

Building Capacity for Tenure Security with the VCSP Wisdom Workshop

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SUMMARY

The Wisdom Workshop of the Volunteer Community Surveyors Program has organised two global events within the scope of land administration and tenure security. These were organised to get participants acquainted with tools and modern approaches that enable sustainable solutions for land-based community problems and to expose Young Surveyors to solutions, innovations and ideas that can be used to promote tenure security in the face of legal, institutional and social challenges. These workshops were preceded by Massive Open Online Courses that give participants an overview and prerequisite understanding necessary to actively participate in the live workshop sessions. Each workshop had been organised with different but related aims and objectives. Due to the Covid-19 pandemic and its subsequent impacts, both the planning and execution of the workshops have been virtual. These activities have contributed to the improved quality of service offered by YS during the in-Country deployments of the VCS and it has also improved the capacity of YS in their professional careers. This paper is a report of activities engaged during the planning and execution of the events; an analysis of the methods and tools used in deploying the meetings; an appraisal of impacts made on participants, tenure security and the world at large; and the future plans of the team.

Keywords: Tenure Security, VCSP, Wisdom Workshop, Capacity Building.

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1. INTRODUCTION

1.1 Land Administration and Tenure Security

The United Nations Economic Commission for Europe in 1993 coined the term ‘land administration’ as a records based system where details of ownership, value and use along with the resources were defined (UNECE, 1996). The critical influence of the ‘land administration’ is beyond the Commission and has its roots in periods of colonisation. Explorers like Marco Polo and later Christopher Columbus as early as the 1200 - 1500’s are also credited with their written cartographics of the world, as a way to define space, place and identity. Land administration systems in most indigenous communities were previously absent, as occupation rights were a product of conquer and rule system or warfare. The warfare allowed for flexibility of land use and allocation, but it presented security challenges as the world slowly globalised.

The tenure systems, therefore understood that land use and allocation share a relationship to people's identity, culture and is based on holding a bundle of rights rather than only holding a legal title to land. This gave rise to the notion of tenure security based on two forms of definition, ‘real’ explicitly shared by Hernado De Soto and ‘perceived’ which is shared more widely by Geoffery Payne.

Economic, social and environmental needs in the early years were in conflict with one another before Brundtland in 1987 introduced the term of sustainable development in the Our Common Future Report, also known as Brundtland Report. Land Administration is key to measuring activities based on the real and perceived rights to land. The Land Administration systems allow proper management of resources and good governance practices for the local community, state and nation. Tenure security is a product of good land administration systems, where the rules of tenure are applied and made operational (Enemark, McLaren, & Lemmen, 2016; UNHABITAT, 2010). Central to the character of the system is the ability for the populace to trust the system, protect the majority of rights and help deliver expected social, environmental and economic outcomes.

This paper lays out the work the Volunteer Community Surveyor Program (referred to as the VCSP) through its Wisdom Workshop stream facilitated to build capacity of volunteers for land administration and tenure security. A detailed plan of events, along with the findings from the workshop aims to create a community of practice, partnership and sharing for future events, and success stories.

1.2 The VCSP Wisdom Workshop

Young Surveyors from all around the world have helped to create the Volunteer Community Surveyor Program (VCSP). The VCSP is the signature outreach of the International Federation of Surveyors' (FIG) Young Surveyors Network. The VCSP is run with the goals of improving participation of Young Surveyors in FIG programs and networking young professionals for career progression. The program is administered across different paths which include; Communications, e-volunteering, In-country, Partnerships, Knowledge Portal and Wisdom Workshop. The VCSP Wisdom Workshops help to provide the professional expertise and capacity development needs for several land administration, disaster preparedness and recovery projects in different parts of the world. The Wisdom Workshops are generally organised in partnership with persons and organisations around the world to equip young surveying professionals and interested volunteers with soft skills necessary to volunteer their knowledge in solving land related challenges and fostering sustainable development (VCSP, 2021).

1.3 Building Capacity of Volunteers for Land Administration and Tenure Security

The VCSP has organised two workshops in the area of Land Administration and Tenure Security since its inception. These have been extremely successful, with over 170 participants from over 44 countries and an ongoing global impact. These workshops are being described in further detail below.

