Rethinking Qualifying Education and Experience for Appraisers

2016 AARO Fall Conference • Richard Knitter, MAI, CPM, FRICS
Setting the Stage

Presenter

- Richard Knitter, MAI, CPM, FRICS
- First appraisal report that RK ever wrote was his “demo” for the MAI designation and it passed!
- Lack of new appraisers, aging of the profession, .....
If you could remake the appraiser qualification criteria afresh…

what would it look like?
Demonstrated competency

- Quality Education with practicum, controlled Quality Experience
- Competency-based exam

What does an appraiser learn from experience that cannot be taught?
The problems with the experience requirement

A. Many supervisors do not prepare quality appraisals.
B. Many supervisors are not good trainers.
C. Many trainees do not need X hours of supervision while other trainees need more.
D. Bad experience can be worse than no experience.
E. Supervisors dislike training someone who could then leave to be a competitor. So there is a lack of supervisors to get the required experience.
F. The review of experience is subjective and widely-broad; lack of experience reviewers.
G. ......
Rethinking the Experience Requirement

A. Key question to address

Is requiring appraisal experience the best measure of competency?

Pass the bar exam – Attorney
Pass the USMLE – You get called “doctor”
Rethinking the Experience Requirement

Is qualifying experience truly necessary or even beneficial?

1. Can be a desirable attribute, but…
2. Difficult to measure
3. Presents a roadblock
4. “That is how my supervisor did it” - Can “bad experience” be undone?
Rethinking the Experience Requirement

Is education a viable alternative?

1. Advantages of a methodical approach
2. Emulating real-world experiences
3. Addresses the missing component
4. Fieldwork revisited
5. Internships
6. Ability to fast-track
7. Is there precedent?
What the Future Might Look Like

A. Exam to replace the experience requirement

B. Curriculum structure
   1. New curriculum
   2. Competency models

C. Observations for QE
   1. Core courses
   2. USPAP
What the Future Might look Like

A. Revise appraisal education to encompass and replace the experience requirement.

B. Follow the legal profession, pass the bar exam/appraiser exam, and become an attorney/appraiser.
Questions

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