



FIG Working Week 2024

19-24 May

Accra, Ghana

Your World, Our World:
Resilient Environment
and Sustainable
Resource Management
for All

Presented at the FIG Working Week 2024,
19-24 May 2024 in Accra, Ghana

Developing the Value of Surveying for Future Surveyors

Michelle Blicavs, Chief Executive Officer



Surveyors Australia



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“Our mission is to promote, represent and support all surveyors and their businesses across Australia”

The Association:

- Raises the profile of the profession
- Represents Surveyors across industries & government
- Provides training and educational opportunities
- Delivers benchmark reports on topics such as Hourly Rates, Salary Rates, and Skills Shortage Research



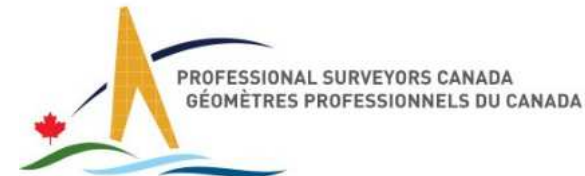
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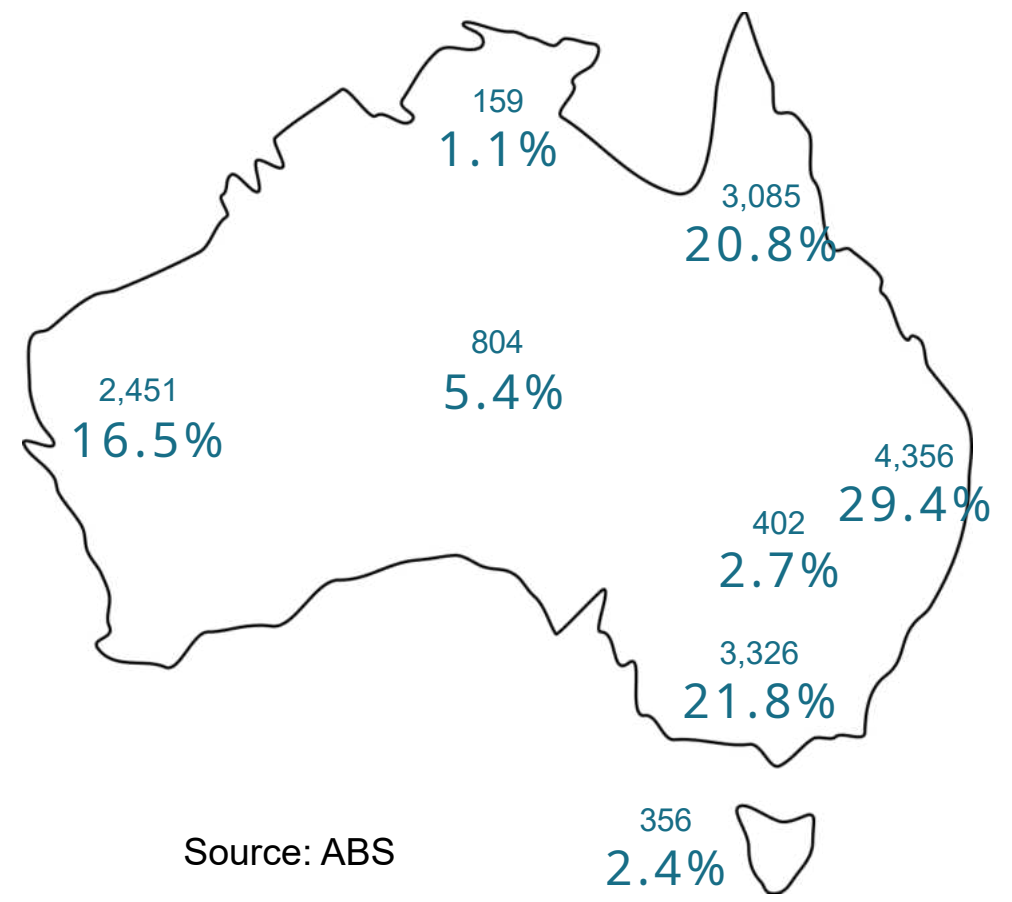
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Current total workforce is around 19,000 persons – 15,000 surveying and geospatial professionals and 4,000 allied professionals.
East Coast accounts for 72% of the total skilled surveying and geospatial professionals



