the SCSi). Clearly there is a spectrum with pure theoretical education at one end, and practice at the other end. How far along the spectrum should each side travel and where is the appropriate meeting

place? This cannot be answered in an overall sense and may be specific to each skill and area of expertise. The issue is addressed in the conclusions and recommendations.

5.7 Conclusion

The key issues in relation to supply of surveying graduates are:

- based on the median scenario of economic growth an overall shortfall of almost 260 surveying graduates is likely to arise (78 Quantity Surveyors, 45 Building Surveyors and 136 Property Surveyors);
- the IoTs are facing significant funding challenges and it is essential that programmes are not discontinued, as this may have long-term consequences for the industry;
- there are positive signs of increasing student numbers, but staff restrictions are in place;
- work placement is not universal across the sector and a policy discussion should take place around this;
- there may be a need for enhanced and more flexible learning processes, for example, part-time and/or distance learning;
- there is a growing cohort of mature and overseas students, which reinforces the need for flexible learning;
- efficient and mutually beneficial links between third level, industry, and SCSi need to be nurtured;
- the building surveying profession should be specifically marketed and possibly offered in another IoT; and,
- the regulatory requirements for those working in the construction and property sectors provide both an opportunity and a challenge to the IoTs to provide courses geared specifically to these segments of the market.

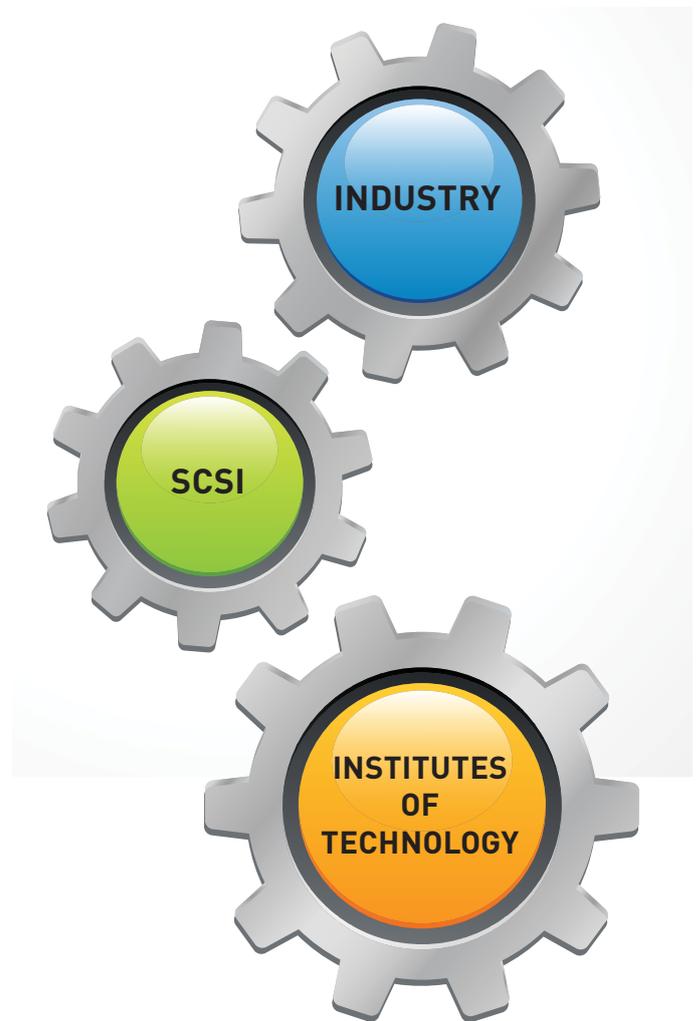
6. SKILLS AND FUTURE SKILLS NEEDS

6.1 Introduction

As mentioned in previous sections of the report, many similarities exist in the requisite skills between surveying professions. However a number of core technical competencies are specific to property and construction surveyors. Surveying graduates from SCSI-accredited programmes have the added benefit of gaining an internationally recognised professional qualification, which opens up opportunities globally. This section of the report provides an analysis of the current skills level of surveying professionals (particularly graduates) and identifies emerging areas of expertise required based on insight from industry. The work of a surveyor is varied and wide-ranging. Respondents to this survey not only included practitioners within property and construction firms, but also from retail, banking, asset management, project management, semi-state bodies and other non-surveying organisations. The diversity of the opportunities available to a chartered surveyor ensures that graduates from surveying programmes have a number of options available to them. It is generally accepted that all surveyors, regardless of specialisation, require additional skills, including communication, presentation, IT, numeracy, and also a broader knowledge in areas such as finance, health and safety and sustainability. The knowledge intensity required of any profession necessitates ongoing and continuous updating of skills and expertise, and surveying is no different, particularly in the context of a changing regulatory environment. With this in mind, the analysis outlines a challenging discourse regarding the role of IoTs, industry, and the SCSI in the provision of education and training to the profession.

“Constant collaboration between industry, SCSI and third level institutes is essential to ensure the skill levels of the graduates fits the requirements of the real world. Partnership and a close working relationship are essential.”

