

Education Strategy Proposal to Close Skill Gaps for a New Land Administration System in Colombia 2021-2024

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Key words: Cadastre; Curricula; Education; Land management; Strategy; Training; Land Administration System; Sustainable Development; Lifelong Learning; Human Capital Gaps; Workforce; Surveyors; Real State Registry; Data Analytics; Geomatics; Decision-Makers; Community Engagement; Public Servant; Blended Learning

SUMMARY

Due to the newest understanding of land administration in Colombia, public policy is being developed to achieve and maintain effectiveness in the national land management system. To contribute to the modern land system and the multipurpose cadaster instrument, education agents and land administration stakeholders have designed a disruptive education strategy proposal. This strategy attempts to close the skill gaps identified in the field to gradually prepare and strength the national workforce.

There are multiple industries related to land tenure, land use, land value and land development; hence, there are many education and training systems involved in applying the current policy. The education strategy has identified and prioritized four themes: principal knowledge, related skills, complementary topics and attitudes and values of a public servant, which are needed to become responsible stewards engaged in the emerging land administration system as a sub-sector of the national framework.

Five strategic courses of action are proposed to close the gap through specific formal, nonformal and informal training programs for seven Colombian regions, along with the qualifications that current and future employees in those locations must have to successfully perform their jobs. During the discovery phase of this research, the current programs and future workforce needed in the land management field were identified under three types of human capital gaps: quantity, quality and relevance. Additionally, frameworks and standards for global education, blended learning, land administration domain and worldwide sustainable development, were used as input to define a flexible guidance for the big-scale programs and projects needed to accomplish government goals.

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This strategy implementation is expected to last four years in strengthening human capital, knowledge transfer and lifelong learning for the land administration field. The key factors that ensure success during the execution phase of the strategy are alignment, innovation and recognition. Aligning all parties requires to have a collegiate body that oversees the training plan and recognizes all interests. This ensures that results and achievements from strategy sponsors, allies and education agents are synchronized and aligned. The strategy is innovative and continuously evolves to pursue short-term results while creating long term value, which includes digital transformation. Lastly, sponsors, allies and operators are recognized for their best practices and high-performance results as a differential and competitive strength of the training plan. As a result, this land administration system can become an emerging sub-sector of the national framework, well known locally, nationally and in other countries.

An expected outcome of this strategy is to train approximately 50,000 Colombian citizens. The training plan has a multi-disciplinary and multi-sectorial participation approach to meet the needs of the country as a whole recognizing regional differences through: (a) principal topics for surveyors, cadasters, and those who work with real state registries; (b) related topics such as data analytics and geomatics; (c) complementary topics for decision-makers in rural and urban areas and those related to community engagement; and (d) public servant behavioral skills such as customer service, effective communication and problem-solving.

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