



Support for Technical Report Route candidates for ICE membership

**A project supported by Progress South Central, the Lifelong Learning Network
for Berkshire, Buckinghamshire, Oxfordshire and Surrey and led by the
Institution of Civil Engineers**

Final Report

31st March 2009

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Final Report

1 Introduction

This document describes a project undertaken by the Institution of Civil Engineers (ICE) between May 2008 and March 2009 directed towards Progress South Central's aim of supporting the progression of vocational students into and through higher education.

The Institution's technical report route (TRR) to ICE professionally qualified membership enables successful candidates to demonstrate they have the same capabilities as those who have taken more traditional academic qualifications at bachelors and masters degree levels.

The project allowed ICE to promote this route to professionally qualified membership to a number of companies and candidates in Progress South Central's area of responsibility and to explore the barriers to progression via this route.

1 Key Organisations

1.1 Overview

This section provides a brief overview of the project sponsor, Progress South Central, and the two relevant qualification authorities for this project, the Institution of Civil Engineers and the Engineering Council UK.

1.2 Progress South Central

Progress South Central¹ is the Lifelong Learning Network for Berkshire, Buckinghamshire, Oxfordshire and Surrey. It a partnership of universities and colleges working to develop and support progression for vocational students into and through higher education. Its core partners are the University of Reading, Buckinghamshire New University, the University of Surrey and Oxford Brookes University and their partner colleges.

¹ www.progresssouthcentral.org.uk

Their work is focused on the following employment sectors:

- Construction
- Land based Industries
- Health and Social Care
- Creative Industries

1.3 Institution of Civil Engineers (ICE)

ICE² is a global membership organisation that promotes and advances civil engineering around the world. Its purpose is to qualify professionals engaged in civil engineering, exchange knowledge and best practice, and promote their contribution to society.

ICE has over 83,000 members worldwide in 67 different countries³ who help to create the structures and systems that sustain society. They are responsible for designing, building, maintaining and improving bridges, roads, canals, docks, office buildings, hospitals, schools, airports, power stations, railways, flood defences, water-treatment facilities everywhere.

People applying to become professionally qualified civil engineers must have a good understanding of basic engineering principles and the construction process and show that they are competent. A peer review tests whether they have the full range of skills necessary to qualify as a member. Membership is recognised as an international standard of quality and allows a professional civil engineer to practise in most countries of the world.

1.4 The Engineering Council UK

The Engineering Council UK (ECUK⁴) is an organisation set up by Royal Charter to regulate the engineering profession in the UK. It achieves this by working through 36 engineering institutions, including ICE, who are licensed to put suitably qualified members on the ECUK's Register of Engineers. The Register has three sections: Chartered Engineer, Incorporated Engineer and Engineering Technician. These titles

² www.ice.org.uk

³ As of 31st December 2008, ICE had 83,316 members of which 54,797 were working members (the rest being either retired or students).

⁴ www.engc.org.uk

are protected by the Engineering Council's Royal Charter and may only be used by registrants.

All candidates for registration as Chartered Engineer, Incorporated Engineer or Engineering Technician must satisfy the competence standards set by ECUK and be members of the appropriate Licensed Member engineering Institution. Applicants must show that they have a satisfactory educational base, have undergone approved professional development, and, at interview, must demonstrate their professional competence against specific criteria.

3 Professionally Qualified Membership of ICE

3.1 Overview

Professionally Qualified Members of ICE are internationally recognised for their level of competence. They would have achieved the required educational base, a period of responsible work experience under supervision and have successfully undergone a Professional Review.



Progression through the professional grades is both possible and encouraged. The educational base can be achieved through work-based learning and experience, as well as through formal courses of academic study. Here we describe the different levels of membership:

3.2 Technician Member

Technician Membership of the Institution of Civil Engineers (TMICE) can be awarded to a wide range of engineers practicing in the broad area encompassed by civil engineering⁵. Qualifying as a Technician Member entitles you to use the letters TMICE and may entitle you to be registered with the Engineering Council, adding the

⁵ ICE 3002 Route to Technician Membership (see http://www.ice.org.uk/joining/document_details.asp?Docu_id=965&faculty=14)

letters EngTech. The educational benchmark for Technician Membership and for ECUK registration (TMICE EngTech) is completion of either:

- a BTEC National Award (Certificates or Diplomas) in Construction Pathways, or
- an approved NVQ/SVQ level 3

3.3 Associate Member

Associate Membership of the Institution of Civil Engineers (AMICE) is open to a wide range of people who are engaged in a profession that directly supports or is closely allied with, the work of a civil engineer operating in the built environment⁶. Qualifying as an Associate Member entitles you to use the letters AMICE. The educational base for this grade of membership is a Bachelors degree in any subject.