*Kevin Hollingsworth,
Chair SCSI Building Surveying Professional Group.*



6.2 Quantity Surveying and Building Surveying

Historically, the construction industry has been accused of being slow to evolve. However, a multitude of factors currently affecting the sector is forcing change to ensure survival. The simultaneous impact of regulatory change, technological advances, demanding clients, changing demographics and the climate change agenda are demanding greater flexibility of firms within the sector. Many common technical skills are required of a quantity or building surveyor; therefore for the purposes of this analysis, they are analysed together. Evidence from this research confirms that QS and building surveying graduates are proficient in core technical components required, including: cost estimating, measurement, construction technology, contract administration, and, in the case of

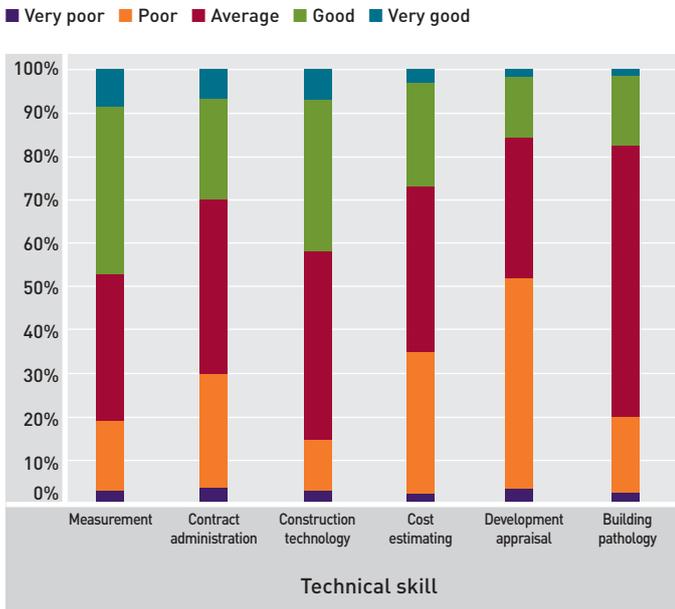


Figure 6.1: Construction graduate proficiency in core technical skills.

building surveying, building pathology, construction technology, and inspection. The degree to which survey respondents agreed with the proficiency in technical competencies is detailed in

Figure 6.1.

This demonstrates that quantity and building surveyors are adequately prepared in the core skills required of their profession. A notable number of respondents believe that third-level institutions have primary responsibility to ensure that graduates have an advanced knowledge within these areas, and those of that opinion assert that employers do not have a significant responsibility in this regard. Altogether, 42% of QS and building surveying respondents disagreed with the suggestion that primary responsibility should lie with employers in the provision of requisite skills.

On the other hand, a similar proportion of respondents are of the view that third level institutions should provide a comprehensive basic, but broad, level of knowledge, and that employers must foster this knowledge through on-the-job training, coupled with progression towards APC.

Interview respondents in particular reinforced this view by commenting that until a graduate has gained practical experience, they could not possibly have an advanced knowledge within the discipline. Once again, this reinforces the case for the incorporation of work placement within the third-level curriculum.

The technical skills represent only one part of the equation. The other lies with non-technical skills (see Figure 6.2), which are crucial within the professions, with key stakeholders identifying communication skills, report writing skills, and the ability of graduates to work in teams forming a fundamental requirement for potential employees. The general consensus from both phases of research is that graduates have a high degree of

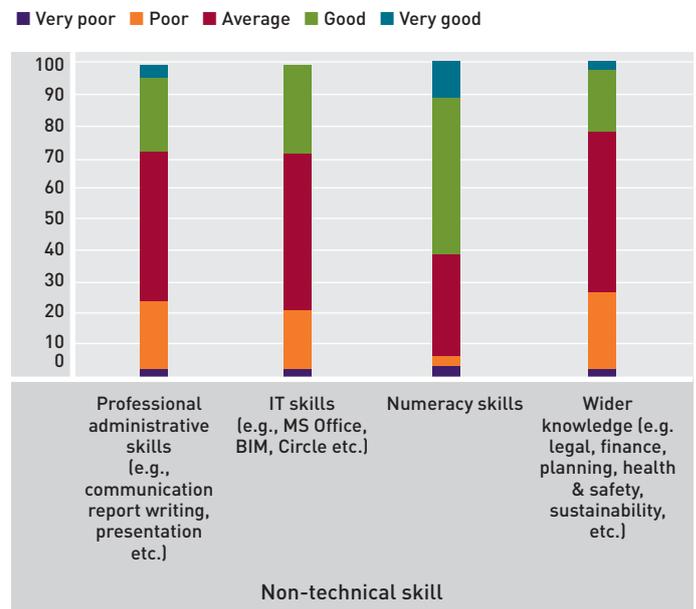


Figure 6.2: Construction graduate proficiency in non-technical skills.

