

WHAT'S THE ISSUE?

“How do we ensure that, in the future, our agencies will continue to have a sufficient pool of qualified appraisers?” (Staff & Fee)



-20%

As of December 31, 2014, the number of active real estate appraisers in the U.S. stood at 78,800.

The average annual rate of decrease is nearly 3.0 percent – ***a cumulative decline of 20% since 2007.***

Source: Appraisal Institute: “U.S. VALUATION PROFESSION FACT SHEET” (Dec 2014)



Wait..... There's more !

A broader analysis suggests the rate of decrease could rise sharply over the next 5-to-10 years due to retirements, reduced numbers of new people entering the appraisal profession, economic factors, and greater use of data analysis technologies.

Source: Appraisal Institute: "U.S. VALUATION PROFESSION FACT SHEET" (Dec 2014)

“10 things real estate appraisers won’t tell you”

(Article in “MarketWatch.com”; (11/18/2014))

Link:

<http://www.msn.com/en-us/money/realestate/10-things-real-estate-appraisers-won%E2%80%99t-tell-you/ss-BBewCml#image=1>

[MarketWatch](#)

Daniel Goldstein

11/18/2014



**“We don’t know
your neighborhood.”**



**More and more appraisers are accepting
assignments out of their traditional
market areas.**

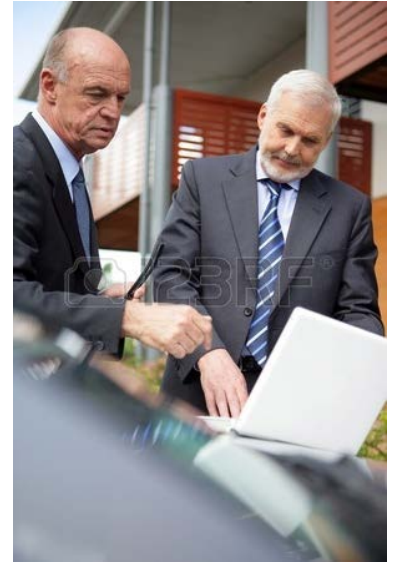
“ It’s too hard to get this job.”



License/Certification Level	Classroom Hrs	Work Experience
Trainee	75	
Licensed Residential	150	2000
Certified Residential	200	2500
Certified General	300	3000

Source: Appraisal Institute: “U.S. VALUATION PROFESSION FACT SHEET” (Dec 2014)

2/3



2/3 of the licensed/certified appraisers in the country are above the age of 50.

Age Range	>66	51 – 65	36-50	26-35	<25
% of Appraisers	11%	51%	24%	12%	1%

Source: Appraisal Institute: “U.S. VALUATION PROFESSION FACT SHEET” (Dec 2014)

**“Our ranks are shrinking -
(and aging)”**



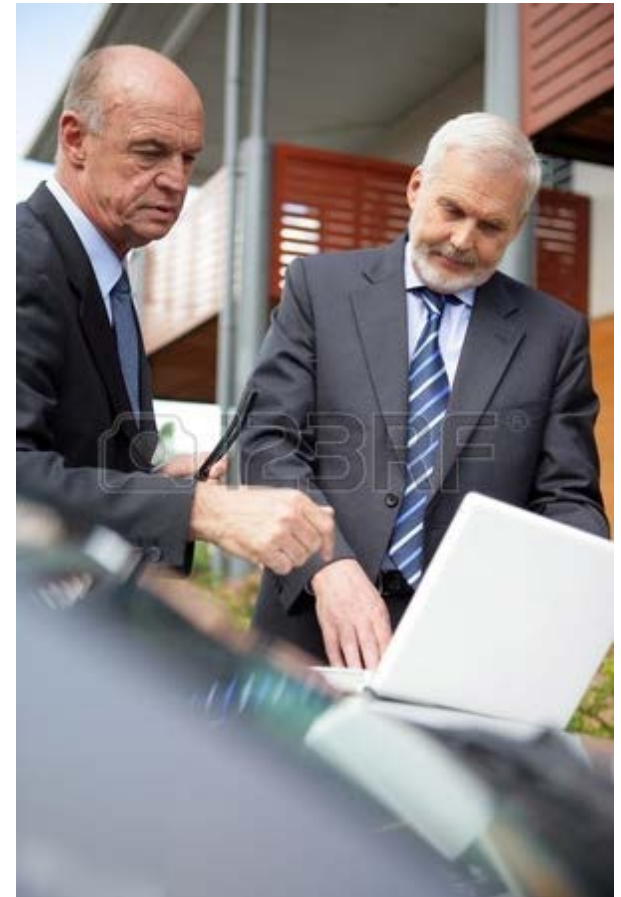
Percentage of appraisal firms planning to hire more trainees (per 2013 Appraisal Institute survey):

