

Association of Ontario Land Surveyors

*Strategy Plan Update to Members
August 5th, 2020*



Overview

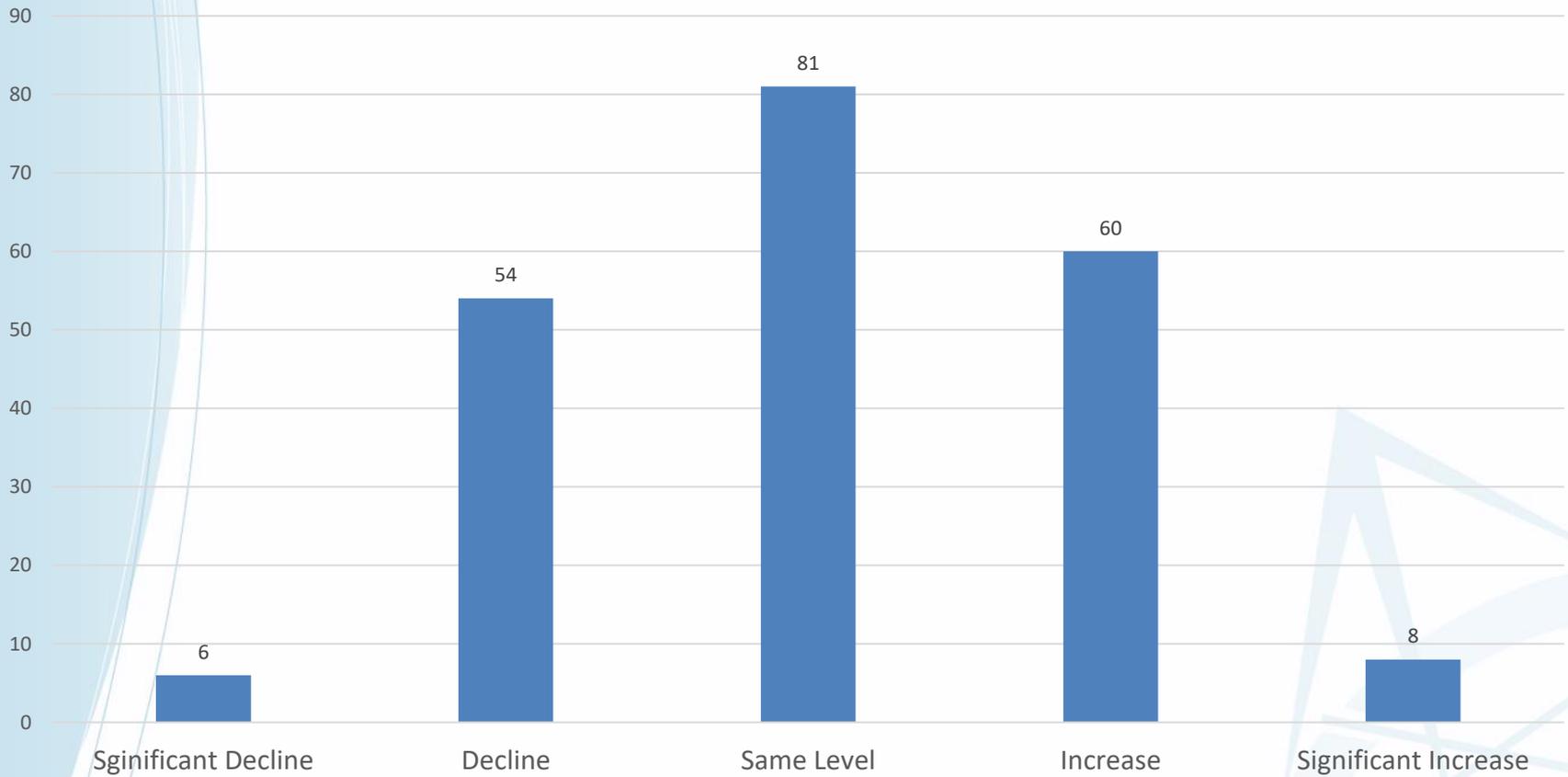
- We had a major revamp last year. This year our goals were to:
 - Consider progress on the current strategic plan.
 - Reconfirm or change the Vision and high-level direction.
 - Consider the impact of COVID-19 on AOLS directions.
- Sought input from the members through an online survey
- Reviewed the dashboard that has been assembled
- Used a combination of techniques including scenario planning
- Took place over two-half days and used a facilitator that provided the technology - virtual meetings with breakout sessions and an anonymous system for adding comments and ranking these – this allows a lot of different ideas to be generated and considered in a short period