3.4 Member

Membership of the Institution of Civil Engineers (MICE) can be awarded to a wide range of engineers practising in the broad area encompassed by civil engineering⁷. Qualifying as a Member entitles you to use the letters MICE. Membership can be awarded at one of two levels.

- i. The first level is for those who have satisfied all the requirements of the Member Professional Review (MPR). Their educational base and subsequent development enable them to act as exponents of today's technology, and both apply and manage its application within the broad field of civil engineering. As a Member, they are entitled to add the letters MICE to their name. Provided their educational base meets the ECUK standard, they will also qualify for ECUK Incorporated Engineer status, and be able to register with ECUK, via ICE, as IEng.

Typically, today, the required academic base would be a B.Eng. or B.Sc. degree from an accredited university course.

- ii. The second level is for those who have met the requirements of the Chartered Professional Review (CPR). Their educational base and subsequent

⁶ ICE 3003 Route to Associate Membership (see http://www.ice.org.uk/joining/document_details.asp?Docu_id=1302&faculty=14)

⁷ ICE 3001 Routes to Membership (see http://www.ice.org.uk/joining/document_details.asp?Docu_id=963&faculty=14)

development have provided them with the ability to lead teams in developing holistic solutions to engineering problems. As a Member, they are entitled to add the letters MICE to their name. These Members also qualify for ECUK Chartered Engineer status and can register with ECUK, via ICE, as CEng. They may also adopt ICE's own protected title of Chartered Civil Engineer.

Typically, today, the required academic base would be an M.Eng. degree from an accredited university course.

4 Technical Report Route⁸

There are many people, working in all parts of the construction industry and related to it, doing work normally assigned to Incorporated or Chartered Engineers who do not have the appropriate formal qualification often because they do not have the necessary academic background. ICE has recognised this situation and has established the Technical Report Route (TRR) to CEng and IEng status.

The Technical Report Route (TRR) is open to those who wish to become Members of the ICE, but do not possess the formal academic qualifications. The route creates an opportunity for them to satisfy the educational base through their work experience. The TRR incorporates both an Academic Review and a Professional Review in a one day session to enable candidates to address both stages at the same time.

Table 4-1 below summarises the key requirements when determining eligibility for the TRR. Eligibility is based on a combination of academic base and experience – the higher the academic base, the fewer additional years' experience is needed.

Please note: If a candidate's academic qualifications fully meet the educational benchmark for registration for their required aim i.e. CEng, IEng, then they must apply via the standard route.

⁸ Membership Guidance Note 35 – Technical Report Route (TRR) for IEng MICE/CEng MICE – 2008

Aim	Current Academic Qualifications	Indicative Experience
CEng	Post 1999 entry accredited BEng (Hons) or BSc (Hons)	7 Years
	An Engineering or cognate degree with sufficient scientific basis of an equivalent standard	7 Years
	HND/HNC or equivalent	10 Years
	No appropriate qualifications	15 Years
IEng	Accredited HND/HNC or equivalent	5 Years
	ND/NC	10 Years
	No appropriate qualifications	15 Years

Table 4-1 : Guidelines on eligibility for TRR, based on a combination of academic base and experience

The TRR process is in three stages:-

- An initial assessment following a submission by the candidate of an application enclosing details of academic qualifications and CPD, synopses of experience and confirmation of mentor support.
- The submission of written reports
- Two reviews to ascertain how the candidate's experience has compensated for the shortfall in their academic achievement and to determine whether they possess the required attributes of the particular level of membership.

