

Q1 What threats or risks do you see for surveyors into the future?

Answered: 125 Skipped: 6

#	RESPONSES	DATE
1	Disappearing profession due to technology	4/26/2019 1:04 PM
2	Problems finding qualified staff	4/26/2019 12:45 PM
3	Rapid change in technology and difficulties keeping up.	4/26/2019 12:02 PM
4	finding qualified employees	4/26/2019 10:54 AM
5	Speed of amending regulations to keep pace with delivery of products and services by surveyors whose revenue stream may depend less on cadastral surveys and more on new mapping products and services. This will surely impact AERC and licencing requirements.	4/26/2019 7:35 AM
6	-technology surpassing the professional's ability to prove the accuracy of their work -maintaining professional ethics in our profession as the older surveyors retire and our new surveyors take over	4/26/2019 7:27 AM
7	Not enough qualified people.	4/26/2019 6:41 AM
8	Take over of survey companies by \$\$\$ only oriented people	4/25/2019 4:25 PM
9	Lack of proper mentorship of new surveyors through articling period as OLSs retire	4/25/2019 3:03 PM
10	Aging membership and watered down education. As well, rural parts of the Province will be underserved as more new surveyors stick to the large metropolitan areas.	4/25/2019 2:48 PM
11	Not able to satisfy current requirements of municipal governments in light of current statues & regulations and the provincial government in regard to Report of Site Conditions (RSC)	4/25/2019 2:00 PM
12	Government priorities do not seem too support the office of the Surveyor General	4/25/2019 1:15 PM
13	1. Too much reliance on integration (co-ordinates) to be shown on public plans of survey (never understood how this was allowed to happen). This is allowing tech firms to provide layout using gps co-ordinates, which is dangerous for the public and takes work away from surveyors. Integration requirements to assist in building a digital cadaster could have been done by alternate means (we live in a digital world now!) and should not have required co-ordinates to be published on public plans - this requirement needs to be amended. 2. With old surveys available online to anyone, the general public is not being served properly when old surveys are used, specifically by real estate professionals in a real estate transaction. This not only takes work away from the surveying profession but also provides the general public with a lack of knowledge as to existing features on their property (such as an incorrectly installed fence). I see this as an attempt by some firms to profit by the sale of old records to the general public, and it should never have been allowed. 3. Some surveyors seem to be reluctant to provide copies of plans and field notes to other surveyors without a 'reasonable' fee being charged, sometimes the reasonable fees are not so reasonable. This creates a problem for the profession because the source of certain records are non known and costs are not always reasonable, which will cause surveys to be done without adequate research. The PSRI is a step in the right direction and it should be mandated by regulation.	4/25/2019 12:25 PM
14	Lack of OLS's as more retire Loss of self governance Others establishing property lines due to OLS cost and slow timing	4/25/2019 11:36 AM
15	The inability to fund or plan the automation and management of paper records may threaten the efficiency and competitiveness of smaller firms.	4/25/2019 11:20 AM
16	We need to really know what is the number of Licenced OLS that are needed to service the public.	4/25/2019 11:09 AM
17	Less use of professional surveyors to re-trace old boundaries as more and more people make use of and can access old records. Also, for non-cadastral work, technologists are becoming more adept at construction layout, eliminating the need for a professional surveyor.	4/25/2019 11:00 AM
18	Loss of self governing status; inadequate or loss of educational institutions (small number of grads = expensive per student); possibly inadequate Articling process	4/25/2019 10:59 AM

19	Further erosion of the industry through lack of knowledge at all levels of government and declining demographic statistics. We are also losing respect of the community by flogging old surveys to the general public online when they really need current information and advice from a professional.	4/25/2019 10:44 AM
20	Cadastral surveying is a minor component of surveying requirements for the real property industry. the association needs to think forward more to anticipate what clients especially new clients would want. If this does not occur the AOLS will become antiquated and irrelevant.	4/25/2019 10:43 AM
21	Low volume of qualified and interested field staff and calculator/draftspersons entering and staying in the industry	4/25/2019 10:36 AM
22	Demographics, lack of respect for profession,	4/25/2019 10:35 AM
23	shortage of university students in surveying (Geomatics engineering)	4/25/2019 10:26 AM
24	Lack of technical staff, both in the field and office	4/25/2019 10:26 AM
25	No control over profession/ self governance. Lack of digital cadastre. Constitutional challenge.	4/24/2019 3:57 PM
26	Inflexibility due to regulations to change our deliverables and be competitive with non-survey firms who are not subject to the same rules.	4/23/2019 8:32 PM
27	The lack of understanding that the public has about what we do and what is involved.	4/23/2019 5:07 PM
28	Un-qualified and/or non-licenced individuals performing cadastral surveys, drone surveys	4/23/2019 4:01 PM
29	competitive wages, lowering educational requirements may impact on the judgements made by during boundary retracements and could result in increased lawsuits, skilled workers, upcoming recession?, surveyor 's being controlled by non-surveyor management, current or future potential lawsuits being crushed by a Ford Government who is proposing retroactive legislation to stop lawsuits against the Provincial Government, cost of field notes may trigger a government response, governments phasing out OLS staff over time, loss of sole proprietor OLS businesses	4/23/2019 12:01 PM
30	The ongoing sale of out of date plans to the public leaves our Profession's appearance questionable. We are giving the Public documents that we know may cause harm.	4/23/2019 7:49 AM
31	Lack of members.	4/22/2019 4:12 PM
32	Attrition in the membership, causing a knowledge, experience and human resource gap.	4/22/2019 1:42 PM
33	Ability to set monumentation within urban areas.	4/22/2019 10:17 AM
34	lack of knowledge and care in plan preparation and creation	4/21/2019 9:35 PM
35	Technology allowing non-surveyors to perform non-cadastral surveying activities. Also, lack of educated field staff.	4/19/2019 12:44 PM
36	Continuation of the lack of clarity or assurance with respect to boundaries and encroachments on real property transfers.	4/19/2019 9:42 AM
37	Unlicensed surveyors	4/19/2019 8:21 AM
38	Access to field notes at a reasonable cost. After looking at the AOLS from the outside Canada for over 2 decades I have seen the problems that access to field notes / records have created. You know well the problems...surveyors not getting the proper records, overcharging for records.... The biggest problem is that a new guy can not get into the game easily without records or lots of \$. The demographics and number of survey firms prove the point.	4/19/2019 8:19 AM
39	Automation of legal transactions leading to reduced demand and alternative products to surveys. AI will soon be replacing many professional services including lawyers, surveyors, and even medical doctors. The threat of "big data" and data monopolies (including public sectors) poses a very real threat to surveyor's products as intellectual property. How do surveyors protect something as simple as a benchmark elevation or coordinate pair from being used for other's profit?	4/18/2019 11:09 PM
40	loss of independence to self govern.	4/18/2019 5:23 PM
41	Coordinate cadastre; industry becoming obsolete	4/18/2019 4:19 PM
42	Labour shortage. Techs need to be paid better to ensure steady stream of field staff.	4/18/2019 3:56 PM

43	I see a lot of trouble is there isn't an overlap of knowledgeable OLSs with newly licensed OLSs. With so many retirements in the near future, knowledge is walking out the door before being passed down. I worry that past mistakes made at the Association level and general practice level will repeat themselves.	4/18/2019 3:50 PM
44	Threshold for # OLSs will drop below critical level to fairly serve the public, for example without enough surveyors it may lead to no competition, exorbitant fees and taking far too long to complete a survey.	4/18/2019 3:28 PM
45	Lack of Licensed members located outside of the GTA in rural Ontario.	4/18/2019 3:23 PM
46	Not enough support staff	4/18/2019 3:20 PM
47	AI	4/18/2019 2:07 PM
48	A shortage of surveyors in Ontario resulting from the aging OLS's and not having anyone to replace them.	4/18/2019 1:29 PM
49	Increased use of GPS to determine boundaries/corners by applying co-ordinates of dubious origin.	4/18/2019 12:52 PM
50	With leading edge technology, surveyors cutting corners while putting extensive reliance on this technology, the possibility of coordinates playing a more supportive role in cadastral surveying ... I am worried with our industry as a whole. Is it in a downside? Considering the above, what is required by our industry that serves the general public and associated professionals (engineers, architects & planners) in moving forward with their needs and the products we supply? Our industry is one of the most perplex and misunderstood by the public. They see us as a product that really isn't require but costs a lot. Currently we are not understood by the public at what we do, who we are and the products we supply. Our professional colleagues (engineers, architects and planners) are at the point they think they can supply what we do ... this is just wrong in so many ways.	4/18/2019 12:48 PM
51	over regulation	4/18/2019 12:27 PM
52	There is a lack of skilled staff and middle managers in the industry - this puts quality at risk. We also have surveyors with articling students that are not putting in the proper effort to ensure we have good professionals being developed. I see a deterioration in the quality of new surveyors, but fault the articling surveyors and not the process.	4/18/2019 11:56 AM
53	New surveyors are not given enough work experience.	4/18/2019 11:44 AM
54	Engineering and Construction companies taking away survey work (using coordinates and GPS)	4/18/2019 11:33 AM
55	1. Inability to meet the survey demands in smaller communities when the local surveyor retires and there is no one interested in working within that area / community. 2. Rise in number of survey sharks ie individuals that put their name / business forward as being "surveyors" without having the ability to survey / understand their technical limitations etc.	4/18/2019 11:22 AM
56	- Financial Hardship due to ongoing Constitutional Challenge - Loss of Copyright Protection - Lack of Qualified Survey Technicians (field staff) - Misuse of PSRI Records (sale to public) - Allowing the Sale of OLD Plans - High Liability - Increased Reliance by the Public on Coordinates equals a perceived reduced need for actual surveys - stop showing integration data (coordinates) on survey plans.	4/18/2019 11:18 AM
57	Surveyor play less and less role in industry and lose our privilege	4/18/2019 11:09 AM
58	Complacency. Improved GPS technology coupled with better digital records information will allow layman to dabble in our traditional areas of expertise. Surveyors must expand their traditional service offerings to grow.	4/18/2019 11:06 AM
59	GPS on cell phones	4/18/2019 10:34 AM
60	as a collective we pay our technicians so poorly that the struggle to remain viable as a profession will intensify. We also need to increase the enforcement the surveyors act to prevent unlicensed members from completing cadastral surveys. Municipalities are offenders that are especially of concern.	4/18/2019 10:25 AM
61	possible government direction to reduce credentialized management positions. Lack of government to address salary differences with private sector. They've had a challenge in past to attract OLS's to the OPS	4/18/2019 10:19 AM

62	Loss of interest for students in becoming a surveyor in Ontario as there is NO (and has been no AERC accredited University Course) for over 20+ years. PLEASE LET ERINDALE GO, IT IS NOT COMING BACK, Lambden is not coming out of retirement to teach. Time to make the process of students in ONTARIO getting a degree that minimizes taking further courses a reality in ONTARIO. This should not be a 20 year old talking point.	4/18/2019 10:16 AM
63	Being stuck in the past.	4/18/2019 10:14 AM
64	competition from engineering firms on GIS, Topo, Lidar, Scanning	4/18/2019 10:08 AM
65	Industry rests as a very conservative club. Absence of agility to a technical and business progress does not help either. Risk of being continuously treated as trade not a Professionals.	4/18/2019 10:06 AM
66	1. Lack of new COMPETENT surveyors 2. We need to resolve our education system. On line sounds like the way to go.	4/18/2019 10:03 AM
67	Lack of skilled technicians	4/18/2019 9:54 AM
68	Deregulation and loss of self-governing status---Nobody gets up in the morning saying" I think I want a survey today"- we need to protect our self-governing status at all costs so we do not become like the hotel and taxi industries Inability to serve the public due to a lack of technical staff and expertise- Surveyor General has already warned us to get our act together on this-there cannot be any hint of not being able to serve the public or the government and public will open up the market to other entities Continued downward market (fee) pressure from developers and certain survey firms. Soon will not be worth doing surveys and surveys will not be worth much as this information is unreliable due to poor research and quality control	4/18/2019 9:52 AM
69	Closing of small independent survey practices. Engineering firms taking over and finding out that Land Surveyors do not make huge profits. Land Surveyors running too many crews to pay proper attention to legal survey issues.	4/18/2019 9:52 AM
70	Municipalities putting restrictions on further severances, or no land left to sever.	4/18/2019 9:50 AM
71	take over by government or merge with engineers.	4/18/2019 9:45 AM
72	lack of skill technical work force	4/18/2019 9:45 AM
73	lack of new competent surveyors	4/18/2019 9:41 AM
74	The biggest issue in our profession is lack of proper survey program at university. There is not enough surveyors to do the job hence we may lose self-governance.	4/18/2019 9:40 AM
75	We need to be leaders in the development industry if not Planners and Engineers will take over our roll.	4/18/2019 9:37 AM
76	Shortage of trained professionals	4/18/2019 9:32 AM
77	Lack of new members working in areas outside of the GTA and Golden Horseshoe. Big firms buying all of the little ones and controlling larger segments of the market. Continuation and worsening of the public image of surveys and surveyors when people and even lawyers think surveys are \$250; worsening due to "GPS" and smart phone philosophy of both young and old. surveyors de-valuing their time, effort, product and under-charging for services	4/18/2019 9:29 AM
78	Lack of qualified technicians and a sudden loss of older professionals who will either retire or pass on	4/18/2019 9:27 AM
79	lack of office staff	4/18/2019 9:23 AM
80	Loss of self governance. Lack of qualified staff. Loss of professional education institutions and/or watered down AOLS admission standards.	4/18/2019 9:20 AM
81	some new members do not have the experience or communication skills necessary to be a professional	4/18/2019 9:20 AM
82	Public Claims not justified	4/18/2019 9:20 AM
83	legislation, lack of qualified replacement staff. Too many new employees want to push a button rather than research why or understand the how.	4/18/2019 9:15 AM
84	Inability to maintain self-governance, government changing statutes with affect the jurisdiction of Surveyors	4/18/2019 9:14 AM
85	A slowing economy Monumentation by co-ordinates eventually	4/18/2019 9:13 AM

