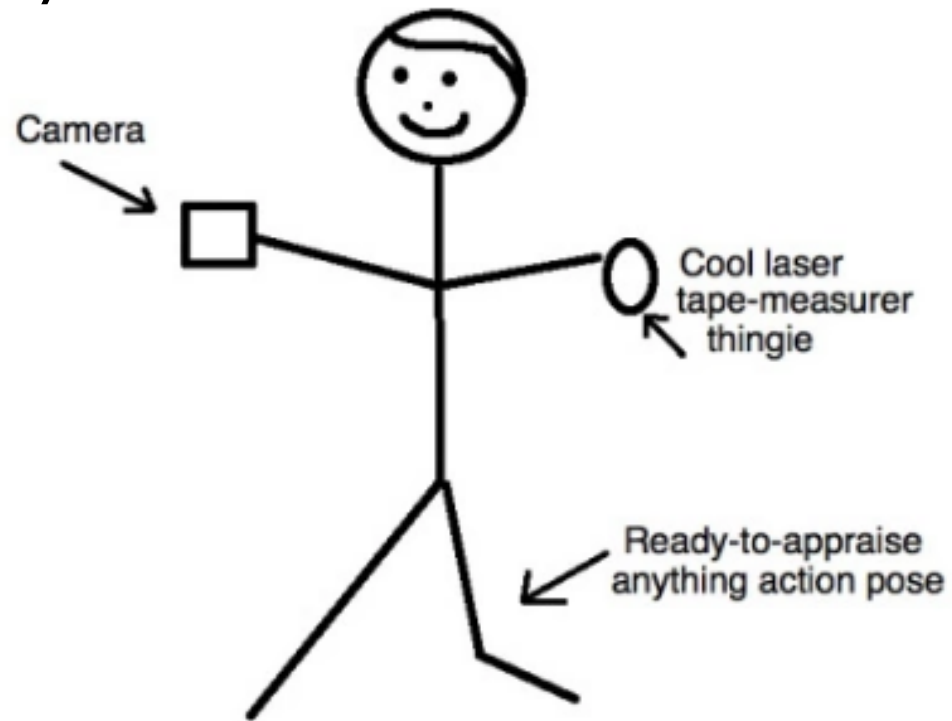


# DEVELOPING THE NEXT GENERATION OF APPRAISERS

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VERN MEYER – A HUMBLE RESIDENTIAL APPRAISER

Vern Meyer



Paid stick-actor. Not an actual appraiser.

# CURRENT PARADIGM IS BROKEN

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- Trainees Don't Pass Experience Review
  - Work Product Unacceptable (Supervisor Has Poor Appraising Skills)

# CURRENT PARADIGM IS BROKEN

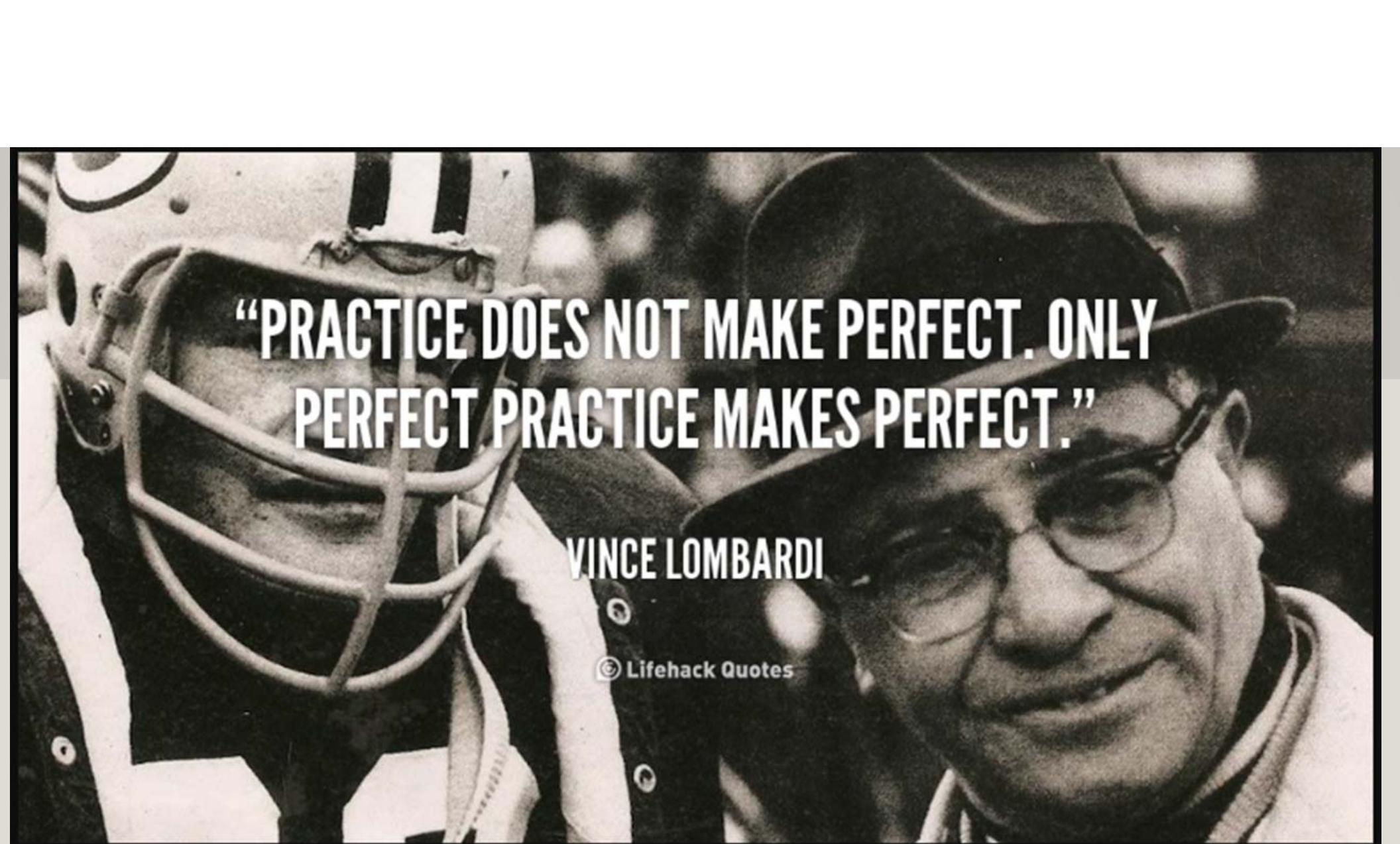
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- Trainees Pass Experience Review But Not Competent
  - Supervisor Has Adequate Appraising Skills But Can't Teach

