

NSPS Workforce Development Committee

Spring Meeting Report – March 2025

The Workforce Development Committee has been exceptionally active during the past 18 months! We are incredibly thankful for the dedication of all the State Associations who are devoting their time and resources towards either initiating or enhancing their Outreach and Workforce Development initiatives. This issue is of utmost importance, and with a small contribution from us all, we can significantly support growing and sustaining our current workforce within the profession.

Due to numerous concurrent committee meetings this year, we've compiled a brief highlight report for those who might not be able to attend our session. Please find the details below!

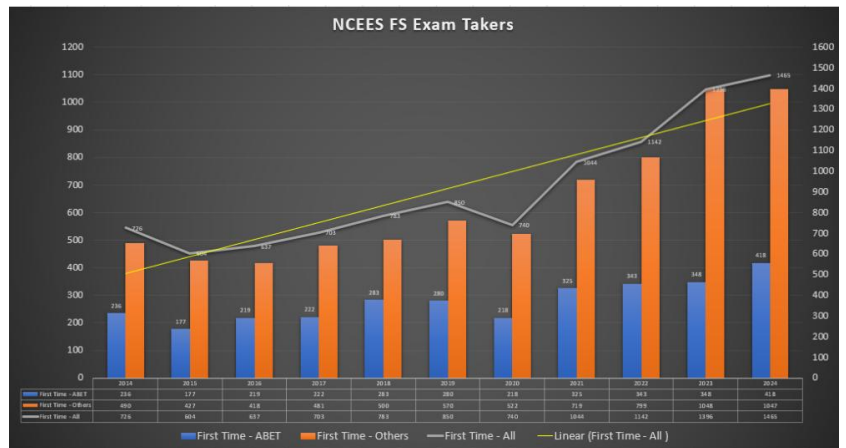
1. Committee Membership

The Workforce Development Committee remains committed to conducting monthly meetings that last for about an hour, with all members participating. The present committee members include: Sherri Barron, Linda Foster, Jason Ness, Marcus Hampton, Dick Kleinmann, Jim Craddock, Joanne Williamson, Nolan Mark, Chris Jepson, and Rodney Kelly (served until January 2025). Ryan Selby has stepped in to replace Rodney, Trent Keenan and Tim Murphy.

Over the past nine months, we have also welcomed committee/board chairs from the Education, Public Relations, CST, Trig-Star, Military, and YSN to collaborate with us. Our goal is to work together efficiently and avoid redundant efforts!

2. Latest NCEES Squared Report Data

The latest 2024 NCEES Squared Report data was released in February 2025. Below are a few graphs showing how the last 10 years have been trending. As a committee, we will continue to track these trends.



Latest FS Exam Takers data:

PASS RATES FS Exam

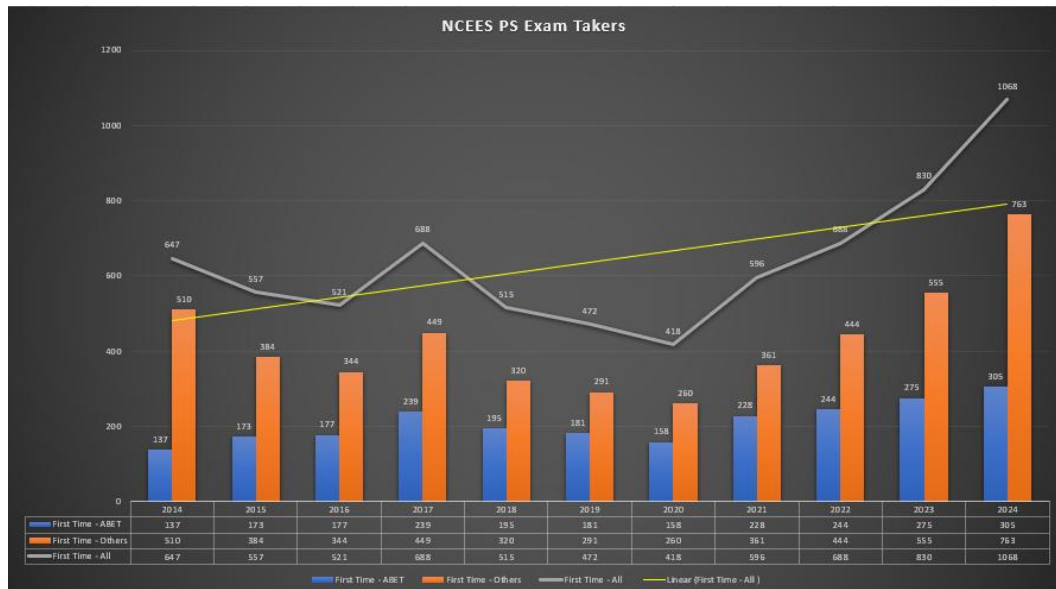
The Fundamentals of Surveying (FS) exam is designed for recent graduates and students who are close to completing an undergraduate degree in surveying. Passing it is an important first step in the surveying licensure process.