86	Survival as a relevant and viable professional. Continued recognition as measurement experts. A lack of involvement in the development and management of land administration practices in Ontario/Canada	4/18/2019 9:11 AM
87	lack of educational programs creating skilled technicians. quality of new OLS as senior members are retiring.	4/18/2019 9:10 AM
88	Giving license and C of A to individuals that not qualified to be professional Reason being articling system became very easy to go through so anyone can go through without any effort.	4/18/2019 9:10 AM
89	demographics	4/18/2019 9:10 AM
90	unlicensed individuals offering services using advanced technologies such as GNSS, UAVs, lidar and other scanners, software, smartphone apps using onboard sensors	4/18/2019 9:09 AM
91	amalgamation of professions	4/18/2019 9:08 AM
92	loss of knowledge - older surveyor retiring and new surveyors take 5 -10 years to learn the job	4/18/2019 9:07 AM
93	Black box technologies being used for surveys. No idea as to accuracy of returns. Too many products being put out by OLS's purporting to be surveys that do not meet survey requirements.	4/18/2019 9:06 AM
94	Losing the privilege of a "self-governing" association. An ineffective peer review process.	4/18/2019 9:06 AM
95	Survey records cost through LSR etc and future PRSI. The cost of records used a sword.	4/18/2019 9:05 AM
96	Title Insurance, loss of monumentation due to construction Lack of pay	4/18/2019 9:03 AM
97	Lack of trained staff	4/18/2019 9:01 AM
98	Loosing control of infrastructure. Statute needs revision.	4/17/2019 3:09 PM
99	The Erosion of relevance of cadastral surveying in the era of digital parcel mapping.	4/17/2019 2:49 PM
100	Firms that don't charge appropriately for the service provided.	4/16/2019 10:49 AM
101	Ambiguity - Not harmonizing acts and regs. Review of cadastral opinions still an issue. Survey authorities not investigating new technologies.	4/15/2019 12:10 PM
102	Incorporating new technology into daily practice. Small offices underthreat	4/15/2019 8:36 AM
103	Encroachment of other professions and technical firms	4/14/2019 7:34 PM
104	Surveyors not staying current with new technological trends. The AOLS not keeping our Acts, Regulation, By-Laws current with technological trends and encroachments of services by other professionals and nonprofessionals.	4/12/2019 3:36 PM
105	Aging profession, shortage of members.	4/12/2019 2:58 PM
106	The monopolization of the marketplace by a few large firms.	4/12/2019 2:51 PM
107	a) Misuse of modern survey equipment and techniques resulting in reduced and / or eliminated measurement redundancy and / or locations coordinated in field and raw meas. data not preserved, etc. Not only is this a serious infraction of the various survey codes, it increases the risk of a major survey error and financial claim. Our survey standards should reflect actual practice or (preferred) our survey practice should follow the standards. b) The reduced number of surveyors and the more significant reduction in the number of survey offices is not an issue unto itself but it is resulting in a reduced public visibility of our profession.	4/12/2019 1:56 PM
108	lack of qualified staff	4/12/2019 1:40 PM
109	Staffing	4/12/2019 1:35 PM
110	Automation	4/12/2019 1:16 PM
111	Demographics. Larger firms consolidating smaller ones Surveying becoming a technical process without regard to basic principles.	4/12/2019 1:04 PM
112	MONOPOLY FIRMS	4/12/2019 12:36 PM
113	Democratization of technology - making it easier for the public to access and use GPS, GIS, etc.- combined with societal pressure on Professions to be more open, accountable leading to chipping away at Self Government and our exclusive right to Practice Land Surveying	4/12/2019 12:30 PM

114	The biggest threat to our professional community is becoming irrelevant as our field of professional opportunities constantly shrinks. That trend is already tangibly speeding up and very sizeable to surveyors employed in the multi-disciplinary firms, municipalities, etc.	4/12/2019 12:21 PM
115	Too much issues regarding damages to underground utilities when monumenting due to lack of requirement for installers to obtain a survey prior to burying utilities. Lack of qualified technical staff and lack of oversight on AOLS part to ensure a technical program including certification is in place Fewer firms as large firms gobble up small firms and raise prices of record searches. This makes it unaffordable for a firm to get work and eventually only the firms with all the records will be in a position to be competitive, particularly when other firms have to pay upwards of \$100 per plan or more, but can't see the quality of the work until it has been purchased AOLS has little teeth when penalizing firms who violate standards, particularly when it is happens over and over. Firms should lose their CofA for repetitive violations. The bulletin on sketches is ridiculous. It should be revoked and replaced with a bulletin that states surveyors only prepare site plans for severance, etc from a fully investigated and confirm boundary (i.e. SRPR). AOLS should approach all municipalities and ensure that they know that all new buildings, additions, or other improvements are captured only using an SRPR and not a certificate stating that it is in compliance with zoning. Doing certificates only leads to survey monumentation degradation as more and more development, road improvements, etc destroy existing survey fabric. With no SRPRs to reset fabric based on house ties there is nothing to use. Regulations should be set in place to ensure that those who destroy monuments pay a hefty fine (not a laughable \$100) but something more like \$10,000 upon first conviction and increasing upwards with each further conviction or minimum \$10,000 plus \$1,000 for each additional monument destroyed. Survey fees should be regulated similar to doctors and dentist fees and other professionals with a minimum fee for a service. This way firms will not be undercutting each other and firms will be able to hire competent staff as there will be more money to pay staff. Non cadastral members should not be allowed to use the OLS designation as it confuses the public and demeans our profession to mean that anyone can be an OLS. Ontario Land Surveyor is just that, a Land Surveyor, not a geodesist, hydrographer or photogramerist. Those fields can aid in helping a surveyor with his/her work but they should not be able to use OLS designation These are just a few thoughts off the top of my head	4/12/2019 12:19 PM
116	no jobs, lack of technical talent, prices too low	4/12/2019 12:09 PM
117	Loss of professional standing due to lack of members	4/12/2019 12:06 PM
118	relaxing our efforts to continue to grow our number of professionals	4/12/2019 12:03 PM
119	slow down of current rate of construction is inevitable. Bound/topo surveys have become the mainstay of work for smaller firms, in place of the old SRPR....therefore a general lack of work may be a threat/risk. The usual problem of finding staff.....trainable draftspersons & crew chiefs. Difficult to train someone in the new world of one person crews.	4/12/2019 12:00 PM
120	1. over regulating our products and restricting our abilities to meet our clients changing needs 2. Producing too many new surveyors with a general lack of experience	4/12/2019 11:57 AM
121	shrinking C of A numbers health, safety regulations loss of monuments due to improper utility installation and others	4/12/2019 11:57 AM
122	Possible government cutbacks perhaps to the operational model of the Land Registry System may impede our delivery of service(s) to clients? I have not heard of any definite action to be taken however they are looking to streamline many government agencies. The evidence is in the latest budget.	4/12/2019 11:56 AM
123	Lack of skilled people	4/12/2019 11:54 AM
124	With hand held GPS so available these days, Many members of the public with a smattering of survey knowledge will be setting out property lines.	4/12/2019 11:52 AM
125	Maintaining our level of excellence and adherence to regulations . Avoiding temptation to break the rules like too many surveyors choose to do.	4/12/2019 11:49 AM

Q2 What opportunities do you see for surveyors?

Answered: 114 Skipped: 17

#	RESPONSES	DATE
1	Dirt surveying	4/26/2019 1:04 PM
2	none	4/26/2019 12:45 PM
3	Rapid change in technologies can possibly greatly reduce costs for good data acquisition.	4/26/2019 12:02 PM
4	Virtual mapping - 4 D technology as a new market.	4/26/2019 7:35 AM
5	-as experts at legal property descriptions and defining boundaries we play an invaluable role in planning and development. I believe we can expand that role as the focus on conservation, preserving resources and alternative renewable energy increases	4/26/2019 7:27 AM
6	None. Everyone is surveyor they can do it themselves as the salesperson will sell equipment to anyone and not give the proper training	4/26/2019 6:41 AM
7	World domination land mapping and boundary marking	4/25/2019 4:25 PM
8	I believe surveyors will continue to be needed as part of land development and infrastructure/construction projects - certain parts of their work is far from being automated - however more and more unlicensed surveyors will be performing work formerly done by licensed OLSs	4/25/2019 3:03 PM
9	Continue providing quality service to the Province and being on the leading edge of technology to help us do that	4/25/2019 2:48 PM
10	underground utility location network	4/25/2019 2:00 PM
11	broadening the services a surveying firm can provide, e.g. construction monitoring, drone services, consultation services regarding land development. With the declining number of OLSs there will be opportunity for more workload.	4/25/2019 12:25 PM
12	Embrace new technology such as lidar for topographic and buildings Land managers working with engineers and planners	4/25/2019 11:36 AM
13	Surveyors have the opportunity to be at the forefront of the 'Blockchain' evolution and accelerate the monetization of their assets.	4/25/2019 11:20 AM
14	As a professional an OLS can really bring key management skills to any organization. We should focus training on Project management.	4/25/2019 11:09 AM
15	If we can position ourselves as offering "qualified" opinions on boundaries without the necessity of producing a full survey (expensive), we could re-invent ourselves as a profession to turn to for advice on cadastral issues. For example, a quick review of a property and surrounding properties along with a quick title search and plan research could give a surveyor the opportunity to charge a client less than \$1000 for a "qualified" opinion on any boundary issues. Perhaps a full survey could simply be a recommended next step or maybe a statement that "a search of title and survey-related document records revealed no patent ambiguity..."	4/25/2019 11:00 AM
16	Lots! Tech changes open many new fields	4/25/2019 10:59 AM
17	More opportunities from expanding technology markets especially in the energy and transportation industries	4/25/2019 10:44 AM
18	Any data collection beyond cadastral data. Terrestrial/vehicle based lidar and data collection to support BIM, space management, occupancy management, linear asset analysis and management	4/25/2019 10:43 AM
19	A lot of opportunity for new OLSs with the aging demographics	4/25/2019 10:36 AM
20	Merging into large enterprises to meet the demand	4/25/2019 10:35 AM
21	stable professional career	4/25/2019 10:26 AM
22	Risk management surveys, e.g. flooding	4/25/2019 10:26 AM

23	Spatial information managing processing. BIM modelling scanning. Creation of a province wide digital cadastre.	4/24/2019 3:57 PM
24	Using new technologies to supplement our existing set of tools - LIDAR scanning for SRPRs, 3D printing of plans, drones, etc.	4/23/2019 8:32 PM
25	Better use of technology to deliver new and innovative products.	4/23/2019 5:07 PM
26	New technology is driving opportunity	4/23/2019 4:01 PM
27	use of Drones,	4/23/2019 12:01 PM
28	We should focus on our Planning and Construction Consulting talents. Why can we take on more process management ?	4/23/2019 7:49 AM
29	The reduced numbers of surveyors should result in a relative increase in demand, thereby increasing our perceived importance and raising our profile as professionals.	4/22/2019 4:12 PM
30	Surveyors can be opportunistic in providing key geospatial services to a wide range of applications and industries. We also need to bring back the offshore data processing which has decimated the technical ranks, especially in areas such as aerial imagery and LiDAR.	4/22/2019 1:42 PM
31	expertise in geomatics	4/21/2019 9:35 PM
32	Land and information services I.e. GIS	4/19/2019 12:44 PM
33	Broadening the scope of a survey practise by including land use planning, fighting the trend of municipalities to deny surveyors the ability to prepare grading plans and site plans	4/19/2019 9:42 AM
34	There are loads of opportunities with the right attitude.	4/19/2019 8:19 AM
35	We as a profession are on the ground floor of data collection and information analysis. Our data just happens to be geospatial. Data is valuable and surveyors who see this will do well. Surveyors who do not adapt to the world of big data will be at a huge competitive disadvantage.	4/18/2019 11:09 PM
36	Many. Particularly in spatial data collection and management.	4/18/2019 5:23 PM
37	Regaining public priority on maintaining survey fabric; improved technology to allow for more efficient work practices	4/18/2019 4:19 PM
38	Embrace new technology to become more efficient and offer a better product to the public.	4/18/2019 3:50 PM
39	Digital Information spatially referenced collection, storage and retrieval and all associated data management responsibilities. Opportunities beyond legal survey work appear to be biggest potential growth area.	4/18/2019 3:28 PM
40	Continuing or existing mandates	4/18/2019 3:23 PM
41	Not enough OLS and ever expanding GTA, infrastructure, transit, utilities	4/18/2019 3:20 PM
42	Geographic Referencing issues	4/18/2019 2:07 PM
43	to be a much more important contributor and manager to GIS models, infrastructure, planning.	4/18/2019 12:52 PM
44	Not being in the private sector, I cannot really speak to this, but what I will say is, let us not loose sight of what we have done since the original subdivisions of this country. We are the parcel extent professionals and as time goes by, more information, new statutes and better technology gives us the tools to supply a professional product to the public. Lets spend a little more time in researching those aspects and giving the public a good quality product!	4/18/2019 12:48 PM
45	shortage of suppliers	4/18/2019 12:27 PM
46	Endless. We can offer the public so much more than plans. We can become experts in the use of scanning technology. We can showcase our expertise on the geodetic side. We can produce outside the box products that answer the question "where" even if it does not relate to a boundary. We can map underground services.	4/18/2019 11:56 AM
47	Always going to have work	4/18/2019 11:44 AM
48	Business Ownership	4/18/2019 11:33 AM
49	Endless work / business / ownership possibilities for dedicated individuals.	4/18/2019 11:22 AM
50	Amalgamation of smaller firms to create mega firms as is happening in the engineering industry	4/18/2019 11:18 AM

