



Workforce Development

Building a Workforce in the
Land Surveying Community

October 24, 2023



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(AL, FL, GA, TN, MS)

Senior Vice President,
Director of Land Surveying
Former ASPLS Birmingham Chapter President and Vice-President
Schoel 135 years in business.
15 field crews, 11 Professional Land Surveyors



TWO
QUESTIONS

Should Land Surveyors focus on
Workforce Development?

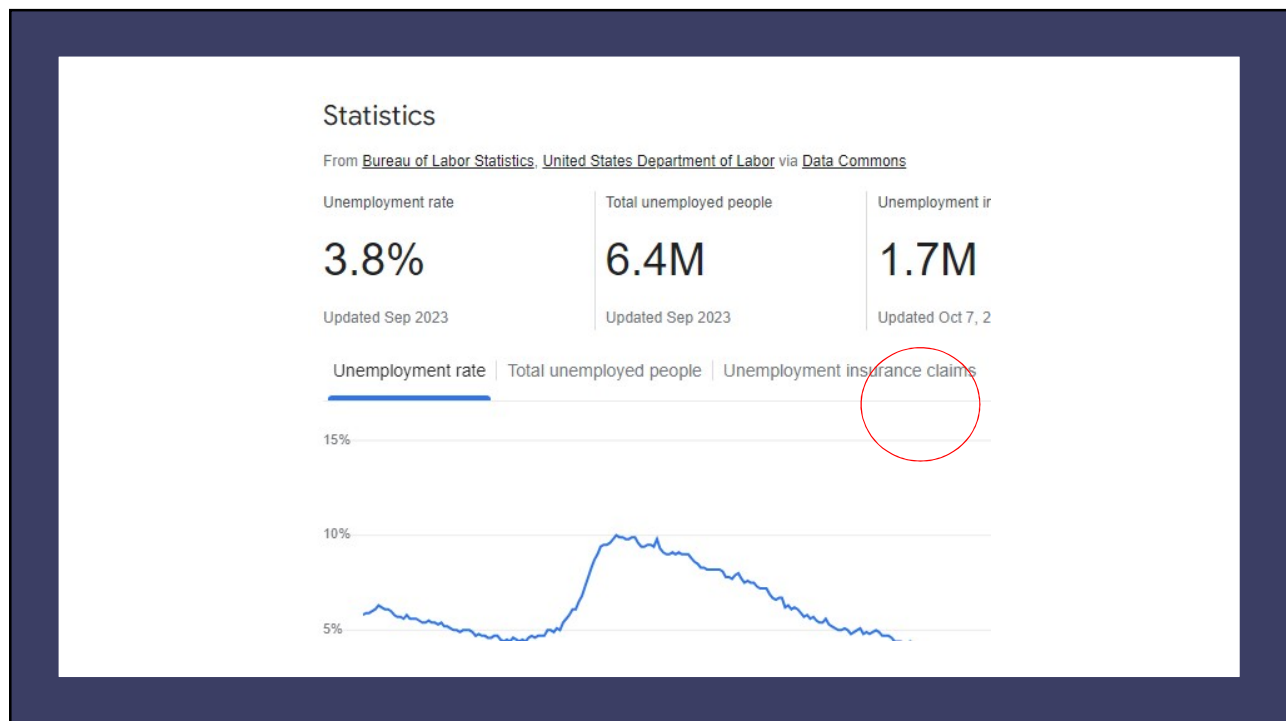
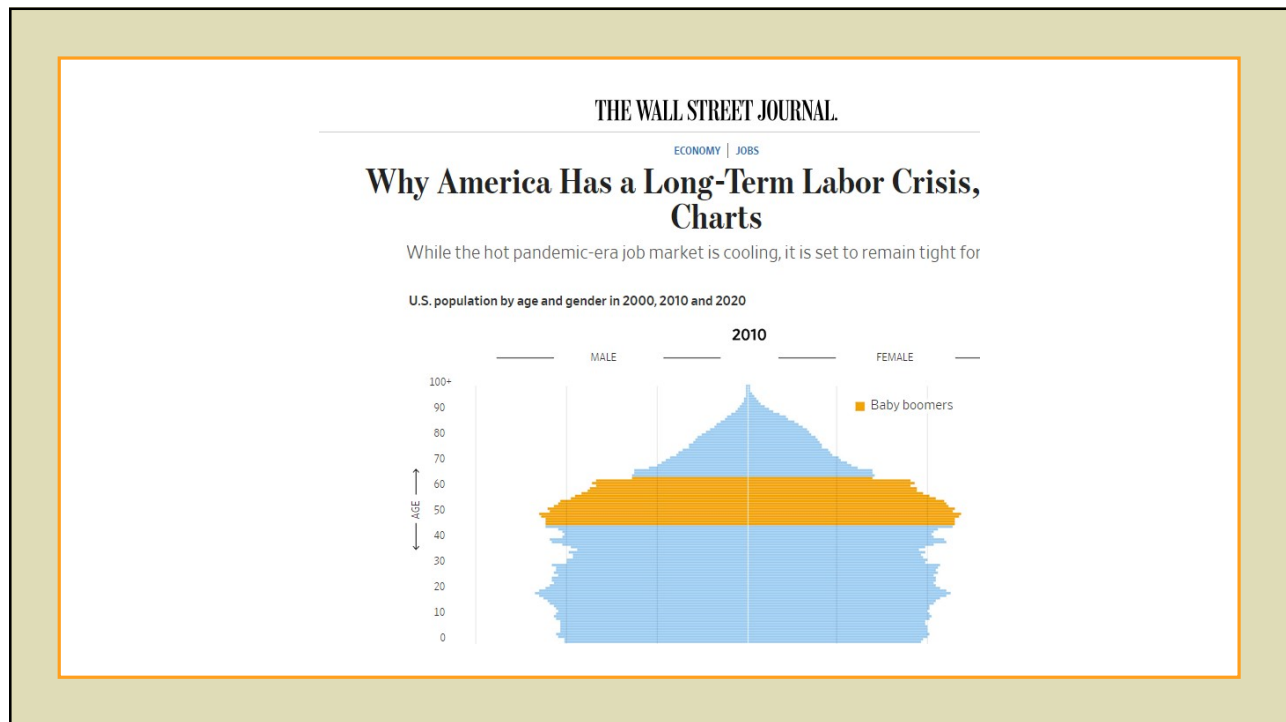
if so...