5 The Project

5.1 The Objectives

This Project was established to:-

- Engage local employers of potential TRR candidates

- Identify and induct potential candidates
- Identify and train mentors of candidates
- Monitor candidates to assess barriers to their progression.

5.2 Engagement of local employers

ICE has good relations with local civil engineering companies both through its volunteers⁹ and through the local Membership Development Officer¹⁰. It employed one of its local volunteers, John Done¹¹, to contact an agreed target list of local employers as well as advertising subsequent TRR workshops to all local members.

A total of 53 organisations (located at 55 different locations) were either contacted, or responded to ICE advertisements, of which 33 (located at 35 different locations) actively engaged with the project. These numbers are considerably more than the target specified at the outset (10-15 employers) and came about both because of a larger response to advertisements than anticipated and because of concerns about finding employers able to match mentors and candidate. See Appendix A for a complete list of those organisations and how they chose to engage.

5.3 Identification and induction of potential candidates

Potential candidates were identified in two ways. Firstly, direct contact with local employers was used to persuade them to encourage their employees. Secondly, two introductory presentations were advertised to local ICE members and held in locations where the Institution has the greatest concentration of members in the Thames Valley:

- Reading on 24th September 2008
- Guildford on 21st October 2008

The presentations were general explanations, for half an hour, of the TRR routes to IEng and CEng followed by discussions with interested individuals.

⁹ The Thames Valley Branch of ICE was established in 1983 in Berkshire, Buckinghamshire, Oxfordshire and Surrey

¹⁰ Peter Shaw, who can be contacted via the ICE South East England regional office (see www.ice-southeastengland.org.uk/)

¹¹ John Done has worked in civil engineering and has been active as an ICE volunteer for over thirty years. He worked as an ICE employee on membership development matters before retiring from full-time employment.

All attendees at the introductory sessions were then invited, along with others identified under other initiatives, to attend one of three workshops, entitled “*Success at TRR route – an essential workshop*”.

- Reading on 29th October
- Reading on 11th December
- Guildford on 4th November.

A total of 39 candidates have been identified who are suitable for the Technical Report Route to ICE membership, nearly double the number targeted at the outset of the project. Some of these have HNC or HND qualifications (11 in total) while the others have degrees in subjects or courses not formally approved for ICE membership.

In addition, 12 other candidates have come forward who already have academic qualifications appropriate for the standard routes to ICE membership. While not addressing Progress South Central's priorities directly, it is pleasing that the project has encouraged another group of individuals to come forward and seek professional qualification.

There are a further 12 individuals who have made enquiries as a result of the project and but whose direction has not been agreed at this stage, either because they are not actively following up on advice or because further enquiries are in hand (for example more detailed checks on their academic qualifications).

The potential candidates, identified and inducted under the Project, are detailed in the Appendix B.

5.4 Identification and training of mentors

Mentors were identified through contacts with local employers and through correspondence and meetings with potential candidates.

A workshop entitled “*The role of the TRR mentor – an essential workshop*” was offered in Reading on the afternoon of 25th November and was attended by 14 potential mentors.

A total of 36 mentors were identified through the course of the project, 34 of whom have been assigned to support one or more TRR candidates. Fourteen of these mentors took advantage of the training course offered as part of the project. These results exceed the target of 10 set at the start of the project.

The potential mentors, identified and trained under the Project, are listed in the Appendix C.

5.5 Monitoring of candidates to assess barriers to progression

The project team clarified, for each potential candidate, the appropriate route for them towards IEng and/or CEng and gave advice and encouragement relevant to their chosen goal. Eligible candidates, both for the TRR and standard routes to ICE membership, have been encouraged to prepare and submit their applications.

Monitoring of potential candidates, following introduction and induction as detailed in the sections above, was maintained by telephone, e-mail and meetings.

The progress made, to date, by each potential candidate is given in Appendix A.

Overall, we anticipate that 7 candidates will submit their stage 1 TRR applications in March or April with a further 14 likely to submit their applications over the course of the summer. The remaining 18 have indicated that they need more time to prepare but do intend to progress.