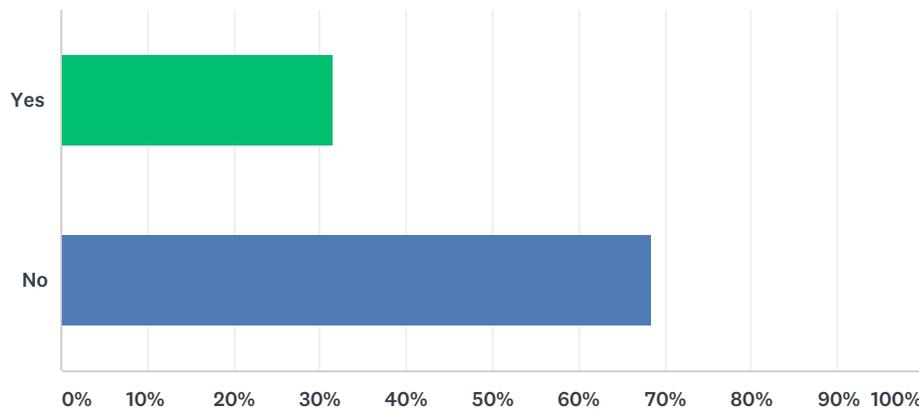
51	Expand our service, increase our presence and enhance our image in fast developing technology (aero-mapping; UAV; 3D Scanning...)	4/18/2019 11:09 AM
52	Expansion into growth areas: Underground utility mapping, GIS, remote data collection (UAV, Aerial) monitoring, precision construction layout, etc.	4/18/2019 11:06 AM
53	LIDAR	4/18/2019 10:34 AM
54	engineers measure, but not very well and then the topographic information they portray based on the data collected is often just the data; it is not subject to any quality control and it is not refined or enhanced. The difference in cost between work undertaken by engineers versus us is often negligible so it is not a cost issue; it is a promotion and awareness issue. We need to promote the quality of our product relative to theirs. The promotion will often be to the engineers themselves given that they are either represent the client or they are the client. The key will be the method and diplomacy of the promotion	4/18/2019 10:25 AM
55	Surveyors need to stay on top of technology and offer various services to it's clients. Moving over to data/asset management open the door to provide better services to clients	4/18/2019 10:19 AM
56	Numerous opportunities as long as we, as a profession, can maintain the numbers required to "serve the public interest"	4/18/2019 10:16 AM
57	Connecting individuals, business, and government to geographically referenced information including but not limited to the location of property boundaries.	4/18/2019 10:14 AM
58	mapping & GIS, value added services (scanning, mapping etc.)	4/18/2019 10:08 AM
59	Overcome stigma that Surveyors are just trade workers. Obtain more reputable and respectful position in the professional world of engineering. Diversity and open mind desperately needed.	4/18/2019 10:06 AM
60	We have a lot of opportunities. Let integrate the C of R's.	4/18/2019 10:03 AM
61	From a nostalgic POV; not much. Surveyors were once almost royalty.. they answered to Kings and Queens. Do not see us returning to our former glory. From a market POV the sky is the limit. Accurate positioning is increasing in importance. Surveyors need to be involved and lead the way.	4/18/2019 9:52 AM
62	Expert professional opinions to resolve boundary issues are badly needed but rarely valued. A deteriorating cadastral fabric in need of maintenance that nobody wants to pay for.	4/18/2019 9:52 AM
63	Drones and more specific fine tune measurement possibilities.	4/18/2019 9:50 AM
64	licence GIS	4/18/2019 9:45 AM
65	use of technology in data management with the understanding of property laws	4/18/2019 9:45 AM
66	Technical areas requiring management of large data sets	4/18/2019 9:41 AM
67	With limited availability of trained surveyors those already in the business are more appreciated and remunerated. I see better pay and better status for the surveyors in the future	4/18/2019 9:40 AM
68	There opportunities if we can provide products to a changing needs of our clients and not try to tell them what we can provide.	4/18/2019 9:37 AM
69	Geospatial information management	4/18/2019 9:32 AM
70	we are always needed to do land development; layout etc. i am not sure about new opportunities, but i would welcome some.	4/18/2019 9:29 AM
71	For those willing to step up to the challenge, great opportunity for new Surveyors to purchase established firms of all sizes to own and run their own business	4/18/2019 9:27 AM
72	limited. most development areas used up.	4/18/2019 9:23 AM
73	Technology is opening doors to alternative methods of surveying. Drones, lidar scans, available mapping resources, etc. We need to qualify ourselves as the professional supplier of these services and separate us from the DIY public.	4/18/2019 9:20 AM
74	tap into the upcoming market by taking advantage of social media. use technology to get invoices paid. use apps or mobile friendly website so generation Z can communicate with us.	4/18/2019 9:20 AM
75	If proper prices were in place then the future looks bright if not then students will look elsewhere, \$400 surveys don't cut it.	4/18/2019 9:20 AM
76	growth	4/18/2019 9:15 AM

77	we do well with technological advances which is clearly a plus.. Demographics..those in the industry have an opportunity to grow and take on more	4/18/2019 9:14 AM
78	Same as always	4/18/2019 9:13 AM
79	A chance to re-establish ourselves as a progressive and adaptive profession.	4/18/2019 9:11 AM
80	Our profession need to be respected before surveyor can have an opportunity.	4/18/2019 9:10 AM
81	more demand for surveys	4/18/2019 9:10 AM
82	Introduce new technologies and methodologies into the workflow. Upgrading of skills is essential.	4/18/2019 9:09 AM
83	Continue working toward common national profession	4/18/2019 9:08 AM
84	They are limitless but surveyors tend to be square thinkers - most do not recognise the potential of their OLS or education	4/18/2019 9:07 AM
85	Differentiate ourselves based on measurement knowledge. Using knowledge of survey methods to enable usable GIS data for larger firms/governments.	4/18/2019 9:06 AM
86	The forecast for new surveyors joining the Association looks promising!	4/18/2019 9:06 AM
87	replacement of lost monumentation	4/18/2019 9:03 AM
88	Growing Economy	4/18/2019 9:01 AM
89	Good.	4/17/2019 3:09 PM
90	Portray more as consultants than a "construction trade".	4/17/2019 2:49 PM
91	Provide professional services for anything related to property details and boundaries.	4/16/2019 10:49 AM
92	Leveraging new technologies. Offering wholesome survey solution.	4/15/2019 12:10 PM
93	Shortage of licenced members drives up prices. Engineering firms need surveyors	4/15/2019 8:36 AM
94	Being able to work with clients to provide solutions to their changing needs	4/14/2019 7:34 PM
95	Taking a leadership role in all geospatial fields if the the AOLS lobbies government effectively.	4/12/2019 3:36 PM
96	With the shortage of surveyors, there are opportunities for those of us that remain. Emergence of GIS technology.	4/12/2019 2:58 PM
97	An growing reliance on our expertise from the public and public agencies.	4/12/2019 2:51 PM
98	a) Surveyors could push back into drainage and site plan development as these services combine well with cadastral surveys. These specialties have become more sophisticated so surveyors should undertake additional training. b) The current trend of surveyors to combine with engineers and planners is a good process that will naturally open new opportunities for the profession.	4/12/2019 1:56 PM
99	unlimited	4/12/2019 1:40 PM
100	Aerial/GIS information	4/12/2019 1:16 PM
101	taking over firms from retiring surveyors.	4/12/2019 1:04 PM
102	NEED TO INCREASE AREAS OF EXPERTISE- DRAINAGE ENGINEERING LAND USE PLANNING	4/12/2019 12:36 PM
103	Grabbing hold of many of current (and upcoming) technologies- 3D Scanning, Underground locating, UAV surveys,etc. - and establishing professional industry standards of practice that reveal us to be the experts.	4/12/2019 12:30 PM
104	To stay relevant, surveyors need to broaden their professional horizons beyond the total station and SRPR/reference plan, and the association has to help in that respect	4/12/2019 12:21 PM
105	increased presence in other industries	4/12/2019 12:09 PM
106	land related initiatives for Planning and development. 1) Need to concentrate on providing Municipalities with basic understanding of surveyors provide (to stop STUPID policy decisions based on a lack of understanding) 2) Concentration on urban planning and infilling to develop	4/12/2019 12:06 PM
107	Surveyors must identify ways to expand their particular scope of practise according to their own abilities	4/12/2019 12:03 PM

108	we are trying to move into more of a 3-D model type of drafting. Not sure what that will produce, but am hoping that being able to provide surface models to engineers may provide some opportunities.	4/12/2019 12:00 PM
109	1. Providing hybrid products that meet our clients needs	4/12/2019 11:57 AM
110	using and understanding technological improvements	4/12/2019 11:57 AM
111	Be proactive with government members be aware of what going on. "knowledge is power".	4/12/2019 11:56 AM
112	Same	4/12/2019 11:54 AM
113	Co-operative ventures with engineering companies will boost our income	4/12/2019 11:52 AM
114	We are the experts and should continue to make sure our clients and the public are aware of what we can offer including our professionalism	4/12/2019 11:49 AM

Q3 Do you have enough qualified staff to meet your needs?

Answered: 117 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	31.62%	37
No	68.38%	80
TOTAL		117

#	COMMENTS	DATE
1	None.	4/26/2019 12:02 PM
2	N/A	4/26/2019 10:54 AM
3	NA	4/26/2019 7:35 AM
4	I work in the public sector where the majority of survey work is contracted out.	4/26/2019 7:27 AM
5	The association needs to step up and work a college and the high schools	4/26/2019 6:41 AM
6	Could use more	4/25/2019 4:25 PM
7	We continue to struggle with finding good candidates for our offices - particularly those with experience. It would be helpful if AOLS seminars and webinars could try and help fill the skills/knowledge gap rather than having topics regarding retirement and financial planning (which I feel really aren't relevant to the actual practice of land surveying)	4/25/2019 3:03 PM
8	N/A for me, but I do observe that we need at least one technical program in the Province to train and feed good technically trained staff to surveyors.	4/25/2019 2:48 PM
9	We can't seem to attract field or office staff that are competent (based on education or experience)	4/25/2019 1:15 PM
10	sometimes the workload gets very busy and I could use more staff.	4/25/2019 12:25 PM
11	In the geomatics sector, developers and programmers are difficult to attract and retain	4/25/2019 11:20 AM
12	We need training for all staff. The colleges are not geared to train.	4/25/2019 11:09 AM
13	We are in the process of hiring professional and technical staff.	4/25/2019 11:00 AM
14	But we are in a boom. Once that ends , I may have too many staff	4/25/2019 10:59 AM
15	We need more trained technicians	4/25/2019 10:44 AM
16	Working within a federal government organization has its challenges beyond simple availability of qualified personnel	4/25/2019 10:43 AM

17	Difficult to find calculator/draftspersons who want to be in the surveying industry. It seems more common that calculator/draftspersons are more attracted to architecture and engineering roles instead of surveying	4/25/2019 10:36 AM
18	Impossible to find committed employees with knowledge in all aspects of surveying.	4/25/2019 10:35 AM
19	Could use more office technical staff and from a younger demographic	4/25/2019 10:26 AM
20	We always have to hire untrained people and train them ourselves. While this is good in that we get to train them the way we want them to work, there is often a considerable learning curve.	4/23/2019 8:32 PM
21	Always a struggle, but I resigned myself to the fact that half of my time is spent training.	4/23/2019 5:07 PM
22	Needs to be encouragement to develop technical staff. Qualified calculators, party chiefs, etc. Not everyone can become an OLS. Qualified support staff is very, very important in order to succeed as a business	4/23/2019 4:01 PM
23	management appears to be reducing the number of OLS workers within the government, OLS's may be phased out over time within government	4/23/2019 12:01 PM
24	The latest influx has helped a great deal.	4/23/2019 7:49 AM
25	We need more depth in our group.	4/22/2019 1:42 PM
26	Surveyors keep prices low and therefore the wages for qualified field staff are too low to entice workers.	4/22/2019 10:17 AM
27	Generally civil technologists have 1-2 surveying classes and further practical surveying education is limited.	4/19/2019 12:44 PM
28	strong commitment to technician/technology programs with a view to creating a smoother, shorter path to OLS certification	4/19/2019 9:42 AM
29	I have been blessed with the problem of turning down work.	4/19/2019 8:19 AM
30	Transitioning to meet needs.	4/18/2019 11:09 PM
31	I'm retired, so difficult to answer that with any value.	4/18/2019 5:23 PM
32	More tech training required. Must be current field practices and equipment to make it relevant.	4/18/2019 3:56 PM
33	I would in the public sector. There is a hiring freeze meaning only temporary jobs. Right now staffing levels are good but when a full time permanent position is posted anywhere else it is hard to have any leverage to convince them to stay in a temporary assignment.	4/18/2019 3:50 PM
34	However, this can change quickly. Would like to encourage colleges to continue technician and technologist programmes.	4/18/2019 3:28 PM
35	Could use more office tech staff	4/18/2019 3:20 PM
36	Experienced Field Staff is not to be found.	4/18/2019 12:52 PM
37	N/A	4/18/2019 12:48 PM
38	We can train technical staff (with great efforts) but we need middle managers who can assist with project management and mentor staff.	4/18/2019 11:56 AM
39	Training at work or through the association should be mandatory yearly.	4/18/2019 11:44 AM
40	We aggressively recruit / hire with mixed results ie some get that there is a lot to learn / never stop learning, others simply do not demonstrate the needed skillsets ie learn, never stop learning, the need to embrace the exercise of high level skillsets.	4/18/2019 11:22 AM
41	It is becoming increasingly difficult to find qualified party chief level field staff.	4/18/2019 11:18 AM
42	It is hard to recruit qualified staff, especially in legal survey	4/18/2019 11:09 AM
43	We need to train extensively. Qualified staff with experience seldom knock on the door, we have to develop our own over time.	4/18/2019 11:06 AM
44	NO. In an increasingly commoditized world our profession is not immune to this reality. My company engages in a lot of projects where the deliverables feature very little commoditization and accordingly require more skilled, trained and capable technicians. If you want employees with those traits you have to pay them more. Again, we are not paying our technical staff enough.	4/18/2019 10:25 AM
45	Our positions have been reduced, but our workload hasn't	4/18/2019 10:19 AM