1.3.1 Sustainable Solutions for Land-Based Community Problems - Tools and Modern Approaches

The VCSP, in collaboration with partner organisations such as the FIG Commissions 7, Cadasta, the Global Land Tool Network (GLTN) of the UN-Habitat, Kadaster, Land Equity International, and Spatial Collective, collaborated to facilitate an 8 hours workshop split across 2 days, filled with expert-led discussions, panel discussions, hands-on training sessions and interactive sessions between the 29th and 30th of January, 2021 (Burch, 2021; Buxton & Taiwo, 2021; Taiwo, 2021).

Participants learnt on the first day about “Community Problems, Land Tenure and Tools for Land Management ” and “Building Capacity and Implementing Modern Land Management Approaches” on Day 2. Interactivity was maintained to keep participants engaged during the workshop with intermittent polls on Mentimeter, varying styles of presentations, and dance breaks. The specific objectives of the workshop include to:

1. Recognize the VCSP goals, core values and how to improve them;
2. Acquire open technologies and humanitarian skill sets necessary for the projects they may volunteer on;
3. Network with professionals to leverage assistance for the project they may volunteer on;

4. Design ways to achieve the deliverables of partners involved in the volunteering project;
5. Evaluate how tenure security challenges affect community development;
6. Organise their volunteering experience through the use of reflective tools and methods.

1.3.2 Promoting Tenure Security in the face of Legal, Institutional and Social Challenges

In preparation for upcoming in-Country Deployments in Kenya and Tanzania in the month of April and May, 2021, the Volunteer Community Surveyor Program Wisdom Workshop path hosted a 4-hour workshop on 3rd of December 2021. The interactive workshop, titled *‘Promoting Tenure Security in the face of Legal, Institutional and Social Challenges’*, was a follow-up to the January 2021 Wisdom Workshop titled *‘Sustainable Solutions for Land-Based Community Problems - Tools and Modern Approaches’*. Like its predecessor, this workshop was also preceded by a one-week Massive Open Online Course (MOOC) to provide participants with the background knowledge they might require and with access to the requisite contents needed to successfully complete the workshop. Interactivity was maintained during the live session using Mentimeter. The workshop and its preceding MOOC were made free for participants. The workshop reused goals from the January 2021 workshop and added new goals to it. Objectives of the workshop include:

1. Recognise the VCSP goals, core values and how to improve them.
2. Develop humanitarian skill sets necessary for the projects they may volunteer on.
3. Develop technology skill sets necessary for the projects they may volunteer on.
4. Identify the various challenges of tenure security on local, regional and global levels
5. Proffer solutions to challenges of tenure security at various levels.

1.4 Context of this Paper

Supporting various land tenure types and systems to enable land reform and secure land and property rights for all requires a non-conventional approach to capacity building - as we have learnt in these VCSP Wisdom Workshops. Key learnings have been:

- The cadastre data/land registration systems globally remain limited, with approximately 70% unregistered land of which only 2-3% of women hold ownership of land.
- There are rises in urban informal settlements - and for communities that lack access to formal security, there is an urgent need to ensure the affordability of the system or tools adopted to record land rights.
- The lack of records on customary land/ownership; undocumented or undefined boundaries and property rights;
- Lack of finance and heavy costs to demarcate
- No centralised repository to store data;
- Disconnect between the process of survey and registration;
- Outdated methods not being able to keep to the demand of land registration and management,

- Poor natural resource management means that poor land-use decisions are made due to a lack of tenure definition,
- Land reform post-crisis and other challenges with poor tenure security such as post-earthquake or natural disaster/ man-made disasters including wars and conflicts all call for the need for a FFP and pro-poor approach.

The need to address the above issues cannot be overemphasised.

The main objective of this paper is to highlight the impact that the VCSP Wisdom Workshop has had in helping to build capacity for tenure security in land administration. Two workshops have been organised by the VCSP Wisdom Workshop team since 2020. The workshops and their preceding MOOCs were free for participants.

This paper presents the methods applied in planning and executing the workshops. The paper illustrates the rationale behind the MOOCs associated with each workshop, the virtual planning and deployment approach of the workshops and the feedback gotten from various categories of participants. The paper further provides recommendations for future workshops.