In terms of possible barriers to progression, the anecdotal evidence suggests the main challenge is time management. All the eligible candidates, we have identified, are capable, talented and now know what is required of them. However, because of their abilities, they are invaluable to their employers and have heavy responsibilities for current projects. These responsibilities make it more difficult for the candidates' to find the time to prepare their applications for TRR. This, coupled with the fact that ICE requires the TRR application process should be completed within 12 months, means that candidates are delaying applications until they have sufficient time to be confident of making a successful application.

There are a number of strategies that can be deployed in these situations: encouraging the employer to give the candidate space to prepare their application, mentors providing regular support and encouragement, candidates planning ahead to create the necessary time, ICE tracking and monitoring eligible candidates on a long-term basis. The solutions will vary from candidate to candidate and need to be developed on that basis.

A second potential barrier, for almost all candidates and several mentors, is their unfamiliarity with ICE requirements for demonstrating their understanding of engineering principles through their work experience. In workshops, for both candidates and mentors, we give much prominence to the engineering principles and

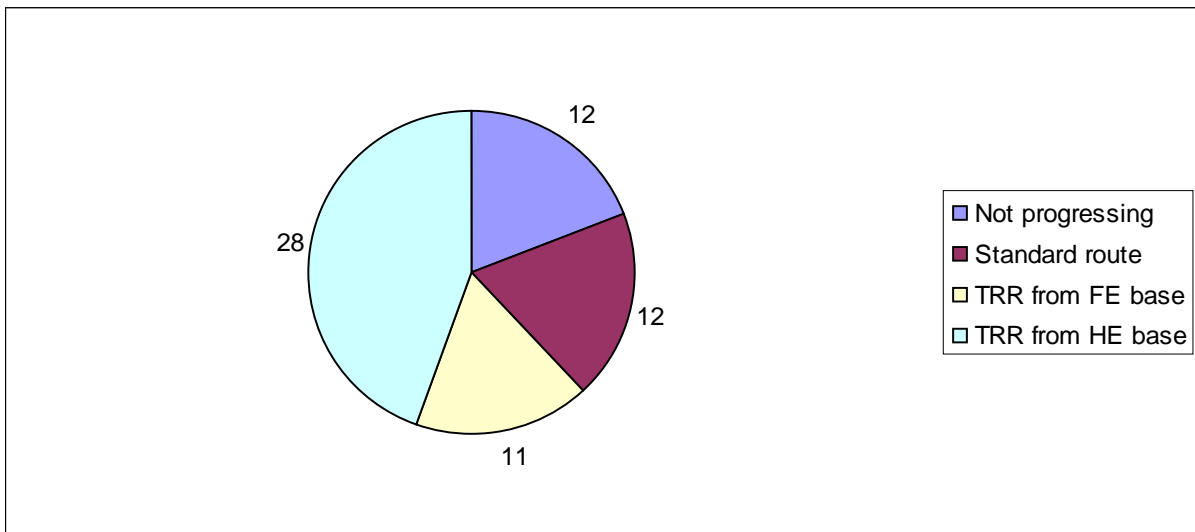
devote a large proportion of the time to each candidate explaining the principles involved. The project has helped clarify the importance of this part of the training.

6 Summary of Results and Evaluation

6.1 Summary of engagement with employers and candidates

Category	Number of contacts	Numbers Trained	Numbers Actively Engaged	Initial Targets (for comparison)
Employers	53	n/a	33	10-15
Candidates	63	30	39	20
Mentors	36	14	34	10

6.2 Breakdown of routes followed by potential candidates



6.3 Monitoring progress

In terms of the 39 candidates wanting to follow the TRR, we anticipate that:

- 7 candidates will submit their stage 1 applications in March or April;
- 14 will submit their applications during the summer of 2009;

- 18 need more time to prepare but intend to progress.

6.4 Barriers to Progression

Two main barriers were identified during the course of interviews with candidates and mentors:

- Time management, as good candidates tend to be in demand at work;
- Knowledge of the requirements for demonstrating sufficient understanding of engineering principles.

7 Conclusion

The Project has been a success in that:-

- Targets set for all specified outcomes have been exceeded.
- Awareness of potential of TRR has increased with employers and individuals in the Thames Valley area
- The project has encouraged 51 new people to come forward and seek professional recognition, most by TRR but some by more traditional routes
- ICE has clarified the most common barriers to progression via TRR and can address those issues in its future programmes

APPENDIX A : Employer Engagement

The table below shows the employers approached as part of the project and whether they engaged through potential candidates and/or mentors or if they did not participate.