46	During the Summer season I think we could occasionally use more help, but generally I believe we do OK.	4/18/2019 10:16 AM
47	difficult to find qualified technicians. limited supply of professional staff	4/18/2019 10:08 AM
48	But they are all getting older and it is harder to replace staff without raiding other firms.	4/18/2019 10:03 AM
49	We have enough staff; qualified is the question. Surveyors are becoming aggressive and our staff are continually head-hunted by other firms. New hires with appropriate skill set is non-existent unless you poach from a competitor. Realization of many years of underpaid technical staff, lack of marketing and poor college education opportunities	4/18/2019 9:52 AM
50	If taking measurements was all we needed to know every carpenter could be a surveyor. Knowing how to run GPS or Total Station does not make someone a surveyor.	4/18/2019 9:52 AM
51	At the present time but the average age is approximate 55	4/18/2019 9:45 AM
52	Unsuccessfully trying to hire more licensed surveyors. A few that responded were seriously under qualified which makes me think that the Association significantly lowered the standards. There is also not enough qualified technicians	4/18/2019 9:40 AM
53	Can not get professional staff, Planners, Engineers and technical staff.	4/18/2019 9:37 AM
54	Can't attract the professionals with the required experience due to salary restrictions	4/18/2019 9:32 AM
55	we need 1 very high functioning office manager/computations/plans checker. Or we need an OLS. we have not actively searched but we did before and the results were very poor.	4/18/2019 9:29 AM
56	It is difficult for small firms to attract qualified staff as we cannot compete with the larger companies that offer competitive wages and benefits	4/18/2019 9:27 AM
57	Technicians and Technologists are scarce and difficult to recruit.	4/18/2019 9:20 AM
58	Cost, can't get my prices up, other surveyors still work for nothing.	4/18/2019 9:20 AM
59	They are not properly trained and they do not know how to read or write.	4/18/2019 9:15 AM
60	Can always improve and have more qualified staff. Could use a few leaders	4/18/2019 9:14 AM
61	Could be improved	4/18/2019 9:13 AM
62	I would if my fellow professionals recognized their value and necessity for technological and personal investment for maintenance and development. Doing so means applying the costs of these needed investments to our rates.	4/18/2019 9:11 AM
63	overall challenging market to hire competent staff	4/18/2019 9:10 AM
64	More technology savvy employees needed	4/18/2019 9:09 AM
65	and we will have trouble replacing the existing staff - we are all at that dangerous age 55-60!	4/18/2019 9:07 AM
66	It seems to be a cyclical issue. We are ok for now, but things can rapidly change with retirements or surveyors leaving.	4/18/2019 9:06 AM
67	It is difficult to find staff that do not require extensive training not only as to our methods but problem solving in general	4/18/2019 9:05 AM
68	Young people are not getting into industry due to lack of pay	4/18/2019 9:03 AM
69	New cohort of young staff do not have the tacit knowledge of experienced staff, but are tasked with keeping pace with demands handled by experienced staff. Training and Development puts a strain on schedules and resources.	4/17/2019 2:49 PM
70	Usually train our own	4/15/2019 8:36 AM
71	Hard to balance work flow with staffing supply	4/14/2019 7:34 PM
72	Cadastral technicians, both office and field are becoming scarce.	4/12/2019 2:58 PM
73	There needs to be training programs for field and office staff	4/12/2019 2:51 PM
74	help	4/12/2019 1:40 PM
75	NEED FOR AWARENESS OF FIRM'S PRINCIPALS OF SUCCESSION CAPABLE YOUNG SURVEYORS WITH 'HEAD AND HANDS' COMMON SENSE	4/12/2019 12:36 PM
76	Currently yes, but demography indicates a coming gap very shortly...	4/12/2019 12:30 PM

77	Availability of qualified staff is one of the biggest issues that company owners faces these days	4/12/2019 12:21 PM
78	No. See Q1. AOLS needs to institute a technical training and certification program for field staff, title searchers in order to provide quality staff for firms. AOLS should not be concerned with only getting more OLS members.	4/12/2019 12:19 PM
79	Such a small and specific niche that we need to specifically bring in our own staff through special recruitment initiatives.	4/12/2019 12:06 PM
80	not applicable to me	4/12/2019 12:03 PM
81	Yes, but barely. we will be in need of a draftsman in the next year or two.....not sure where one would begin to find a CAD operator, even vaguely familiar with what information goes on a Plan of Survey, let alone how it needs to be set up (method of survey, depiction of evidence, etc)	4/12/2019 12:00 PM
82	We can always use more good staff. I see a lack of qualified field staff being the next hurdle in staffing.	4/12/2019 11:57 AM
83	staff reductions will be difficult if the economy slows	4/12/2019 11:57 AM
84	Never enough!	4/12/2019 11:52 AM

Q4 Are there products and services that should be offered that you feel you are not capable of offering?

Answered: 104 Skipped: 27

#	RESPONSES	DATE
1	NO	4/26/2019 1:04 PM
2	no	4/26/2019 12:45 PM
3	Not applicable ... in the Education field.	4/26/2019 12:02 PM
4	N/A	4/26/2019 10:54 AM
5	NA	4/26/2019 7:35 AM
6	N/a	4/26/2019 6:41 AM
7	Underground locates Better monumentation of sites	4/25/2019 4:25 PM
8	No, I am fortunate in that I work for a larger firm and I do have access to professionals working in other provincial jurisdictions that can provide unique products and services that perhaps the staff in my particular home office cannot.	4/25/2019 3:03 PM
9	I sometimes get asked to prepare site grading plans for new homes construction, but I don't take on that responsibility. (I'm busy enough that I don't need that right now).	4/25/2019 12:25 PM
10	Capturing data using lidar Integration of different types of geo-referenced data along with property line	4/25/2019 11:36 AM
11	No	4/25/2019 11:20 AM
12	We need to have a product that better services our clients. They do not always need a SRPR, a sketch would be a product that we need to allow.	4/25/2019 11:09 AM
13	Nothing from where I work.	4/25/2019 11:00 AM
14	no	4/25/2019 10:59 AM
15	Yes	4/25/2019 10:44 AM
16	Storm water management for large sites	4/25/2019 10:35 AM
17	high precision and high accuracy surveying	4/25/2019 10:26 AM
18	No	4/25/2019 10:26 AM
19	No.	4/24/2019 3:57 PM
20	Something between a sketch that shows no monuments and a full plan. We need to be able to show the results of a survey sometimes without resorting to a plan, as long as the necessary research and field work has been completed.	4/23/2019 8:32 PM
21	Somewhat in the sense that it is a challenge to increase our capacity to deliver more products and services. At the same time, our clients often don't understand or appreciate the things we can do. (See Q. 1)	4/23/2019 5:07 PM
22	As an industry we should review what customers want and how we can provide these sometimes non standard products while continuing to protect and serve the general public's interest	4/23/2019 4:01 PM
23	Drone surveying due to cost and lack of knowledge (research in this area) and experience	4/23/2019 12:01 PM
24	No	4/23/2019 7:49 AM
25	No	4/22/2019 4:12 PM
26	Practical engineering surveying education.	4/19/2019 12:44 PM
27	Surveyors could add staff versed in planning, environmental and utility locate to their existing practise	4/19/2019 9:42 AM

28	Yes	4/19/2019 8:21 AM
29	I feel surveyors should have standardized 3D plans. Benchmarks are valuable and a huge liability. There should be elevation standards similar to the standards of integration on reference plans for all topo and design plans.	4/18/2019 11:09 PM
30	No.	4/18/2019 5:23 PM
31	n/a	4/18/2019 4:19 PM
32	None	4/18/2019 3:56 PM
33	Using drones for data capture above live traffic would be useful. I think legislation and technology will come soon to allow this.	4/18/2019 3:50 PM
34	Always more efficient, safer ways to collect data. Limited by available budgets for equipment purchases.	4/18/2019 3:28 PM
35	No	4/18/2019 3:23 PM
36	No	4/18/2019 3:20 PM
37	yes	4/18/2019 2:07 PM
38	No	4/18/2019 12:52 PM
39	NO	4/18/2019 12:27 PM
40	No. I believe we have not even gotten close to our potential. Once identified, we can develop the expertise required.	4/18/2019 11:56 AM
41	LiDAR	4/18/2019 11:44 AM
42	No	4/18/2019 11:33 AM
43	We have considered getting more involved in the land planning sector but continue to hesitate on this front as a number of clients carry planning staff.	4/18/2019 11:22 AM
44	No.	4/18/2019 11:18 AM
45	Aero-mapping; UAV	4/18/2019 11:09 AM
46	None.	4/18/2019 11:06 AM
47	NO	4/18/2019 10:34 AM
48	I don't think we are restricted by the Surveyors Act and all other acts and regulations that govern the deliverables we create. It becomes a case of business decision and execution to provide the service profitably within the confines of the statutes and regulations.	4/18/2019 10:25 AM
49	We used to have an excellent articling program at MTO and it has been reduced to piecemeal at best. The OPS should set up a program to attract OLS's to the OPS through articling at various ministries like it did before.	4/18/2019 10:19 AM
50	No.	4/18/2019 10:16 AM
51	If I am not offering a product or service, I seek other land surveyors to collaborate or refer to.	4/18/2019 10:14 AM
52	yes, but unable to based on technical staff qualifications	4/18/2019 10:08 AM
53	Industry evolved so much around the world. There are certainly products and services not available in Canada and may not be available for long time.	4/18/2019 10:06 AM
54	Anything done by C of R's.	4/18/2019 10:03 AM
55	UAV products	4/18/2019 9:54 AM
56	yes, 1) Mobile scanning- cost prohibitive 2) Site plans, building sketches etc. due to duty of care when showing ties to property line. i.e. architects, engineers, planners can cost effectively provide information, surveyors cannot	4/18/2019 9:52 AM
57	Expert professional boundary opinions. People only want to pay for bars in the ground. That pays the bills.	4/18/2019 9:52 AM
58	no	4/18/2019 9:50 AM
59	?	4/18/2019 9:45 AM

60	More GIS Management	4/18/2019 9:45 AM
61	no	4/18/2019 9:41 AM
62	no	4/18/2019 9:40 AM
63	Development plans SPCA drawings for planning act applications.	4/18/2019 9:37 AM
64	none that I can think of	4/18/2019 9:32 AM
65	we do not offer to do scanning and/or drone data capture, but i don't think we need to offer it in our marketplace	4/18/2019 9:29 AM
66	Most of the advanced Land Information technology we cannot afford nor do we have the people to manage the information	4/18/2019 9:27 AM
67	no	4/18/2019 9:20 AM
68	no	4/18/2019 9:20 AM
69	No	4/18/2019 9:20 AM
70	Yes, however we are currently not at the operational capacity to do so.	4/18/2019 9:14 AM
71	yes	4/18/2019 9:13 AM
72	I'm sure there are.	4/18/2019 9:11 AM
73	A college or university offering a short (2-3 month) online program for educating new technical staff. Programs for professionals to develop their skill set and expand their services such as grading / erosion and sediment control plans, etc.	4/18/2019 9:10 AM
74	More or less no	4/18/2019 9:10 AM
75	no	4/18/2019 9:10 AM
76	UAV mapping, lidar scanning, SLAM	4/18/2019 9:09 AM
77	regulated home and building inspection	4/18/2019 9:08 AM
78	no	4/18/2019 9:07 AM
79	Not really.	4/18/2019 9:06 AM
80	The Sketch Bulletin is extremely restrictive and counter-productive, thereby limiting very useful products and services	4/18/2019 9:05 AM
81	not sure	4/18/2019 9:03 AM
82	no	4/18/2019 9:01 AM
83	No	4/17/2019 3:09 PM
84	Planning matters are somewhere on the periphery of land tenure and development, however OLS/OLIP's do not have the extensive education/knowledge to provide same services as a RPP.	4/17/2019 2:49 PM
85	Machine layout, UAV mapping.	4/16/2019 10:49 AM
86	Yes our office is too small to stay up to date in all areas	4/15/2019 8:36 AM
87	No.	4/12/2019 3:36 PM
88	Not applicable, OPS surveyor.	4/12/2019 2:58 PM
89	We are frequently asked to prepare and design site plans. Design (from a technical perspective) is something that should be taught during the "OLS" streaming curriculum.	4/12/2019 2:51 PM
90	no	4/12/2019 1:40 PM
91	Planning services	4/12/2019 1:16 PM
92	no.	4/12/2019 1:04 PM
93	WE CAN OFFER BETTER COMMAND OF THE ENGLISH/FRENCH LANGUAGE	4/12/2019 12:36 PM

94	Not sure I agree with the question. We are a professional services industry and our services should be carefully aligned to what the clients want and need. IE why sell an SRPR to someone who wants something else. We should work closer with Real estate, Legal and Construction communities to understand their CURRENT needs and match our services to same.	4/12/2019 12:30 PM
95	Broader level of professional expertise related to major projects. For example, investments will be made in transit - so survey experts with qualifications including complex project management, precision surveying, etc. will be needed - and we are not ready to offer this	4/12/2019 12:21 PM
96	Never do mining claims as it is not a work type in our area	4/12/2019 12:19 PM
97	specific GIS related initiatives that are based on survey	4/12/2019 12:06 PM
98	The members of the profession need access to more professional development	4/12/2019 12:03 PM
99	Not sure on that one. We don't do condominium and subdivision plans, but, that is by choice of the scale of project I am comfortable dealing with.	4/12/2019 12:00 PM
100	We need allow our members to provide products that meet the current public's needs. The days of a survey firm providing SRPRs and R-Plans are gone. We need to look to the future or we will be left behind. Legal surveying is only a small portion of the work that surveyors should be providing.	4/12/2019 11:57 AM
101	no	4/12/2019 11:57 AM
102	No	4/12/2019 11:54 AM
103	Nope	4/12/2019 11:52 AM
104	no	4/12/2019 11:49 AM

Q5 What threats or risks do you see for the AOLS as a regulator?