Source: ABS



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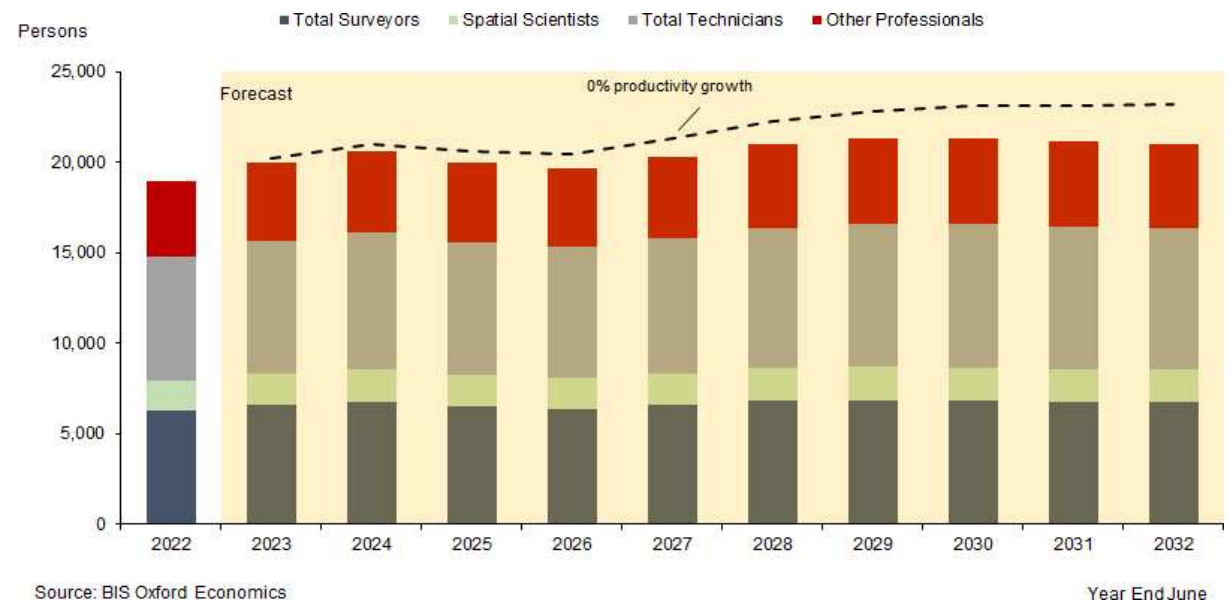
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THE SITUATION ACROSS AUSTRALIA

Forecast Of Total Demand For Skilled Labour



Average 21,000 professionals needed per year:

- 6,700 surveyors
- 1,800 spatial scientists
- 7,800 technicians
- 4,600 allied professionals



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NATIONAL WORKFORCE CAPABILITY POSITION

	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Surveyors & spatial scientists			Deficit			Deficit				
	470	752	485	356	645	924	1014	1011	954	925
Surveying & spatial science technicians			Deficit			Deficit				
	403	656	446	359	620	883	1013	1040	977	911

- Current capability gap is 1408 surveyors and spatial scientists and technicians
- This gap rises to more than 2,000 in 2029



