DEVELOPING THE NEXT GENERATION OF APPRAISERS

VERN MEYER – A HUMBLE RESIDENTIAL APPRAISER
Vern Meyer

Paid stick-actor. Not an actual appraiser.
CURRENT PARADIGM IS BROKEN

• Trainees Don’t Pass Experience Review
  • Work Product Unacceptable (Supervisor Has Poor Appraising Skills)
CURRENT PARADIGM IS BROKEN

- Trainees Pass Experience Review But Not Competent
  - Supervisor Has Adequate Appraising Skills But Can’t Teach
CURRENT PARADIGM IS BROKEN

• Trainees Pass Experience Review But Not Competent
  • Supervisor Has Adequate Appraising Skills But Can’t Teach
  • Making The Same Mistake Over and Over Again Doesn’t Make You A Better Appraiser!
“PRACTICE DOES NOT MAKE PERFECT. ONLY PERFECT PRACTICE MAKES PERFECT.”

VINCE LOMBARDI
CURRENT PARADIGM IS BROKEN

• Why Doesn’t Apprenticeship Model Work?
  • Lack of Immediate Feedback
  • Complaint Based – Make Take Years To Be Filed
• What About Other Professions
PLUMBING FAILURE
PLUMBING FAILURE
PLUMBING FAILURE
ELECTRICIAN FAILS
ELECTRICIAN FAILS
ELECTRICIAN FAILS
BUILDER FAILS
BUILDER FAILS
BUILDER FAILS
CURRENT PARADIGM IS BROKEN

- Insufficient Trainees Entering Appraisal Profession
  - 169 – 2015; 175 – 2016
  - Approximately 80,000 Appraisers Today
  - Over 232 Years to Replace Today’s Appraisers
AQB MEETING – PHOENIX – APRIL 2016

- Topic – AQB Discussion Draft (February 2016)
  - Alternative Track for Licensed Residential to Certified Residential
  - Enhanced Practicum Curriculum
  - Documenting Alternative Experience
  - “Trainee” Nomenclature
  - Three-Year Supervisory Residency Requirement
AQB MEETING – PHOENIX – APRIL 2016

• Appraiser Qualification Board Reports It Is Willing To Let Individual States Try Alternatives
• 55 Petrie Dishes
HOW TO CRAFT THE IDEAL TRAINING PROGRAM?

- King For A Day - How Would We Create A Training Program For Appraiser Trainees
  - Competency Based
  - Involve State Appraisal Organizations (Peer Volunteers)
  - Superior Education Offerings and Quality Instructors
  - Supervisor Training Courses
  - Periodic Review of Trainee Progress and Comprehension of Material and Concepts
    - One on One with Trainee
    - Requires Commitment from State Regulators and State Appraisal Organizations
HOW TO CRAFT THE IDEAL TRAINING PROGRAM?

• An Inspection Course
  • Introduce the Different Measurement Methods (ANSI, AMS, etc.)
  • Variety of Property Types
  • Variety of Issues
HOW TO CRAFT THE IDEAL TRAINING PROGRAM?

• Prove Mastery
  • Demonstrative Report
  • 3-Person Oral Review Panel
  • Requirement - Copies of All Appraisals Submitted to the State (while Licensed Appraiser)
15 MARCH 2017 – OOPS!

- Third Exposure Draft Published – Huge Change of Direction
- AQB Proposes Much of Our Plan – Hurray!
- Good News – AQB Will Maintain Oversight (Many States – Herding Cats)
SUGGESTED ADDITIONS

• Talk with Mark Verett (Acorn Appraisal)
  • Developing an Inspection Course Using Virtual Reality
• Require Periodic Assessment of Trainee's Progress and Knowledge
• Require a Practicum Report – Demonstrative Report
• Augment Standard Tests with Oral Tests
• Consider Requirement To Maintain Record of Subsequent Appraisal Work (Submit Reports)
POTENTIAL GOTCHA’S

- Oversight at AQB Level is Paramount – Only as Strong as the Weakest Link
  - Diploma Mills
  - Reciprocity
    - Required Oral Review Board?
Perfection is not attainable, but if we chase perfection we can catch excellence.

Vince Lombardi