proficiency in IT and numeracy. It was noted, however, that improvements need to be made in the communication skills of graduates. Report writing skills in particular were highlighted by several respondents as being a weakness, which must be addressed at third level. The importance of such transferrable skills is more pronounced considering the wide variety of organisation type (from private practice, retail, banking, and management consultancy) a quantity or building surveyor may be employed within. Interview respondents highlighted the need to expose students to working in teams and, where possible, multidisciplinary teams, in order that the complexities of an integrated project team of construction professionals are better understood. Several IoTs currently incorporate multidisciplinary projects within programmes, and with the imminent incorporation of BIM on to programme syllabi, it is expected to become more prevalent. As noted in the previous section, it is widely believed that undergraduate students should undergo a period of work placement as part of their degree. The mutual benefit to students and potential employers was noted across the board. While this is happening in a number of IoTs, practitioners believe that it should be more widespread. For this to be successfully integrated at undergraduate level, the ongoing participation of industry in ensuring that the candidate receives a full, varied, and relevant work experience is vital. The profession is evolving; driven by market, industry, international, and technological trends. Emerging areas of expertise lie within sustainable and 'green' technologies, as well as with technology, most notably BIM. There is consensus regarding the potential benefits arising from the use of BIM on a construction project. However many interview respondents warned that unless the core technical expertise (in areas such as measurement) are at a sufficiently high level the full benefit

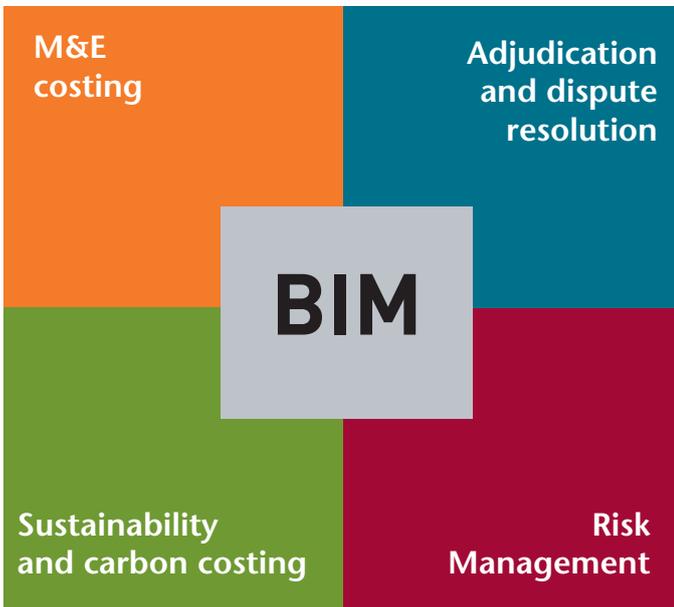


Figure 6.3: Emerging skill requirements for Construction Surveyors.

may not be realised.

One of the recommendations emanating from the Forfás (2013) report on construction was the necessity to integrate international business and sales into all construction undergraduate courses, which is increasingly being incorporated at third level. In addition, for more experienced staff, the issue, as raised by Forfás (2013), pertaining to management capability must also be addressed.

6.3 Property Surveying

Although the skills of a property surveyor evolve over time, there are a number of core technical skills that are required as a minimum, as set out in Figure 6.4.

There was some inconsistency in the views of firms as expressed in the survey and those expressed in interviews in relation to the skillset of graduates. Property valuations received a clean bill of health with an ‘average to good’ rating in the survey, whereas a number of interviewees saw it as a weakness in the graduate toolkit. Again this may reflect a size and/or sector bias in the interviews and the variance in complexity of valuations within particular sectors. A similar, though less pronounced, finding emerges in relation to development appraisal.

Property graduates were generally regarded by survey respondents as ‘average to good’ in the range of wider administrative and business skills such as numeracy, communication, report-writing and general knowledge of the wider issues related to the business. IT skills are a little more highly regarded. Again the interviewees were, on balance, somewhat less positive in their assessment of graduate skills. The industry is overwhelmingly of the

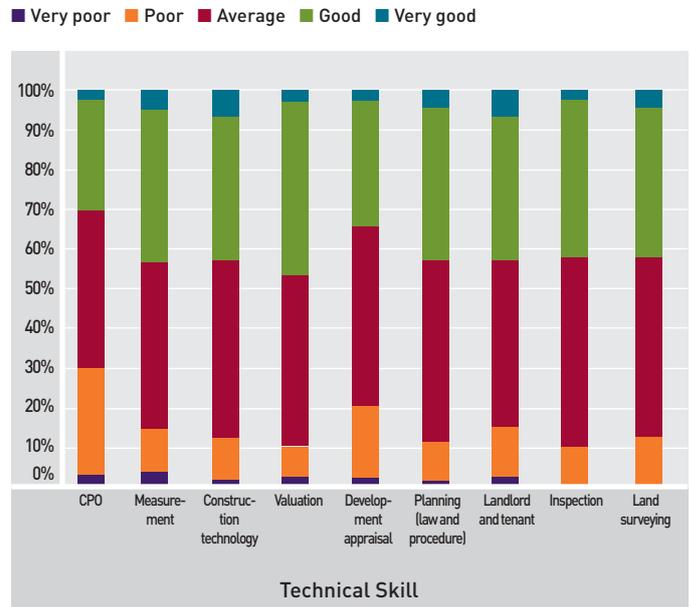


Figure 6.4: Property graduate proficiency in core technical skills.

view (80% of respondents) that primary responsibility for the provision of expert knowledge in future skills lies with the education sector, with a sizeable minority (38%) also believing that the SCSi should play a strong role. This is a key area of policy and is discussed in greater detail in the conclusion and recommendations section.

The research threw up a divergence of opinion in relation to the type of graduate that companies expect, i.e., the final product that emerges from the educational sector and presents themselves to the industry.