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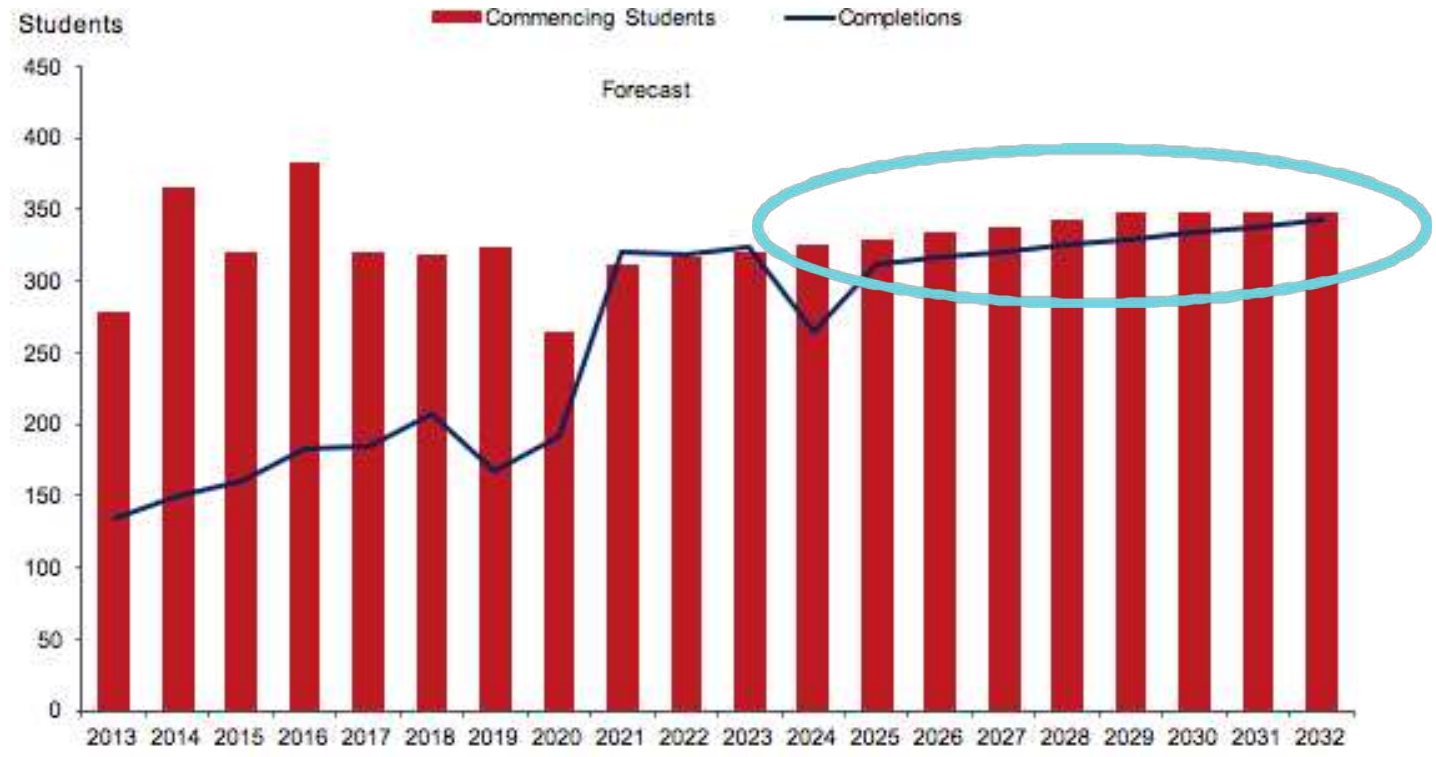
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UNIVERSITY COMPLETIONS - FORECAST FOR AUSTRALIA

Report assumes there will be an uplift in enrolments per year by approx. 150 persons.



Source: Department of Education, BIS Oxford Economics

Year End December



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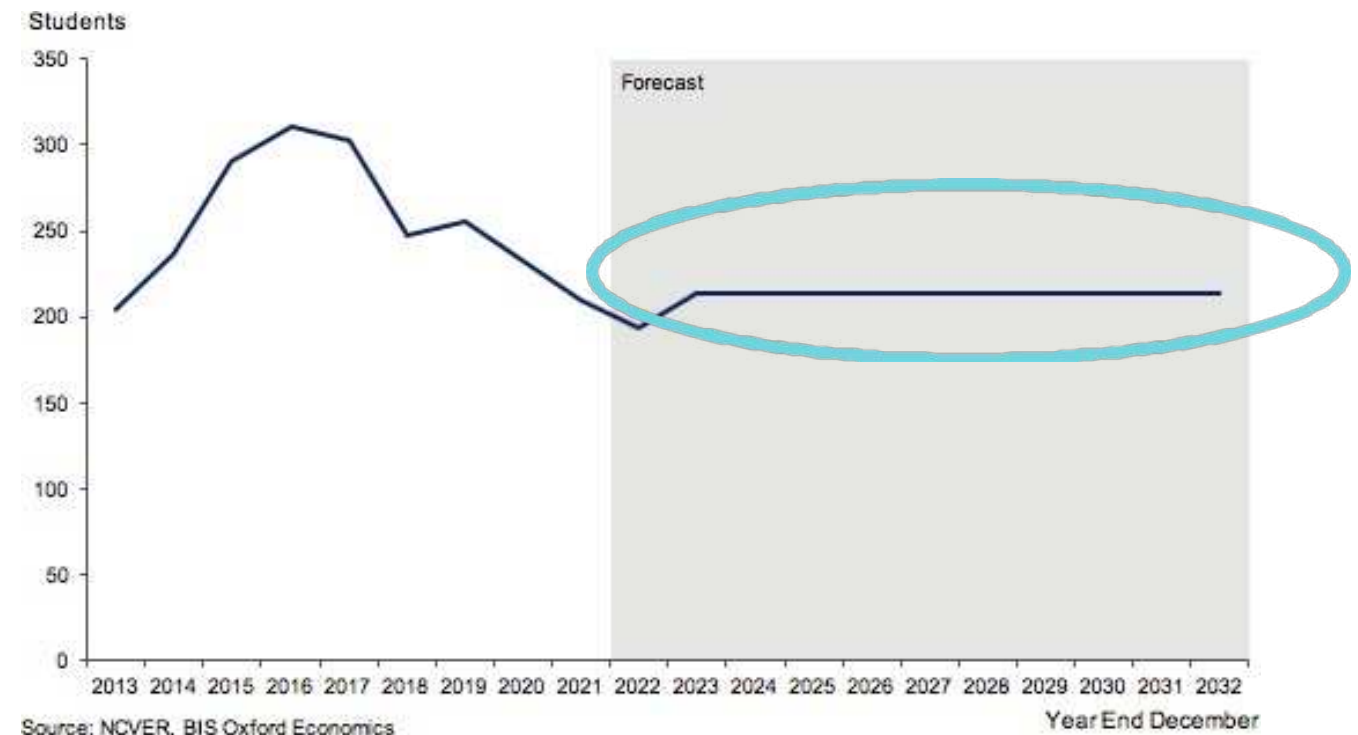
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VOCATION COMPLETIONS - FORECAST FOR AUSTRALIA