Answered: 99 Skipped: 32

#	RESPONSES	DATE
1	No regulation needed for disappearing profession	4/26/2019 1:07 PM
2	right of access	4/26/2019 12:51 PM
3	Irrelevance of some products due to changing market forces and needs - what consumers want and willing to pay for services	4/26/2019 7:42 AM
4	-We must ensure our new surveyors are instilled with the professional ethics required by a self-regulating profession. We have an obligation to hold our members to the highest professional standard to justify the public's trust in our quasi-judicial role	4/26/2019 7:33 AM
5	Not doing their job	4/26/2019 7:16 AM
6	Changes in the Act Leave it alone...	4/25/2019 4:29 PM
7	Unable to continue with comprehensive/systematic reviews due to lack of funding for SRD. Unable to detect candidates for licensure that are not yet ready to be licensed (due to pressures to get more candidates licensed as we experience increases retirement of members).	4/25/2019 3:16 PM
8	We always have to appreciate our privilege of self governing and should guard against taking it for granted. If we're ever asked to justify our existence to some government authority, we should be able to readily show how better off the people of the Province are with our self governing procedures.	4/25/2019 3:11 PM
9	An increase in the legal cost & administration of: complaints; discipline; and charter challenges	4/25/2019 2:01 PM
10	The AOLS's responsibility and or accountability for the following: 1. Inadequate research for Surveys when plans and records are sometimes not easily obtainable (either due to unknown sources or unreasonable fees being charged by other surveyors). 2. The AOLS's responsibility or accountability for issues that arise in the public trust of old survey records that can be purchased on line. The AOLS (through SRD) monitors how surveys should be done properly to better serve the public, yet they allow an old outdated survey plan to be bought on line to be used in a real estate transaction.	4/25/2019 1:24 PM
11	Lack of resources based on declining membership and increased expenses.	4/25/2019 12:52 PM
12	Governments wanting to take back self governance	4/25/2019 11:45 AM
13	I believe that the AOLS must transform itself from being a pure regulator to a proponent and marketer of survey science services to the broader commercial markets. I don't know how this is done without conflicting with larger and successful firms that have already taken this on to benefit their own practice and affiliated businesses	4/25/2019 11:34 AM
14	None	4/25/2019 11:13 AM
15	Trying to police and enforce non-AOLS members from doing cadastral work or producing products exclusive to OLSs.	4/25/2019 11:05 AM
16	Discipline costs	4/25/2019 11:01 AM
17	Being able to regulate the survey industry as it becomes more digital and as the province gets more accessible to more firms from across the province (ease of mobility and being able to support crews and staff that are operating outside of their normal locale)	4/25/2019 10:44 AM
18	Possible merge with professional engineers.	4/25/2019 10:38 AM
19	shortage of young professionals, especially with the BSc in engineering or applied science	4/25/2019 10:33 AM
20	Lack of a large enough base to fully fulfill requirements under the Act. Currently multiple committees have several members overlapping.	4/25/2019 10:28 AM
21	Not enough oversight for delinquent surveys/surveyors.	4/24/2019 4:11 PM

22	Being too inflexible in allowing members to be creative in the presentation of their work to clients. The AOLS needs to protect the public, but not stifle the creativity of the members.	4/23/2019 8:40 PM
23	Inability to effectively govern the profession with a small membership and resulting small budget. If complaints & discipline committees were well funded (staff and resources for court challenges), issues like "sketches" would not be issues.	4/23/2019 5:29 PM
24	At this time I don't see any major threats as long as the AOLS continues to be transparent	4/23/2019 4:06 PM
25	issue of field note costs triggering a government response, losing rights like to enter a property if abused or right to self governance	4/23/2019 12:14 PM
26	Surveyors in which English is a second language. Surveyors that have a narrow Articling experience. If they are learning from one firm, than they are likely to repeat many bad attitudes.	4/23/2019 7:56 AM
27	None.	4/22/2019 4:21 PM
28	The generic "geospatial" industry is gaining traction in areas where surveyors should be prominent. The dwindling numbers may make regulators ask the question: Why do we need statutory rights for surveyors?	4/22/2019 1:44 PM
29	too many discipline cases	4/21/2019 9:37 PM
30	Reduction in membership.	4/19/2019 12:49 PM
31	AOLS should prepare for the NEW generation of the public in how they perceive a Survey and what is it worth to them.	4/19/2019 11:36 AM
32	Should the government not remove self regulating status then the cost control of self regulation becomes a critical aspect UNLESS more OLS members are added to the membership	4/19/2019 10:19 AM
33	3rd party quasi professional bodies such as land use planners and GIS technicians as well as the evolution of "geomatics engineering" all pose threats of work-scope encroachment on professional surveying.	4/18/2019 11:21 PM
34	I wouldn't want to see us lose our ability to self regulate. We must maintain high standards.	4/18/2019 5:34 PM
35	Losing self-governing status	4/18/2019 4:23 PM
36	Not enough members and thus license fees to sustain the budget the AOLS needs to regulate properly. The last licence fee increases only passed by a slim margin.	4/18/2019 3:56 PM
37	Association should keep yearly dues increases to a minimum.	4/18/2019 3:30 PM
38	Transparency	4/18/2019 3:22 PM
39	Not enough oversight/enforcement of our rules and regulations. Some members produce surveys of dubious value.	4/18/2019 1:01 PM
40	The lack of experienced surveyors with a wealth of information leaving our industry. I worry if our new surveyors have the field knowledge required to keep our association afloat.	4/18/2019 12:54 PM
41	Increasing costs	4/18/2019 12:32 PM
42	As much as the number of surveyors in their early years has been increasing, a very good thing, I wonder how many will take positions away from the bigger centres and also in government positions ie	4/18/2019 12:21 PM
43	The AOLS seems to have more demands from its membership every year, with fewer numbers. At some point the cost of membership will be unsustainable or unsupported by many of its members.	4/18/2019 12:01 PM
44	Loss of self governing authority although the introduction of CPD has reduced this risk	4/18/2019 11:39 AM
45	1. AOLS staff has grown while the membership has declined. Membership will level out, but the office can't continue to expand. 2. Strange fixation on silly ideas. The ODCCCCC was folly and despite it's questionable business plan (which proved flawed with it's failure), it could have been killed by it's completion in a heartbeat if Teranet had lobbied the Province to require future R-Plans to have a geo-referenced CAD file included in their submission. 3. Outdated ideas. Obsession by small town surveyors on sketches, outdated field note standards and title insurance is exhausting.	4/18/2019 11:27 AM
46	Shrink of membership and attract next generation to survey society	4/18/2019 11:26 AM

47	Deregulation and loss of self-governing status---Nobody gets up in the morning saying" I think I want a survey today"- we need to protect our self-governing status at all costs so we do not become like the hotel and taxi industries Inability to serve the public due to a lack of technical staff and expertise- Surveyor General has already warned us to get our act together on this-there cannot be any hint of not being able to serve the public or the government and public will open up the market to other entities AOLS members cutting corners to survive in price sensitive market-drive complaints and discipline costs up; bankrupt Association	4/18/2019 10:44 AM
48	Lack of awareness of the role of the OLS.	4/18/2019 10:29 AM
49	Not enough surveyors to "serve the public interest"	4/18/2019 10:23 AM
50	Insuffienient/(inappropriate) resources applied to the quality and qualifications for entrance. Ditto for dealing with professionals who do not operate within the regulatory standards.	4/18/2019 10:20 AM
51	We seem to spend a LOT of money on a few bad apples. Also, some firms are so big they seem to flaunt AOLS control. (The recent response to establishing fair fees for field notes is a great example).	4/18/2019 10:15 AM
52	Staying relevant in an industry that values measuring things and knowing how to comply with regulations. Engineering and construction liabilities driving up the cost of insurance for everyone.	4/18/2019 10:14 AM
53	Taken over by Government sooner or later.	4/18/2019 10:07 AM
54	none	4/18/2019 9:54 AM
55	I believe the AOLS should be as strong as possible. I think it's doing it's job just fine. AOLS should not be shy about raising dues to stay in business, except for a few crazy heads who shouldn't be in this business to begin with no one minds to pay a little extra	4/18/2019 9:51 AM
56	see earlier question	4/18/2019 9:49 AM
57	Small AOLS staff to cover a wide demand of members and public	4/18/2019 9:48 AM
58	Becoming redundant as are regulations are out dated and we cannot provide clients what is needed.	4/18/2019 9:44 AM
59	reduced number of C of A's, market requiring fewer OLS's in years past (due to technology etc..) therefore reducing number of members, volunteers to be involved in AOLS.	4/18/2019 9:40 AM
60	Not being able to enforce the mandate	4/18/2019 9:39 AM
61	Lack of membership. Watered down admissions. Complaints and Discipline issues become overwhelming. Being taken seriously by MNR.	4/18/2019 9:36 AM
62	We are seeing new private field crews that put themselves out as Surveyors that are not regulated, policing this with new internet and technology is difficult as the public uses internet for almost everything	4/18/2019 9:33 AM
63	government intervention to take over and/or de-regulate. Funding issues. challenges in the courts that undermine the AOLS	4/18/2019 9:30 AM
64	It is a good check and balance to keep the proper work done	4/18/2019 9:27 AM
65	pass	4/18/2019 9:24 AM
66	age	4/18/2019 9:21 AM
67	C of A members lowering the cost to do the work and that makes public look at us as trades not as professionals	4/18/2019 9:17 AM
68	Staying relevant and maintaining a critical mass for self regulation. We are less at risk than other provinces and we should be involved in a national discussion of these threats.	4/18/2019 9:16 AM
69	none	4/18/2019 9:15 AM
70	?	4/18/2019 9:15 AM
71	Monitoring the use of new technologies in our area of service offerings	4/18/2019 9:12 AM
72	Being "shut down" if we were ever challenged for not serving the public interest.	4/18/2019 9:11 AM
73	we need surveyors to follow the regs - it's the law and without the surveyors act we don't have an exclusive licence.	4/18/2019 9:11 AM

74	Loss of autonomy of the Assoc due to changes in government policy/ lack of membership.	4/18/2019 9:08 AM
75	Over regulation. Non-cadastral OLS's voting on cadastral-related matters.	4/18/2019 9:03 AM
76	diminishing membership puts the Association at risk of not being able to service the public. With a growing population, our membership may not be able to keep pace with the demands of developers and society as a whole.	4/17/2019 2:52 PM
77	Declining membership, increased costs.	4/16/2019 10:51 AM
78	member education and regulation	4/15/2019 12:12 PM
79	The OLS is not doing much to make small town practice easier. Georeferencing, CPD and PWFN index are expensive and time consuming for the small office	4/15/2019 8:41 AM
80	The public lack of knowledge of what we do	4/14/2019 7:41 PM
81	Delayed awareness of changing technological expectations of geomatics professionals.	4/12/2019 3:45 PM
82	Financing due to reduced membership.	4/12/2019 3:01 PM
83	none	4/12/2019 2:57 PM
84	Lack of visibility of the profession is increasing and raises the always present risk of losing our self governance and / or professional status. I continue to suggest that we pursue integration with the engineering profession.	4/12/2019 1:58 PM
85	none	4/12/2019 1:41 PM
86	Funding as the profession shrinks in numbers	4/12/2019 1:06 PM
87	THERE IS AN APPARENT LACK OF UNDERSTANDING OF THE LAW, THE STATUTES AND REGULATIONS AND HOW TO REFLECT REALITY OF PURPOSE THEREIN. WHEN SUGGESTIONS ARE PUT FORWARD AS TO HOW TO PRESERVE SURVEY MONUMENTATION BY OTHER BODIES SO AS TO NOT BE SEEN AS SELF SERVING, AOLS CREATES GUIDELINES AND SPECIAL PROVISIONS ITSELF THAT APPEAR TO BE SELF SERVING	4/12/2019 12:46 PM
88	See answer to question 1. Government not fully appreciating role of Surveyors in civil society and further diminishing our role General public not understanding or valuing self- government leading to more Gov't oversight and possible loss of self governing status.	4/12/2019 12:42 PM
89	1. Getting involved in commercial projects such as the ODCC - I hope that is a lesson well learned; 2. Getting swallowed by a bigger professional regulator or disbanded by the government - need to stay relevant in respect to today's challenges (the recent Transparency policy update is a great step - let's see its implementation without delay); 3. Run into funding issues beyond the level currently covered by membership fees - need to have an emergency plan in place	4/12/2019 12:30 PM
90	By not having enough teeth to discipline members government (Doug Ford) will step in and take over	4/12/2019 12:30 PM
91	no concern for members	4/12/2019 12:23 PM
92	stay on the basics, meet the mandates, regulate the profession without deregulating the individuals	4/12/2019 12:15 PM
93	becoming too entangled with the best interests of surveyors	4/12/2019 12:08 PM
94	I don't see anything off of the top of my head. As long as we continue to self govern the profession in a fair and transparent way....things should continue fine. Fair to MEMBERS as well as the public.	4/12/2019 12:06 PM
95	General distrust of professions in the public right now. The funding model of the AOLS also needs to be evaluated. I fear too much emphasis is placed on the number of OLSs just to fund the AOLS not to serve the public. The role of an OLS has evolved over the past couple of decades and I truly believe we do not require as many OLSs as we once did.	4/12/2019 12:03 PM
96	small numbers of members	4/12/2019 12:00 PM
97	See my previous comment about hand held GPS units	4/12/2019 11:56 AM
98	Over reach	4/12/2019 11:55 AM
99	Not policing and regulating our members to highest level.	4/12/2019 11:51 AM

Q6 What opportunities do you see for the AOLS as a regulator?

Answered: 93 Skipped: 38

#	RESPONSES	DATE
1	None	4/26/2019 1:07 PM
2	regulating better access to notes and records	4/26/2019 12:51 PM
3	NA	4/26/2019 7:42 AM
4	Be the standard bearer for ethics and professionalism.	4/26/2019 7:33 AM
5	Engaging young people to enter the industry	4/26/2019 7:16 AM
6	Better communication	4/25/2019 4:29 PM
7	I think the AOLS does a great job currently as a regulator but I do fear with the increased numbers of new surveyors there will be less oversight on the plans and products they are producing. Which might be fine, the PEO doesn't review their membership's work and there doesn't seem to be extreme problems within the engineering sector regarding quality of work.	4/25/2019 3:16 PM
8	Just stick to what we do best and be a shining example of a well run profession, for both the public and surveyors.	4/25/2019 3:11 PM
9	lobbying the government to mandate up to date surveys be required for a real estate transaction. I see this a great opportunity for the surveying industry in terms of increased workload, and fees (wow, could we earn as much as real estate professionals who do a fraction of the work we do?) and in increased attraction to the industry by students (since it could result in a significant increase in wages for the surveying industry, and more revenue for the AOLS).	4/25/2019 1:24 PM
10	Collaboration with the PSC to broaden the knowledge of regulators at all levels of government and to increase public knowledge about the industry and how vital it is to society in general.	4/25/2019 12:52 PM
11	Educate the public Repository for historical information and related links	4/25/2019 11:45 AM
12	Re-embrace the non CofA community to stimulate the profession and re-introduce different perspectives on data. Provide a meaningful association relationship and designation for all the GIS professionals at a member fee that is individually sustainable.	4/25/2019 11:34 AM
13	We need to stop writing books and get back to just operating an association. A book does not serve the public.	4/25/2019 11:13 AM
14	Don't know.	4/25/2019 11:05 AM
15	no comment	4/25/2019 11:01 AM
16	Unsure...it is more of an opportunity for the members but it seems that there is a more diverse range of applications for surveyors and their skillset	4/25/2019 10:44 AM
17	Faster reponse to the changing world.	4/25/2019 10:38 AM
18	do not know	4/25/2019 10:33 AM
19	Expand profession into information based disciplines	4/25/2019 10:28 AM
20	Ability to push provincial standards/guidelines for buried infrastructure (x,y,z). Push for a digital cadastre funded by the provincial government, similar to what was done in Quebec.	4/24/2019 4:11 PM
21	There are lots, and the PSRI is a good example. Public awareness is another area that I feel the AOLS should be more involved with.	4/23/2019 5:29 PM
22	not sure	4/23/2019 4:06 PM
23	to prove we can self govern, to continue to identify and correct any problematic issues that arise	4/23/2019 12:14 PM
24	Education and Promotion.	4/23/2019 7:56 AM
25	None.	4/22/2019 4:21 PM