One view was that companies want graduates to have all the key skills (technical and otherwise) and be ready to “hit the ground running”. The other view was that the appropriate contribution from the educational



Figure 6.5: Property graduate proficiency in non-technical skills.

sector was that it should produce the “rounded individual” with an understanding of the wider picture - e.g., economy, planning, law - and not just the technical elements of those disciplines that are required in surveying. For some, the ‘ideal’ graduate is seen as someone who is proficient in all the key areas, but who also has an appreciation of the contribution that the surveyor can make to a client and the expertise that the surveyor can bring to a specific business situation. In addition, the importance of graduates having an understanding of the wider world is increasingly important, particularly in the context of the location of overseas companies in Ireland.

“With the ever increasing number of international companies seeking office accommodation in Ireland, it is very important for graduates working in this sector to have an awareness of global business. They need to be able to recognise brands and understand that, while a business might be small or non-existent in Ireland, it could be a global leader in its sector, with thousands of employees in multiple countries.”

Aoife Brennan, Director, Research Division, Lisney.

A related area that arose in the research was that of how the educational sector should react to the emerging areas that surveyors are being drawn into and the increasing linkage with other professionals. One comment summed up the narrowing of the lines of demarcation between professions: “I’m not sure anymore if I am an estate agent or an accountant.”

An important issue for the property education sector in attempting to embrace the link between professions is not to lose sight of the unique contribution that surveyors offer to other professions.

Emerging areas/skills expected to be increasingly important in the property surveying profession are shown in **Figure 6.6**. A number of these relate specifically to the current challenges around distressed assets, insolvency,



Figure 6.6: Emerging skills requirements for Property Surveyors.

and arrears in debt repayment. It is unclear whether these skills will be required in the long-term, i.e., after the current problems in the banking and property sectors are resolved, or just for the duration of the work-out of these issues. There was a strong sense from the interviews that one skill that will be required long-term is a greater appreciation of finance and funding.

“It is important that surveyors have an understanding of the role of the banking and accounting professions and the interconnectivity of a wide range of disciplines that impact on property. Education should equip surveyors to understand and relate to these professions, without losing emphasis on the core property skills and expertise. It is these core skills that provide a surveyor with the capacity to add value to the other professions in delivering an understanding and unique perspective on property which otherwise would not be available to them.”

Sean McCormack

Head of Real Estate Advisory Group, Bank of Ireland.

6.4 Conclusion

Every profession has a core set of technical skills required of it, e.g., legal, accounting and surveying. While the IoT sector has a vital role to play in the provision of the requisite skillset, industry and the SCSi must work together with the IoT sector to ensure that surveyors – both graduate and experienced - have the essential and emerging skills required of the profession.

While structured CPD is an obvious mechanism by which this may be delivered, there remains a huge opportunity for the third-level sector, in partnership with professional bodies, to develop and deliver accredited construction and property postgraduate programmes within specialised fields including: construction project management; M&E costing; adjudication; asset management; real estate finance; and, facilities management. However, issues pertaining to employment restrictions and capacity constraints within the third level sector (outlined previously) must be addressed in order for the successful implementation of recommendations arising from the Forfás strategic plan. Given the current circumstances, funding pathways between industry, third-level institutes and the SCSi should be explored in order to facilitate and encourage specialised training for third-level education providers to ensure graduates are sufficiently versed in emerging areas of expertise.

7. SALARY SURVEY

7.1 Introduction

Any attempt to ascertain salary levels is difficult. The nature, location, and type of work being undertaken are such that it is difficult to generalise. In addition, salaries will of course vary, depending on the level of the organisation and length of service.

Until now, little empirical evidence of salary within the surveying profession was available.

This research sought to identify varying salaries across three levels of surveyors. It should be noted however, that anecdotal evidence suggests that salary levels across the surveying profession have been forced downward and that it is possible that the salaries confirmed in this research represent the minimum level.

A summary of salary across the three categories is provided in **Figures 7.1, 7.2, and 7.3**: The differences in salary between professional groups was insignificant, therefore the figures represent the norm for surveying professionals as a whole. One notable exception lies in the commission that may be earned by some estate agents in addition to their basic salary. Furthermore, differences may be encountered in terms of additional benefits or allowances that may be provided in some organisations.

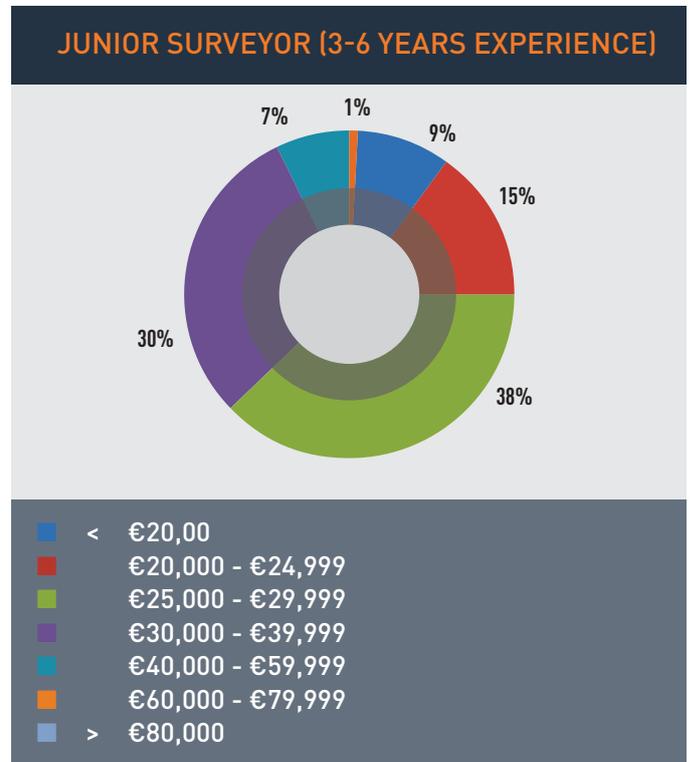


Figure 7.2: Current salary levels: Junior surveyor.

