


Agenda Item 4(a) -

**Recruitment & Retention: The
Challenges in Locating & Retaining
Talent that Possess the Skills,
Experience, Educational Qualifications
& Credentials**

Eric C. Schneider

**President, National Appraisal Institute
San Diego**



Property Tax Administration: Strengths, Challenges & Opportunities (Appraisal)

ERIC SCHNEIDER, MAI, SRA, AI-GRS

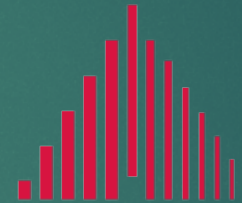
Overview

- ▶ Valuation Profession Trends
- ▶ Challenges and Solutions for:
 - ▶ Recruiting
 - ▶ Education
 - ▶ Training
 - ▶ Work

Speaker



JONES, ROACH & CARINGELLA, INC.
REAL ESTATE APPRAISERS AND CONSULTANTS



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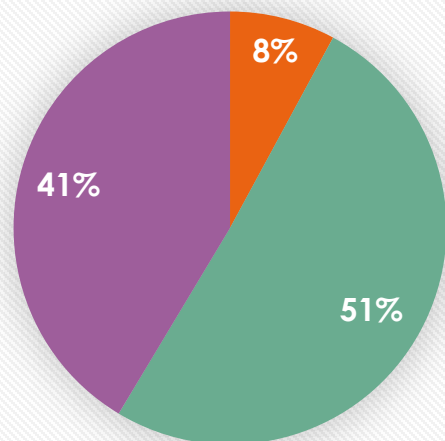
Valuation Trends

