

Audio transcript

File name: Incorporated-Member-to-Chartered-Member-supplementary-route.mp3

Audio length: 40:50

Date transcribed: 06 November 2025

Notes: Transcript has been edited for cleaner reading.

Michael Lewis: Welcome along to this IStructE member talk. I'm Michael Lewis, Exams and PRI manager at the Institution, and joining me for this session. We have three members of Canham Consulting in Norwich. We have Nigel Evans, Aaron Smith and Rob Panter. And we'll be talking about the Incorporated-Member of the Chartered Member Supplementary Exam route and general routes to membership.

This is a route of membership that has existed for quite a number of years. But in 2021, the Institution changed its policy, whereby introducing the supplementary exam meant that Incorporated-Members at the time did not need to go through the full Chartered Member exam, but they still have to pass the full Chartered Member PRI. Before we get into the real detail of this, let's introduce Nigel, Aaron and Rob. So I'll throw it over to you guys to introduce yourselves one by one.

Nigel Evans: I'm Nigel Evans, Managing Director at Canham Consulting, Incorporated-Member of the Institution and a Chartered building engineer with CABE.

Aaron Smith: I'm Aaron Smith, Associate Structural Engineer, Incorporated-Member for the time being, hopefully.

Rob Panter: I'm Rob Panter, Chartered Structural Engineer and a Fellow of the Institution, past managing director of Canham Consulting. And a big part of my working life has been mentoring and helping engineers with their journey through the Institution.

Michael: Brilliant. Thank you so much for joining me for this. Before we go into the actual exam itself and the route, all three of you have actually a bit of a unique situation where you all began your journey in engineering without following or having a formal qualification, such as a BEng Honours or an MEng.

And this route is actually a perfect way of demonstrating that the Institution has quite a unique offering to its members, whereby once you join the IStructE as a Technician-Member, as an example, and you wish to progress through the professional grades, you don't need to go back to academia to fill the educational gap, so to speak. So once you're a Technician-member, you become automatically eligible to go for the Incorporated-Member. Once you've passed that exam and the PRI, you're then automatically eligible to become a Chartered Member following the supplementary exam. And we'll talk about what that supplementary exam entails a bit later and the full charter member PRI. Other Institutions have options such as a technical report route, which the Institution does also have as a way of bridging that gap. And on other occasions, you will be requested to go back to academia and complete modules from a bachelor's degree or a full master's before being eligible to go to the next professional grade. So the Institution is very unique in what we can offer all of our members, starting from whatever point of their journey in their career. So I've mentioned that the three of you have that unique perspective of going through from not having that formal qualification, that BEng/MEng degree. So amongst yourselves, and you've probably got lots of shared experience here, do you want to talk us through your career progression from finishing your education, beginning in industry, and then how you've gone through to becoming the members and the engineers that you are today. Any of you can start.

Rob: I'll go first, then, shall I, Michael? For me, engineering was something that I sort of fell into really having a love for construction and a practical mind and not really having a kind of a structured view of how my career could take hold. And I started as a draftsman and an engineering technician. And I studied what was then known as an ONC or a National Certificate in Civil Engineering and moved on to a Higher National Certificate in Civil Engineering at City College in Norwich. And at that point, the HNC qualification was recognised as the academic base sufficient to take the Incorporated or the Associate Member Examination, which I did in 2004. So no, bachelor's or master's degree. It was an ONC and HND, and in 2024 I took the Incorporated, the Associate Member examination. Now at that point, the supplementary route that we're going to talk about shortly didn't exist. So in consultation with your colleagues, Darren and others at the Institution, I think Peter was the examinations officer then, I believe, they sort of guided me through the technical report route, and the presentations, etc., that were required in order for me to take the Chartered Member examination in 2008, which I did and passed first time. And many of the principles that I followed both in 2004 and in 2008, I try and, sort of instil in those that I mentor and help today. I'm sure we'll come on to later.

