

Surveyor Hiring Needs

2021/07/30

Background

- The AOLS sent out an on-line survey to survey firm owners and government managers on July 12th, 2021. It was closed on July 30th, 2021
- Only one survey was sent to each firm or government department
- 77 returns were received from a possible 163 firms and 32 government departments* (39% return)
- Returns from Regional Groups were as follows:
 - Eastern: 11
 - Georgian Bay: 4
 - Hamilton & District: 9
 - Kawartha-Haliburton: 2
 - North-Eastern: 11
 - North-Western: 1
 - South-Central: 25
 - South-Western: 11
 - Multiple Regional Groups: 3

*Some government departments hire few surveyors or technicians/technologists

Overall Results

The following needs were identified:

	Average Per Response	Total Requirements
Recent Graduated Required Today	1.3	100
OLSs Required Today	0.9	67
Recent Graduates Expected to be Required within 5 years	3.0	231
Students Expected to be Hired Annually	2.2	167
OLSs Expected to be Required within 5 years	1.5	117
Field Techs required Today	2.5	194
Field Techs Expected to be Required within 5 years	5.3	402
Office Techs required Today	1.7	132
Office Techs Expected to be Required within 5 years	3.8	291

Overall Results

Firms were polled as to when they would hire students.

Season	Percentage
Winter	23%
Spring	69%
Summer	64%
Fall	38%

Regional Breakdown

	Eastern		Georgian Bay		Hamilton & Dist.		Kawartha-Haliburton	
	Average Per Response	Total Requirements	Average Per Response	Total Requirements	Average Per Response	Total Requirements	Average Per Response	Total Requirements
Recent Graduated Required Today	1.2	13	0.3	1	1.0	9	1.5	3
OLSs Required Today	0.8	9	0.5	2	0.6	5	1.0	2
Recent Graduates Expected to be Required within 5 years	2.7	30	0.5	2	1.1	10	1.5	3
Students Expected to be Hired Annually	1.5	17	0.8	3	0.7	6	1.5	3
OLSs Expected to be Required within 5 years	1.5	16	0.3	1		6	1.0	2
Field Techs required Today	2.1	23	0.5	2	1.1	10	0.5	1
Field Techs Expected to be Required within 5 years	4.8	53	0.8	3	1.4	13	1.5	3
Office Techs required Today	1.5	17	0.3	1	0.9	8	0.5	1
Office Techs Expected to be Required within 5 years	3.5	38	0.5	2	1.4	13	2.5	5

Regional Breakdown

	North-Eastern		North-Western		South-Central		South-Western	
	Average Per Response	Total Requirements	Average Per Response	Total Requirements	Average Per Response	Total Requirements	Average Per Response	Total Requirements
Recent Graduated Required Today	1.4	15	0.0	0	1.1	27	1.3	14
OLSs Required Today	0.7	8	0.0	0	0.6	14	1.0	11
Recent Graduates Expected to be Required within 5 years	2.6	29	1.0	1	2.1	52	2.1	23
Students Expected to be Hired Annually	1.6	18	1.0	1	2.1	53	2.1	21
OLSs Expected to be Required within 5 years	1.2	13	1.0	1	1.3	32	1.4	15
Field Techs required Today	1.8	20	2.0	2	2.5	63	2.0	22
Field Techs Expected to be Required within 5 years	3.6	40	2.0	2	3.7	88	3.5	38
Office Techs required Today	1.3	14	1.0	1	1.5	35	1.7	19
Office Techs Expected to be Required within 5 years	2.4	26	1.0	1	3.0	71	3.0	33

Summary

- Based on approximately a 40% return of eligible companies/government departments, there is a significant demand for graduates, Ontario Land Surveyors and technicians/technologist in the surveying profession.
- The current requirements far exceed the current output of educational institutions.
- The requirements put forward by companies and government departments exceed the AOLS predicted annual requirements, likely due to the aging demographic of surveyors and their staff and potentially due to increasing workloads that COVID appears to have created.
- Continued action is required to ensure the availability of staff in the Surveying Profession.