APPRAISER STATISTICS

Comparison – National vs. California

National

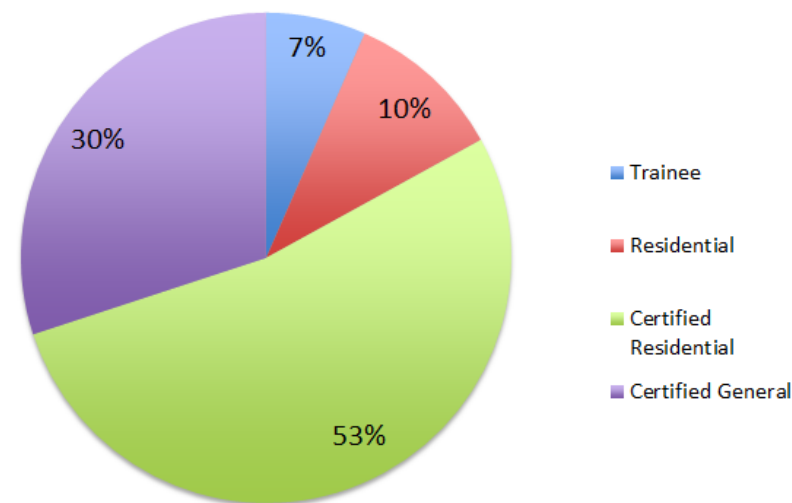
ASC and AI Licensing
States - Q1 2019



■ Residential ■ Certified Residential ■ Certified General

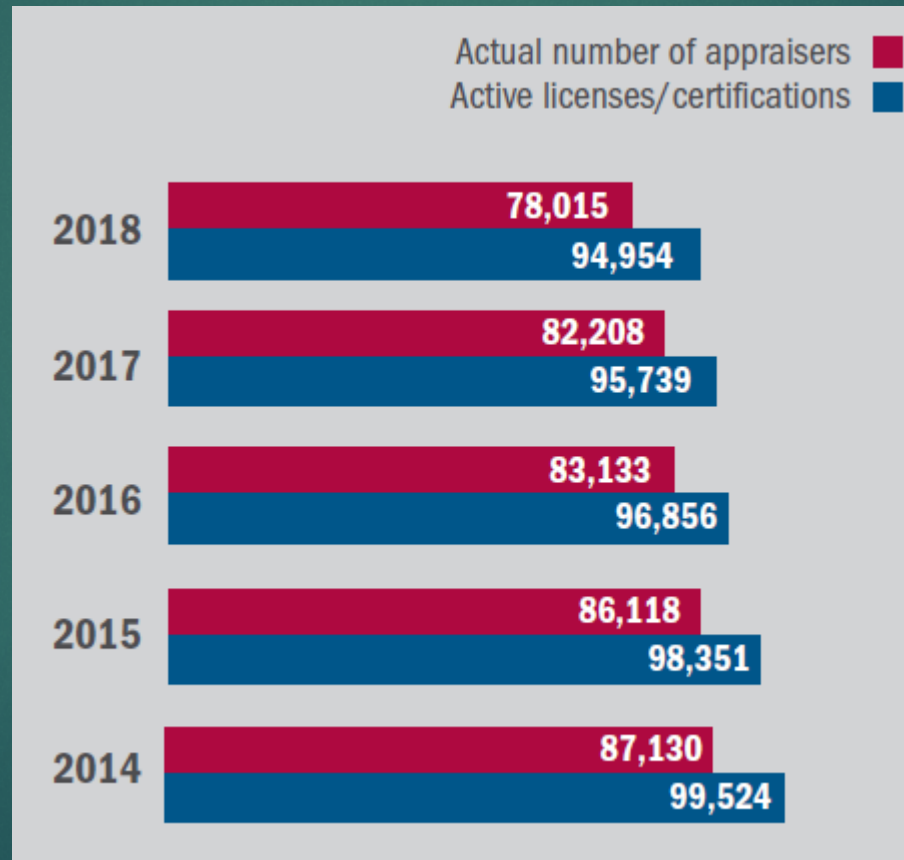
California

BREA Licensing Stats for 9/6/2019