26	Expanding the scope and services of the profession to include the broad range of geospatial sciences, as they have now started to do.	4/22/2019 1:44 PM
27	emphasis compliance with regulations	4/21/2019 9:37 PM
28	Accreditation of various types and levels of surveyors	4/19/2019 12:49 PM
29	Plenty for Toronto Region. Get on the infrastructure projects.	4/19/2019 11:36 AM
30	Webinars are good, do the things than can be done to improve the competency level at the most efficient ways and deal quickly with problem members that are costing a fortune and endangering the public and our association	4/19/2019 10:19 AM
31	We could leverage our professional organization to help market surveyors to take back some of the scope creep from parallel geo based professions such as GIS technicians, land use planners and engineers.	4/18/2019 11:21 PM
32	None. It is an administrative body. Not sure I understand the question.	4/18/2019 5:34 PM
33	Increase public awareness and transparency	4/18/2019 4:23 PM
34	To keep high standards. Not sure how this can happen but I don't want to see the AOLS lower standards to increase membership to therefore increase license fees. Hope that makes sense.	4/18/2019 3:56 PM
35	May be opportunity to re-attract or attract non-cadastral surveyors in larger numbers.	4/18/2019 3:30 PM
36	Unknown	4/18/2019 3:22 PM
37	Greater oversight, up-dating requirements (some of our requirements are out of date, unnecessary). Technology has greatly changed the way we do surveys.	4/18/2019 1:01 PM
38	promote deregulation	4/18/2019 12:32 PM
39	Expand / enhance education / continuing education initiatives. Knowledge is key to our continued relevance.	4/18/2019 12:21 PM
40	Play a leading role with other provincial regulators to create more national unity. Herd the members into potential business opportunities that will offer advantages to the public as well as the surveyors.	4/18/2019 12:01 PM
41	Establish a home for the technical professionals in the business including party chiefs, senior CAD staff and utility locate professionals	4/18/2019 11:39 AM
42	Nothing new. Protect the public and keep up with thorough SRD reviews.	4/18/2019 11:27 AM
43	Change our image of surveyor by bracing for new technology	4/18/2019 11:26 AM
44	New Executive Director relationship with government coupled with concerned Surveyor General is opportunity to redefine our relationship with MNRF. We need a strong relationship moving forward to ensure our regulatory and self governing future Opportunity with one license approach (integrating C of R members) to expand the profession and encourage regulators to accept only OLS certified products (GIS works, BIM, Photogrammetry, etc.) Marketing- factual based marketing to promote our industry and also a softening of regulation to allow advertising of OLS work- job site signs, commercials, radio adds, etc.	4/18/2019 10:44 AM
45	Do we have a voice with government? CEO seems to have a strong influence and voice, do we?	4/18/2019 10:29 AM
46	The ability to confidently assure society of the quality of service they can expect from the regulated members.	4/18/2019 10:20 AM
47	The AOLS seems to be doing a good job when compared against similar organizations across Canada. Stay the course and work on the many initiatives we are currently embroiled in. We should complete our Web site, get the PSRI up and running, resolve the Constitutional Challenge and the many other little things we have on the go before we chase any more "opportunities".	4/18/2019 10:15 AM
48	Educate the public about what legal land Surveyors primary purpose is and why it is important.	4/18/2019 10:14 AM
49	none	4/18/2019 9:54 AM
50	I see a great future	4/18/2019 9:51 AM
51	licence GIS	4/18/2019 9:49 AM
52	Ability to change policy and personal since privately/self-governed	4/18/2019 9:48 AM

53	Be a leader not just a regulator, listen to the private sector member.	4/18/2019 9:44 AM
54	To entertain partnerships with other jurisdictions to better serve all members, eliminate duplication and make better use of valued volunteer time and find cost efficiencies. Can assume leadership role in leading the way forward in models for self governance	4/18/2019 9:40 AM
55	Keeping in tune with the profession	4/18/2019 9:39 AM
56	Developing new and improved methods of surveying and implimenting standards and review procedures to best qualify our product. National and international leader of self governance model in land surveying.	4/18/2019 9:36 AM
57	Attracting new and younger people into the Profession and highlighting the opportunity for a lifetime of gainful employment	4/18/2019 9:33 AM
58	to promote the services that we offer and to represent the members to a larger extent. to work to make the entire profession a better which they are already doing a fairly good job.	4/18/2019 9:30 AM
59	It is doing a good job, to many rules and regulations kill a practice and make it unproductive; need the right balance.	4/18/2019 9:27 AM
60	pass	4/18/2019 9:24 AM
61	none but i like the webinars	4/18/2019 9:21 AM
62	Already Answer	4/18/2019 9:17 AM
63	perhaps absorbing some other geomatics or fringe activities currently in need of regulation such as utility locates.	4/18/2019 9:16 AM
64	none	4/18/2019 9:15 AM
65	?	4/18/2019 9:15 AM
66	Offer upgrade courses to membership who are interested	4/18/2019 9:12 AM
67	Use the opportunity to improve our peer review process so that the public interest is better protected. We need a complete overhaul of the SRD process.	4/18/2019 9:11 AM
68	we need to get in front of the sketches issue - we also need higher level continuing ed	4/18/2019 9:11 AM
69	Ability to grow profession to encompass more professionals.	4/18/2019 9:08 AM
70	Downsize	4/18/2019 9:03 AM
71	AOLS should be more active in working collaboratively with PEO, to share common goals.	4/17/2019 2:52 PM
72	n/a	4/16/2019 10:51 AM
73	cement public confidence	4/15/2019 12:12 PM
74	Continue to streamline access of new professionals. Advocate for more educational providers	4/15/2019 8:41 AM
75	Expansion of professional oversight into more than just cadastral surveying.	4/12/2019 3:45 PM
76	Offhand, can't think of any.	4/12/2019 3:01 PM
77	Public Awareness	4/12/2019 2:57 PM
78	Education and training are the two most important functions. Maintaining our close relationship and support of the university and community college programs. Improving and increasing the continuing education program. There needs to be more focus on knowledge development particularly in areas like drainage and site planning. We should develop some 'in-house' diploma courses including reaching out to engineers and planners for their expertise.	4/12/2019 1:58 PM
79	none	4/12/2019 1:41 PM
80	more input into education process will be helpful to increasing the number of new surveyors	4/12/2019 1:06 PM
81	EXCELLENT IF THE FEDERAL AND PROVINCIAL STATUTE LAW IS OPENED TO A LEVEL OF USEFUL REFLECTION OF VERACITY	4/12/2019 12:46 PM
82	Make the expanded profession a reality- and use it as a model across Canada! Lets get all in the Geomatics/Survey community under one roof. We aren't just dirt surveyors anymore...	4/12/2019 12:42 PM
83	Staying relevant in pioneering implementation of best practices + public protection AND SHOWCASE these successes	4/12/2019 12:30 PM

84	Need to establish a governing body that has the power to deal with firms and non survey firms swiftly and properly	4/12/2019 12:30 PM
85	educating the public	4/12/2019 12:23 PM
86	Should not be looking for opportunities. AOLS is a regulator, and should stay that way. Can support professional members, as an initiative, but this has never seemed to take off in the past.	4/12/2019 12:15 PM
87	identifying and guiding surveyors into new opportunities	4/12/2019 12:08 PM
88	Not sure on this one, other than to continue to try to grow the old expanded profession notion. There could be different types of surveyors, just as there are different types of engineers.	4/12/2019 12:06 PM
89	I think as a regulator the AOLS does a good job. It needs to ensure it is not viewed as acting as an advocate for OLSs, sometimes I think the AOLS gets close to that line.	4/12/2019 12:03 PM
90	few	4/12/2019 12:00 PM
91	Not smart enough to answer this one	4/12/2019 11:56 AM
92	Downsize	4/12/2019 11:55 AM
93	To maintain our image to the public	4/12/2019 11:51 AM

Q7 Are there specific issues about the AOLS that concern you (e.g. something they are doing or not doing)?

Answered: 90 Skipped: 41

#	RESPONSES	DATE
1	Bloated expensive top heavy office staff for size of profession	4/26/2019 1:07 PM
2	nothing I can think of	4/26/2019 12:51 PM
3	Public relations by association and members. Many members have been handling local PR for some time but AOLS could be engaged at a higher level than current activity.	4/26/2019 7:42 AM
4	More fiduciary accountability. It seems our dues are quite high and continue to rise.	4/26/2019 7:33 AM
5	Working towards getting qualified people	4/26/2019 7:16 AM
6	Not keeping expenses in control	4/25/2019 4:29 PM
7	I am concerned about the SRD and how long it takes for the reviews to be completed, but believe when they do the reviews they are very thorough and of very high quality. I do wish the content of webinars and seminars put on by the AOLS focused more directly on trying to close the skills/knowledge gap between new surveyors and the large amount of members retiring.	4/25/2019 3:16 PM
8	We need more continuing education seminars. This could be organized to coincide with Regional Group meetings, as they are struggling for meaningful content. On-line seminars are fine, but it's healthy for the membership to get together at meetings, but there has to be a reason to come.	4/25/2019 3:11 PM
9	Not doing enough to keep our Regulations in tune with municipal governments's needs or requirements	4/25/2019 2:01 PM
10	the items mentioned above.	4/25/2019 1:24 PM
11	The practise of Professional Land Surveying has evolved with the introduction of so much new technology. We need to update statutes and regulations to suit the new technologies so that everyone can work on a level playing field.	4/25/2019 12:52 PM
12	Too much focus on the Toronto area needs or problems and forcing the rest of the province to follow	4/25/2019 11:45 AM
13	See above	4/25/2019 11:13 AM
14	Don't know.	4/25/2019 11:05 AM
15	no	4/25/2019 11:01 AM
16	No	4/25/2019 10:38 AM
17	lack of technical specifications and standards cross Canada	4/25/2019 10:33 AM
18	Not making all field notes/plans/information free exchange for all surveyors. A major barrier is access to information and cost is definitely a barrier.	4/24/2019 4:11 PM
19	The recent decision to change the recommendations of the PSC regarding sketches and not allow monuments to be shown on sketches.	4/23/2019 8:40 PM
20	My sense over the past 10+ years is that budget constraints are becoming a bigger impediment to disciplining "bad apples". In order to avoid costly litigation, I perceive that some members threaten litigation because they know that it will buy them more time. The discipline committee may send more letters and make more demands, but concrete action seems to be reserved for only the most egregious cases. For the others, there seems to be an unspoken hope that the member will feel the heat and just retire.	4/23/2019 5:29 PM
21	No concerns at the moment	4/23/2019 4:06 PM
22	constitutional challenge - we have invested so much money without a final result. I know Keatley is before the Supreme Court currently. I know Doug Ford is moving forward with legislation (retroactive) reducing lawsuits against the Provincial Government (please monitor this)	4/23/2019 12:14 PM

23	We are not regulating the sale of out of date information to the public.	4/23/2019 7:56 AM
24	No.	4/22/2019 4:21 PM
25	Still very cadastral focussed...	4/22/2019 1:44 PM
26	enforcement of regulations	4/21/2019 9:37 PM
27	Reaching out to technicians and technologists - there should be an OACETT type branch for field and office staff for accreditation and continuing education.	4/19/2019 12:49 PM
28	Public perception of a Survey or a Surveyor has not changed. A Statute is meaningless to the public. A quick digital Plan is easily understandable, the complexities need not be shown as the general public does not read Plans or has very little interest in them. No interest, hard to sell and make a buck.	4/19/2019 11:36 AM
29	Currently, there are the Complaints and Discipline processes. Perhaps, a mandated process to haul a bad actor in to have a discussion with several staff/peers could be beneficial in cutting down on the formal aspects and costs related thereto ,allowing more resources for education	4/19/2019 10:19 AM
30	Need help to get training for technologists and technicians	4/19/2019 9:42 AM
31	A lot of time and money spent on legal issues which could have perhaps been settled out of court.	4/18/2019 11:21 PM
32	No. They are doing an excellent job. We are lucky to have had such good people as Buck, Martin, and now Maloney.	4/18/2019 5:34 PM
33	no comment	4/18/2019 4:23 PM
34	I see a lot of the same people volunteer for committees. Would be nice to see some new faces get involved with the AOLS without putting too much pressure on newly commissioned OLSs.	4/18/2019 3:56 PM
35	Inspection program administered by Survey Review Department should expand capabilities to review all members.	4/18/2019 3:30 PM
36	I think it is and will get better with respect to communication by the AOLS to its members	4/18/2019 3:22 PM
37	Not moving swiftly on many issues. (the resolution of the sketch issue for instance took far to long, updating Standards is just not happening although we have a Committee)	4/18/2019 1:01 PM
38	New surveyors: academic knowledge v. field knowledge It is no secret most new surveyors become commissioned with very little field experience yet some with PH. D's. Is this a good trade-off ... being academically experienced yet where our profession is most valued is in the field, inexperienced?	4/18/2019 12:54 PM
39	over focus on CPD	4/18/2019 12:32 PM
40	The PSRI issue is a response to a south-central area issue and I am far from convinced there is a benefit to this idea in most of the rest of the province.	4/18/2019 12:21 PM
41	No	4/18/2019 11:39 AM
42	Yes. I think over the last 5-8 years the AOLS had tried to do too much and expand beyond their mandate (ODCC).	4/18/2019 11:27 AM
43	Advertise OLS to public is insufficient	4/18/2019 11:26 AM