Organisation	Locations	Engaged in project (Candidate and/or Mentor)	Approached but no engagement
AKS Ward	Oxford		✓
Archibald Shaw	Newbury		✓
AWE	Aldermaston		✓
Aylesbury Vale DC	Aylesbury	CM	
Bachy Soletanche	Alton	C	
Balfour Beatty	Redhill	CM	
Basingstoke DC	Basingstoke		✓
Bettridge Turner	Chobham		✓
Black & Veatch	Redhill	C	
Boskalis/Westminster	Croydon	M	
Bracknell Forest DC	Bracknell		✓
British Waterways	Milton Keynes	CM	
Card Geotechnics	Aldershot		✓
CL Associates	Wokingham		✓
Costain Ltd	Maidenhead	CM	
Dean and Dyball		M	
Dyer & Butler	Exeter	CM	
E.C. Harris	Frimley	CM	
English Heritage	London	CM	
Env. Agency	Reading		✓
Foster Wheeler	Reading		✓
Gifford UK	Southampton	C	
Halcrow	Swindon	C	
HR Wallingford	Wallingford	CM	
Hyder Consulting	Guildford	CM	
J & P Building Systems	Thame	CM	
Jacobs	Haddenham	CM	
Jacobs	Reading	CM	

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Organisation	Locations	Engaged in project (Candidate and/or Mentor)	Approached but no engagement
Jacobs	Croydon	CM	
KBR	Leatherhead		✓
Melliss	Guildford	CM	
Michael Aubry Ptrs	Reading		✓
MJM Industrial	Colnbrook	CM	
Mouchel	West Byfleet	CM	
Network Rail	Brighton	CM	
Nuttalls	Camberley		✓
Parsons Brinkerhof	Godalming	CM	
Pell Frischmann	Reading	CM	
Peter Brett Associates	Reading		✓
Reigate & Banstead DC	Reigate		✓
Ringway Ltd	Basingstoke		✓
Runnymede BC	Runnymede	C	
S C I	Ascot		✓
Scott Wilson	Basingstoke	CM	
Skanska		CM	
Stent	Basingstoke		✓
Stuart Michael	Newbury	CM	
Surrey County Council	Reigate	CM	
TGP	Cobham		✓
Thames Water	Reading	CM	
Tillman & Tsouk.	Wimbledon		✓
TRL	Crowthorne	CM	
Univ. of Surrey	Guildford	C	
West Oxon DC	Witney	C	
Wokingham BC	Wokingham	C	
TOTAL	55	35	20

TABLE A-1: Companies approached and/or engaged in the project

APPENDIX B : Candidates

A total of 63 individuals have engaged with the project as potential candidates.

Twelve individuals have been advised to continue their application for professionally qualified membership through ICE's standards routes (i.e. they already have the necessary academic qualifications):

Izabella Stachura (Halcrow); Maria Cuello, Robin Calver, Wai Kin Lau, D. Mirza-Faylee (Jacobs); Ruslan Koutlukaev (Melliss); Keniesha Hussey (Mouchell); Alex Osborne, Mark Yates (Pell Frischmann); Vadiva Thushara (Tillman & Tsouk); and Frank Limin Liu (Network Rail).

Martyn Grant (Gifford) has been advised to follow the standard route IEng but then intends to progress via TRR to CEng

A further twelve have made enquiries but their progress is uncertain at this time, either because they have not followed up on the initial advice offered or because further investigations are needed to establish their academic base. Individuals in this category are:

Jiah Mien The, Sachio Baig (Jacobs); Vesna Nikoloska (Pell Frischmann); Faouzi Saffar (Runnymede BC); Jon Inman (Skanska); Gerry V. Saasen, John Lawlor (Surrey CC); Gordon Drysdale (Thames Water); Kenneth Leung (Thames Water); M.Aghahosseini (Univ. of Surrey); Lawrence King (West Oxon DC); Raihan Ahmed (Wokingham BC).

However, 39 potential candidates have been identified who can benefit from the Technical Report Route to ICE membership.