Completions average 213 from 2023 onwards, with 63 students entering the workforce each year.



Source: NCVET, BIS Oxford Economics



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IMPACT ON THE PROFESSION

- Sustained workload pressure for current surveyors
- Less and less vocationally trained surveyors available to assist with project completion

940 university students are needed each year across Australia over the next decade.

This could represent a 170% increase on the forecasted levels.

517 vocational students are needed each year across Australia over the next decade.

This could represent a 167% increase on the forecasted levels.



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Maths, Women & Diversity in Surveying

Work
Experience



In School
Presentations

NSW Department of Education
iSTEM
Maths
Geography



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SURVEYING UNLEASHED



- Connects Future Surveying Workers With Their Future Mentors

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'TRAINING BUILT BY INDUSTRY FOR INDUSTRY'

'Delivering Training Across Australia, because everyone deserves access to quality training'



QUALITY AND EXCELLENCE



FLEXIBLE AND INCLUSIVE



SUPPORTING INDUSTRY GROWTH



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**CERTIFICATE IV IN
SURVEYING AND
SPATIAL INFORMATION
SERVICES (SURVEYING)**



DIPLOMA OF SURVEYING



**CERTIFICATE IV WORK
HEALTH AND SAFETY**

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GEOSA
General Authority for Surveying
and Geospatial Information





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CPP41721 - CERTIFICATE IV IN SURVEYING & SPATIAL INFORMATION

SERVICES

CORE UNITS

- CPPSSI3020 Perform simple surveying and spatial computations
- CPPSSI4025 Collect spatial data using GNSS
- CPPSSI4036 Operate spatial software applications



ELECTIVE UNITS

Group A: Surveying

- CPPSSI3019 Produce basic plans of surveys
- CPPSSI4030 Operate surveying equipment
- CPPSSI4031 Perform surveying computations
- CPPSSI4037 Produce computer-aided drawings
- CPPSSI4040 Collect spatial data using a total station
- CPPSSI4041 Set out site and building works

Group C: General

- CPPSSI3011 Produce basic maps
- CPPSSI4038 Prepare and present GIS data
- CPPSSI5060 Develop spreadsheets for spatial data
- MEM30012A Apply mathematical techniques in a manufacturing engineering or related environment
- PSPLND001 Investigate tenure and land use history

External Elective

- BSBWHS414 Contribute to WHS risk management



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CPP50121 – DIPLOMA OF SURVEYING

CORE UNITS

- CPPSSI5047 Conduct GNSS surveys
- CPPSSI5048 Conduct engineering surveys
- CPPSSI5053 Perform complex surveying computations
- CPPSSI5054 Perform geodetic surveying computations
- CPPSSI5057 Conduct precision surveys
- CPPSSI5058 Conduct geodetic surveys
- CPPSSI5061 Survey subsurface utility information
- CPPSSI5065 Design basic engineering structures