44	AOLS payroll is a concern- arguably the largest in the country (Survey Associations) AOLS Annual General Meeting- really need to change regulation to move this to a resort-like meeting- needs a serious refresh-who's goal is it to go to London, Ontario in February...Blah...summer yes, February, no--same for Niagara Falls, Toronto, Ottawa AOLS plan review stickers--Why are we still purchasing kiddie stickers for our plans???- have a list of numbers, assign a block of numbers, charge per number, save the postage and cost of producing the stickers. I hope nobody is still drafting by hand. Everyone else has a digital sticker. We have to get out of the stone age! AOLS inability to define "project" with respect to SRD. If we define "project" as anything that a survey office releases that provides a professional opinion then all products coming out of a survey office will be subject to peer review. This would eliminate all the foolish talk around sketches, engineering work vs cadastral work, topo work vs cadastral work etc. SRD funding- What about funding the SRD proportionally through C of A holders? Budget could be set at the beginning of the year and SRD cost divided per C of A based on the number of OLS's they employ? This way the non-plan producing C of A's would bear some of the costs of SRD as every surveyors should be subject to peer review; not just some survey products?...a member based peer review system rather than a product based peer review system. This may also facilitate peer review for our expanded profession.	4/18/2019 10:44 AM
45	The focus on Women in Surveying is concerning. I think there should be an equal focus and opportunities for all students regardless of gender. If you have twins, boy and girl, is it fair that your daughter gets an opportunity to take part in an event over your son? Not in my opinion	4/18/2019 10:29 AM
46	I know there is a lot of work done to present a career in surveying at high schools and universities. Maybe create an online portal where positions for summer work or work terms can be posted, and share access to this portal during the High School / Uni. presentations.	4/18/2019 10:23 AM
47	Reliance on volunteers for tasks that could/should be completed by dedicated staff. Perhaps doing too much beyond the core, but that is a strategic assessment that I presume is being undertaken here....any specifics would be hit and run.	4/18/2019 10:20 AM
48	I support the Association in its efforts to represent us. I'm happy with the state of our profession amongst the current upheavals in the Province and Global markets. We are growing.	4/18/2019 10:15 AM
49	Small Association with declining members and increasing costs that punches above its weight and to be commended for good effort. Should be concerned about consolidation of small survey offices.	4/18/2019 10:14 AM
50	none	4/18/2019 9:54 AM
51	My main issue with AOLS is lowering the standards for admitting new surveyors. I had a few of the new OLS at my office and they should have never been awarded the OLS licence. They had no clue what they were doing. With lower standards come lower level of service and quality of work. It will have very negative impact on the whole profession. I'm afraid in search for new membership the AOLS is compromising the integrity of our profession. Instead of numbers we should strive for quality, even at the cost of higher dues and fees. I think it's the AOLS mandate to maintain the high standards	4/18/2019 9:51 AM
52	don't invest in things that private firms can do better.	4/18/2019 9:49 AM
53	We are not meet today's needs in the development industry.	4/18/2019 9:44 AM
54	They are not promoting the Association fairly in all disciplines	4/18/2019 9:39 AM
55	I worry that while our membership depletes we are lightening up on our admission standards and articling process.	4/18/2019 9:36 AM
56	I feel the direction that the AOLS has been advancing in, with education, webinars, courses is great. We need to triple membership somehow	4/18/2019 9:33 AM
57	not particularly. i am not sure that the SKETCH issue has been properly put to bed. we have made simple surveys so complicated and time-consuming to complete that we are pricing ourselves out of some work.	4/18/2019 9:30 AM
58	Get rid of the bum surveyors, doing work for nothing and bring the industry where it should be, when technicians who work on your equipment make more than you do?	4/18/2019 9:27 AM
59	no	4/18/2019 9:21 AM
60	Most of the public don't what Surveyor do or even that we have an association People need to know about us.	4/18/2019 9:17 AM

61	I'm sure they are doing the best they can given the group they work with.	4/18/2019 9:16 AM
62	Wish we more business savvy	4/18/2019 9:15 AM
63	?	4/18/2019 9:15 AM
64	GIMs need to see benefits of membership	4/18/2019 9:12 AM
65	See question 6.	4/18/2019 9:11 AM
66	recent good hires - Kevin and Brian.	4/18/2019 9:11 AM
67	In my view the AOLS struggles with assisting local firms because their role is in protecting public interest and meeting statutory requirements. Much seems designed to assist larger firms wanting to broaden geography.	4/18/2019 9:08 AM
68	no	4/17/2019 2:52 PM
69	Appearance that larger firms don't follow the same rules that smaller firms are being asked to adhere to such as research.	4/16/2019 10:51 AM
70	incorporating CoRs, enforcing by-laws	4/15/2019 12:12 PM
71	The province wide notes and records index is too onerous and should not be mandatory	4/15/2019 8:41 AM
72	The constant increase in fees to cover all of the many avenues the aols is pursuing	4/14/2019 7:41 PM
73	Same as above with respect to catching up with today's needs for regulation of integrated professional consultants. Second, the misguided idea that more articling students (regardless of their background and/education) is a good thing.	4/12/2019 3:45 PM
74	No.	4/12/2019 3:01 PM
75	I feel that the AOLS is unable or unwilling to address the field note costs that JD Barnes charges to other survey companies.	4/12/2019 2:57 PM
76	Insufficient investigation and acknowledgement of issue raised in Question 1.	4/12/2019 1:58 PM
77	no	4/12/2019 1:41 PM
78	no	4/12/2019 1:06 PM
79	"they are doing " ???? SHOULD BE "IT" IS DOING ! START WITH REFLECTING PROPER COMMUNICATIVE LANGUAGE	4/12/2019 12:46 PM
80	(I might self-identify by my response...) I would like the AOLS to get a larger view of surveying in Canada. While it is nice to finally see AOLS in CBEPS, it seems to be completely self- centred response. Participate fully in national initiatives because they are good for all.	4/12/2019 12:42 PM
81	No pressing big issues. The biggest issue currently is that the AOLS does not seem to have much of an influence amongst larger professional groups or government levels	4/12/2019 12:30 PM
82	They should be setting minimum fee guidelines for services. The fees can be based on Cost of Living for areas in the province as Toronto will be much higher than Thunder Bay for example	4/12/2019 12:30 PM
83	more to educate the public on what surveyors do, reach out to other industries to create more jobs	4/12/2019 12:23 PM
84	Big supporter - keep going, but do not stray too far off the line. Stay focused on the regulations and the admin of the profession. Look to the regulations as they were amended and either comply or work to change them back. (Project)	4/12/2019 12:15 PM
85	over-extending their interest beyond its regulatory abilities	4/12/2019 12:08 PM
86	Not at this time. Most things seem good.	4/12/2019 12:06 PM
87	Focus on meaning education of the membership.	4/12/2019 12:03 PM
88	we could have more education opportunities for technical staff	4/12/2019 12:00 PM
89	Actually no. The end of the Blain Martin era sees the AOLS in a very good position	4/12/2019 11:56 AM
90	no	4/12/2019 11:51 AM

Q8 How would you define the success of the AOLS and how would you measure that success?

Answered: 85 Skipped: 46

#	RESPONSES	DATE
1	Slim down reduce costs	4/26/2019 1:07 PM
2	the measure of success is public opinion and quality of work. Overall the quality of work is good but the publics overall perception of Surveyors and what we do is not as high as it should be.	4/26/2019 12:51 PM
3	Relevance and public recognition measured by growth in staff, technology and revenue of private sector firms and visibility of public sector surveyors in industry and community	4/26/2019 7:42 AM
4	Very good question	4/26/2019 7:33 AM
5	N/a	4/26/2019 7:16 AM
6	Success is running quietly in the background	4/25/2019 4:29 PM
7	How engaged the membership is (which isn't perhaps the easiest metric to measure) Amount of complaints received from the public and between surveyors generally declining would indicate success in the AOLS's mandate A growing membership would also be an indicator of success.	4/25/2019 3:16 PM
8	A critical mass of numbers to properly serve the whole Province. No complaints, particularly from the public. In our endeavor to utilize new technology as a tool, ensure proper training so that costly mistakes will not harm the public. We cannot leave it to the manufacturers to do the training.	4/25/2019 3:11 PM
9	through it's achievements and regulative efforts.	4/25/2019 1:24 PM
10	The success is defined by the many challenges the AOLS has faced throughout its history and the measure is how every challenge has been overcome.	4/25/2019 12:52 PM
11	Success - if other professionals understand and respect our profession. (a subjective measure)	4/25/2019 11:45 AM
12	You could define the success as the number of practitioners that are members and the number of people they employ of different skill levels, measured by the revenue they generate and size of their payrolls and expenses, by default the amount of the economy they're directly responsible for stimulating.	4/25/2019 11:34 AM
13	We need to get a better handle on the fees we pay.	4/25/2019 11:13 AM
14	Larger membership, more work for members, higher salaries, fewer complaints, low SRD scores.	4/25/2019 11:05 AM
15	growing membership. Winning court challenge against Teranet	4/25/2019 11:01 AM
16	1) Regulate and ensure the professional and reliable practice of its members 2) In providing #1 above, also allow for market demands for professional survey services to be adequately met by its members 3) Ensure/encourage the development of future generations of surveyors	4/25/2019 10:44 AM
17	Attracting more young professionals to the profession. More than satisfactory.	4/25/2019 10:38 AM
18	N/A	4/25/2019 10:33 AM
19	Okay	4/25/2019 10:28 AM
20	Success is measured on how well the AOLS adapts to the changing economy and changing technology. Many surveyors get stuck doing things the same way and are resistant to change. I believe the AOLS needs to shake things up and secure the surveyors place in society. Teranets take over of the LRO and the failure of the digital cadastre are things that the AOLS should have control over.	4/24/2019 4:11 PM
21	Success would be seeing the number of complaints and discipline cases reduce in a measurable trend over time.	4/23/2019 8:40 PM
22	Good question! Something like when the public as well as related professionals understand, and as a result, value our contributions.	4/23/2019 5:29 PM

23	Success in this context would be defined based on the perception that the public and other professionals have when it comes to our membership and the services we provide. It can be measured by the number of qualified professionals we produce. We cannot "water down" the licensing requirements in an effort to boost our numbers.	4/23/2019 4:06 PM
24	less complaints and discipline cases resulting in a much lower end of year expense,	4/23/2019 12:14 PM
25	Number and scope of the complaints.	4/23/2019 7:56 AM
26	Having the public trust and the respect of other professionals.	4/22/2019 4:21 PM
27	The AOLS is playing catch up, and I hope it is able to turn the tide on regaining its position in the marketplace.	4/22/2019 1:44 PM
28	It's level of influence over non-cadastral surveying and geographic information.	4/19/2019 12:49 PM
29	The AOLS has and is functioning well as a organization in both professional and administrative areas. The public needs to see this. A field crew doing a Survey is a poor example.	4/19/2019 11:36 AM
30	Success is not a simple definition. Ever evolving and changing with the academic, economic and political times. The ability to recognize the changes and adapt while being able to protect the public and assure that there will be additional work for SURVEYORS will determine what degree of success is achieved.	4/19/2019 10:19 AM
31	I measure it in the sum market value of our collective professional services (at least for the private sector surveyors).	4/18/2019 11:21 PM
32	Remarkable success, largely due to the competent staff and amazing contributions from volunteers. It can't be measured as it is off the charts.	4/18/2019 5:34 PM
33	Successful for upholding a self-governing status for so long and evolving with public interests	4/18/2019 4:23 PM
34	I would like to see less complaints and therefore discipline of OLSs. Not lower standards, rather proper training of OLSs and honest business practices by OLSs and their firms.	4/18/2019 3:56 PM
35	Number of members sufficient to ensure the public interest is served and protected. Ability to continue on as a self governing body.	4/18/2019 3:30 PM
36	Unknown	4/18/2019 3:22 PM
37	What success?? The AOLS is a regulator and guardian of the public interest!!	4/18/2019 1:01 PM
38	1. are member/ public expectations met 2. poll members/public	4/18/2019 12:32 PM
39	Success is demonstrated by a long track record of keeping the public interest in focus; success will be determined in the future in part by our ability to adapt / improvise / continue to focus on public interest and service to the community that requires surveying services.	4/18/2019 12:21 PM
40	Success = sustainability. Ultimately it should be viewed like a business. If the members are happy and competent that is a measure of success - but you need both.	4/18/2019 12:01 PM
41	Success = reduced complaints, increased membership but only highly qualified individuals that meet current or higher standards, reduced insurance claims across the industry and reduced membership fees.	4/18/2019 11:39 AM
42	Easily measurable things: 1. Number of new OLS' commissioned. 2. Number of discipline cases (hopefully have a downward trend) 3. Insurance claims (hopefully a downward trend) 4. SRD comprehensive review scores.	4/18/2019 11:27 AM
43	High quality of OLS; increasing involvement of membership and ability to attract next generation to survey industry	4/18/2019 11:26 AM
44	Definition of Success: Enduring profession (in existence for next generations) Respected profession (has ear of government and interest of public) Proactive profession (ahead of curve in approach, industry leader in North America) Responsible profession (membership engagement, membership adherence to rules)	4/18/2019 10:44 AM
45	1. By the number of articling students, we can track metrics for that, 2. that issues get dealt with in a reasonable timeframe (ie Not like the Constitutional Challenge)...how long have we been dealing with that? 3 the public understands the role of the OLS - measure...that's a tough one....positive feedback....hits on a Public Awareness item (similar to what PSC has done)	4/18/2019 10:29 AM

46	I think the AOLS is a success. From the self governing aspect the AOLS does a great job (survey review / discipline / CPD courses) The AOLS "steps up" for its members on the issues that many surveyors consider important (such as the constitutional challenge.)	4/18/2019 10:23 AM
47	Longevity (our past) Relevance (our future) Society respects and relies on our professional services.	4/18/2019 10:20 AM
48	I joined in the 101st year of the Association. Membership has allowed to raise a family, enjoy a good lifestyle and hopefully a long retirement. I want this same opportunity for the Surveyors that follow me. That's how I measure the success of the AOLS.	4/18/2019 10:15 AM
49	See 7. Also attracting new land Surveyors is critical to success.	4/18/2019 10:14 AM
50	excellent governing body with plan review and five year review.	4/18/2019 9:54 AM
51	We are still self governing, I think it's the success.	4/18/2019 9:51 AM
52	happy public and happy government.	4/18/2019 9:49 AM
53	Able to be self-governed	4/18/2019 9:48 AM
54	I would measure success on how we are perceived by the public.	4/18/2019 9:44 AM
55	The AOLS is doing well by being a model for self governance. Hold members to account where required, but also provide a competitive environment in which members are able to succeed without burdensome red tape. I would measure the success of the AOLS by the success of the membership. If the membership is doing well, the public is relatively happy and using their services, and those services must be of high quality which means the self-governance is working.	4/18/2019 9:40 AM
56	Success is a reflection of membership. Membership continues to decline and so does the success o the Association	4/18/2019 9:39 AM
57	AOLS success is defined by the passion of its membership for what we do. AOLS success is measured by membership volunteers.	4/18/2019 9:36 AM
58	There has been a recent influx of graduates, we need more to help with the aging membership	4/18/2019 9:33 AM
59	i define it by a happy, healthy and vibrant members who are making \$\$; can pay their staff; can hire new staff; etc.	4/18/2019 9:30 AM
60	It is moving in the right direction, given time we maybe still here in 100 years from now.	4/18/2019 9:27 AM
61	idk	4/18/2019 9:21 AM
62	No comments	4/18/2019 9:17 AM
63	Not sure.	4/18/2019 9:16 AM
64	Fairly successful, but we could do better	4/18/2019 9:15 AM
65	?	4/18/2019 9:15 AM
66	Satisfaction of clientele, contentment of membership, keeping abreast of advances in related methods and technogies	4/18/2019 9:12 AM
67	Having enough members that we could actually consider decreasing our annual dues. Fewer complaints & discipline hearings.	4/18/2019 9:11 AM
68	success - few complaints - not fighting with engineers etc for our professional domain. Fully employed - respected as professionals and paid for our knowledge	4/18/2019 9:11 AM
69	status quo	4/17/2019 2:52 PM
70	Generally does a good job at a rate of 85% more or less.	4/16/2019 10:51 AM
71	Is the public protected and how?	4/15/2019 12:12 PM
72	A small tightly knit group of like minded professionals	4/15/2019 8:41 AM
73	Protecting the public by recognizing and providing leadership to its members on the latest professional and technological trends.	4/12/2019 3:45 PM
74	Increased recruitment would be a start.	4/12/2019 3:01 PM
75	quality of it's surveyors	4/12/2019 1:41 PM
76	SUCCESS IN/AT WHAT ?	4/12/2019 12:46 PM