	Overall takers				Takers with EAC/ETAC/ ANSAC-ABET bachelor's degree				Other takers			
	First time		Repeat		First time		Repeat		First time		Repeat	
	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate
FS	1,465	59%	779	41%	418	73%	150	51%	1,047	54%	629	38%

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Latest PS Exam Takers data:



PASS RATES

PS Exam

The Principles and Practice of Surveying (PS) exam is designed for surveyors who have gained at least four years of work experience. NCEES member boards require candidates to pass it as part of the licensure process.

	Overall takers		Takers with EAC/ETAC/ ANSAC-ABET bachelor's degree				Other takers					
	First time	Repeat	First time	Repeat	First time	Repeat						
	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate	Volume	Pass rate				
PS	1,068	67%	516	42%	305	73%	139	39%	763	65%	377	43%

Other takers include examinees who do not hold a bachelor's degree from an EAC/ETAC/ANSAC-ABET-accredited program or who did not provide bachelor's education information during exam registration.

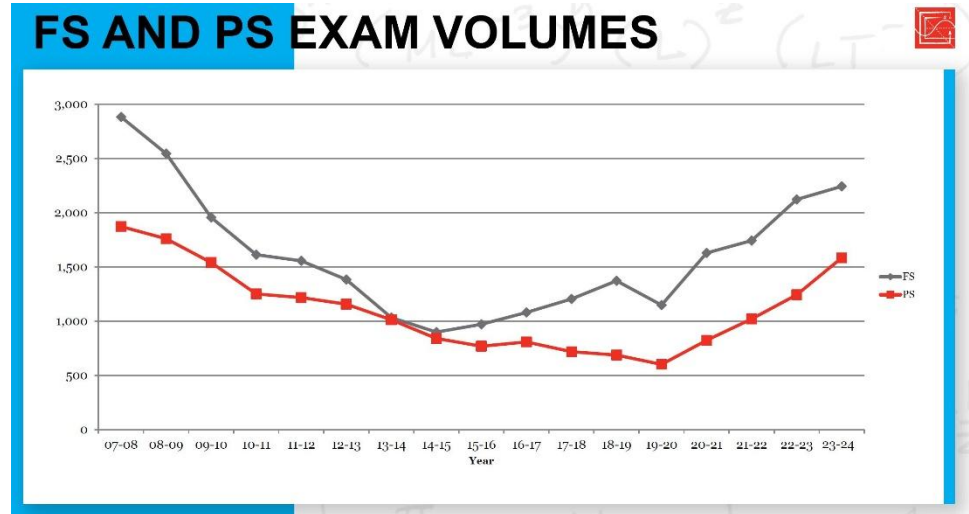
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Latest NCEES Sqaured Report Data (continued)

FS Numbers for 2024
Total Takers 2244
We are close to the 2008/2009 Numbers

PS Numbers for 2024
Total Takers 1584
We are close to the 2009/2010 Numbers



Total Licenses in the U.S.

