

The Aging Profession/Renewal of the profession (and also the profession itself) – make the profession younger.

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ABSTRACT:

Researches have revealed that the younger generation have better qualities than the older generations such as communication skills, computer literacy, better and faster problem-solving skills, curiosity, adaptability, emotional intelligence. Researches have shown in the past how highly recognizable and respected individuals in the world today utilize great innovative ideas in their younger days such as Bill Gates, Elon Musk for achieving great successes. Renewing of a profession starts by giving the younger generation more important roles in a profession, because the younger generation will bring in new, innovative ideas, also the eagerness of the younger generations to try new things which will bring a reviving to an aging profession. The goal of this study is to show the importance of the younger generation in reviving an aging profession thereby renewing it through establishing new ways to solve problems which leads to saving time and energy, helping the profession stay up to date.

By adopting a qualitative approach, this research explored the survey profession and its potential for rejuvenation by utilizing various primary and secondary sources. To gather data, professionals were interviewed alongside conducting surveys with participants in the field. Additionally, analyzing industry reports as well as surveys was necessary to formulate strategies aimed at bringing youthful energy into this occupation.

From the survey, 40.5% of surveyors fall between the ages of 50 and 59, 13.5% are between the ages of 60 and 69, 18.9% are between the ages of 40 and 49, 8.1% are between the ages of 30 and 39 and 27% fall between the ages 18 and 29.

The survey shows that 43.2% of respondent rarely develop themselves professionally and 40.5% develop themselves professionally. The survey also shows that 56.8% don't have a mentor or are not a mentee while the other 43.2% have mentors or is a mentee.

The research concluded that fewer young adults are into survey profession in Nigeria, and at this current state it is obvious that the profession is with an aging workforce that requires a revamp in education and training systems.

INTRODUCTION

The field of surveying is currently faced with a formidable obstacle - an aging workforce that requires rejuvenation. For hundreds of years now, the profession has played a crucial role in developing infrastructure and today it must tackle the challenge of luring young experts to assume control for future leadership and innovation purposes. The diversity issue further exacerbates this problem since historically there have been men at its helm despite changing demographics across country lines.

Revitalizing the field of surveying holds paramount importance in guaranteeing perpetual progression and advancement of infrastructure, while simultaneously facing down obstacles that lie ahead. This endeavor necessitates modernization of educational curriculums as well as training methodologies to incorporate newly-emerging technologies and innovative techniques. Additionally, it demands greater adaptability within work environments to accommodate diverse staff needs whilst cultivating a more dynamic workforce culture. Above all else, this mission requires both employers' and employees' willingness to accept change wholeheartedly and acclimate themselves with evolving workplace dynamics if we are ever going to meet future challenges head-on successfully without falter or failure!

The subsequent written work is intended to delve into the predicaments that survey professionals encounter, feasible solutions in reinventing and revitalizing their profession, as well as the benefits of improving diversity. The manuscript will scrutinize how education and training programs affect this field; elucidate on measures necessary for inclusivity; discuss innovations' role through technology's influence, all while emphasizing a flexible working environment. In essence, my objective herein lies within providing recommendations conducive to generating younger innovators who can aptly tackle upcoming challenges encountered by surveying experts.

METHODOLOGY

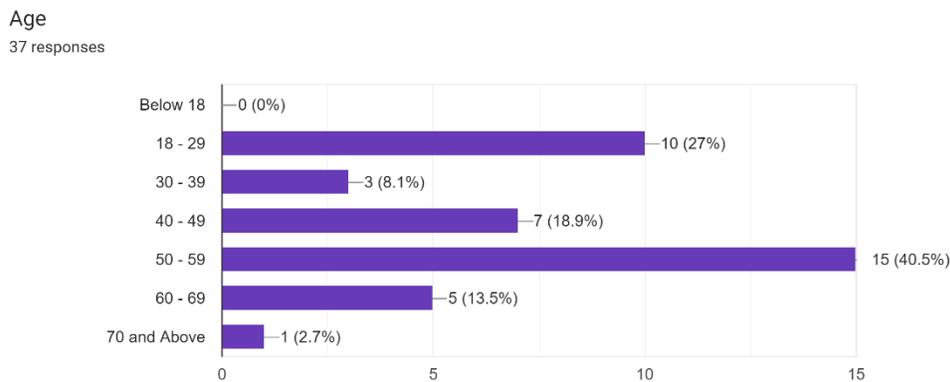
The study is a qualitative analysis of the survey profession, incorporating primary and secondary sources to explore strategies for making the profession younger. Data was gathered from questionnaires with survey professionals and industry experts, as well as from industry reports and surveys.