2. Methods and Tools

2.1 Tools used for Workshop Planning and Execution

The VCSP team is a team of active remote volunteers operating from different parts of the world with different time zones (VCSP, 2021). Time and date world converters, Google Calendar and a host of other online collaboration tools were used in identifying and scheduling possible times for planning, brainstorming and executing tasks. Zoom and Google Meet platforms were used in organising meetings. Google Docs was used for collaborative writing, brainstorming and documentation of ideas and meeting notes. Google Sheets was adopted as the platform to monitor action lists before and during the January 2021 workshop before a transition was made to Airtable for the second workshop. Google Slides were used in preparing some presentations. Canva designs were made to present some of the presentations that will be publicly shared with a wider audience. Google Classroom was adopted to deploy the pre-workshop MOOC activities.

2.2 Content Development

In planning the inaugural VCSP Wisdom Workshop, a constructive pathway alignment was implemented. Eight Wisdom Workshop Pathway Outcomes were identified based on the purpose and goals of the VCSP. These include:

Table 1: Wisdom Workshop Pathway Outcomes

WPO 1	Shared stories from return volunteers and experienced humanitarian surveyors;
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WPO 2		Presentations from, and networking with, partners on expectations of a VCS;
WPO 3		Experts speaking on topics relevant to upcoming projects. For example;
	WPO 3.1	Securing land rights and fit for purpose solutions;
	WPO 3.2	Remote sensing techniques to detect plastic pollution; or
	WPO 3.3	Setting up a geodetic network.
WPO 4		‘Hands on’ sessions with different tools relevant to humanitarian surveying. For example;
	WPO 4.1	STDM;
	WPO 4.2	Open Tenure;
	WPO 4.3	QGIS;
	WPO 4.4	Catalyst;
	WPO 4.5	ArcGIS; or
	WPO 4.6	OSGEO.
WPO 5		Group discussions on issues affecting communities and potential challenges;
WPO 6		The importance of working within a community, understanding their culture, and respecting their customs;
WPO 7		Discussion about VCSP Values and Code of Conduct; and/or
WPO 8		Brainstorming improvements to the VCSP.

From the above, we can clarify that the aim of the January 2021 Wisdom Workshop was to develop soft skills for humanitarian surveying to fulfil the obligations of Partners surrounding the theme of land rights and tenure security. The objectives were outlined as shown in section 1.3.1.

Bearing in mind in-country deployments in the area of land administration, the December 2021 Wisdom Workshop was planned to reiterate the January 2021 workshop. The workshop was organised and planned as a mini-event to provide prospective participants with specific requirements of deployment partners. Sessions of the workshop were planned as outlined below:

Table 2: Wisdom Workshop Goals and Format Description

No	Goal	Presentation	Facilitators	MOO C	Work shop	Remarks
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1.	Recognise the VCSP goals , core values and how to improve them.	Infographics, Videos and texts	VCSP	80%	20%	Goals met (98%)
2.	Develop humanitarian skill sets necessary for the projects they may volunteer on.	Pre-recorded Presentations, available for Q&A	Past VCS, Humanitarian Experts	50%	50%	Goals met but videos turned in late should be used in subsequent workshops (95%)
3.	Develop technology skill sets necessary for the projects they may volunteer on.	Videos, Live training, Post-event training	In-Country Deployment Partners & Technology Partners	40%	60%	Goals met averagely, but there is a need to develop more training. (80%)
4.	Identify the various challenges of tenure security on local, regional and global levels	Infographics, text, websites Live training, Post-event training	Knowledge Partners	20%	80%	(80%) The post workshop activities will help drive the goal better.
5.	Proffer solutions to challenges of tenure security at various levels.	Infographics, text, websites Live training, Post-event training	Knowledge Partners	30%	70%	(80%) The post-workshop activities will help drive the goal better.

2.3 The MOOC Events

To aid familiarisation and allow self-paced learning of some of the contents to be learnt during the workshops, Massive Open Online Courses (MOOCs) were organised as pre-workshop events. The MOOCs also allowed participants to have access to hands-on tools to be learnt before the workshop, such that the workshop session is devoted to practical training and Q&A sessions on the tools to be learnt.

