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Collaboration, Innovation and Resilience: Championing a Digital Generation

# Building Tomorrow's Surveyors: The Dutch Cadastre Training Programme

Welcome to our presentation on the innovative approach we've developed at the Dutch Cadastre to address the critical challenge of workforce sustainability in land surveying.

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## About Kadaster





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# The Perfect Storm in Surveying



## Communication Skills

Society demands stronger social abilities

1

## Technology Adaptation

Keeping pace with AI and automation

2

## Competition

Other technical fields attract talent

3

## Declining Education

Fewer students choosing surveying

4

## Aging Workforce

Mass retirement approaching

5

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## Our Journey: From Crisis to Solution



1

### The Challenge

14 years ago, my team consisted mainly of men around age 60. They could all be my father.

2

### The Realisation

Waiting for graduates wasn't working. We needed to create our own surveyors.

3

### The Innovation

We developed an in-house training programme that turns traditional education upside down.



# Unique Selling Points of Our Profession



**1 Indoor and Outdoor Work**  
Our surveyors enjoy a balanced environment. They combine field work with office analysis.

**2 Accessibility**  
Most of our surveyors have secondary vocational education. University degrees aren't always required.

**3 Structured Support**  
We operate with strict protocols. Expert guidance comes from university-educated Geo specialists.

**4 Planning**  
The surveyor has influence on the planning of their work. They complete the work from A-Z.

**5 Technical and Social Combination**  
The work combines technical expertise with social interaction.

**6 Adventurous**  
You get to go somewhere new.



# Essential Skills for Modern Surveyors



## Social Skills

Empathy and collaboration are crucial in navigating property disputes and stakeholder engagement.



## Professional Mindset

Independence and decisiveness enable surveyors to work efficiently in diverse environments.



## Adaptability

Flexibility and stress resistance help in managing changing circumstances and tight deadlines.



## Influence

Persuasiveness and results-orientation ensure that projects run smoothly, despite challenges.

## Who We Attract



### Recent Graduates

Young talents seeking practical experience. They bring fresh perspectives and digital native skills.



### Experienced Professionals

Career changers with technical backgrounds. They bring valuable transferable skills.



### People-Focused Individuals

Those with strong social and communication abilities.





## Our Training Approach

### Employment from Day One

Participants receive a salary whilst learning. Financial security encourages career changes.

### Dual Mentorship

We combine external education with internal expertise. Theory meets practical application.

### Comprehensive Skill Development

Training covers technical and social skills. Each module concludes with an exam.

### Direct Professional Pathway

The programme creates immediate entry to the profession. It's an apprenticeship model for the 21st century.





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## Program Structure and Duration

### Boundary Determination Module

5-month intensive training on stakeholder communication and legal requirements.



### Surveying and Parcel Formation

7-month technical training on measurement techniques and cadastral mapping.



### Practical Application

18-month supervised field experience solving real boundary challenges.



### Independent Work Phase

6-month transition to autonomy with support available when needed.



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### New Surveyors

Trained and retained over the past decade through our innovative programme.



### Retention Rate

Higher staff loyalty and reduced turnover compared to traditional recruitment.



### Customer Satisfaction

Improved service delivery leads to happier citizens and stakeholders.

## Remarkable Results



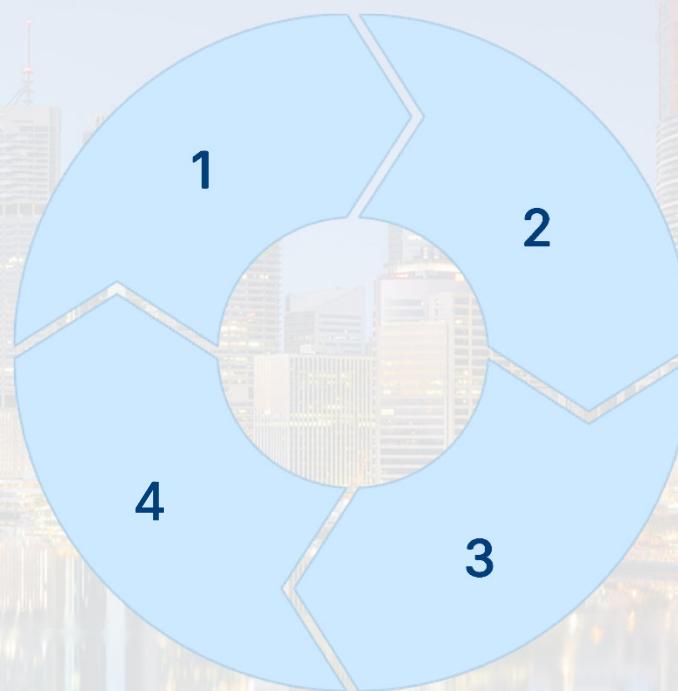
# The Blueprint for a Sustainable Future

## Take Control

Actively develop your own workforce rather than relying on external sources.

## Ensure Continuity

Maintain essential services that support property rights and economic development.



## Innovate Training

Combine traditional mentoring with modern educational approaches.

## Build Loyalty

Create strong institutional connections through shared learning experiences.



## The most relevant SDGs related to the presentation and theme of this session



**SUSTAINABLE DEVELOPMENT GOALS**

International Federation of Surveyors supports the Sustainable Development Goals



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# Thank you



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