

Building Tomorrow's Surveyors: The Dutch Cadastre's Approach to Workforce Development.

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SUMMARY

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In the Netherlands the cadastral surveying profession faces a critical challenge of workforce recruitment and retention, with an aging workforce of land surveyors, less education for land surveying and declining interest among younger generations threatening the sustainability of this essential geospatial discipline. This paper examines innovative workforce development strategies, with a specific focus on the Dutch Cadastre's approach to attracting and training new land surveyors.

In-house training

Our in-house training model represents a transformative solution to traditional recruitment barriers. By creating a comprehensive, integrated learning pathway, the Dutch Cadastre has developed an approach that directly addresses workforce shortages while simultaneously lowering entry barriers for potential surveyors. The program's distinctive structure combines external professional education with internal specialized training, offering a holistic approach to professional development.

Key to this innovative model is the dual-mentorship approach, where new students are simultaneously employees who receive a salary from the program's outset. Participants receive technical education from an external school of land surveying, complemented by specialized cadastral instruction from internal Cadastre experts. This approach not only provides financial stability for new entrants but also creates a direct pathway into the profession, encouraging career changers to transition into surveying with reduced financial and professional

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risk.

The training model addresses multiple recruitment challenges by offering a unique value proposition. Prospective surveyors are attracted by the opportunity to engage in a profession that balances indoor technical work with outdoor field operations, providing variety and professional satisfaction. By removing financial barriers and offering a structured, supported entry into the profession, the program enables individuals to pursue a meaningful career change with confidence.

Outcome

Our outcomes suggest this approach significantly mitigates traditional recruitment obstacles. The program attracts diverse candidates, including professionals from other fields seeking more engaging and impactful careers. By providing comprehensive training, immediate employment, and a clear professional pathway, the Dutch Cadastre demonstrates an innovative solution to the global challenge of attracting new talent to cadastral surveying. Over the last 10 years we have trained and gained 242 new Cadastral land surveyors.

Moreover, this training approach fosters a profound organizational bond between new surveyors and the Cadastre. By investing directly in their professional development and providing a nurturing, supportive learning environment, the Cadastre creates a strong sense of institutional loyalty and commitment. Employees who are trained from the ground up within the organization develop a deep understanding of the Cadastre's mission, values, and operational nuances, resulting in a more engaged and aligned workforce that is emotionally and professionally invested in the organization's success.

The research contributes crucial insights into workforce development strategies, offering a replicable model for professional organizations seeking to address skills shortages and attract a new generation of land surveyors. This approach not only addresses immediate recruitment challenges but also repositions land surveying as a dynamic, accessible, and rewarding professional career path.