Nigel: Thanks, Rob. My route, very similar to Rob's in many respects, a traditional schooling, GCSEs and A-levels. And then in the mid-nineties I joined a company subsidiary of Carter, who are a tier one contractor, and I never really knew what I wanted to do as a career, but I love technical drawing and the opportunity came up similar to Rob, to start as an old school on a drawing board, structural draftsman, which I did. And part of this, this job was, to attend City College in Norwich to do an ONC in civil engineering, on day release. And then I did my HNC, same as Rob, and that was my academic qualifications. I don't have a degree. I had no interest in going away to uni and doing a degree. I wanted to get out into the real world and learn that way.

Michael: Get your hands on experience.

- Nigel:** Get my hands on experience. And it hasn't held me back. I followed very much the same route as Rob. I went Technician-Member first off. So in 2008, I became a Technician-Member, and I saw that as the first step on the ladder. As you've alluded to earlier, once you sort of come in at that grade, you then, find the route of progression much easier. But it wasn't until 2022 that I took the Incorporated exam and passed first time, I'm proud to say. And then in 2024, I took the supplementary, Chartered exam. I failed, but I learned a lot from the failure. I got my feedback, as you're entitled to do, and it better informed me where I'd gone wrong. Took the exam again this July and passed. Now, not having a degree has never been a bar to me in the Institution. It did prove a challenge earlier on with not having certain points scored on my HNC because I took it so long ago, but It hasn't been a bar. I have found a route, and the route worked for me. And, yeah, as Rob has said, a similar route and Aaron's the same. Not having a degree really isn't a bar to progression to achieve the pinnacle, in our Institution and our industry. And, for fear of sounding like an advert, it is very much a route you can follow if you think you don't have the academic qualifications. There is a route for everyone.
- Michael:** Yeah. It's a really good point that, anybody listening that's wondering if they might be heading on a similar journey. If you're in doubt about qualifications, or potentially lack thereof qualifications, the best way to find out what your journey can begin from is to contact the Institution, contact the membership department. Let us know the situation and we'll talk you through the steps you can take. So yeah, as you've kind of both said, and Aaron will probably attest to as well, the fact that you don't have the formal qualifications doesn't mean that you can't ultimately achieve your professional membership goals, whether that be Technician-Member, Incorporated-Member, or the Chartered Member. Aaron, anything you want to add about your journey that may have differed?
- Aaron:** I mean, I'll complete the set and essentially it's a very similar journey to the two gentlemen before me. I was a sixteen, seventeen, eighteen-year-old man who didn't really have any idea what I wanted to do in my life. I was always okay at maths, which. When I was an eighteen-year-old man, I'd done some A-levels. Not maths though, funnily enough, but I was offered a job either as a trainee structural engineer or an accountant.
- Michael:** I think you chose the right path.
- Aaron:** Yeah, I'd like to hope so. But this was back in 2008, so I started working on my career then, just as the recession hit, within six weeks of me being employed fully for the first time in my life, I got made redundant, which did make me question my decision to become an engineer. But fortunately, I got that job back. Then I was doing that for a couple of years and then went, as Nigel said, as well, to sort of day release for a national certificate at Norwich City College. I carried on doing that for a while. And then eventually I then went through and done an HND, a Higher National Diploma, which had its own problems because the HND that I took wasn't actually accredited by the IStructE which was a hurdle that I got through. I was a bit naive at the time, which I'd like to hope that people going forward, and certainly that's a bit of advice I would give to other people doing it would be, if you are going down that route, make sure it is an accredited course that you do. I got around that with some help from you guys at the Institution. But I've done that and then I've done the Technician-Membership, which I've probably taken slightly too late on in my career. I was probably beyond that really,

but I needed a step onto the professional ladder. so started with that. And then much like Nigel, I took the Incorporated-Membership exam and passed that first time, same exam that Nigel took. And I then had a chance to do the supplementary route. Failed that the first time. Same as Nigel. We've essentially copied each other for the last few years.