Review of Key Dashboard Slides

- See Dashboard provided separately

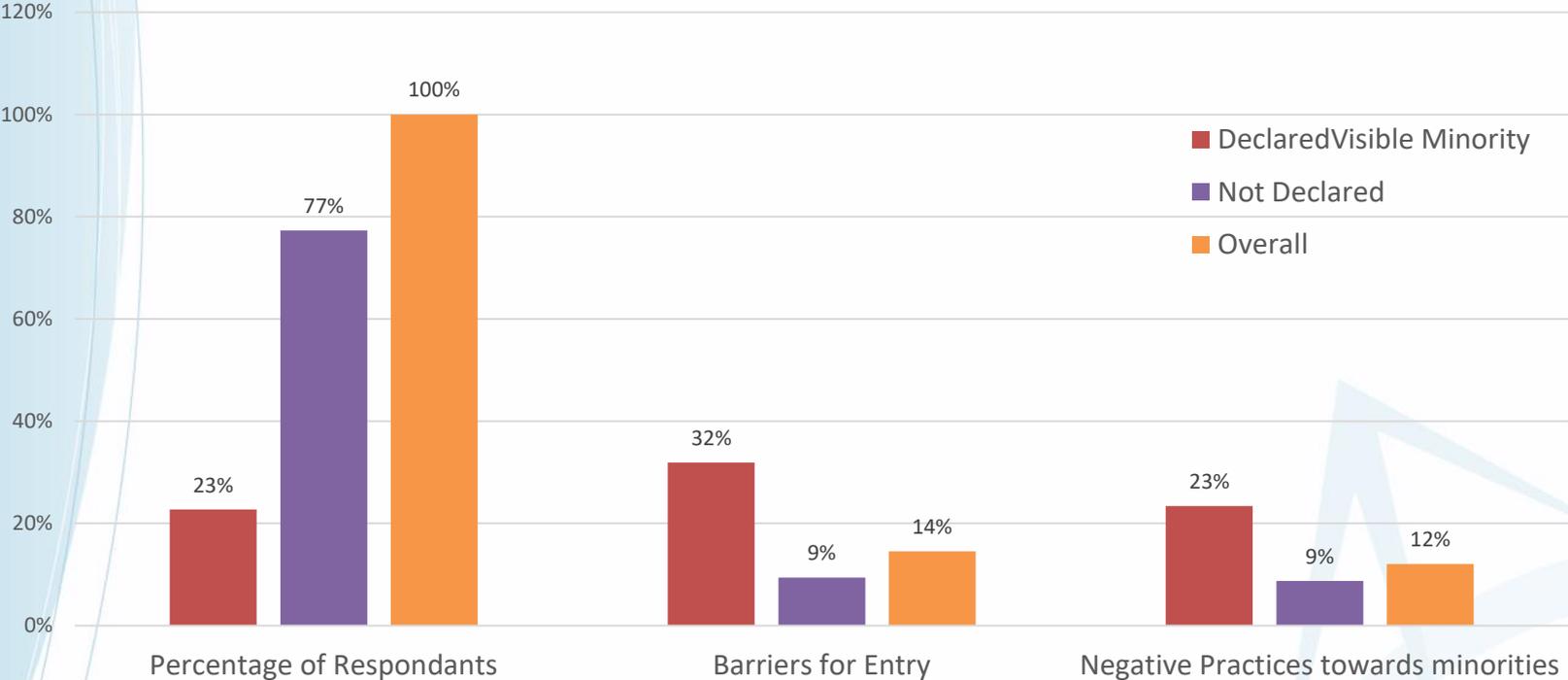
Membership Survey

Predictions for Growth Next Year

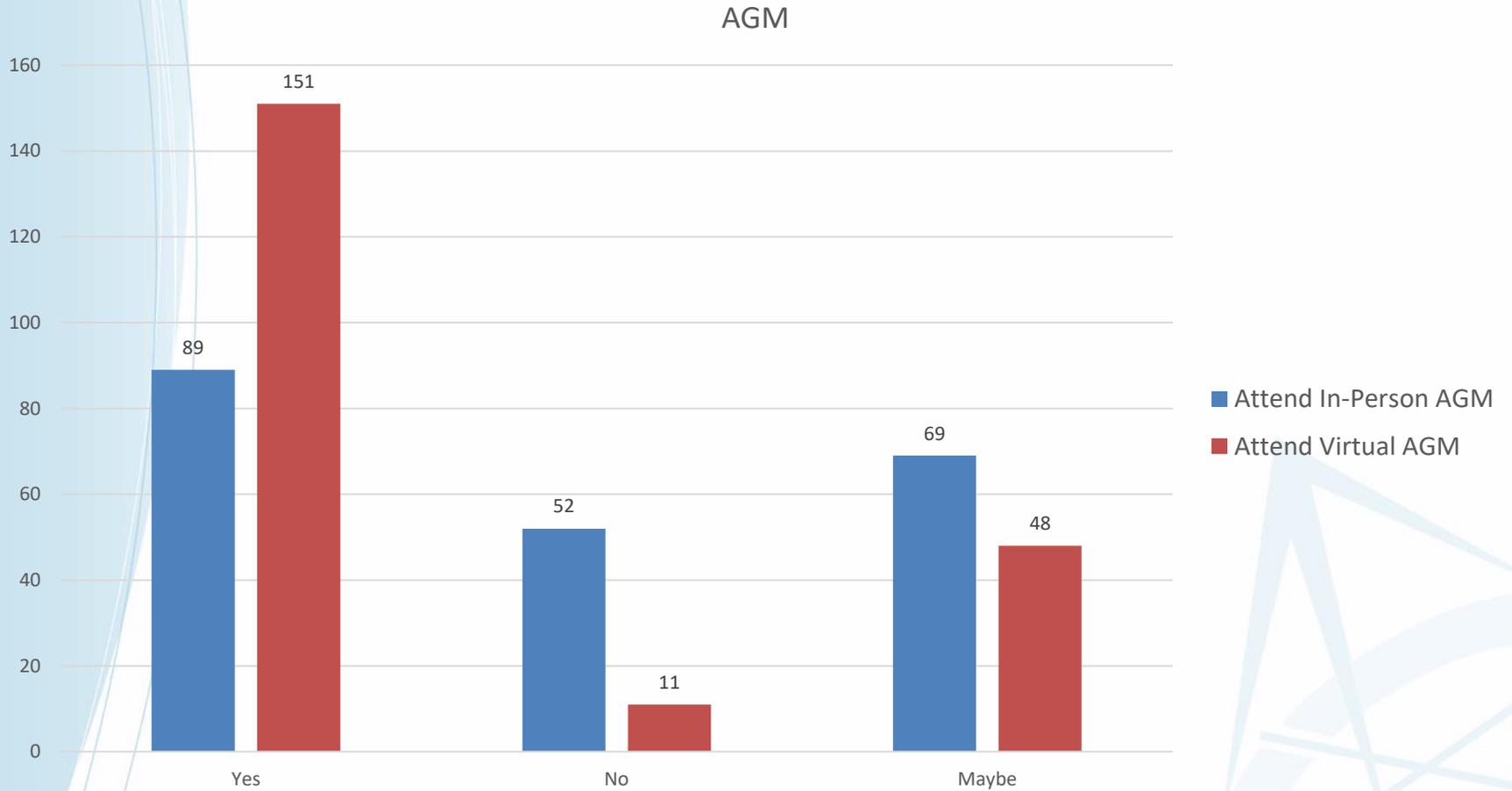


Membership Survey - Results related to minorities

Potential Issues Related to Minorities



Membership Survey - Potential AGM Attendance



Member Survey - What changes to the surveying industry do you predict because of COVID-19?