Number of U.S. licenses since 1997 includes multistate licenses

Year	Surveying licensees	Resident licensees	Nonresident licensees	Year	Surveying licensees	Resident licensees	Nonresident licensees
1997	49,966	37,805	12,161	2011	55,441	45,581	11,860
1998	51,495	39,816	11,679	2012	55,991	41,239	14,752
1999	52,622	40,303	12,319	2013	54,946	40,735	14,211
2000	51,865	40,575	11,290	2014	53,968	41,079	12,889
2001	46,813	37,968	8,845	2015	53,588	41,592	11,996
2002	47,393	36,603	10,790	2016	55,475	42,410	13,100
2003	44,614	33,418	11,196	2017	51,091	38,914	12,177
2004	50,032	38,177	11,855	2018	52,225	38,931	13,294
2005	44,253	34,468	9,785	2019	49,893	37,665	12,228
2006	49,167	38,995	10,172	2020	48,479	34,996	13,483
2007	53,950	43,724	10,226	2021	47,527	34,725	12,802
2008	56,074	43,300	12,774	2022	48,755	36,495	12,260
2009	52,719	39,632	13,087	2023	47,405	34,011	13,394
2010	55,091	44,448	10,643	2024	47,392	34,300	13,092

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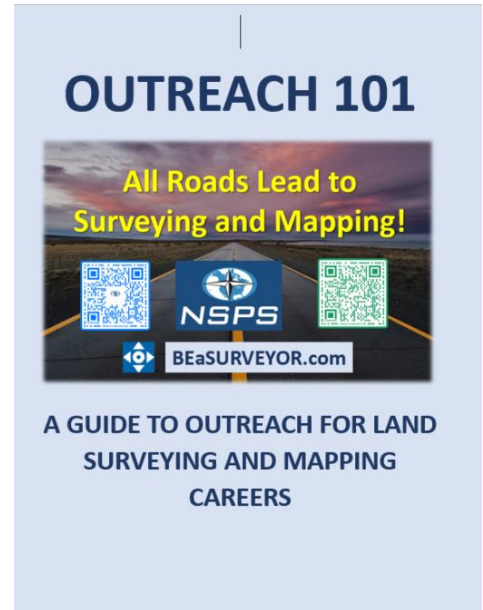
3. Outreach 101

The committee is committed to assisting state directors and associations in attracting and training the next generation of professionals in surveying, mapping, and related disciplines. We offer a variety of customizable outreach materials that can be adapted to specific workforce development requirements.

We are happy to announce that we have recently updated the Outreach 101 guide. This guide is designed to be dynamic, and we will continue to update it as new resources become available.

QR Link to files...

Printed guidebooks are available at the spring meeting!



- **Career Path Poster Initiative (Still available for your State)**

States can easily create a Career Path Poster for free! By providing the required links and collaborating with a local printer, you can produce a poster to showcase at upcoming career fairs. This is a simple, effective tool to engage with potential surveyors.



- **Postcard Templates and Newsletter Advertisements**

We offer support in creating state-specific postcard templates and advertisements for use in local publications.



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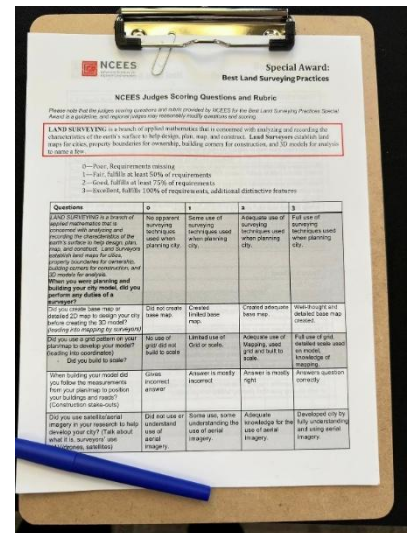
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Quick Breakdown of Outreach thoughts for each age group we are trying to introduce into the profession

K-5th Grades: Use the Get Kids Into Survey resources (*Also a part of the Outreach 101 Guide*). Some state licensing boards have gotten on board with using these resources and creating their own character for outreach! (Meet Blaze)



6th-8th Grades: Make sure you volunteer at your local Future City Competition. NCEES has been partnering with Future City and awarding the "Best Land Surveying Practices" award for the last few years. (*Other resources available in the 101 Guide*)



9th-12th Grades: We have a lot of resources available for the high school age groups, but a few of the most successful programs have been – Trig-Star, CTE (Project Lead the Way), and make sure you team up with your local FAA State convention. (*Other resources available in the 101 Guide*)



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- **CareerView XR (Be More Colorful)**

This video can be used for ALL age groups!