Active Licensees 10037

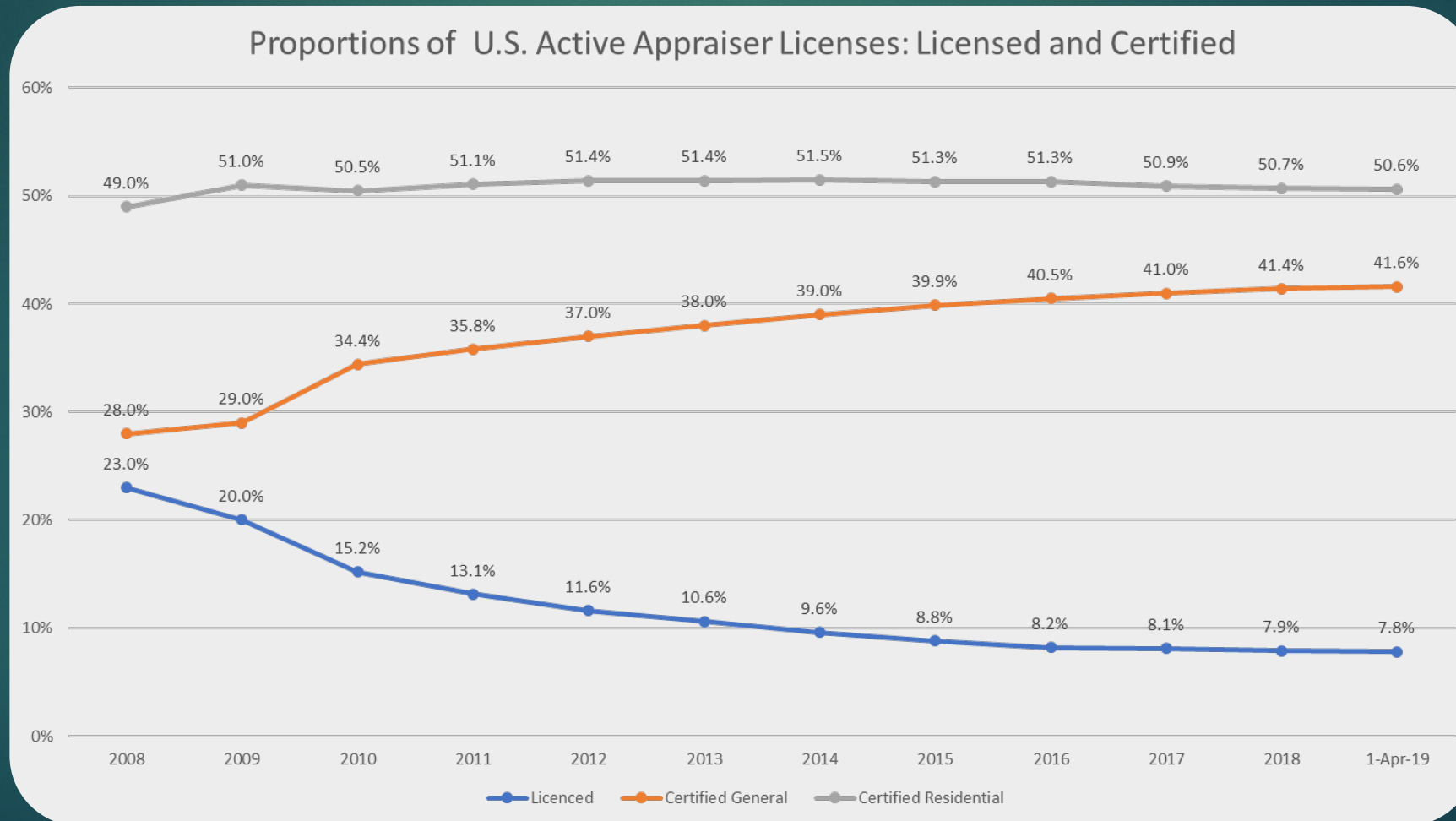


■ Trainee
■ Residential
■ Certified Residential
■ Certified General

Trends – Number of Appraisers

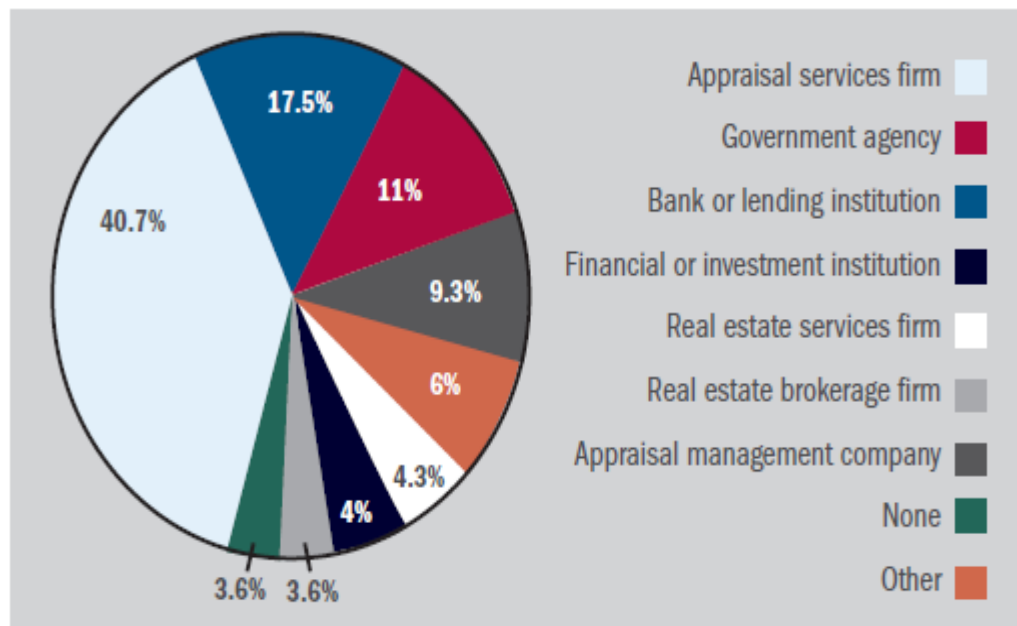


Estimated U.S. Active Appraiser Population (April 2019)