The first table shows the 11 candidates with further education level qualifications whose use of TRR will demonstrate higher-education level attainment based on learning through work.

Organisation	Location	Potential Candidate	Academic base	Exp. (yrs)	Route	Inducted	Mentor in place	Submit application
Aylesbury Vale DC	Aylesbury	Simone Williams	HND	20	TRR (I.Eng.)		Y	late '09
Costain Ltd	Maidenhead	Andy Stotesbury	HND	30	TRR (C.Eng.)	Y	Y	June '09
Costain Ltd	Maidenhead	Dave Carter	HND	31	TRR (C.Eng.)	Y	Y	June '09
Costain Ltd	Maidenhead	Phil Grosvenor	HND civil	7	TRR (I.Eng.)	Y	Y	2010
Hyder Consulting	Guildford	Tariq Chaudhry	HNC	20	TRR		Y	June '09
Jacobs	Croydon	Mark Simon	HNC civil	18	TRR	Y	Y	March '09
Melliss	Guildford	Robert Frost	HNC civil	31	TRR (C.Eng.)	Y	Y	June '09
Melliss (at point of original contact, now with Cambridge Council)	Guildford	Simon Bunn	HNC civil	15	TRR (I.Eng.)		Y	2010
Network Rail	Brighton	Jim Dance	HNC civil	8	TRR (I.Eng.)	Y	Y	2010
Stuart Michael	Newbury	Mike Russell	Non-UK qualification	27	TRR (C.Eng.)		Y	June '09
Surrey CC	Reigate	Tony Casey	HNC civil	20	TRR (C.Eng.)	Y	Y	late '09

TABLE B-1: Potential candidates with FE level qualifications who can achieve HE-level recognition for their work based learning

The second table lists the 28 candidates who need to use the TRR to demonstrate that they have the right academic base for membership of ICE because their existing higher-education level qualification is not currently recognised.

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Organisation	Location	Potential Candidate	Academic base	Exp. (yrs)	Route	Inducted	Mentor in place	Submit application
Bachy Soletanche	Alton	Mackwin Maton	MEng geotechnics	7	TRR (C.Eng.)	Y		late '09
Balfour Beatty	Redhill	Brian Hammersley	BA/BSc	8	TRR (C.Eng.)	Y	Y	late '09
Black & Veatch	Redhill	Philip Huni			TRR	Y		late '09
Brit. Waterways	Milton Keynes	Wouter Nijland	BEng	7	TRR (C.Eng.)	Y	Y	late '09
Costain Ltd	Maidenhead	Mark Jenkins	BEng civil	8	TRR (C.Eng.)	Y		late '09
Costain Ltd	Maidenhead	Keith Cranfield	AMICE	30	TRR (C.Eng.)	Y	Y	late '09
Dyer & Butler	Exeter	Gary Rowe	BSc/IEng	7	TRR (C.Eng.)	Y	Y	June '09
E.C. Harris	Frimley	Mark Reed	BEng	15	TRR (I.Eng.)	Y	Y	March '09
HR Wallingford	Wallingford	Matthew Johnson	BSc civil	7	TRR (C.Eng.)		Y	late '09
J & P Building Systems	Thame	Robert Oakes			TRR	Y	Y	late '09
Jacobs	Haddenham	Vaishall Shah	B.Sc. Elec Eng	15	TRR	Y	Y	June '09
Jacobs	Reading	Henry Poh	MSc civil	~5	TRR (C.Eng.)		Y	March '09
Jacobs	Reading	Santos Singh	BSc civil	9	TRR (C.Eng.)	Y	Y	March '09
Melliss	Guildford	Darren Pucci	I Eng	21	TRR (C.Eng.)	Y	Y	late '09
Melliss (at point of original contact but now moved on)	Guildford	Andrew King	BEng civil	7	TRR (I.Eng.)	Y	Y	Unknown
MJM Industrial	Colnbrook	Allan Burls			TRR	Y	Y	June '09