Decline in demand for surveys due to less development and housing projects, and delayed or reduced construction perhaps resulting in layoffs, closures and reduced hours	41
Increase in office staff working from home and crews working remotely - potential decrease in office space - need for network infrastructure	41
Nothing significant	27
Impacts to safety precautions (staff, clients - revised SOPs, PPE)	27
Miscellaneous (single entries)	22
More reliance on automation/technology (e.g. remote data acquisition, increased robotics, digital products, drones)	19
Increased costs for surveys to address changing safety practices, decreased efficiency and increase sick time	19
Less face to face meetings/client communication (e.g. use of virtual technology, digital signatures)	17
More solo crews	10
Delays - surveys will take longer to complete and schedules impacted (e.g. quarantine), delay in planning approval and at the Registry Office	9
Unpredictable and changing workload leading to inefficiencies (e.g. downtime due to quarantines)	6
Increased government spending on infrastructures	6
Increases in workload (catching up, pent up demand, fencing and boundary requests)	6
Unknown/Too early to tell	4
Changes in labour practices (e.g. flexible, staggered or reduced hours)	4
Better remote technologies (communications, work off site)	3
Increased use of online Registry Office functions and online survey records	3
Decline in membership (e.g. surveyors retiring, becoming ill)	3
Surveys may decrease in price as a result of competitive pressure	2
Companies will have less discretionary funds	2
Competing products (open data on mapping of property lines, "GPS surveys")	2

Member Survey - Are there changes the AOLS should make because of COVID-19?

None that are not already contemplated	54
AGM/Meetings (virtual AGM and Reg. Group Mtgs, postpone AGM, increase virtual meetings, reduce duration, try to retain personal connections)	36
CPD (delay/extend or rescind CPD requirements, offer increased online CPD opportunities) (8 asking for extensions)	22
Fees related (lower fees, minimize staff, restrain budgets, consider office changes)	14
Health and Safety (Develop policy, supports and training for companies on COVID-19)	13
Not sure	12
Miscellaneous (single comments)	11
Digital (increase use of technology, improve website, deal with members electronically (email, voting, video), digital registration)	8
Advocacy (political advocacy, communicate to the public our mandates, deal with Teranet for lower costs on adjoining PINs in Geowarehouse)	6
SRD (eliminate plastic stickers, reduce field inspections, review operations)	5
AERC (move to online exams)	5
Innovation (remain open to innovation, anticipate future survey products and needs, educate membership)	5
Electronic Signatures (move to digital/electronic signatures)	4
Communication (If a second wave inform the public of our essential services, phone calls to members, clear, meaningful & consise communication)	4
Remote Supervision (consider policies changes)	2

Member Survey - What do you believe the AOLS should focus on over the next year?

Blank	38
Training (focus on online education/training, review CPD requirements)	28
Attracting New Members	21
Stay the course	18
Public Awareness (promotion of surveying and the AOLS)	17
Regulation/Enforcement (Modernize regs, update standards, increase scope of standards, focus on regulation)	17
Miscellaneous (single comments)	13
Unknown	11
Budget/Finance Focus (minimize expenses)	10
Survey Records/PWSRI (mixed views)	9
AERC (online exams, more training for students)	8
Technical Staff (focus on dealing with technical staff shortages)	7
SRD (continue reviews, consider changes)	6
Support to members for dealing with COVID-19	6
Focus on Technology	5
AGM (contingency plans and go virtual)	4
Land Registration System Related (move to E Reg., ensuring access to information)	4
Fee Structures (move to standardized fees)	3
Expanded Profession (Move to licensing)	3
Member engagement	3
sketches (enforce the bulleting or change the policy)	2
Dealing with Inclusion/Racism	2
transparency	2
Risk management	2