During the January 2021 Wisdom Workshop, contents such as an Introduction to the VCSP, The Social Tenure Domain Model, Introduction to Cadasta Tools and Platforms etc. were presented as part of the MOOC and emphasis was laid on the hands-on contents to be learnt during the Workshop. Two Google Classrooms were created, one each for Cadasta and GLTN. A total of 192 students and 8 teachers were added to the Cadasta classroom while 198 students and 6 teachers facilitated the GLTN classroom.

The MOOC deployed on Google Classroom commenced a week prior to the workshop, and was temporarily closed the night before the workshop began, later re-opened for participants to conclude tasks on the platform after the workshop. The MOOC generated a significant amount of engagement, both in terms of interest in who the VCSP are and what they do, as well as in the content providing the background to land administration which was provided to help give context to the workshop.

The Pre-workshop MOOC of the second Wisdom Workshop was scheduled between the 27th of November and the 4th of December 2021 extended beyond the preset dates largely because of the need to have more participants turn in all assignments. The MOOC indeed served the primary purpose for its creation by effectively introducing a significant number of the participants to the concepts to be learnt during the workshop.

2.4 The Workshops

A combination of expert talks, panel discussions, breakouts, hands-on sessions, self-assessment, soft skills, experiences and dance break sessions were scheduled in the workshops to make the sessions informative, inspiring, interactive and lively throughout the scheduled period.

January 2021 Workshop was a 2-day event where participants witnessed the grand opening made by the FIG President, Prof Dr Rudolf Staiger, who noted the need for Surveyors to volunteer skills and expertise to ensure tenure security and social stability. The VCSP Wisdom Workshop Lead, Israel Taiwo, then presented the objectives of the Workshop and highlighted the need for a conducive virtual environment during the workshop and how to ensure them.

Four alumni Volunteer Community Surveyors (VCS) - Shristi Paudel; Chandan Das; Adama Sarr and Thandinkosi Chari from the 2017 VCSP Pilot shared their experiences with attendees of the workshop. This was followed by a land expert talk by Solomon Njogu, a representative of the GLTN who spoke on “Land management, Community development and open technologies”. A self-assessment session led by Dr. Kwabena Asiama - the YSN Chair followed to assess the knowledge level attained by participants in understanding the relationship between effective land management and community development under the topic “Identifying the relationship between land management and community development”. This was followed by a 10 minutes dance/chat break that was judiciously used by participants to dance, interact and rejuvenate strength. Next was a soft skills presentation by Aaron Hick on “The Skills of a

Humanitarian Surveyor, and a tools introduction by both representatives of GLTN - Paul Gathogo and Cadasta - Justus Wambayi to introduce participants to STDM and Cadasta tools for land management. The day's presentations ended with an 80mins hands-on session in two breakouts with each accommodating participants interested in learning and asking questions on the GLTN and Cadasta tools.

Day 2 of the January 2021 workshop commenced with a welcome message from David Elegbede, and then a continuation of the break-out hands-on session on Cadasta and GLTN tools with an emphasis on "Leveraging land management tools for problem solving and decision making". This was followed by an expert talk led by Ernst Peter Oosterbroek of Kadaster on "Designing Country scale solutions for land rights and tenure security issues". A chat break followed and another soft-skills session was facilitated by Justus Muhando of The Spatial Collective on the topic "Gathering resources for land management projects" to improve the capacity of young surveyors in sourcing resources for humanitarian projects. A discussion session was thereafter facilitated by Kate Fairlie of Land Equity International on the topic "How much has land rights and tenure insecurity impacted your country" to help participants learn across cultures the impact of land rights and tenure security on communities. After this, the VCSP Knowledge Portal Lead Chethna Ben made a presentation on "Documenting and publishing experiences" to help improve the skills of the prospective participant's in documentation and invariably aid improvements to contributions made to the knowledge portal of the VCSP. Participants were finally broken-out into groups of about 10 each, where each group discussed "What Next?" for their regions before the final closing message was made by the Core Team Lead of the VCSP, Claire Buxton.