ELECTIVE UNITS

- CPPSSI5032 Capture new spatial data
- CPPSSI5050 Produce survey drawings
- CPPSSI5051 Conduct identification surveys
- CPPSSI5052 Integrate surveying datasets
- CPPSSI5062 Conduct photogrammetric mapping
- MEM23004 Apply technical mathematics
- PSPLND002 Compile and check survey plans
- BSBPMG430 Undertake Project Work





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- Teach business skills to improve efficiencies
- Improve processes and systems in collaboration with Government





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STRATEGY, STORY & SALES



PRICING, PROFITABILITY & PEOPLE



RISK MANAGEMENT, SUCCESSION & ASSESSMENT



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THE UNIVERSITY OF THE WEST INDIES



GEOSA
Geomatics Engineering Institute of Australia
General Authority for Surveying
and Geospatial Information





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STRATEGY, STORY & SALES

#1 Wall Street Journal Bestseller

DONALD MILLER
New York Times Bestselling Author

**BUILDING
A STORY
BRAND**



Use the 7 Elements of Great Storytelling to Grow Your Business

Bringing the Dream Back to Small Business Worldwide!

The E Myth
Revisited
Why Most Small
Businesses Don't Work
and What to Do About It

MICHAEL E. GERBER
The World's #1 Small Business Guru

- How is your business *different* to a business across the road?
- If we don't tell a clear *story*, and have a clear *strategy* – the only competitive element we have is price
- Do you want to Compete on Price?
- **Marketing and Messaging Your Story is Key**
- A Deep Dive into your **Digital Advertising, and Online Presence**
- Understanding the **Sales Process and Why it Matters to Surveying**

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PRICING, PROFITABILITY & PEOPLE

- *A Complete Framework for Pricing in Surveying*
- *Do you Understand the Ins-and-Outs of Financial Reports?*
- *How will you manage the turbulent times and external forces that impact running a Surveying Business?*
- *Managing Debt and Debtors*
- *Recruitment, Onboarding, Professional Development, Performance Reviews, Ongoing Commitments*
- *How Do I Build A Strong Team?*

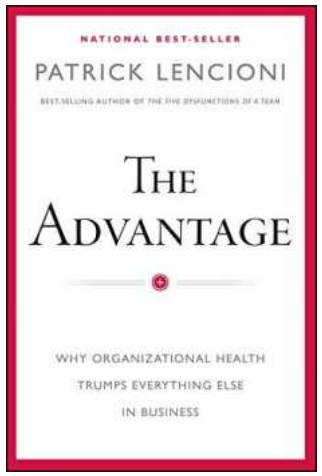




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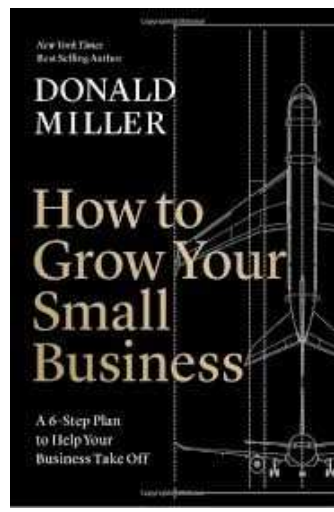
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RISK MANAGEMENT, SUCCESSION & ASSESSMENT



Donald Miller
Author of the #1 Wall Street Journal
bestseller *Building a StoryBrand*

Business Made Simple.

60 Days to Master
Leadership, Sales,
Marketing, Execution,
Management, Personal
Productivity and More

- *How do Successful Business owners manage risk?*
- *Which risks are common in the Surveying Industry?, and how can we prepare for unseen risks?*
- *How Can you plan for succession? And foster growth in leadership throughout your Organisation*
- *Presentation for 'The Board' as part of your Assessment*
- *Completion of the Course follows with a formal Graduation*

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ADVOCACY WITH GOVERNMENT

We Strive to be the voice for Surveyors on a National Level, Building relationships and dialogue with Ministers & Government Agencies



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RECENT ADVOCACY – 3G NETWORK CLOSURE

"The problem is that their equipment doesn't cost \$1000 like a phone does, it can cost close to \$15,000... In some cases for firms that might have 50 people, they've got a bill for hundreds of thousands of dollars... For our very large surveying firms that operate nationally, they're looking at millions of dollars in order to upgrade their equipment"