Member Survey - If barriers to entry or negative practices, please suggest improvement(s)

Blank	147
N/A or none	20
Language related (consider ESL, review professional exam for bias, language proficiency)	9
Miscellaneous (single answers)	8
Didn't feel there was a problem or not qualified to answer	5
Overall Membership Issues (need for bias training, old boys club)	5
Educational Requirements (more acceptance of different programs)	4
Process Related (consider international surveyors, seek advice from members of minorities)	3
Experience Requirements (consider international experience, advocate broader experience in articling)	2

Member Survey - Are there any other comments you would like Council to consider in their strategic planning?

Blank	107
No Comment	40
Miscellaneous (single issues)	35
AGM (destinations, virtual meeting, streamline)	9
Digital (increase adoption and support of digital technologies)	6
Budget (control costs)	3
Pricing of Survey Records (one each of control or not)	2
Committee Participation Related	2
AERC (articling experience, international students)	2
Increase Membership	2
Public Awareness	2



Key Elements of the 2020 Strategy



AOLS mandate (Reminder)

The Association of Ontario Land Surveyors (AOLS) was established in 1892. It is a self-governing association, responsible for the licensing and governance of professional land surveyors, in accordance with the Surveyors Act. As with all self-governing professions, the AOLS has a responsibility to ensure that the public interest is paramount. Section 2(2) of the Surveyors Act states:

"The principal object of the Association is to regulate the practice of professional land surveying and to govern its members and holders of certificates of authorization in accordance with this Act, the regulations and the by-laws in order that the public interest may be served and protected."

New Vision 2024

We are a trusted, forward-looking, ethical, highly engaged **and inclusive** association of licensed geographic information professionals protecting and serving the public interest, working collaboratively with other Associations across Canada to:

- Regulate the activities of our membership through an evidence-based, risk management approach
- Enable the introduction of innovative surveying products and services
- Maintain and enforce rigorous contemporary standards, including effective, transparent peer review processes
- Provide relevant professional education, technical and business support and services based on the needs of the public
- Work with educational institutions **and others** to attract a diverse community of new members to our profession through portraying surveying as a compelling career and lifestyle

As a result, the Association and its members are valued for their contribution to the social and economic development of our Province and Canada as a whole.

Associated Objectives (2024)

1. Provincial Survey records Index system in place and populated
2. Risk management framework providing focus for all activities of the association **and governance reviewed and strengthened**
3. All members of the profession licensed, and increased number of articling students
4. Strong education partnerships in place with selected universities and colleges and **an online degree program available**
5. Total membership compliant with CPD and engaged in Association activities
6. High member satisfaction ratings for association professional activities
7. Reduced number of substantive complaints
8. Numerous joint initiatives underway with other Associations to increase efficiency/effectiveness
9. **Technology is implemented and used to effectively run the Association and support its members**
10. **The Association has no unnecessary barriers to entry and is a model of inclusivity**

Mission 2020 / 2021

Further the future relevance and effectiveness of the Association for Ontario citizens, businesses, institutions, and our members through:

1. Developing a risk-based management framework for all activities of the Association
2. Continuing to expand our efforts to develop and train new talent for the profession **online**
3. Identifying and securing agreement to required changes in legislation / regulations that will sustain the relevance of the Association in the future
4. Developing and implementing a strategy to increase awareness within government and among the general public of the value land surveyors create for society, and the attractiveness of the profession as a career
5. Furthering the development of a fully converted, indexed, image-based survey records system
6. **Further our understanding of the impact of the AOLS activities on minorities and move towards becoming an inclusive, bias free regulator**
7. **Consider alternatives for budget containment**

Objectives 2020 / 2021

1. Draft regulations submitted for approval
2. Risk management framework further developed and introduced to two statutory committees
3. At least 25 new qualified surveyors
4. A strategy for University education developed
5. Letter sent to all school boards, offering assistance with respect to surveying
6. Participate in at least one virtual career day
7. High quality virtual technologies and processes established to hold successful meetings including the Annual General Meeting
8. Workshop(s) held with willing minority members to further an understanding of challenges with AOLS activities/processes.
9. Budget contained to no fee increase