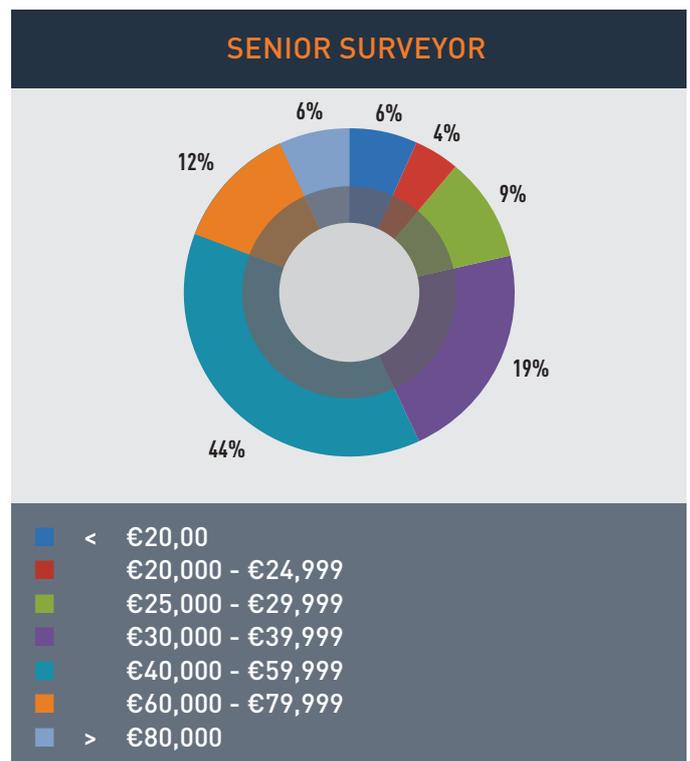


Figure 7.3: Current salary levels: Senior surveyor.

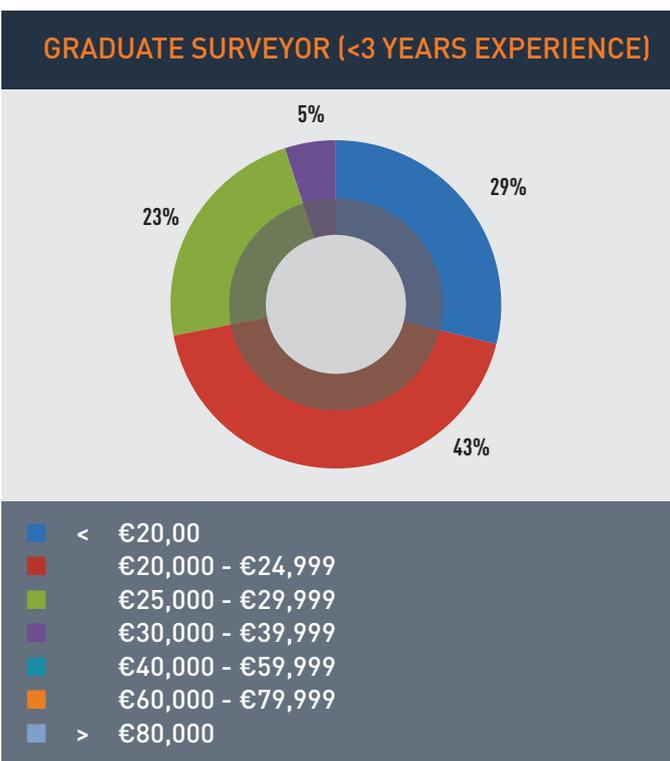


Figure 7.1: Current salary levels: Graduate surveyor.

7.2 Regional Comparison

There is a slight divergence between salaries in the Dublin region *vis-à-vis* the rest of the country for graduate and senior surveyors. Proportionately more senior surveyors are within the higher salary bands provided in Dublin than the rest of the country (for both €40,000+ and €60,000+ categories). Junior surveyors fare better within the Dublin region, with the largest proportion (41%) falling within the €30,000-€39,999 band, compared to the greatest proportion (44%) in the €25,000-€29,999 band outside Dublin. The largest proportion of graduate surveyors (40%) are within the €20,000-€24,999 band. A significant number (30%) of graduates based in Dublin are earning between €25,000 and €30,000, whereas only 20% of graduates based outside Dublin are on salaries within this band.