We are thrilled to share that this video is now complete and available for State Associations to purchase individual state licenses for use in your VR headsets. Here are the final details regarding the state licensing fees:

- **Option 1: \$1,000 to purchase a license for any one of the three videos**
- **Option 2: \$2,000 purchases a license for all three versions**
- **Option 3: \$3,000 purchase license for all three versions and add your name and logo to the beginning and end of each VR headset video file**

Current assets are available.....

1– 7-minute long video highlighting the "Day In the Life of a Surveyor" – "Classroom Cut"

1-3:30 minute long video (shortened from the 7-minute video) highlighting the "Day In the Life of a Surveyor" "Career Fair Cut."

1– 60-second long video (shortened from the 7-minute video) highlighting the "Day In the Life of a Surveyor" – "Highlights Cut"

We are ready to get everyone in contact with the Be More Colorful team to purchase the rights. Come see Matthew Chaussee provide additional information at our committee meeting on Thursday and the committee report session on Friday during the spring meetings!



For more information, visit: <https://www.bemorecolorful.com/>

As a committee, we would also like to THANK the team at NCEES for providing the financial support to create the web-based version of this outreach video! (More to come in the following weeks!)

Sample web-based version for another career.

<https://careerviewxr.bemorecolorful.com/umbraco/surface/experiences/View?code=OAzA3RYxgQp>

- **Veterans Traversing to Surveying** (*Not to steal Jeff's thunder!*) It is a great place to start to find some new hard-working staff!

Last year NSPS took a significant step toward bridging the gap between military service members and the surveying profession by establishing a Military Committee. This committee is developing a national veterans initiative that aims to connect transitioning military personnel with surveying opportunities across the United States. Through hiring events, career days, and Department of Defense (DOD) Transition Assistance Program (TAP) education workshops, NSPS plans to introduce military members to the surveying profession and provide them with the necessary resources to make a successful career transition.

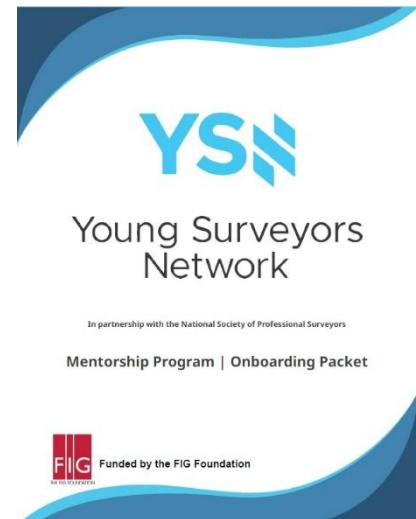
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With the national average age of a licensed surveyor being approximately 60 years old, the surveying profession faces a growing need for new talent. NSPS is committed to addressing this challenge by actively recruiting veterans from all branches of the military. *If Jeff is calling you, that means he needs your support with an upcoming career fair in your area. Let's all do our part to support this initiative!*

- **YSN Mentoring** (*Not to steal Nolan's thunder!*) We have them in the profession. Now, let's mentor them!

The NSPS YSN Mentoring Program is a professional development opportunity designed to guide young, emerging surveyors as they navigate the early stages of their careers. The program is an opportunity to build community within our professional organization by connecting young surveyors with mentors who are more established within the industry. The goal of the NSPS YSN Mentoring Program is to assist young surveyors in developing and actualizing their own unique professional goals by exploring insights, experiences, and resources related to unique topics outlined in the program structure.