What can we do about it?



**MANUFACTURE
ALABAMA**





Statistics

From [Bureau of Labor Statistics](#), [United States Department of Labor](#) via [Data Commons](#)

Unemployment rate

3.8%

Updated Sep 2023

Total unemployed people

6.4M

Updated Sep 2023

Unemployment

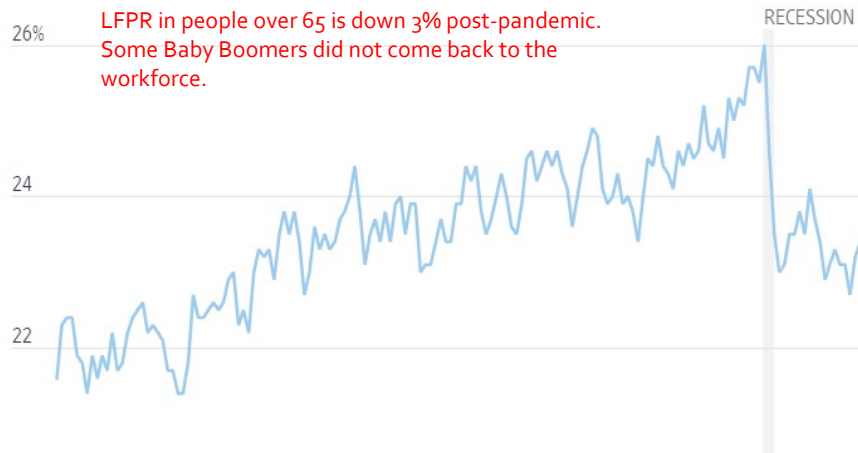
1.7M

Updated Oct 7,

Unemployment rate | Total unemployed people | Unemployment insurance claims



Labor force participation rate for people age 65+ with no disabilities



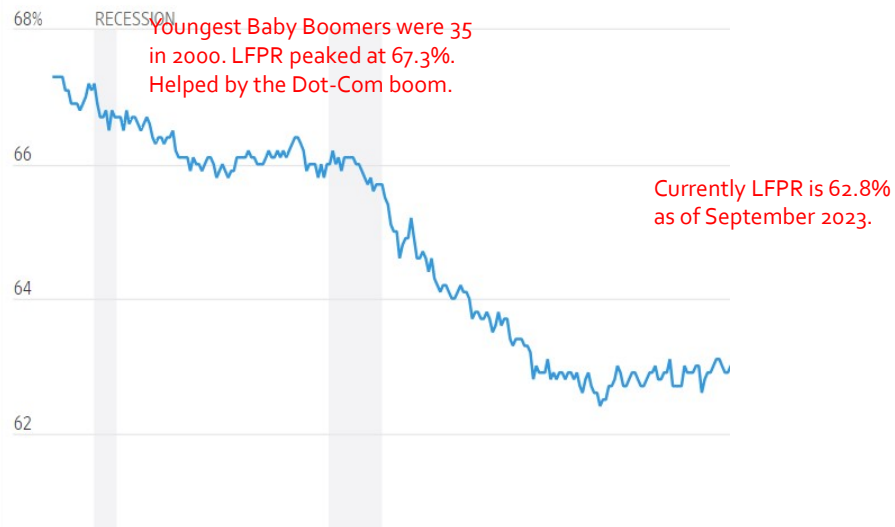
U.S. births per 1,000 people



State or Region	2020 Census	2010 Census	
United States			
Resident Population	331,449,281	308,745,538	28
Percent	7.4%	0.7%	

Population growth is declining which also points a reduced future workforce.

U.S. labor force participation rate



Civilian labor force participation rate by age, sex, race, and ethnicity

Other available formats: [\(XLSX\)](#)

Table 3.3 Civilian labor force participation rates by age, sex, race, and ethnicity, 2002, 2012, 2022, and projected (in percent)

Group	Participation rate, 2002	Participation rate, 2012	Participation rate, 2022	Participation rate, 2032	Participation rate change, 2002–12
Total, 16 years and older	66.6	63.7	62.2	60.4	
16 to 24	63.3	54.9	55.6	51.3	
16 to 19	47.4	34.3	36.8	30.9	-
20 to 24	76.4	70.9	71.0	67.8	
25 to 54	83.3	81.4	82.4	81.7	
25 to 34	83.7	81.7	83.2	82.1	
35 to 44	84.1	82.6	83.0	81.9	
45 to 54	82.1	80.2	81.1	80.9	
55 and older	34.5	40.5	38.8	37.4	