RESULT

The data showed a considerable number of individuals involved in surveying are approaching the age at which they would retire; specifically, 40.5% fall between ages 50-59 and another 13.5% between ages 60-69. This emphasizes how necessary it is to prioritize recruiting and maintaining younger professionals within this sector - ultimately ensuring that knowledge transferal happens seamlessly from one generation to the next with their skillsets intact!

It's heartening to note that there are a significant number of young survey professionals - 27% fall within the age bracket of 18-29. However, those who belong in the next category between ages 30 and 49 only account for about one-quarter (26.4%). This might mean that this middle stage has become somewhat neglected or ignored vis-a-vis attracting new talent and keeping existing ones engaged with renewed efforts put into place.

The figures presented emphasize the significance of devising methods to enhance the allure and availability of survey careers for new generations. Likely initiatives are those which address adaptable work schedules, mentorship opportunities, and educational options aimed at bridging gaps between seasoned professionals and newcomers. Through revitalizing this field with a diverse range of talent, it can adapt to societal changes while still progressing forward in its evolution.



The survey showed that more than half of the survey participants don't use technology to make their work easier or more efficient

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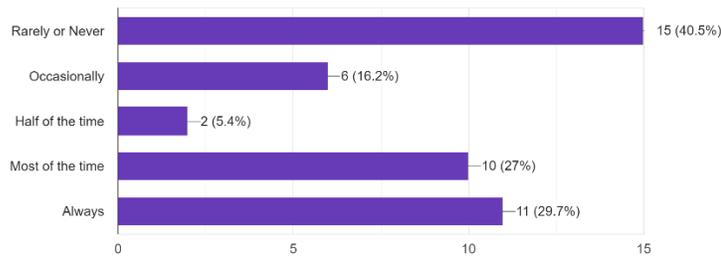
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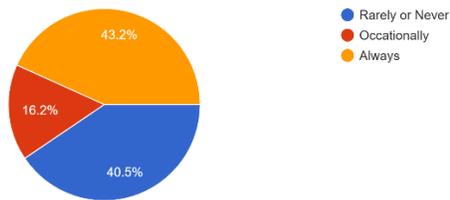
Orlando, Florida, USA, 28 May - 1 June 2023

How often do you use technology to make your work easier and more efficient?
37 responses



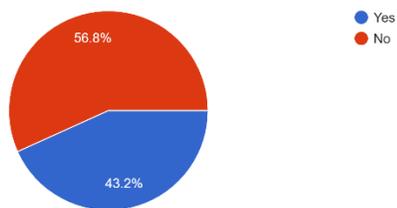
The survey showed most professionals don't develop themselves professionally which is a big influence on how the profession is aging

How often do you develop yourself professionally?
37 responses



The survey showed that more than of the survey participants are bot in a mentoring program

Are you a mentor or a mentee?
37 responses



DISCUSSION

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The average age of surveyors in the Nigeria is currently over 50 years old. This trend is not unique to the Nigeria, as many countries around the world are facing a similar aging workforce in the surveying profession. One reason for this aging workforce is that many young people are not considering surveying as a viable career option. There are several reasons for this. One reason is that surveying is often perceived as a manual, labor-intensive job that requires working in harsh weather conditions. While this may have been true in the past, the surveying profession has evolved significantly with the advancement of technology.

Today, surveyors use sophisticated equipment such as Global Positioning Systems (GPS), unmanned aerial vehicles (UAVs), and LiDAR technology to collect data. Surveyors spend less time in the field, and more time analyzing data and producing detailed maps and reports.

Another reason why young people are not considering surveying as a career option is that it is often viewed as an outdated profession. Many young people may not be aware of the exciting new technology being used in surveying, and the ways in which surveying can contribute to important industries such as environmental conservation and infrastructure development.

RENEWAL OF THE PROFESSION

The renewal of the surveying profession is essential to ensure that the profession remains relevant and continues to contribute to society. There are several strategies that can be implemented to make the profession more appealing to young professionals.