7.3 Salary Changes

Respondents were asked whether the salaries outlined in the previous figures represented a change in the preceding 12 months. The overall response is provided in **Figure 7.4**. Respondents noted that the salary was unlikely to change significantly in the next 12 months for lower levels of staff, but nearly 50% confirmed that senior surveyor salaries were likely to increase. Once again, this correlates with stakeholder interviews, wherein it was noted that in order to attract senior surveyors (particularly from

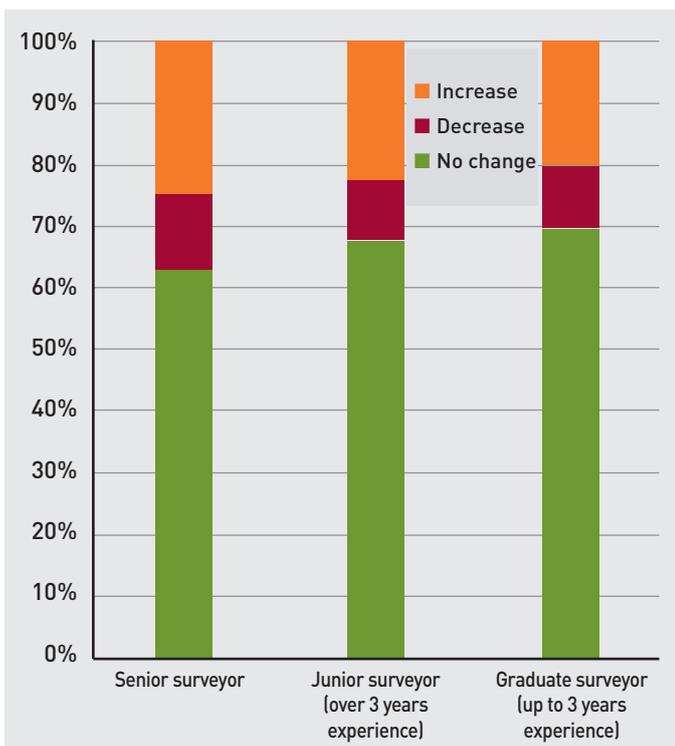


Figure 7.4: Salary change between 2012-2013.

abroad), salaries may have to be more competitive. Furthermore, it is also likely that if a shortage of surveying staff is experienced, this will put upward pressure on salary levels, as labour market dynamics take hold. Surveyors working in organisations outside of property and construction sectors tended to have a marginally higher salary. A larger proportion of senior surveyors working outside of the property or construction industry earned in excess of €80,000 (19%), junior surveyors in excess of €30,000 (72%), and graduates in excess of €25,000 (62%). During an interview with a senior HR manager in a leading management consultancy organisation, it became apparent that the specialist knowledge of the surveyors employed by the company (both QS and property) was the driving force behind the selection. Opportunities within that organisation arose primarily for experienced surveying staff, offering career advancement within a large organisation.

7.4 Conclusion

Evidence from the survey indicates the average salary for each level of surveyor within both surveying and non-surveying organisations. The salary level across each surveying profession is broadly similar, with the only notable difference occurring with non-surveying firms offering a marginally higher salary. Few geographical divergences were noted. It is reasonable to assume that if the median or optimistic scenarios presented in previous sections occurs, shortages across all surveying professions will arise, putting upward pressure on salaries as labour market dynamics adjust accordingly.

8 CONCLUSIONS AND RECOMMENDATIONS

Table 8.1: Expected demand for surveying staff 2014-2018 under different economic growth scenarios.

Area of profession	Pessimistic	Median	Optimistic
Quantity surveyor	81	506	1120
Building surveyor	54	129	290
Property surveyor	162	459	949
Total	297	1094	2359

8.1 Conclusions

Employment

Considerable change has occurred within surveying professions, and the number of people employed has clearly decreased since 2007. However, the future appears bright, even at modest growth levels, and demand is expected to be strong for qualified surveyors with varying levels of experience in the medium term, as evidenced by the research. Almost 1,100 employment opportunities across the professions are expected to arise over the next four years under the median forecast.

A nationwide profession

The regional spread of responses to the questionnaire indicates that the broad property and construction industries offer employment opportunities, not just in the large cities, but in many provincial towns, and are less Dublin-centric than some other forms of professional employment. It may therefore be attractive as a career choice for school-leavers, who ultimately intend to work in their home area.

An international qualification

Surveying graduates with accredited SCSi awards have the benefit of having an internationally recognised qualification through the RICS. This provides an opportunity for graduates to practice, not only in Ireland, but also internationally.

Opportunities for self-employment

The high number of small companies including many single-person companies, evidenced by the survey response, suggests that the profession of surveyor may be attractive to those who may wish in the future, to establish an independent practice, along with the opportunity, if desired, of working in a more corporate environment.

Skills requirements

Respondents highlighted the importance of transferable skills, specifically communication and report writing, across the board. Future skills requirements were identified in the areas of: BIM; M&E costing; carbon costing; adjudication; risk management; construction project management; asset management; and, real estate finance.

Meeting future skills requirements

A view strongly expressed in both the survey and interviews, was that having work placement as an integral part of undergraduate courses would enhance the skillset and, as a consequence, the employability of graduates. There is a strong case to be made for the inclusion of multi-disciplinary projects in undergraduate courses. The insight gained from working in an integrated project team would provide a realistic learning environment and equip graduates with important transferable skills. Scope exists for the further strengthening of the structured CPD programme of events currently offered by the SCSi to potentially provide short courses with formal ECTS credits attached to them, that, over time, would accumulate towards attainment of a postgraduate award.