Labor Force Opportunities

Alabama's Labor Force:

The Good
The Bad
The Ugly

Alabama's August
2023 Unemployment
Rate:
Number
Unemployed:
August 2023
Labor
Participation Rate:

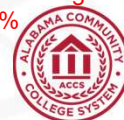
Record Low
(7th Lowest in
U.S.)

2.1%

48,605

57.1%

(4th Lowest in
U.S.)
National Avg.
62.8%



Labor Force Opportunities

Alabama's Labor Force What Does It Mean?

Alabama's Current Labor Force
Who's not in the Labor Force
Alabama's Potential Labor Force

2,143,70

1,623,78

7
3,767,48

7

We have the potential to increase workforce participation and therefore increase the number of potential candidates.



Alabama College-Going Percentages by year	Enrolled and Not Enrolled	2 and 4-year College Trend	4 Year College Trends	Alabama College-Going Numbers by year	College Enrollment Trends by Race	College-Going...
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State of Alabama, State of Alabama

High School and System

■ HS Grads to Higher Ed

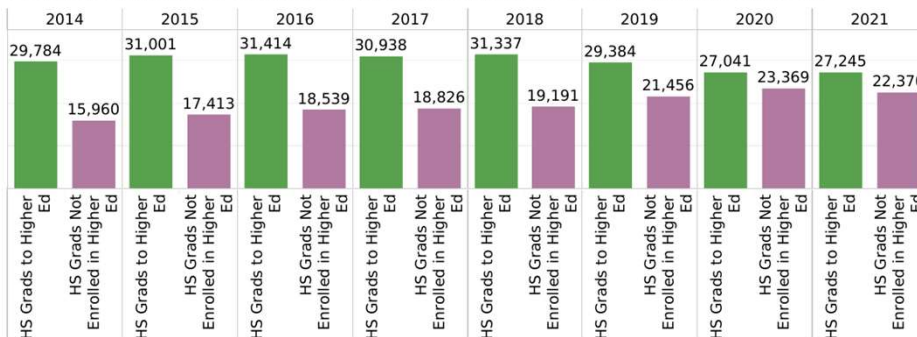
■ HS Grads Not Enrolled in Hi..

10% less students enrolling in college in 2021 than 2014

65%

55%

Alabama High School Graduates, Enrolled in Higher Ed vs. Not Enrolled Numbers



BIRMINGHAM LABOR FORCE PARTICIPATION

BIRMINGHAM: (61%)

Each 1% rise adds 8,800 jobs

Nashville (68.7%)

Atlanta (67.3%)

Louisville (65.2%)

Memphis (63.7%)

If Birmingham had a LFPR equal to Nashville it would add **67,760** jobs. If equal to Memphis it would add **23,760** jobs! Imagine how the prosperity!