Michael: But hopefully not copying each other's answers? (laughs).

Nigel: Well, who knows? No, we didn't. Definitely not (laughing). So, yeah. I got the feedback and obviously I learned a lot. And then again, I've taken the exam again in July this year and was fortunate enough to receive the news that I'd passed it a few weeks ago. So that's kind of getting me up to where I am now.

Rob: It must be something in the water in Norfolk because our past president, Matthew Byatt, followed exactly the same route and studied his UNC and HNC at City College. and really champions this route as well.

Michael: Yeah it's something that he very proudly spoke about in presentations in his year of presidency. So yeah, definitely something in the waters in Norwich. And actually you touch on, you joke about something in the water in Norwich, but actually it's a testament to the company itself. And Canham Consulting obviously is doing a fantastic job of supporting all of its staff to achieve their professional goals, whether that be with the Institution, without the Institution. And obviously there are many companies doing the same thing. So, yeah. Do you want to talk a bit about the support that you have gone through? So obviously, Rob, you had that experience of you've gone through this yourself. Obviously. I'm pretty sure you would have loved to have taken the supplementary exam, had it been on offer when you became a Chartered Member. But obviously that only came in 2021. But, yeah, have you found that your experience of going through the exact same route has really benefited both Nigel and Aaron in their journeys?

Rob: I think so, I mean, we've mentored as a business countless structural engineers and civil engineers over the last sort of twenty, twenty-five years. And similar principles exist for every aspiring engineer that we mentor. Of course, it's about preparation, and I'm sure we'll talk about that. And it's about being realistic with the areas that you need to prepare for and where those gaps in knowledge exist. And we would have very regular workshops as a firm looking at past papers, looking at certain aspects of design, looking at practical aspects of design and visiting certain sites or certain types of buildings so that we can really understand how these things go together. Because, you know, frankly, a structural design, it needs to be safe, it needs to be communicated clearly, and it needs to be understood by the person that's building it. And that's always been our sort of primary objective, really. And I think that's something that needs to be understood in the exam. So we've had lots of workshops, for each cohort of aspiring engineers that we mentor. And we had a bit of a joke in the office, because as soon as these guys and another colleague passed their examination this year, we quickly recognized the next cohort of five engineers who will be mentored and cajoled and maybe a little bit of pressure from me to take the examination next year. And of course, they're looking forward to that with fear and trepidation and a little bit of excitement. But they know that they've got all the support around them, and that failure is not something to be feared. The examination is tough, and it needs to be tough. Whether they're taking the Incorporated, the Chartered or the supplementary, it

is supposed to be tough because it carries with it an awful lot of responsibility. And, you know, the pass rate is where it is because it's tough. But that's not a reason not to take it. It's not a reason not to work hard to achieve something that is, you know, it should be incredibly proud to achieve. So, yeah, I suppose in answer to your question, there is a very structured, supportive, sort of network of mentoring throughout the business. And I think we as a business, we've been very successful because of that. And we've had aspiring Chartered engineers join us because of the mentoring that is offered.

Michael:

Fantastic. So we've mentioned the exam a few times now and, yeah, it is a tough exam and you've both got the different, all three of you, sorry. I've got the different routes that you've taken with that. Rob, you didn't have the supplementary exam when you became a Chartered Member. Nigel and Aaron, as you've just said very proudly, you've just passed the supplementary exam. So the supplementary exam itself is essentially, it takes what is assessed in the Incorporated-Member exam, which is still seven hours, and the Chartered Member full exam, which is seven hours. Now, if you look at all the resources online, all the past papers we have and we publish, you'll notice that there's a lot of similarities throughout the papers. Section 1B of the exam asks candidates to respond to the client brief and suggest changes to reduce material usage. That's the same in both exams. Section 2E is a method statement of construction, exactly the same in both exams. Section 2D you have to do your detailed drawings your GAs, your floor plans, sections, elevations. A lot of that is similar as with the calculations. So when the Institution designed this route and the supplementary exam, what we looked at was the side-by-side papers and determined, do we need to, if you've proved competence in the Incorporated-Member exam, do we need to test you again on some of these things, such as the letter to the client, the method statement. Ultimately, we determined that no we don't. It wouldn't be practical to test you on the exact same things when the requirements are exactly the same. So that then looked at the fundamental differences, which is in section 1A of the exam. In Incorporated-Member, you put forward one scheme. You put forward your chosen scheme to answer the client brief. In the Chartered Member you put through two options. You make as many differences as you can in materials, in load paths, in foundations. Both have to be viable. You can't just you can't just make one completely overdesigned for the sake of pushing through your preferred option. So the challenge there lies in making distinct and viable solutions. And that essentially becomes the crux of the supplementary exam. It's testing you on section 1A almost in full, with the need to do some additional calculations and a couple of the detailed drawings to, to kind of to round out the whole process. Aaron and Nigel, you went through the period where you applied for Incorporated-Member, you sat the exams, you passed them, and then you almost immediately jumped into, 'right, I'm going to go straight for the supplementary exam'. Did you find that at the time of your going through it that almost being in exam mindset was really helpful to get you going. I know you both said you failed first time, that's not indicative of this, anything to do with this route per se, but did you find it that you were already in the mindset of, 'I know what I'm being examined against. So therefore it's easier for me to jump into I can attempt the very next exam' rather than waiting maybe two or three years to build some maybe perceived knowledge that you, that you think you may not have, and maybe a misconception amongst members, that an Incorporated-Member isn't quite ready to take the Chartered Membership exam just based on grade of membership?

- Nigel:** I think I was very much in the mindset of exam mode, if you like. I am not at the start of my career, as you may see or hear, I'm just the right side of fifty, which is quite have a full head of hair, though I do have a full grey. I do have a full head of hair.
- Michael:** Rob and I will swap that for what we've got, trust us (laugh).
- Nigel:** I will concede. I'm quite late in my career to be becoming a Chartered engineer. And as people of my age will attest, it is harder to get back into an exam mindset. I hadn't taken an exam for twenty years before I took my Incorporated exam. The last exam I took, I think, was a hydraulics exam for my HNC in the early two thousand, so it took me a long time to get back into revision, past papers, that kind of mindset. I'd kind of become at peace with myself that I wouldn't have to go through that kind of experience again. But then I wanted to take the plunge. I wanted to test myself. I wanted to progress. I wanted to become Incorporated with the ultimate goal of becoming Chartered. So it was easy, and I thought to get back into the mindset of preparation for an exam. And having got through the Incorporated exam, it seemed foolish to stop the momentum. Which is why, like you say, almost immediately, the next available slot for the exam, I took it. It's worth saying at this point that the Chartered supplementary exam is not the easy option compared to the full paper. Anyone listening who's sitting there thinking 'Oh, supplementary. It's half the time. Must be an easier exam'. You need to get that misconception out of your head straight away. It is a really, really tough paper.
- Michael:** A lot of work to do in that three and a half hours, sounds a lot of time. But anyone that's been through it, it's not a lot. It's not.
- Nigel:** It's not. And yeah, as you say, anyone who has sat the seven-hour paper will say that goes quickly. And it does if you're in a three-and-a-half-hour exam with similar amount of work to do in half the time, by no means is that the easy option. It is a really tough paper, and quite rightly so. It's supposed to test you. It's supposed to ensure that you're a competent Chartered Structural Engineer. So please don't sit there thinking it's easier because it's supplementary and half the time, that is not the case. And I'm sure Aaron will back me up on that. And anyone who sat it will attest to that as well. But I would very much encourage anyone who has sat as an Incorporated engineer for a while to push on, and those that have just passed don't stop the momentum. Keep going, especially if you're slightly later in your career like I am. When you're younger, it is much easier because you're not that long out of education, maybe. And you're in that mindset, certainly if you've been out of education for twenty years like I was it is harder. But if the momentum is there, keep pushing
- Michael:** And the right preparation and the right support there is.
- Nigel:** I mean yeah I'm fortunate here that people like Rob have gone through the process. So Rob's got archive boxes full of all his past papers and you know, examples that we can follow. And the people who now are going through the process here are using my prep work and Aaron's prep work. My folder that I took into the exam, I've passed that around the office numerous times to people just to see, so they can see what you need to, or what I used as revision tools and tools within the exam. Preparation is key. Certainly with a supplementary, engineering knowledge is one thing, but time management is as important. And I think, well, I know the first time I took the supplementary paper, my time management was poor, if I'm being honest. When I took the Incorporated exam, I had a timetable which I stuck to religiously to the minute,

