



Collaboration, Innovation and Resilience: Championing a Digital Generation

Brisbane, Australia 6-10 April

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.

by Esther Verlow & Tom Venhorst



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About Kadaster



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The Perfect Storm in Surveying



1 Communication Skills

Society demands stronger social abilities

2 Technology Adaptation

Keeping pace with AI and automation

3 Competition

Other technical fields attract talent

4 Declining Education

Fewer students choosing surveying

5 Aging Workforce

Mass retirement approaching

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

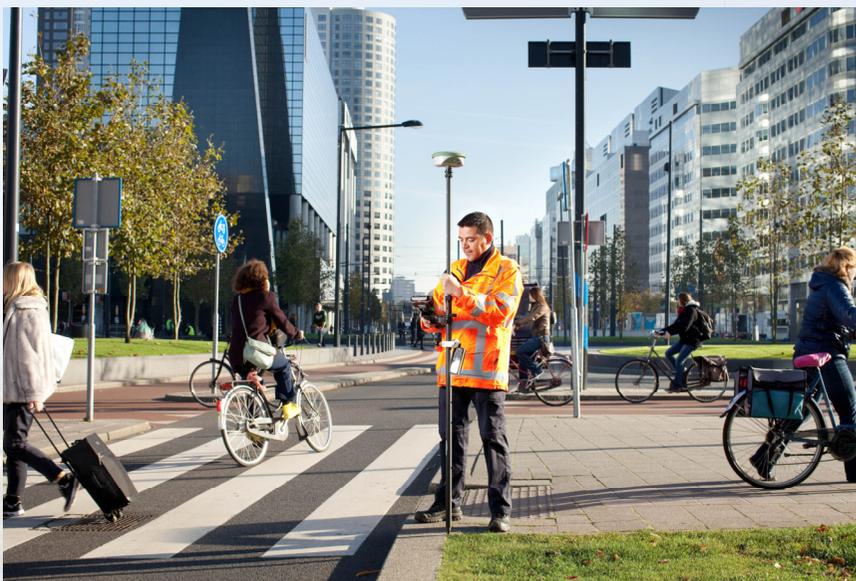
Waiting for graduates wasn't working. We needed to create our own surveyors.

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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250

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



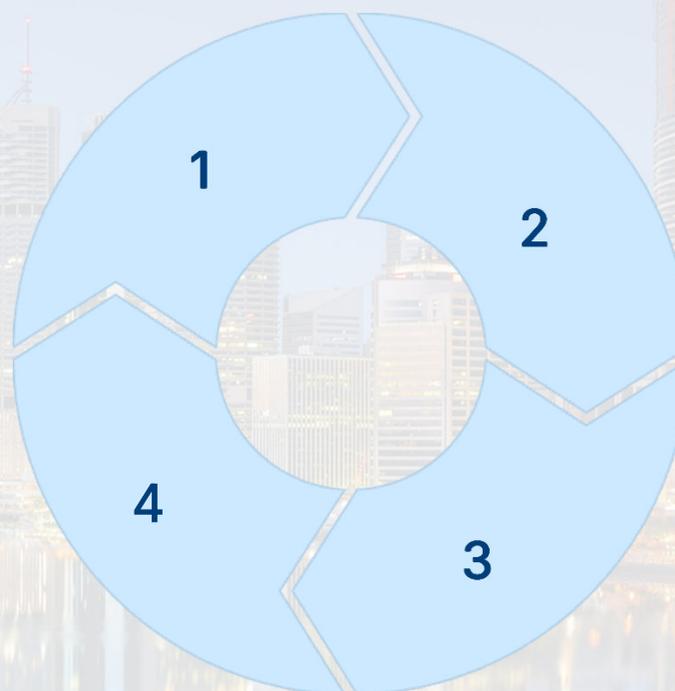
The Blueprint for a Sustainable Future

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

1st relevant SDG	 <p>4 QUALITY EDUCATION</p>	2nd relevant SDG	 <p>5 GENDER EQUALITY</p>	3rd relevant SDG	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
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**SUSTAINABLE
DEVELOPMENT GOALS**

International Federation of Surveyors supports the Sustainable Development Goals



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Thank you



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