LAND SURVEYING INDUSTRY

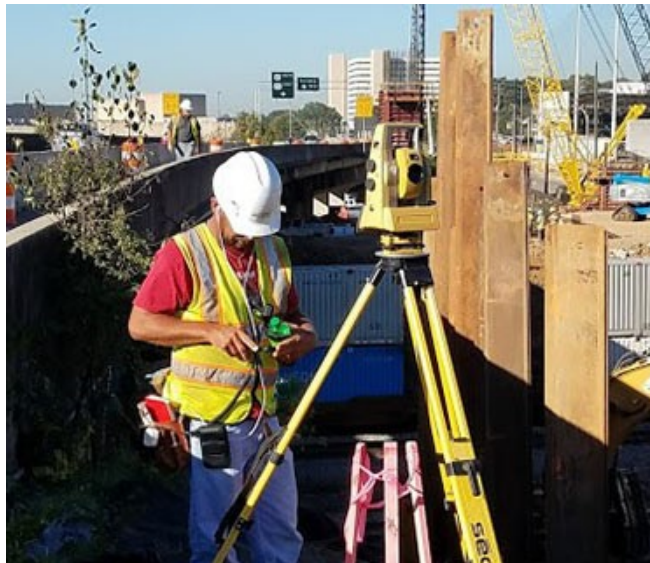
Number of Land Surveyors (-11.5%)

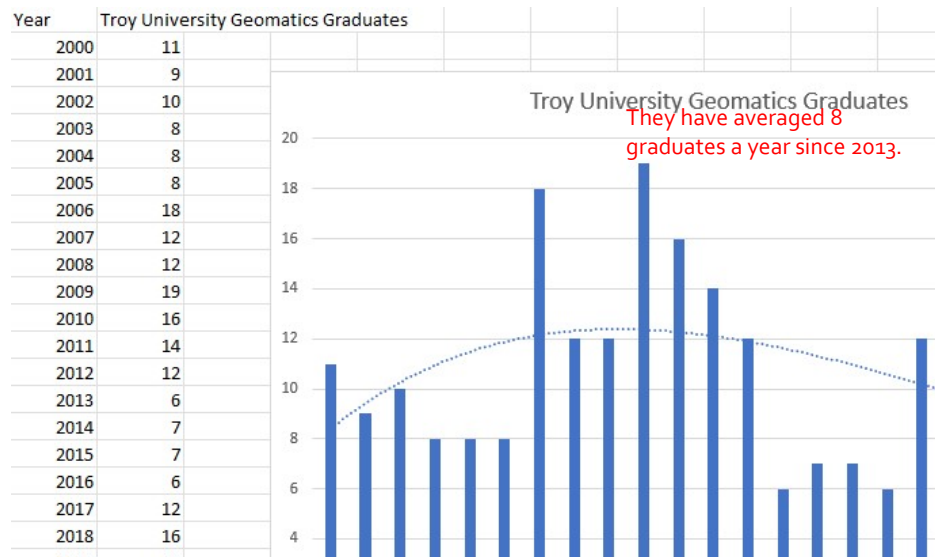
2010: 55,091 2022: 48,755

Technology has made it possible for fewer surveyors to do more work.

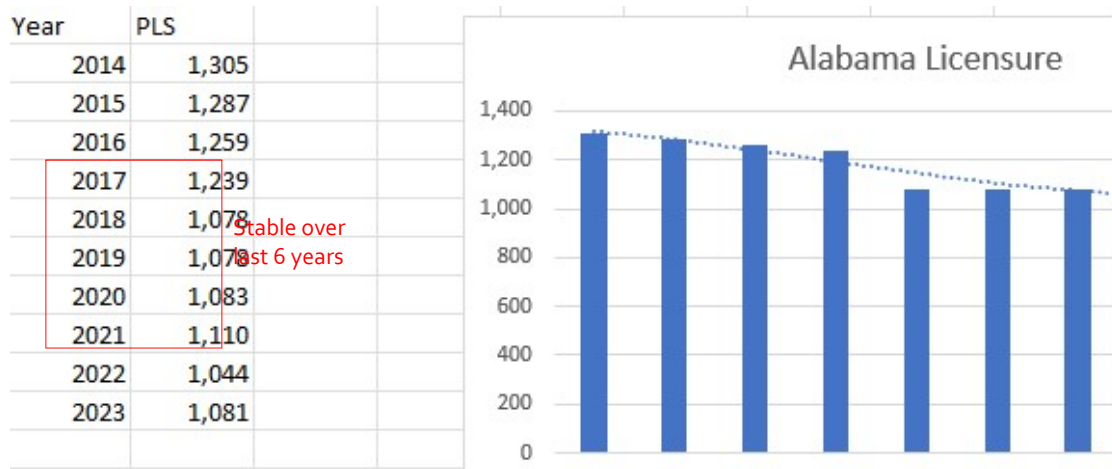
Land Surveyors can manage 3-5 field crews which increases the need for qualified technicians.