77	The definition of AOLS success- or any other self regulated profession- will be continued relevance 25 years from now. Does AOLS continue to respond to the needs of the public or is it an anachronism propped up by exclusive right to practice legislation?	4/12/2019 12:42 PM
78	The success will be defined by the well-being of its members, the respect they have amongst other professionals and society as a whole, and the willingness of the next generation to join the AOLS	4/12/2019 12:30 PM
79	Ability to engage members in service, providing services to members and not just to the public. Looking out for the welfare of members.	4/12/2019 12:30 PM
80	Success should be measured by the success of the membership. new members, new input, vibrant membership all point at a successful Administration	4/12/2019 12:15 PM
81	an excellent question for the retreat participants	4/12/2019 12:08 PM
82	I'd say that success for our association is to be able to meet the public needs. Things have been very busy the last few years, and, while I only know my own neighborhood, the private firms seem to be keeping things covered. Probably better that Municipalities, based upon comments I hear about time lags for planning and permits.	4/12/2019 12:06 PM
83	Reduction in discipline and complaints. Improvements in the articlling process and examinations.	4/12/2019 12:03 PM
84	a high percentage of involvement by members and AOLS staff satisfaction with their jobs	4/12/2019 12:00 PM
85	See my question 6 answer	4/12/2019 11:56 AM

Q9 Do you have any other advice the strategic planning group should consider?

Answered: 76 Skipped: 55

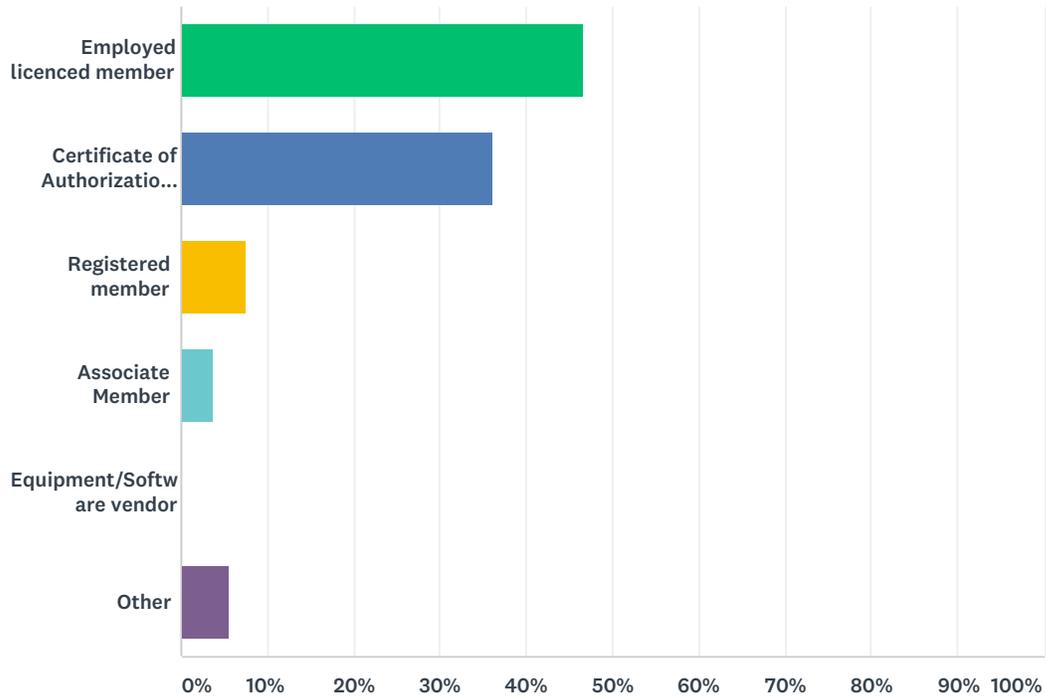
#	RESPONSES	DATE
1	The expanded profession in Ontario has hardly been an overwhelming success as the related disciplines are not exclusive to Ontario and should at least be a part of the national scene. The PSC would be a more logical home for these professionals and would help do away with the parochialism of the provincial associations. It would take vision and courage to make the legislative changes.	4/26/2019 9:46 PM
2	no	4/26/2019 12:51 PM
3	strategic partnerships at the private and public sector levels involving cost sharing for public relations activities that raise the recognition of professional credentials	4/26/2019 7:44 AM
4	NA	4/26/2019 7:17 AM
5	Redefine the branches to reflect the future needs of Ontario.	4/25/2019 4:41 PM
6	Teach ethics to all	4/25/2019 4:30 PM
7	Talk to the recipients of survey services to get their input, which should be more than, 'it costs too much'. We need more seminars on good business practices and how to communicate with clients and the general public about survey services, both in writing and verbally.	4/25/2019 3:18 PM
8	I think they are on the right track	4/25/2019 1:24 PM
9	How to increase participation of the whole membership in Committees and council, rather than just a few members volunteering their limited valuable time	4/25/2019 12:58 PM
10	Ensure that the mandate of the AOLS is clearly understood; it is not an 'industry' association that advocates on behalf of its members. Some of these questions could be construed in that manner. Even the subheading prior to the first question references the 'industry'. The AOLS is a self-governing professional organization that must always be cognizant of its role of ensuring that the public interest is paramount. Governments have removed the privilege of self governance from others previously and the AOLS needs to be continually vigilant to ensure it does not fall into the advocacy trap.	4/25/2019 12:08 PM
11	There is a common problem that every firm is individually trying to tackle or avoiding until someone else addresses it for them, unless they retire first - the scanning, indexing and storage of existing records. This is an issue that the group should consider researching or developing a common solution to that doesn't require every firm to consume resources to address the same issue.	4/25/2019 11:37 AM
12	Think macro. Also, surveyors tend to limit themselves in what they can or cannot do based on their profession. Being an OLS is not a glass ceiling. Grow beyond your comfort zone.	4/25/2019 11:07 AM
13	working on getting members to participate in AOLS and Regional activities	4/25/2019 11:04 AM
14	continually promote Land/Engineering Surveying	4/25/2019 10:36 AM
15	No.	4/24/2019 4:11 PM
16	Keep moving forward strategically.	4/23/2019 5:30 PM
17	not now	4/23/2019 4:06 PM
18	continue to invest (money) for the future	4/23/2019 12:14 PM
19	Make recommendations to Council based on your work.	4/23/2019 7:57 AM
20	no	4/22/2019 4:23 PM
21	Not at this time.	4/22/2019 1:44 PM

22	Get on board with the Government in any level. Amend the Surveys Act for monumentation. Seems they're placements are many times misunderstood by the general public. (most which cannot read a Survey Plan).	4/19/2019 11:56 AM
23	Stay away from all of the usual platitudes. Assess the needs and results you want in a clear and concise manner with the knowledge that it will change and need change as conditions warrant.	4/19/2019 10:22 AM
24	Keep consulting and planning ahead.	4/18/2019 11:22 PM
25	I feel strongly that an across-the-board fee structure should be set for field notes and plans.	4/18/2019 5:34 PM
26	not at this time	4/18/2019 4:24 PM
27	no.	4/18/2019 3:56 PM
28	Always encourage members to be engaged and volunteer their time and efforts for the betterment of the Association.	4/18/2019 3:32 PM
29	?	4/18/2019 3:23 PM
30	Move to the 21st Century.	4/18/2019 1:02 PM
31	Would like to see the AOLS less-involved in members' practice moving forward	4/18/2019 12:36 PM
32	The future will be robustly affected by the new surveyors coming into the profession; embrace the need but also the quality of education / existing meaningful credentials. Look forward recognizing we are a group tied to the history of the development of our province.	4/18/2019 12:24 PM
33	Promote some outside the box thinking.	4/18/2019 12:02 PM
34	Better continuity - President as a two year term.	4/18/2019 11:40 AM
35	Yes, resist the temptation to pursue initiatives that are outside the scope of the Association's core mandate.	4/18/2019 11:28 AM
36	Enhance our SRD to ensure high quality and consistency of service / product	4/18/2019 11:26 AM
37	yes I will drop you a note setting out my thoughts.	4/18/2019 11:24 AM
38	Succession planning- Executive Director, SRD manager, Deputy Registrar may be filled for the short term. Qualified replacements will be harder to come by. Virtual office- do we need 1043 McNicoll?- Can staff work remotely? Any benefit of moving office to MNRF building in Peterborough?-MNRF relationship growth Professional Surveyor Magazine- What is future? hard copy vs. digital? expand across Canada? Amalgamate admin functions of all survey associations across Canada (opportunity for cost savings-lots of redundancy, provide consistency, facilitate multi licensed surveyors, open path for cross border surveying)	4/18/2019 10:57 AM
39	Question...is the AOLS doing enough to support our technicians/technologists?	4/18/2019 10:34 AM
40	Keep up the good work. Get the AERC requirements/course accreditation issues solved ASAP.	4/18/2019 10:25 AM
41	Try to emphasize that all the fancy equipment on display at AGM is only valuable when a professional controls the process and the outcomes. Otherwise any high school kid with a budget and a smart phone will be putting Land Surveyors out of value added work.	4/18/2019 10:20 AM
42	Please thank all the volunteers who are giving their time to this initiative.	4/18/2019 10:20 AM
43	Unless its screaming at us, PLEASE ignore any new initiatives or opportunities until we complete outstanding issues we have on the table. At 500 members we seem to be punching way above our weight. I would like to see LESS new committies at the expense of watering down the limited volunteer pool we have now.	4/18/2019 10:18 AM
44	I think these items are most important: 1. improve survey programs at colleges, especially for the technical staff 2. Maintain high standards of enrollment for new members 3. Raise dues in necessary, don't compromise the level of service, it's a very nearsighted approach	4/18/2019 10:00 AM
45	none	4/18/2019 9:55 AM
46	specific targets and dates. don't take on too much.	4/18/2019 9:51 AM
47	no	4/18/2019 9:48 AM
48	Make the gaols very simple and short term.	4/18/2019 9:45 AM
49	Should consider joining the Professional Engineers of Ontario	4/18/2019 9:41 AM

50	We need to figure out a plan for the registered surveyors to entice more membership.	4/18/2019 9:38 AM
51	Recruitment Recruitment Recruitment	4/18/2019 9:34 AM
52	no	4/18/2019 9:30 AM
53	We need to try to have qualified new members and we need to have a guide line for the fees	4/18/2019 9:24 AM
54	invite younger members to participate. 35 and under	4/18/2019 9:22 AM
55	Not at the moment	4/18/2019 9:17 AM
56	It would be nice if our work wasn't passed around without us receiving any compensation	4/18/2019 9:17 AM
57	?	4/18/2019 9:16 AM
58	Better understanding of the needs and challenges of new candidates especially those who were foreign trained	4/18/2019 9:13 AM
59	Move forward with the Transparency initiative.	4/18/2019 9:12 AM
60	no	4/18/2019 9:12 AM
61	keep a close eye on granting licenses to new OLS's prematurely to artificially maintain "growth" in membership.	4/17/2019 2:53 PM
62	n/a	4/16/2019 10:53 AM
63	Focus on the important issues. Keep it simple!	4/15/2019 12:14 PM
64	Focus and don't over do it	4/15/2019 8:41 AM
65	Focus on setting professional goals and standards to incorporate today's technology and diverse service opportunities.	4/12/2019 3:46 PM
66	No	4/12/2019 3:02 PM
67	no	4/12/2019 2:57 PM
68	Now is not the time to be conservative or to pinch pennies.	4/12/2019 1:59 PM
69	no	4/12/2019 1:42 PM
70	THINK OF HISTORY, AS HISTORY IS AN EARLY WARNING SYSTEM COMMUNICATE DE NOUVEAU WITH CORRECT ENGLISH/FRENCH EXAMPLE "bests " IN NEXT QUESTION	4/12/2019 12:50 PM
71	Live and breathe with this task, don't hesitate to put your crazy ideas forward, and good luck!	4/12/2019 12:32 PM
72	FOCUS ON SUCCESS - SHORT TERM GOALS - NOT TOO COMPLEX OR LOFTY MANAGEABLE TIME FRAMES REALISTIC AND MEASURABLE GOALS	4/12/2019 12:18 PM
73	no	4/12/2019 12:08 PM
74	Are declining numbers of C of A offices acceptable or beyond control? Does it matter? The debacle with the sketch bulletin ought to indicate to council that small issues do not deserve a big hammer	4/12/2019 12:05 PM
75	Carry on	4/12/2019 11:57 AM
76	no	4/12/2019 11:51 AM

Q10 Which category bests describes you?

Answered: 105 Skipped: 26



ANSWER CHOICES	RESPONSES	
Employed licenced member	46.67%	49
Certificate of Authorization Holder	36.19%	38
Registered member	7.62%	8
Associate Member	3.81%	4
Equipment/Software vendor	0.00%	0
Other	5.71%	6
TOTAL		105