Interface between the stakeholders

Scope exists for considerably greater collaboration to be fostered between the key stakeholders, third level institutes, industry and SCSi. This forms part of a recommendation to follow.

Promotion of surveying as a profession

Improvements in the marketing of the profession by SCSi were clearly apparent. Ongoing marketing of the surveying profession is required at local as well as national level through better cooperation between the SCSi, the IoTs and industry. This is particularly pronounced with the building surveying profession, especially in light of new regulations.

8.2 Recommendations

Undertake more strategic level research on construction and property sectors

Empirical research pertaining to construction and property sectors should be undertaken at a strategic level involving various stakeholders including: membership bodies, third level institutes, practitioners and government agencies. The importance of the sectors to the economy is undisputed, yet empirical research is sporadic and piecemeal. The researchers recommend a working group be established, including representatives from the aforementioned groups, with the objective of developing a thorough and applied research strategy programme for the construction and property sectors. A successful outcome to this recommendation would require adequate funding.

Market all surveying professions

The SCSi should continue their considerable efforts in marketing all surveying professions, which should be supported by the IoTs and industry.

Strengthen partnerships between stakeholders

The annual forum that now takes place, comprising representatives of the IoTs, industry and the SCSi, should be given added impetus to continuously monitor the relevance of educational programmes in the context of industry needs. Its remit could be widened to embrace the totality of the relationship between industry and the IoTs other than curriculum content and might include: work placement, guest lectures, teaching methodologies, sponsorship of student projects/dissertations, etc.

Integrate work placements

The IoTs should give immediate consideration to making work placement/sandwich employment period integral to each course. The industry would support the IoTs in providing consistent and high quality work placement opportunities for students. This requires the support of industry with clear processes put in place to ensure learning outcomes are met (linked to APC pathways, for example).

Maintain relevant third-level programmes

All stakeholders should work to ensure that relevant third-level programmes, that may currently have low enrolments, are maintained. Any discontinuation of such programmes would be detrimental, given the highlighted future shortage within surveying professions identified within this report.

Provide guest lectures

Recognising the growing budgetary and resource constraints faced by the IoTs, the industry, through the SCSi, should provide a panel of experts, particularly in new and emerging areas, to provide guest lectures to surveying students. This could attract CPD credit for lectures given.

Enhance multidisciplinary education

Reflecting the growing crossover between different aspects of the surveying profession with other professions, the IoTs should consider enhancing the multidisciplinary nature of coursework undertaken by students. In the first instance, this might involve different types of surveyor, but could also include greater integration with architects, engineers, finance students, etc. Notwithstanding the benefits and desirability of multidisciplinary projects, it is important that surveyors retain the unique role they play in business solutions and continue to distinguish this from the role of other professions.

Allow credits for CPD

In order to encourage participation in CPD activities, the SCSi and IoTs should identify and develop relevant CPD courses as short, academically-validated courses. These courses could attract, for example, five ECTS credits, which could be accumulated over time and ultimately be recognised for an award of post-graduate diploma. They could be hosted by different IoTs relevant to their speciality and offered through distance learning, to ensure nationwide accessibility. The awarding institute would not necessarily provide all the courses that would make up the requisite credits for a diploma.

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Dr Róisín Murphy has been a lecturer in the School of Surveying and Construction Management in DIT since 2000. Having completed her primary degree in Economics and History from UCD, Róisín holds Masters' Degrees from both the UCD Michael Smurfit Graduate Business School and Heriot Watt University.

She completed a Doctor of Business Administration (DBA) from Heriot Watt University with doctoral research undertaken entitled "*Strategic Planning in Irish Quantity Surveying Practices*" in 2011. A portion of the research was part-funded by the SCSi through the provision of a research grant for a widespread survey of QS practices. Several peer-review publications stemmed from the research, which has also been presented at conferences within Europe and the USA.

Róisín lectures in areas related to construction economics, strategic management, professional practices management, and ethics at all levels of the NFQ framework. Research interests mirror these subject areas, in particular, strategic management and planning in professional service firms. She has supervised numerous undergraduate and postgraduate theses and is currently the lead supervisor for a number of PhD candidates.

Mr Stephen Walsh

Stephen Walsh is a lecturer in the School of Surveying and Construction Management, DIT, with 25 years' experience, mainly in the area of investment analysis, quantitative analysis, and real estate finance. He also teaches in the final year and supervises student dissertations on the B.Sc. in Property Studies, run by the SCSi in conjunction with DIT. He is also an external examiner on a number of modules on professional courses, including property related modules for the Institute of Bankers in Ireland. He holds a double honours degree in Economics and Mathematical Economics and Statistics, from Trinity College Dublin, and also holds a Master's degree in Economics from University College, Dublin.

Stephen has over 25 years' experience as an economic consultant. He has undertaken a wide range of consultancy assignments for public and private sector bodies in areas such as foreign direct investment in Ireland, economic and monetary union, regional and local (urban and rural) development, and the evaluation of EU programmes. He has also undertaken a number of consultancy projects in the property sector. He previously worked as an economist with the Industrial Development Authority, where he managed the policy formulation and analysis unit.