*Key Priorities and Actions
2020/2021*



Education

1. Collaborate with CBEPS to develop a parallel academic evaluation for domestic and international students
2. Prepare guidelines for mandatory reviews on new surveyors after 1 year
3. Explore monthly on-line articling workshops (with a dedicated resource)
4. Develop a granular view of the course syllabi for the current curriculum
5. Continue to support ACLS in their on-line endeavors
6. Increase online training; beyond technical matters consider communication skills
7. Hold workshops with minority members to understand challenges and develop solutions

Increased Public and Government Awareness

1. Complete website re-design, ensure first hit on Google
2. Post samples of different types of surveys on the website, make it more public friendly
3. Get up to date information on **professional** salaries
4. Support the continuation of a viable Surveyor General's office in Ontario, reinforce the importance of the survey profession in government
5. Modernize the public image of a surveyor
6. Ensure the public is aware of the role and rights of surveyors to practice in a **COVID-19 environment**

Risk Management

1. Launch, refine and share dashboard information with Council, Committees and the membership to inform policy and directions
2. Complete further risk management assessments with two committees
3. Refine risk management considerations in the complaints and discipline approaches
4. Consider cost saving opportunities while ensuring the public is protected
5. Consider increased support for key committees to ensure effectiveness
6. Consider mental health of members and how the Association should respond
7. Review Governance of the Association

Legislation and Regulations

1. Work with legislative counsel to draft black corner copy
2. Prepare documentation to support the changes, post on regulatory registry, and secure comments by other impacted ministries
3. Council ratification
4. Member approval
5. Identify medium term goals and scope of future regulation changes, and explore ways to streamline the regulation approvals process (**consider virtual work**)
6. **Implement electronic voting**

QUESTIONS?



New Website

- Simpler/More direct site for public consumption
- Updated simpler graphics
- Easy to manage upgrade by AOLS staff – will be augmented over time
- Public Side/Members' Side – Although they run on the same platform, they have a different look and feel; Unlike the current site, the members' side is not just an augmentation of the public view
- Members' Side contains:
 - a file manager,
 - an events manager
 - an ability to post comments
 - a member directory
 - a splash page, that contains a series of webpages

Members' Side Overview

The screenshot displays the members' side overview of the Association of Ontario Land Surveyors. The interface includes a top navigation bar with the logo and name of the association, a user profile icon for Brian Maloney, and a sidebar with various navigation icons. The main content area features a 'Welcome, Brian Maloney' message, a 'Quick Access' section with buttons for 'Create Post', 'Create Event', 'Create Group', and 'File Manager', and a post titled 'Testing New Post #1'. A 'Groups' section is highlighted with a red circle, listing various committees and resources. A 'Member Directory' section is also visible. Red arrows point from text labels to specific elements: 'Events manager' points to the 'Create Event' button; 'Posts manager' points to the 'Create Post' button; 'File manager' points to the 'File Manager' button; 'Member Directory' points to the 'Member Directory' icon in the sidebar; 'Groups' points to the 'Groups' section; and 'Splash Page' points to the 'Home' icon in the sidebar.

Association of Ontario Land Surveyors

Brian Maloney

Welcome, Brian Maloney

Quick Access

Create Post

Create Event

Create Group

File Manager

Posted By System Administrator

Dec 04, 2019 12:00 AM

Testing New Post #1

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc ac tristique libero, id egestas nisi. Phasellus...

Comments (3)

Groups

- AERC
- Complaints Committee
- Council
- Council Restricted
- Executive Committee
- Professional Standards Committee
- Survey Review Department Committee
- Teachers Resources
- Underground Utilities Committee

Upcoming Events

View All Events >

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Annotations:

- Events manager
- Posts manager
- File manager
- Member Directory
- Groups
- Splash Page