1. EDUCATION AND OUTREACHES

To renew the surveying profession, it is essential to educate young people about the importance of surveying and the opportunities available in the field. This can be achieved through outreach programs in high schools and universities. By providing students with exposure to the latest technology and applications of surveying, they may become interested in pursuing a career in the field.

2. MENTORING PROGRAMS

One of the best ways to attract young professionals to the surveying profession is to offer mentoring programs. These programs can provide young professionals with the opportunity to work alongside experienced surveyors, gaining valuable knowledge and skills. This can be a powerful motivator for young professionals who want to learn and grow in the field.

3. PROFESSIONAL DEVELOPMENT

Professional development is an essential component of any career, and the surveying profession is no exception. By providing young professionals with opportunities to develop their skills and knowledge, they are more likely to remain engaged and

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committed to the profession. Professional development can take many forms, such as attending conferences, seminars, and workshops, or pursuing advanced degrees.

4. EMBRACING TECHNOLOGY

The surveying profession has evolved significantly with the advent of new technology. To attract young professionals to the field, it is essential to embrace this technology and demonstrate its capabilities. This can be achieved by investing in the latest equipment and software, and by showcasing the innovative ways in which surveying is being used in various industries.

5. COLLABORATION AND NETWORKING

Collaboration and networking are essential components of any profession, and surveying is no exception. By creating opportunities for young professionals to collaborate and network with experienced surveyors, they can gain valuable knowledge and connections that can help them in their careers.

BENEFITS OF RENEWAL OF THE SURVEY PROFESSION

1. **Increased Innovation and Technological Advancements** Technology has played a critical role in the growth and development of various industries, and surveying is no exception. The renewal of the survey profession would facilitate the integration of new technologies, leading to the development of more accurate and efficient surveying techniques. This would, in turn, improve the quality of data collected, leading to more reliable results. With younger and more tech-savvy professionals, the survey profession is likely to witness an increase in the use of innovative technologies such as LiDAR and drones, which are increasingly becoming popular in the industry.
2. **A More Diverse Workforce** The survey profession is currently dominated by older, white men, which is a reflection of the industry's past and present. However, the renewal of the profession would attract more young and diverse professionals, including women and people of color. This would bring in new perspectives and ideas that would help the industry grow and adapt to changing demographics and new demands.
3. **Increased Efficiency and Productivity** The surveying profession is increasingly becoming competitive, with a growing demand for accurate and timely results. The renewal of the profession would help attract young professionals who are adept at utilizing technology and new methods to improve efficiency and productivity. This

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would result in faster turnaround times, increased accuracy, and cost-effectiveness, which is critical in an industry where time is money.

4. **Enhanced Industry Standards and Regulations** The renewal of the surveying profession would lead to the development of new industry standards and regulations that reflect the current and future needs of the industry. This would lead to more consistent and uniform quality of work, which would benefit both clients and professionals alike. Renewal would also help keep pace with the changing technological landscape, ensuring that the industry remains relevant and competitive.
5. **Improved Reputation** The survey profession's renewal would improve its reputation and visibility, making it more appealing to young people as a career choice. Young professionals would see the industry as a forward-thinking, tech-driven sector with great opportunities for growth and development. This would help attract more talent to the industry, improving the industry's long-term sustainability.

CONCLUSION

In conclusion, the survey profession is facing an aging workforce and the need to renew the profession has become more pressing than ever. The profession needs to embrace change and create an environment that attracts and retains young professionals. One of the most significant challenges is the lack of diversity, as well as the long hours and demanding work schedules that can be a barrier for many young professionals.

There are several ways that the profession can be renewed, including updating the education and training system to reflect the latest technologies and skills required, and making the profession more accessible to women and underrepresented groups. Additionally, the profession needs to embrace technology and innovation to create a more efficient and effective work environment. Creating a more flexible work environment, such as remote work, flextime, and part-time work, can help to attract and retain young professionals, and accommodate the needs of a diverse workforce. This will require a shift in the mindset of employers and employees alike, to embrace the changing nature of work and the need for flexibility. Ultimately, renewing the survey profession requires a collective effort from all stakeholders, including professional associations, employers, educators, and young professionals themselves.

By working together, we can create a more dynamic, diverse, and innovative profession that can meet the challenges of the future, and attract the best and brightest to the field.

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