3G SWITCH OFF

With Surveyor Australia's CEO Michelle Blicavs and Chris O'Keefe


3G SWITCH OFF
DELAYED UNTIL
AUGUST 31ST



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AUSTRALIAN AND NEW ZEALAND STANDARD CLASSIFICATION OF OCCUPATION (ANZSCO)



- ANZSCO Codes have many uses, in the Australian Census they highlight labour shortages, diversity, and movement
- In 2020, we began our dialogue with the Australian Bureau of Statistics (ABS) to discuss a lack of detail in occupation codes, and inflation of census numbers
- According to the current ANZSCO Codes, ALL Surveyors fit into these occupations



Following Member Feedback in 2023, we recommended a comprehensive update to the current ANZSCO Codes, which are being considered in the ABS Review





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1. Professional Surveyor will be allocated under 4 new codes

- Engineering Surveyor - Specialisation Construction Surveyor
- Land Surveyor - Specialisation Registered or Licensed Land Surveyor
- Mine Surveyor
- Surveyors and Spatial Scientist - for Geodetic surveyors and Hydrographic surveyors

We made the case for Registered and Licensed Surveyors to be in a "Manager" category within ANZSCO (Australian and New Zealand Standard Classification of Occupation) Codes but that seems to have been a step too far at this stage! We will continue to advocate for that as they continue to review the process. We did argue for Hydrographic Surveyors to have their own code, but unfortunately there must be 300 people in the profession to be allocated your own code!

2. Other Spatial Scientist will be further detailed as Geospatial Specialist with the specialisations of Geospatial Analyst, GIS Consultant and GIS Manager

3. Surveying or Spatial Science Technician will be reallocated with 2 new codes

- Geospatial Technician (or GIS Officer)
- Surveying Technician - specialisation Survey Draftsperson

The Survey Draftsperson is a new addition to the codes. This will help us in the ongoing support of this professional role and in the creation of training to support this role continuing in our field.

4. Surveyor's Assistant we believe was not defined accurately for our side of the profession. This is at a level with "no skill or qualification required". We advocated for this code to be completely removed as we feel strongly that we need highly trained people working in our profession. However, the code remains but it has been more appropriately defined as a Surveying Assistant.

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INTRODUCING A NATIONAL STANDARD AND COMPETENCY FRAMEWORK FOR ENGINEERING SURVEYORS



Business Case:
National Standard and
Competency Framework
For Engineering Surveyors

May 2024



Currently Australia's largest and nationally significant infrastructure projects (including commercial, industrial, and residential construction projects) have **no national regulatory system** to ensure the process is consistent and/or undertaken by a suitably qualified and experienced surveyor. The construction industry generates nearly \$360 billion in revenue for Australia, so this is a significant concern.

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INTRODUCING A NATIONAL STANDARD AND COMPETENCY FRAMEWORK FOR ENGINEERING SURVEYORS



Business Case:
**National Standard and
Competency Framework
For Engineering Surveyors**

May 2024



This Discussion Paper identifies the significant risks associated with an unregulated industry including harm to the public, businesses, clients, infrastructure, and residential construction.

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RECOGNITION THROUGH AWARDS

National Congress Awards, Excellence In Surveying & Spatial Information Services Awards (EISSI)



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'THE SURVEYOR' MAGAZINE

"Sharing the Story of the
Australian Surveying Industry"



The Surveyor named as best business magazine in international awards

The Association of Consulting Surveyors has been awarded international recognition for its magazine, *The Surveyor*.

The Surveyor has won top honours in the Best Single Issue category in the 2020 Tabbie Awards—a prestigious worldwide competition for publishers of business, trade and custom magazines.



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SUSTAINABLE DEVELOPMENT GOALS | International Federation of Surveyors supports the Sustainable Development Goals

Launching Assessment Tool for Australian Surveying Business

Serving Society for the Benefit of People and Planet





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The Value of Surveying

- Nothing is built without surveyors
- Surveyors underpin the national economy
- Surveyors are problem solvers and the land administration experts
- Surveyors are Vital to Australia's Development
- Surveyors must FIRST appreciate and acknowledge the value they bring to:
 - their business and their clients
 - their staff
 - their community and their government
 - their territory, state, jurisdiction and country



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Future of Surveying

- A great career path which may include business ownership and entrepreneurship
- A good salary as a professional
- Rarely a shortage of work
- Exchange programs for graduates
- Embracing new technology
- Increasing recognition of the important role of surveyors and geospatial professionals
- Expertise admired and sought after for major infrastructure and other projects
- Engaged in building a sustainable future for every community



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