literally. You know, the minute that deadline approached, I stopped. Move on to the next section. When I took the supplementary the first time, I let the first part drift by ten minutes and I was never going to get that back. And that compounded through the exam. And yes, I finished the exam. But, I didn't do myself justice because I took my time management was so poor, and the feedback backed up my fear. My detailed drawings weren't detailed enough, and that's where I let myself down. So again, if you think the supplementary is the easy option, it isn't because you have to work as hard on your time management as you do on your actual engineering preparation. Three and a half hours goes in the blink of an eye. Really does.

Michael: Thanks for that, Nigel. Yeah. And, I guess, Aaron you've been going through this a bit sooner after finishing education.

Aaron: Yeah. I'm not quite as bald or not quite as grey as these two, but, even still, it's, I mean, Nigel kind of touched upon it, but preparation was absolutely key. We prepared very well for the Incorporated exam, which kind of led us in good stead for the next step along, which don't get me wrong, there's still a lot more preparation to do for the supplementary or the Chartered exam, but when you've got that kind of good foundation there, it really helped out. So yeah, as sort of echoed what Nigel said, I wanted to use that momentum to sort of power through and get the next stage done whilst I still had that sort of mindset of doing the exam. But yeah, as Nigel has stated, it might be three and a half hours, but it's certainly not an easy exam. So there's definitely a lot of preparation to do.

Michael: And both your stories and journeys kind of encapsulates the current crop of Incorporated-Members. There is obviously, there is a place for Incorporated-Members in the industry, and there's some members who are, that is the grade of membership, it's perfect for the role they fulfil. So not everybody needs to follow this route or even wants to follow this route. But it's good to show that you've got engineers who are in the earlier stage of their career going through this, not having the formal qualifications and climbing the ladder, so to speak. And then someone like Nigel, who thought maybe the Chartered Membership, it's probably something I can never really achieve. I'm going into my career now. Maybe I'll think about it one day. And then you start on this journey in this process, and then you follow the exact, you climb that ladder and, upon hopefully passing the PRI next year, you'll be elected to Chartered Membership following that route that most people don't do. Most of our members go from graduate with a BEng Honours degree. They go straight to Chartered Membership, perfectly fine. So it kind of shows that whatever age you're at, no matter when you started in the industry, this is a great way of achieving your professional goals. If that is Chartered Membership, you may find that Incorporated Membership is the right path for you, and that's where you need to be for the role you have in the company. Perfectly fine following the IStructE's kind of method of once you join, there's a route for you to get what you want to get. You two are both kind of great examples of that with the differing ages. And Rob, you did it before we had this newer route opened up. So kind of got three stages of how this route that the IStructE has had for many years and then refined to make it more feasible and maybe more attractive to people. The three of you sat in that room, kind of shining examples of how this exactly works in practice.

Rob: Michael, can I just make one point around mentoring and the role of mentors?

Michael: Absolutely.