APPENDICES

Appendix 1 Third-Level Programmes

Cork Institute of Technology

BSc in Quantity Surveying (level 7)
BSc (Hons) in Quantity Surveying (level 8)

Dublin Institute of Technology

Higher Certificate Property and Facilities Management (level 6)
Higher Certificate Property Studies (level 6)
BSc Auctioneering, Valuation and Estate Agency (level 7)
BSc (Hons) Surveying (Property Economics) (level 8)
BSc (Hons) Property Studies (level 8)
BSc (Hons) Quantity Surveying and
Construction Economics (level 8)
BSc (Hons) Geomatics (level 8)
BSc (Hons) Spatial Planning (level 8)
MSc Quantity Surveying (level 9)
MSc Real Estate (level 9)
MSc Planning and Development (level 9)
MSc Spatial Planning (level 9)
MSc Spatial Information Management (level 9)

Dundalk Institute of Technology

BSc (Hons) Building Surveying (level 8)

Galway-Mayo Institute of Technology

BSc Construction Economics and Quantity Surveying (level 7)
BSc (Hons) Construction Economics and
Quantity Surveying (level 8)

Institute of Technology Sligo

BSc Quantity Surveying (level 7)
BSc (Hons) Quantity Surveying (level 8)

Letterkenny Institute of Technology

BSc in Quantity Surveying (level 7)

Limerick Institute of Technology

Higher Certificate Property Valuation and
Management (level 6)
BSc (Hons) Property Valuation and Management (level 8)
BSc (Hons) Quantity Surveying (level 8)
MSc Quantity Surveying

Waterford Institute of Technology

BSc (Hons) Quantity Surveying (level 8)

Appendix 2 Surveying Disciplines

Chartered surveyors are highly trained and experienced professionals, who are typically employed throughout the construction, property, and land sectors and will usually specialise in one of the following areas.

Construction

Quantity surveyor – advises on the costs of developing all types of buildings and infrastructure;

Building surveyor – carries out building surveys and provides management and design consultancy services; and,

Project management surveyor – manages complex building and infrastructural projects.

Property

Residential agency surveyor – provides professional expertise in the valuation, management, letting, and sale of residential property;

Commercial agency surveyor – provides professional expertise in the valuation, management, letting, and sale of commercial property;

Valuation surveyor – provides professional expertise in valuations, acquisitions, disposals, investments, and rent reviews for all types of property;

Property and facilities management surveyor – provides professional management services for residential and commercial multi-unit developments and facilities; and,

Arts and Antiques Surveyor – provides professional expertise in the valuation and sale of arts and antiques.

Land

Planning and development surveyor – manages the proposals to develop new, or refurbish existing, buildings;

Geomatics surveyor – maps the built and natural environment to provide accurate spatial data, which facilitates planning, development, and conservation;

Minerals surveyor – provides expertise in the full-life cycle of mineral development; and,

Rural surveyor – values, manages, and sells agricultural land including forestry.

Appendix 3

Footnotes

1. Eligibility for registration in the quantity surveyor register is set out in *Part 4 section 29 (2) (a) to (l)* of the Building Control Act 2007. Eligibility for registration in the building surveyor register is set out in *Part 5 section 43 (2) (a) to (k)* of the Building Control Act 2007.
2. Property Services Regulatory Authority www.psr.ie.
3. The National Framework of Qualifications (NFQ) is a framework devised by the National Qualifications Authority as a mechanism by which to compare qualifications. See more at: www.nfq.ie.
4. Medium Term Economic Forecast, Economic and Social Research Institute 2013.
5. Forfás (2013) Ireland's Construction Sector: Outlook and Strategic Plan to 2015.
6. CSO Labour Force Annual Average.
7. CSO (2013) Population and migration estimates, April 2013.
8. Ulster Bank PMI is a seasonally-adjusted index to track changes in construction activity. Index readings above 50 reflect an increase in activity, compared to the month prior, and a reading below represents a decrease.
9. KBC Ireland/ESRI Consumer Sentiment Index, January 2014.
10. Productive infrastructure includes capital expenditure on roads, railways, airports, and seaports.
11. Social infrastructure includes capital expenditure on schools, hospitals, Garda stations, etc.
12. National Framework of Qualifications www.nfq.ie
13. CAO (2014) normal application deadline press release.
14. DES(2014) Report on Retention Rates of Pupils in Second Level Schools.

For further information, please contact
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Dating back to 1895, the Society of Chartered Surveyors Ireland is the independent professional body for Chartered Surveyors working and practising in Ireland.

Working in **partnership with RICS**, the pre-eminent Chartered professional body for the **construction, land** and **property** sectors around the world, the Society and RICS act in the public interest: setting and maintaining the **highest standards of competence and integrity** among the profession; and providing **impartial, authoritative** advice on key issues for business, society and governments worldwide.

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Members of the profession are typically employed in the construction, land and property markets through private practice, in central and local government, in state agencies, in academic institutions, in business organisations and in non-governmental organisations.

Members' services are diverse and can include offering strategic advice on the economics, valuation, law, technology, finance and management in all aspects of the construction, land and property industry.

All aspects of the profession, from **education** through to **qualification** and the continuing **maintenance of the highest professional standards** are **regulated** and overseen through the partnership of the Society of Chartered Surveyors Ireland and RICS, in the public interest.

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