The December 2021 VCSP Wisdom Workshop commenced with an opening message from the VCSP Wisdom Workshop lead Israel Taiwo and the FIG Vice President, Dr Dianne Dumashie. After this, volunteering experiences were shared by some past VCSs and a panel discussion was thereafter staged, with representatives from GLTN and Cadasta on "Volunteering for pro-poor land administration projects". After this, a presentation was made by Claudia Stocker on "Tools for Identifying the Challenges of Tenure Security on Different Scales", which was immediately followed with a regional based breakout brainstorming session on "Influencing regional land-based solutions" led by Royal Mabakeng, Roshni Sharma, Kamsin Raju and Claire Buxton. The In-country Team lead of the VCSP, David Elegbede, then led the discussion on "Skills Required to Volunteer for Mapping Rights" before the Trimble Catalyst Session facilitated by Marcus Kopper and then the expert session tagged "Harnessing solutions for land related challenges" by RICS director - James Kavanagh and finally the closing remarks from both of the VCSP Wisdom Workshop team lead and the Core team lead.

During the workshops, interactivity was maintained with intermittent quizzes on Mentimeter.

3. Results & Discussion

3.1 Workshop Participants

To illustrate the global nature of the attendance of our workshops, we provide a snapshot for the MOOC and the workshop on ‘Sustainable Solutions for Land-Based Community Problems - Tools and Modern Approaches’ that the VCSP held in January 2021. This workshop was attended by 125 active young surveyors from 44 countries around the world, with most regions showing attendance (Table 1). We can see that there was generally lower attendance from North and South America as well as Europe, however the subject matter of these workshops was less targeted towards these areas in the global north. There is an ongoing trend, however, of a greater need to engage with young surveyors in South America, which the VCSP are seeking to do urgently across all of their initiatives and events.

Table 3: Breakdown of applications received and admitted based on FIG region for first VCSP Wisdom Workshop

Region	Offered	Accepted
Asia Pacific	107	79
European	10	8
North American	5	2
South American	0	0
African	203	160
Total	325	249

During the 2nd workshop, 101 participants activated their MOOC login details. 72 participants successfully completed the MOOC requirements by participating in all MOOC assessment tasks and obtaining a score equal to or more than 75%. About 60 persons attended the Workshop live session, 50 persons received certificates of completing the MOOC and live workshop and 10 certificates of participation were issued.

3.2 The Workshop Approach

Both workshops were made free for all participants to aid affordability and inclusiveness. The virtual approach was a success on many fronts, especially because it made it possible to have more participants admitted into the workshop than it would have been possible with the same planning resources if it were a physical meeting. It would also have been impossible to hold such a gathering at the times they were held because different countries from which participants joined were locked down owing to the COVID-19 pandemic.

While no cost was charged for the workshop, participants had to organise their own internet connectivity, which is a cost that is significantly smaller than it would have been if participants had to travel, book accommodations and live outside of their places of residence to attend the workshop.

3.3 Capacity Change

The VCSP Wisdom Workshops have always been run with the intention to build the capacity of young surveying professionals. More specifically, the workshops had helped prepare prospective VCS for volunteering projects in the land administration and related domain. Before and after every workshop, attempts were made to identify the knowledge level of participants. In a survey conducted during the January 2021 Wisdom Workshop, 37 of the 55 respondents to a Mentimeter question indicated that they have not used the STDM tool before while 34 of 52 respondents indicated not to have used any of Cadasta tools for land management. After the workshop, participants were able to grow to the relational cognitive level of the Solo taxonomy concerning knowledge learnt. In the Year 1 in-Country Deployments made by the VCSP in Kenya and Tanzania with both GLTN and Cadasta as partners between the months of April and May 2021, attending a Wisdom Workshop was used as a criteria for selecting VCS. Significantly, improvements were observed in the Quality of Service delivered by the VCS during their deployment relatively to earlier deployments of the VCSP. Also, the wisdom workshops helped to gather more information on how to manage who to select for deployment and how to manage the deployments.

With over 150 Young Surveyors trained by leading experts in various skills of the field of land administration, the dearth of professionals available to handle the technical competence of land administration projects is reducing. This has a positive impact on the SDGs as rights and access to land are becoming more secure. Some of the trained professionals have also become ambassadors and advocates of tenure security.

3.4 Soft-Skills Required in Volunteering for Tenure Security Projects

The workshops have helped to identify the different soft-skills required in volunteering for tenure security projects. Past VCS, experienced volunteers of other organisations and VCSP opportunity and knowledge partners have helped to identify skills they find useful in their volunteering experience. Part of which includes volunteering for the right reasons, respect for cultures, alertness to the environment, openness to learn from other people, curiosity, humility, seeking clarity on information, building trust, knowledge between people, the importance of facial expression and body language over the use of words, social and cultural awareness.