Organisation	Location	Potential Candidate	Academic base	Exp. (yrs)	Route	Inducted	Mentor in place	Submit application
Mouchel	West Byfleet	Paul Nyagumbo			TRR	Y	Y	March '09
Parsons Brinkerhof	Godalming	Ayman Thabet	BSc mining	12	TRR	Y	Y	late '09
Pell Frischmann	Reading	John Harte	BSc Cybernetics	28	TRR (I.Eng.)		Y	2010
Pell Frischmann	Reading	Seyed Tajallifar	MSc civil	28	TRR (I.Eng.)		Y	late '09
Scott Wilson	Basingstoke	Femi Yusuff	BSc civil	9	TRR (C.Eng.)	Y	Y	June '09
Skanska		Richard Jackson	BEng civil	6	TRR	Y	Y	June '09
Surrey CC	Reigate	Shane Edwards	AMICE	15	TRR (C.Eng.)	Y	Y	June '09
Thames Water	Reading	M.Hejabizadeha			TRR (C.Eng.)		Y	Passed
Thames Water	Reading	Lloyd Agere	BSc civil		TRR (I.Eng.)	Y	Y	Submitted
Thames Water	Reading	Carl Fest	BEng civil	>10	TRR (I.Eng.)	Y	Y	June '09
TRL	Crowthorne	Bill McMahon	BSc Geog	17	TRR (C.Eng.)	Y	Y	June '09
TRL	Crowthorne	Nigel Hewitt	BSc Math	22	TRR (C.Eng.)	Y	Y	June '09

TABLE B-2: Potential candidates who can upgrade their professional qualifications by addressing shortfalls in their existing HE-level qualifications via the TRR.

APPENDIX C : Mentors

A total of 36 mentors were identified through the project, 34 of whom have been assigned to support one or more TRR candidates. Fourteen of these mentors took advantage of the mentors training course offered as part of the project. A full list is detailed in the table below.

Organisation	Location	Mentor	Attended workshop	Candidate assigned
Aylesbury Vale DC	Aylesbury	Beryl Kemplen		Y
Balfour Beatty	Redhill	Lydia Sparshott	Y	Y
Boskalis/Westminster	Croydon	Ron Gardner	Y	
Brit. Waterways	Milton Keynes	Alistair Boyle	Y	Y
Costain Ltd	Maidenhead	Andy Collins		Y
Costain Ltd	Maidenhead	Hugh McIntyre		Y
Costain Ltd	Maidenhead	Martin Baughurst		Y
Costain Ltd	Maidenhead	Kath Sanders		Y
Dean and Dyball		Peter Cross	Y	
Dyer & Butler	Exeter	Tom Schofield	Y	Y
E.C. Harris	Frimley	Deborah Nutt		Y
English Heritage	London	Mark Uggles		Y
HR Wallingford	Wallingford	Tracy Williamson	Y	Y
Hyder Consulting	Guildford	Elena Vrabie		Y
J & P Building Systems	Thame	Cliff Billington	Y	Y
Jacobs	Haddenham	Pat Walsh	Y	Y
Jacobs	Reading	R Larcombe	Y	Y
Jacobs	Reading	Tim Nicholson		Y
Jacobs	Croydon	Mansour Motlagh	Y	Y
Melliss	Guildford	Nick Antal	Y	Y
Melliss	Guildford	John Graham	Y	Y

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Organisation	Location	Mentor	Attended workshop	Candidate assigned
Melliss	Guildford	Graham Carpenter		Y
Mouchell	West Byfleet	Bob Pape		Y
MJM Industrial	Colnbrook	Mark Saunders		Y
Network Rail		Shane Edwards		Y
Parsons Brinkerhof	Godalming	Michael Francis		Y
Pell Frischmann	Reading	Stephen Brufell		Y
Scott Wilson	Basingstoke	John Tubman		Y
Skanska		Fred Roberts	Y	Y
Stuart Michael	Newbury	Jerry Muscroft		Y
Surrey CC	Reigate	Graham Cole		Y
Surrey CC	Reigate	Steve Child		Y
Thames Water	Reading	Lawrence Adams		Y
Thames Water	Reading	Keith Roberts		Y
Thames Water	Reading	Michael Bright		Y
TRL	Crowthorne	Richard Woodward	Y	Y
	TOTAL	36	14	34

TABLE C-1: Mentors