

# **Bridging the gap between generations of specialists: Russia's comprehensive approach to supporting young cadastral engineers**

**Marina Petrushina and Veronika Kovalevich (Russia)**

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## **SUMMARY**

In 2016, Russia legally established a multi-level procedure for obtaining the qualification of a cadastral engineer: specialized higher education, a two-year internship, passing a qualification exam and mandatory membership in a self-regulatory organization. These requirements determined the lower age limit of specialists over 25 years old. At the same time, the upper limit of youth under the law is 35 years inclusive. The tightening of entry into the profession has led to an outflow of young people from the industry.

In 2025, the National Chamber of cadastral engineers conducted a study among 10,000 young cadastral engineers 25-35 years old to study their structure and identify problems in order to develop measures to mitigate and eliminate them.

The data showed that young cadastral engineers make up only 14% of the total. The analysis identified three key issues:

- extremely low proportion of the 25-30 age group;
- significant gender bias towards women;
- high level of disciplinary violations among young people.

Solving these problems is important for achieving national goals in the field of land management and cadastre and contributes to the global goals of sustainable development of Russia: «Quality education», «Decent work and economic growth», «Innovation and infrastructure», «Sustainable

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cities».

The National Chamber of cadastral engineers, through its members – associations of self-regulatory organizations of cadastral engineers, pays priority attention to working with young people.

The report presents a detailed program for 2025-2030, aimed at three groups:

1. Young engineers: Reduced violations and successful career start. Events: structured mentoring, preferential professional liability insurance, employment support, training for beginners, monitoring of activities in the first year of work, professional skills competitions.
2. Mentors and trainees: Strengthening the continuity of knowledge. The program formalizes mentoring, implements a rating and incentives for the best mentors, lobbies for benefits for mentors from employers, provides discounts for interns, and reforms the content of the qualification exam to better meet the practical competencies of beginners.
3. Students: Formation of a personnel reserve. Events: partnership with universities, career guidance, popularization of the profession, participation in federal projects.

Expected results: an increase in the share of young people, a decrease in violations, an increase in the prestige of the profession, and a strengthening of the culture of mentoring. This sets the stage for a sustainable cadastral industry, responding to FIG 2026's vision «The Future We Want – The SDG's and Beyond». The proposed model could be useful to countries with similar geospatial occupations.

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