Willingness to learn, wary, build capacity wherever possible and to respectfully take on capacity building and education were also identified. To get the best after a volunteering experience, the need to engage a sustainable approach by teaching rather than doing during the volunteering period was highlighted. Improved cultural connections, improved social skills and

the use of one's abilities to help those in need were identified as some of the motivation or rewards volunteers receive. The rule of Thumb as given by one of the experienced volunteers is that volunteers should *“Go in with an open mind to experience both challenges and highlights.”*

3.5 Gathering Resources to Build Capacity for Land Management Projects

With a non-conventional capacity building system like the VCSP Wisdom Workshop, training of students, young professionals and local communities to help collect data and support land management and administration can be achieved faster. The VCSP has crowdsourced and will continue to seek facilitators from various leading organisations to train its population and other interested participants in land management and tenure security, climate action, setting up of geodetic networks and other necessary areas as may be identified from time to time. The key innovation is the affordability, inclusiveness and scalable approach of the VCSP wisdom workshops.

3.6 Designing Scale Specific Solutions for Land Rights and Tenure Security Issues

The workshops organised have significantly improved the capacity of young surveyors in designing scale specific solutions for land rights and tenure security projects. Some technical, organisational, legal, institutional, and workload challenges to designing solutions for land rights and tenure security issues were identified. Tools such as Prindex, Landmark, the World Bank group's Land Governance Assessment Framework (LGAF), and the UNGGIM's Framework for Effective Land Administration (FELA) were shared with participants. Limited technical capability, ability and or unwillingness to collaborate, professional resistance, one-size-fits-all approaches, and the dearth of surveyors were identified as priority on the list of challenges. In proffering solutions to the above challenges, the need to upscale and upskill capacity becomes very important. Openness to changes and innovative approaches, adapting approaches that are fit for particular purposes rather than adopting without adapting becomes vital (Hendriks, Zevenbergen, Bennett, & Antonio, 2019; Nara, Lengoiboni, & Zevenbergen, 2021; Rahmatizadeh, Rajabifard, Kalantari, & Ho, 2018; Stöcker, Bennett, Koeva, Nex, & Zevenbergen, 2022; Taiwo, Mwesigye, & Buxton, 2021)

3.7 Feedback

Feedbacks obtained indicate that the VCSP workshops have been successfully organised and implemented. The collaboration in planning and engagement with audience is pivotal to the overall successes of the workshops. All partners gave an overall positive feedback of the workshop. Partners loved the MOOC, the engagements created and maintained during the workshop and the knowledge transferred. The workshops availed the VCSP the opportunity for further partnerships with existing partners in new areas and also with new partners.

The retrospective session of the VCSP team helped to identify that great turnout of participants from day 1 into day 2, team spirit, availability of handbook to refer to during the workshop, great audience engagement, amazing line-ups of speakers, MOOC Engagement, dance break, the use of WhatsApp for facilitators and organisers coordination during the workshop, networking opportunities, role delegation and description, wisdom experiences shared by past VCS were identified as things that worked well in the workshop.

Availability of hands-on session software for all computer operating system, longer periods for breakouts, having an automated attendance reporting, the use of the right meeting tool, creating a rubric for issuance of certificates and communicating same to participants beforehand, starting the MOOC planning early enough, planning post-event communications, clearly defined roles for all members of the organising team, leveraging more on cloud storage to aid easy accessibility were identified as things that could be worked upon better. The ratio of facilitator to student was identified to be improved such that a facilitator has not more than 20 students at a time for a hands-on training.

4. Conclusions and Recommendations

4.1 Conclusions

This paper outlines the activities of the FIG YSN VCSP Wisdom Workshop team and illustrates its efforts in building capacity for land rights and tenure security. Affordability, inclusiveness and scalability were identified as the key factors underlining the VCSP approach. Evidently, the numerous challenges faced as a result of unequal access to land, tenure insecurity and other related challenges need require a flexible approach to capacity building, such as is provided by the VCSP. With the several freely available tools, that can be easily adapted and applied at different scales, the VCSP approach underpins a promising approach to help build capacity and hence fast-track the achievement of tenure security and land right. The FIG YSN VCSP seeks to create a template that can be leveraged by regional, national and local associations as well as other interested organisations in planning, organising and executing capacity development projects for tenure security, climate action and other related actions.