There are about 1,000 Land Surveying graduates each year.

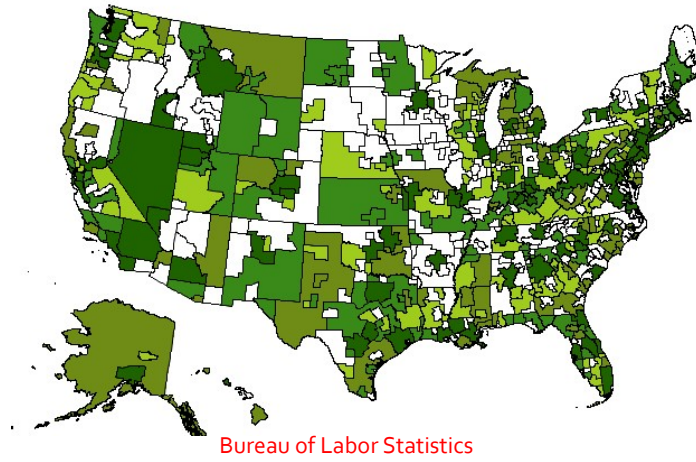




Troy has graduated 254 students over the last 23 years for an average of 11 per year.

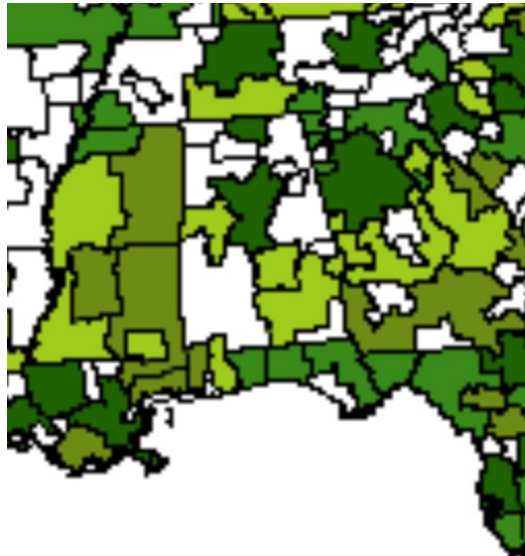


Employment of surveyors, by area, May 2022



Land Surveyors are concentrated in certain areas throughout the state.

This may lead to the perception of a shortage of land surveyors.



The State of Land Surveying

- Nationally we have a workforce issue.
- Our state has a workforce issue.
- Land Surveying is not unique in having workforce issues, but it is not an issue we can avoid. How will we as a society address it?
- Technology has allowed fewer surveyors to do more work. Technology will be part of the solution.
- Land Surveyors can manage 3-5 field crews which increases the need for qualified technicians.
- We should expect the number of land surveyors to continue to drop through 2032 as Baby Boomers retire.
- We should expect salaries to be higher for surveyors for the foreseeable future due to high demand and low supply.
- The lack of dispersion of land surveyors throughout the state could cause the perception of a surveyor shortage

What can I do at my business to promote the future Land Surveying workforce?

1. Make more Land Surveyors...
 - Recruit, Hire, Train, License, Opportunity
 - Be prepared to compensate and provide benefits
 - Know the value of our industry and your product/self-worth
 - Train on professional business practices (QA/QC, proposals, returning phone calls)
 - Do you have a plan? (Succession strategy, Retirement)
 - Support Troy University by visiting your local high schools. They need your help marketing the program.
 - Participate in ASPLS, NSPS, ACEC

What can I do
at my business
to promote the
future Land
Surveying
workforce?

2. Make more Survey Technicians...

- Skills for Success – Land Survey Helper
- Certified Surveyor Technician (CST)
- Visit High Schools (4H, FFA, Career Tech programs)
- Be prepared to pay, train, and retain these employees.

To meet the future demand we should...

1. Make more Land Surveyors
2. Make more Survey Technicians

Thank you

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