- Rob:** Because regardless of the grade of membership; Technician, Incorporated, Chartered, the role of the mentor is so influential over a professional's journey. And I've always felt very strongly that it's our duty as professional engineers, whether Incorporated or Chartered to put something back and to mentor and to help to develop the next generation of professional engineers. And in my role in sort of delivering courses and workshops both in and outside of Canham's, to assist members in preparation for examination. Those that have mentors in the workplace who really support that journey generally are more successful in the examination process. So I think, you know, this is a call out, really, to all of those professional engineers who aren't mentoring at the moment. Please can you try and mentor because engineers need your help.
- Michael:** Very well said. Rob could not back that enough. And that kind of, it's part of the whole preparation phase of the exam. And in recent years, the Institution has put a lot of effort into being more transparent with the sheer volume of resources we've made available. In the last couple of years, we have published three very comprehensive preparation guidances for each of the exams; one for the Incorporated-Member, one for the supplementary exam, one for Chartered Membership. These are invaluable resources. And as it's an open book exam, each of them, you can print them off and take them into the exam hall with you. It's not cheating. We're not giving you the answers, but we're kind of telling you what you need to be thinking about when you're doing your answers. We've begun to publish critiqued answer scripts, so rather than publishing a CAD drawn two-week to prepare model answer to a question, we're now going to do more showing you here's a real candidate that's sat in the exam hall, maybe next to you, and we're showing the kind of the level of expectation that a real candidate does. So pulling the curtain back even further and saying, we're not expecting you to be able to replicate using Bluebeam or, other software tools are available for drawing. So we're trying our best to really give you as much information as possible to help you prepare, because we want everybody to pass the exam. We want everybody to achieve their professional goals. Looking at the resources that were available, Rob, when you did your exam, I think we may have had a two-page document about the exam and some whispers from previous candidates?
- Rob:** Yeah, something like that. I can remember the compact disc coming through the post, the past papers on, but I can remember your predecessor, Peter, he was incredibly supportive. I don't think there were critiqued answers then. I may be wrong, but I don't think there were.
- Michael:** Definitely not.
- Rob:** And there was no sort of, prescribed or guided route on how to prepare. It was very much kind of work it out for yourself, really. Whereas now there is so much information available now for aspiring engineers. So well done the Institution.
- Michael:** Nigel and Aaron, the resources we had available, did you find them useful? Invaluable for your preparations for both the Incorporated-Member and then jumping into the supplementary?
- Nigel:** Yes. I think there's certainly more available at an Incorporated level in terms of resources, in terms of past papers to use and critique papers as well. But that resource is, or has to be used in conjunction with, as Rob has alluded to, mentoring from colleagues. I think if you look at the resources on the website in isolation, yes, they're really beneficial, but they're only part of the story. You need real world help,

assistance and mentoring from people who've done it. So things like regional group exam preparation courses are absolutely fundamental that you need to use as part of your preparation in conjunction with the resources available on the website. And I did two of those exam prep courses, and they were really useful. And I would recommend anyone thinking of taking any route to membership to get involved in these and attend them because they are hugely beneficial alongside the resources. The resources available are hugely beneficial in helping you along your way, but they're part of a bigger story of all the available resources. You can't just rely on the one source, you need to speak to colleagues. You need to attend these courses. You need to draw on every available resource. And yeah, what the Institution puts together on the website is really beneficial. So spend the time navigating the website, which is a challenge at times, if we're being honest to navigate the website, but it's worth the perseverance because the information is there when you find it.

Michael: Working on it. I'm working on it. Aaron, anything to add?

Aaron: Yeah. I mean, I had them all printed off, like you say. Took them into the exam with me. I too have done a couple of the exam preparation courses, which, like Nigel says, really benefited my understanding of taking the exam. I think my initial, not concern I suppose, but my initial confusion potentially with the exam was how do I set this out? How do I answer this question? And those exam preparation courses, and also, like I say, the critiques answers not necessarily answer it for you, but they give you a good sort of format to follow. And I think that really helped me out doing those exams.