Residential Appraiser Firms:	9%
Commercial Appraisal Firms:	21%

74

Male: 74%

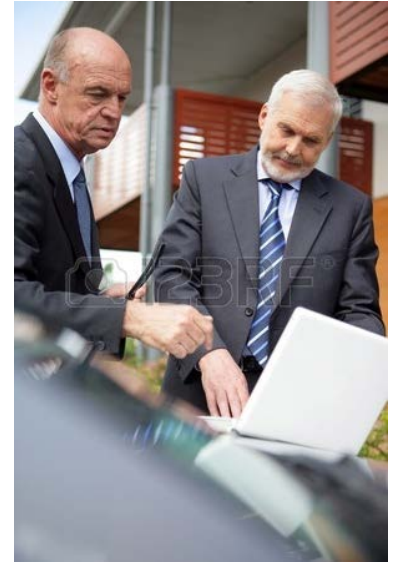
Female: 26%



Source: Appraisal Institute: "U.S. VALUATION PROFESSION FACT SHEET" (Dec 2014)

90

The appraiser population in the US today is 90% White.



Ethnicity*	White	Latino/ Hispanic	Black	Asian	Native American
% of Appraisers	90%	3%	2%	1%	1%

(* Other: 3%)

**Source: Appraisal Institute: "U.S. VALUATION PROFESSION FACT SHEET"
(Dec 2014)**

“Why are we talking about all this, in regard to “Qualified Appraisers”?”

Because our nation’s licensed/certified appraisers are:

- ***“Old”:*** **11% over the age of 66**
66% over the age of 50
- ***“Retiring in large numbers”:*** **-20% since 2007**
- ***“Not being replaced”:*** **1% under age 25**



There's 1 thing we can't afford to do



***The BIG Question
for us is . . .***



***“How do we ensure that, in the future, our agencies will continue to have a sufficient pool of qualified appraisers?”
(staff & contract appraisers)***

A Few Potential Strategies

1. Conduct research through AASHTO/FHWA to:
 - identify the issues
 - Quantify the extent of the problem
 - Develop potential strategies
 - Implement strategies and evaluate results

A Few Potential Strategies

2. Succession Planning



A Few Potential Strategies

2. Develop and/or deliver Eminent Domain Appraisal Training that is tailored to the requirements of your State/Agency.

(current FHWA training available through the Resource Center:

- **Uniform Act**
- Outdoor Advertising and Junkyard Control
- **Federal Aid Appraisal Requirement**
- Advance and Hardship Acquisition
- Relocation Assistance
- **Federal Requirements for Local Public Agencies (LPAs)**
- MAP-21 Realty Implementation

A Few Potential Strategies

3. Outreach to Appraisal Groups

- Appraisal Institute
- National Association of Independent Fee Appraisers

How Do We Get There?

APRIL 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
April Holidays April Fool's Day - 1 Easter - 20 Earth Day - 22						
<small>free-printable-calendars.com</small>						

Discussion . . .