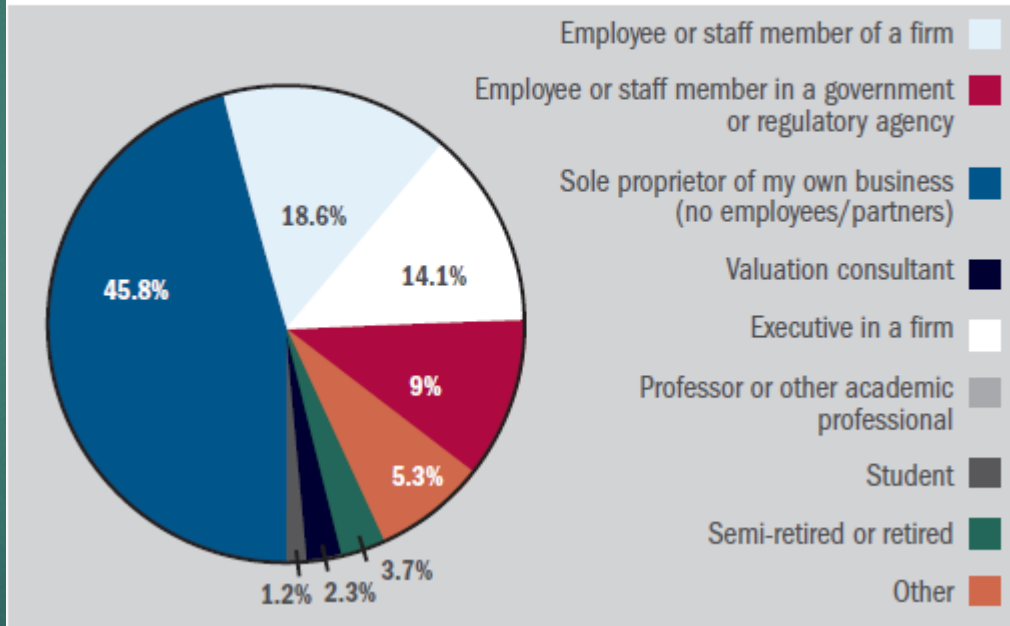


Trends - Employment

TYPE OF COMPANY OR ORGANIZATION

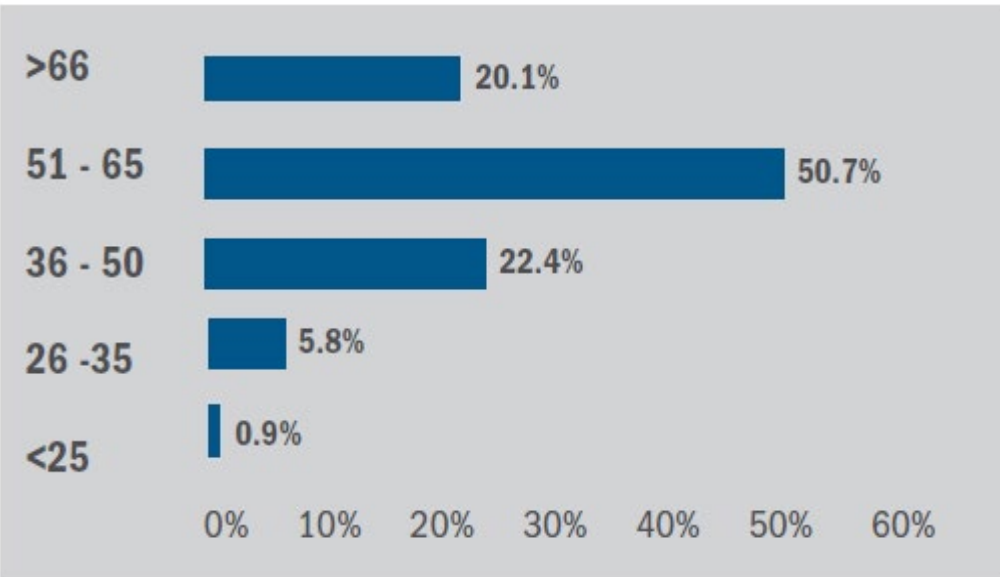


EMPLOYMENT STATUS

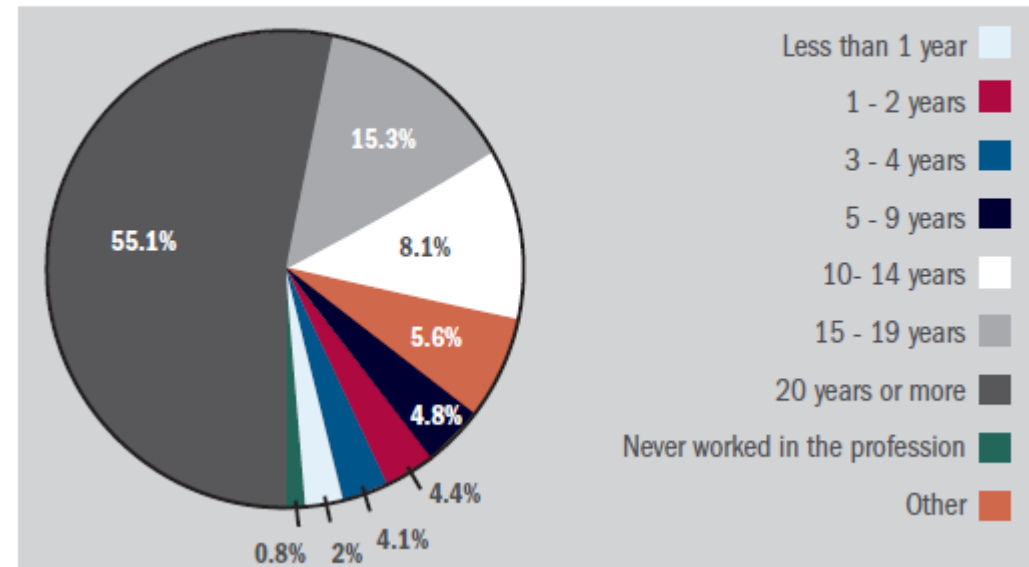


Trends – Age/Timing

AGE



TIME IN VALUATION PROFESSION



Trends – Compensation

San Diego Salary Range (Salary.Com)