Michael: Thanks so much, guys, for that. It's yeah, it's really good. It shows that the Institution is doing what we can to support. And also you're taking advantage of all those resources that are available, and we'll continue to keep publishing more and more to give as much support as we can for candidates. We've spoken a lot about, so the three of you in essence, this was your only viable route to Chartered Membership because you didn't have that formal qualification. That doesn't necessarily mean that this isn't a route that's available for anybody in the industry. If you've got the BEng Honours degree, or an MEng and you've done a master's, you can actually follow the same route. You don't need to go via Technician first because you can go down the route if that's applicable to your career at that stage. But yeah, if you think that to track your career progression, that you want to go down the route of becoming an Incorporated-Member first, so becoming professionally registered and then maybe waiting a couple of years and then doing Chartered Membership, or jumping straight in via the supplementary route, the option is there to anybody that thinks this is the way forward for them. Nigel said earlier it doesn't make it easier, in essence you're doubling the number of exams you're doing, you're doubling the number of interviews you're doing. So it's not making the process easier, but it might be a more reflective way of how you're getting on with your career. I know Rob, you've got some experience of that with some of your staff members who are thinking about this route, potentially to map their career progression.

Rob: That's right. Michael. I mean, we've recruited many graduates over the years and many apprentice or degree apprentices and there is no right or wrong route for anyone. And I think the beauty of what we're talking about here is it shows flexibility and adaptability for both the candidate and the Institution. And there's been many graduates who I've worked with, where I've recommended the Incorporated route before the Chartered, albeit their academic journey allowed them to jump straight into Chartered

examination. But what we often see is that Institution's progression, their career from a graduate engineer to a sort of a design engineer will perhaps, the Incorporated route at that point is relevant to their career progression. And as they develop more experience and more responsibility in the workplace, they are then more prepared to take the Chartered examination or the supplementary. So I think the progression that's available with the Institution can echo the natural progression that that would exist within the workplace.

Michael: Yes. It's a really good point. Well, this has hopefully been very useful for anybody listening that's considering this route and/or companies that are thinking how can they support their employees to achieve what they want to, remembering that our members can start from no formal qualifications and become Chartered Members that hopefully this time next year, the three people will all be Chartered Members of the Institution. So guys, thank you so much for your time. Thanks for sharing your experience and your journeys and some tips for anybody going through this route. Hopefully you've seen that you can go from straight out of education through to you've been established in the career for twenty plus years, and you think now's the time for me to to achieve my what I want. I thought I never maybe could do ten years ago. There is a route for everybody, so wherever you are in your journey with the IStructE, please do contact us and we will help steer you in the right direction and get you on that road to where you want to be. Rob. Nigel. Aaron, any final comments, any final last-minute tips for anybody that's listening, thinking I'm not sure this is the right route for me?

Rob: Final point from me, Michael. And it's one that I just repeat all the time. You know, preparation is everything. Whether you're considering going for the Incorporated or the supplementary or the Chartered examination, you must give yourself plenty of time. I always recommend a good six-month process prior to taking the examination, and that six months needs to be structured, it needs to be dedicated, and you need the mentoring around you. And there is no reason why you can't be successful, given that time. But good luck to everybody who's considering doing the examinations.

Nigel: I would just add that don't be intimidated by the IStructE if you haven't got academic qualifications or traditional academic qualifications. Myself and Aaron are proof that you don't need that or that BEng or MEng to progress through the Institution. The support is there internally to help you progress professionally. Do it. Don't be afraid. Don't be afraid that you haven't got the qualifications, because you can progress to Chartered Membership if that's what you want. Just take the plunge, really.

Aaron: And I just wanted to add that aside from the fact that you do sort of progress your career with the professional qualifications, its also the preparation, I would argue, made me a much better engineer day to day as well. I learned a lot doing all the preparation. So, yeah, if you even if you sadly get a failure in the exam, I'm sure that you'll progress your career in other ways as well.

Michael: Brilliant. Rob, Nigel, Aaron thanks so much for your time. Nigel, Aaron, good luck for the PRI next year. Hopefully, we'll be welcoming you as a Chartered Member of the Institution next December. And listen out for some more of these coming soon from the IStructE. Thanks very much.