# CURRENT PARADIGM IS BROKEN

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- 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!

A black and white photograph of Vince Lombardi and a football player. Lombardi is on the right, wearing a dark hat and glasses, looking towards the player. The player is on the left, wearing a football helmet and a dark jersey with white stripes on the sleeves. The background is blurred, suggesting a stadium setting.

**“PRACTICE DOES NOT MAKE PERFECT. ONLY  
PERFECT PRACTICE MAKES PERFECT.”**

**VINCE LOMBARDI**

© Lifehack Quotes

# CURRENT PARADIGM IS BROKEN

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- Why Doesn't Apprenticeship Model Work?
  - Lack of Immediate Feedback
  - Complaint Based – Make Take Years To Be Filed
- What About Other Professions

# PLUMBING FAILURE

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# PLUMBING FAILURE

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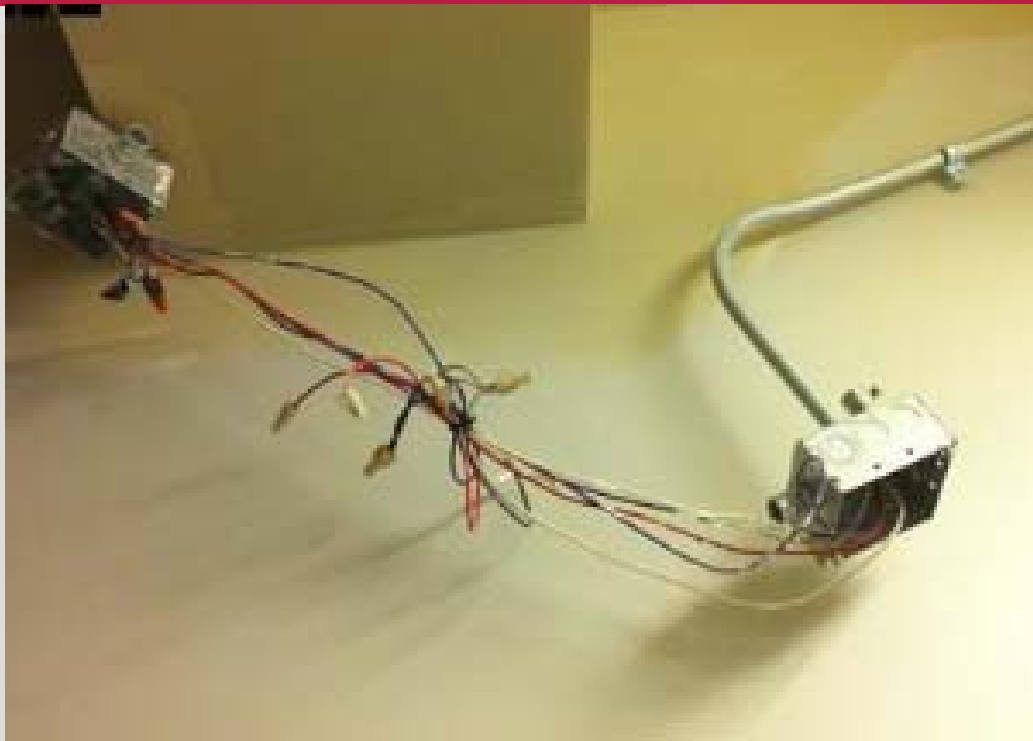
# PLUMBING FAILURE

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# ELECTRICIAN FAILS

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# ELECTRICIAN FAILS

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# ELECTRICIAN FAILS

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## BUILDER FAILS

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# BUILDER FAILS

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# BUILDER FAILS

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# CURRENT PARADIGM IS BROKEN

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- 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

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- 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

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- Appraiser Qualification Board Reports It Is Willing To Let Individual States Try Alternatives
- 55 Petrie Dishes

# HOW TO CRAFT THE IDEAL TRAINING PROGRAM?

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- 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?

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- 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?

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- 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!

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- 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

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- 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

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- 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*