Although the VCSP has not organised any workshop in the area of climate action, the VCSP Wisdom Workshop team is currently planning and organising its first workshop in the area of climate action before the end of 2022.

4.2 Recommendations for Future Workshops

The completely virtual workshop was a success on many fronts, especially because it made it possible to have more participants admitted into the workshop than it would have been possible with the same planning resources. However, to better meet the particular needs of in-Country deployments, aid active participation and interactivity from attendees who are prospective volunteers for the in-Country deployment role, it is projected to have a physical space for the

workshop at the countries where deployments will be taking place. This is such that the partners involved in the deployments will have lesser need for subsequent re-training before the deployments are made.

Documenting every phase of the VCSP workshops was identified as a key factor to aid sustainability and replication by local organisations that may want to leverage the VCSP approach.

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Kamsin RAJU is the current Wisdom Workshop Vice-Lead and the incoming Lead of the Wisdom Workshop Team. Kamsin is based in Fiji (Loud, proud, and without a doubt, everything brown! An Indo-Pacific islander with a passion for climate survival and GIS who is perpetually lost in novels). Kamsin can be reached via:

Chethna BEN was the Knowledge Portal Lead of the VCSP, she hails from the paradise islands of Fiji and completed her education with the University of the South Pacific in 2013, 2016 respectively with a Masters by thesis in Land Management and Development. Her notable achievements at University of the South Pacific include, but are not limited to: receiving 2 gold medals in land management and real estate; winning the faculty debate series tournament;

delivering the graduation speech at her graduation ceremony; and publishing at least 3 conference papers and 1 peer reviewed A rank journal article. She is currently the Assistant Lecturer for School of Land Management and Development at the University of the South Pacific. Ms. Ben is often seen with a sunny personality, loves trying new things and enjoys meeting new people and sharing experiences. Ms. Ben is passionate about knowledge creation, transfer and integration, whilst ensuring cognitive and constructive learning opportunities and environments are created to achieve sustainable development goals through collegiality. Her inspiration stems from the words of Mahatma Gandhi - "Live as if you were to die tomorrow. Learn as if you were to live forever". You can connect with her through [Linkedin](#)

Jordan PALK is the Partnerships Lead of the VCSP, he is based in Vancouver, Canada, and is currently working as a Lecturer at the British Columbia Institute of Technology. His favourite part of being a surveyor is data - he loves collecting, processing, and representing data in new and interesting ways, and really enjoys tinkering with new technology and software. The VCSP excites him most because it offers the opportunity to meet and collaborate with people all over the world with varying backgrounds. You can contact Jordan on [LinkedIn](#).

Roshni SHARMA is the incoming Core Team lead of the VCSP. Having traversed environmental science and management, human geography, palaeoclimatology and business, and onto her third Master's degree, Roshni is a thought leader, a compassionate disruptor, a connector and someone who gets things done. She is making it her life's work to harness location intelligence to create tangible positive change for society, creating real traction around sustainability and leveraging tech for good. Roshni loves dogs (but not cats), experimental cooking, and reads copiously at every opportunity. At FrontierSI, Roshni is at the forefront of the geospatial industry, bringing together cutting-edge innovation into useful applications for academia, industry and government. She is also the Chair of National Young Professionals for the Surveying & Spatial Sciences Institute, and a board member for the Surveying & Spatial Sciences Institute and the NSW Government Board of Surveying & Spatial. You can find Roshni on [LinkedIn](#) and [Twitter](#).

Claire Buxton is the Core Team Lead of the VCSP. Claire is a giver, a motivator, and the ambitious leader of the VCSP. In guiding the dedicated VCSP team to scale up the Program from its pilot phase into new sustainable paths, Claire hopes that young surveyors like herself can get a foot in the door of humanitarian and environmental surveying. Claire is always working toward equality and is always seeking opportunities to give her skills toward a purpose beyond herself. You can find Claire on [LinkedIn](#), [Facebook](#), [Instagram](#), and on the [FIG YSN YouTube channel](#) presenting the release of the VCSP Way Forward.