This program is not designed to deliver:

- Guaranteed job placements
- Specific advancements in mentees' technical skill sets

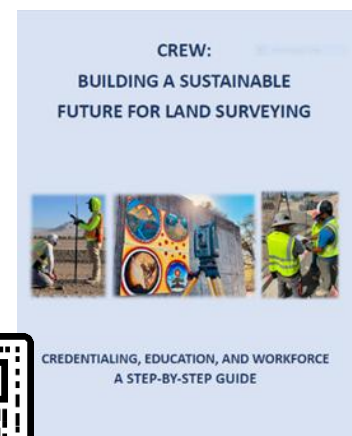
This program is designed to deliver:

- Clarification of possible professional pathway(s) for emerging young professionals in the field of Land Surveying.
- Refinement of measurable goals with achievable outcomes to assist in actualizing a professional vision.
- The opportunity to network with similarly motivated professionals in your field.



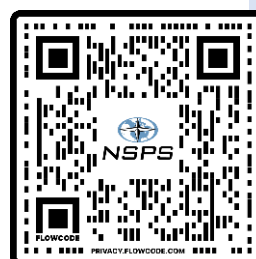
- **Building a Sustainable Land Surveying Profession through Credentialing, Education, and Workforce (CrEW).**

This document is complete and offers a thorough guide to assist companies in strengthening and retaining their current workforce. It emphasizes professional development as one of the keys to industry sustainability by offering step-by-step strategies focused on career progression, certification support, and mentorship. The document also highlights the role of technology and inclusive mentorship programs in driving innovation and long-term growth within the profession.



QR Link to files....

Printed guidebooks are available at the spring meeting!



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- **2025 National Events**

- A. American School Counselors Association (ASCA) (California) July 12-15, 2025 (5,000 attendees)
- B. Future Farmers of America (FFA) (October 29, 2025 – November 1, 2025 – Indianapolis)
- C. ACTE's Career & Technical Education (CTE) conference (December 9-12, 2025 – Nashville)
- D. National Council of Teachers of Mathematics (2026), Note: The 2025 conference has already taken place.
- D. Are there additional national conferences that NSPS should promote? *Please reach let us know!*



BE aSURVEYOR.com

We would certainly LOVE for all states to adopt the BeASurveyor.com brand, enabling us to deliver a consistent, unified message at state events and national conferences. We had a recent attendee who shared that after visiting our booth at the National School Counselors Fair in Kansas City, she immediately recognized us at the Ohio State School Counselors fair, quickly knowing who we were and exactly which resources she wanted to grab again for her school. This clearly illustrates the importance and effectiveness of building a strong, cohesive brand with the <https://beasurveyor.com/>



We also recognize that some states prefer to develop their own unique resources.

For instance, earlier this year, Oregon, Washington, and Idaho collaborated, each investing approximately \$20,000 to create and promote their own recruitment-focused video and website. Make sure to check out their fantastic work—both the video and website are outstanding! <https://nwsurveyor.com/>



5. Goals for 2025

- **Goal #1:** Enhance communication within the Workforce Development Committee and with NSPS members through monthly emails and social media engagement. ***(In Progress)***
- **Goal #2:** Update the NSPS Workforce Development webpage to better feature the Outreach 101 Guides, as well as the CrEW Guide and other relevant information. ***(In Progress)***
- **Goal #3:** Broaden the reach of the Discover Surveying presentation and Career Path poster by presenting them to various associations and high schools nationwide. ***(In Progress)***
- **Goal #4:** Establish clear communication lines with state Outreach/Workforce Development Committee contacts. ***(In Progress)***
- **Goal #5:** Foster collaboration within NSPS and external organizations to streamline efforts and share outreach strategies. ***(In Progress)*** ***(We need to set up meetings with, AGC, ABC, ASCE, NSPE, etc.)***
- **Goal #6:** Provide training opportunities for surveying technicians nationwide, with a completion target by the end of Q3 2025. ***(In Progress)***

6. OUTREACH – WE NEED YOUR HELP!!

Your participation is important. Join us in boosting involvement and impacting the future of the surveying profession. For more information or to get involved, please reach out to any committee member (listed above) or email trent@dbackls.com. We're here to make sure you have everything you need for a successful event!