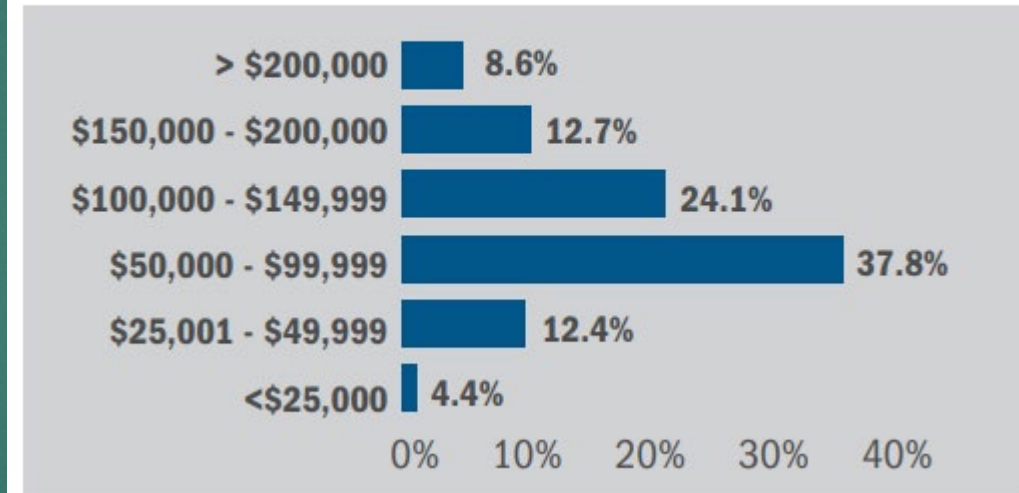
Salary range for a Appraiser (Residential Real Estate)

\$47,647 to \$66,809

Salary range for a Appraiser (Commercial Real Estate)

\$86,290 to \$115,089

ANNUAL INCOME





Challenges and Solutions

APPRAISER PROFESSION TRENDS

Challenges/Solutions - Recruiting

- ▶ Two Main Paths to Becoming an Appraiser
 - ▶ Born into it
 - ▶ Accidentally falling into it
- ▶ Solutions
 - ▶ College Outreach
 - ▶ Other Real Estate Professions



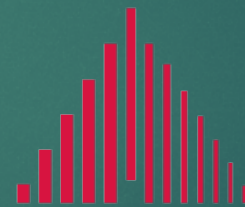
Challenges/Solutions – Education

- ▶ Challenge with Education

- ▶ First, spend 4(ish) years getting Bachelor's Degree
- ▶ Then, spend 300 hours for education for certification

- ▶ Solutions

- ▶ Awareness
- ▶ Integration
- ▶ Scholarships
- ▶ Work in Progress...



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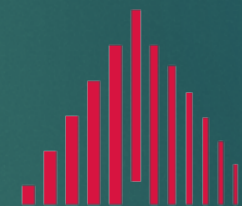
Challenges/Solutions – Training

▶ Challenge with Training

- ▶ First, get educated (4+ years, including college)
- ▶ Then, practice for 3,000 hours (minimum of 2.5 years) to become certified
- ▶ Requires a Supervisor/Trainee model
 - ▶ Catch 22 about experience

▶ Solutions

- ▶ Practical Applications of Real Estate Appraisal
 - ▶ Computer Programs, Video Games, Virtual Realty
- ▶ Jobs Boards
- ▶ Networking
- ▶ Work in Progress...

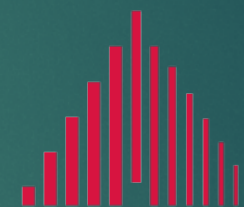


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Challenges/Solutions – Work

- ▶ Challenges with need for appraisal services
 - ▶ Automated Valuation Models
 - ▶ Technology (iBuying)
 - ▶ Thresholds and Waivers
- ▶ Solutions
 - ▶ Specialization
 - ▶ Litigation, Right of Way, Tax, etc.
 - ▶ Property type (hotels, gas stations)
 - ▶ Evolve Services
 - ▶ Due diligence, loan underwriting
 - ▶ Work in Progress...



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Thank You

QUESTIONS? COMMENTS?