

Mentoring Measures as Promoter of Career Planning in the Surveying World with a Special Focus on DVW in Germany

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SUMMARY

In a world full of information, opportunities and challenges, the question arises as to how young professionals are supported in their career planning. This topic is very acute due to the high degree of specialization and the lack of skilled personal, not only in the geo-community. How do we support, how do we encourage, how do we motivate our younger colleagues so that they feel comfortable, so that they can develop, so that they are enthusiastic about the profession?

The concept of mentoring offers a solution to this - a relationship between experienced and unexperienced colleagues. The experienced person should support the unexperienced person for a certain period of time, discussing topics, advising and promoting. A mentoring program is less about technical topics, but more about social and ethical approaches, dealing with challenges, soft skills, networking, and giving feedback. Informal knowledge is passed on. Such a programme is offered at DVW (German association for Geodesy, Geoinformation and Land Management) to promote young talents.

Various aspects of career planning in STEM and especially in surveying are described and supplemented by experience reports from younger and older colleagues. In this context, reference is made to the current mentoring project of the FIG Young Surveyors Network (YSN) and the FIG African Regional Network (ARN). The DVW's mentoring programme will be presented, along with other options from Germany, Europe and in an international background, as well as their benefits for the development of young surveyors.

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