

# How to Gain Experience as a Trainee Appraiser

An appraisal ebook from



# Introduction

Whether you're completing your real property appraiser Qualifying Education (QE), just starting out, or want to learn more about appraisal – one thing is for sure:

You need a plan to gain experience.

While appraisal QE courses lay the foundational knowledge of how real property appraisal works, real-world experience transforms it into expertise. It's one of your stepping stones to success as an appraiser.

So, how do you gain experience as a Trainee? That's what this ebook is for! Consider this your handy guide to earning experience and becoming a licensed (and successful!) appraiser.

**Are you ready? Let's go!**





# Three Reasons Why Trainee Appraisers Need Experience

#1

## Experience is Required if You Want to Work Independently

In most states, you can't legally work as an independent appraiser until you've earned at least 1,000 hours of qualified experience and passed the [National Uniform Licensing and Certification Examination](#). Experience is your key to moving from Trainee to a Licensed Residential Appraiser (and beyond).

#2

## The Best Way to Learn Appraisal is to Practice Appraisal

Put your formal knowledge into practice in the field. It's the best way to learn! Trainee Appraisers need experience:

- Conducting property research
- Collecting property data
- Applying different valuation approaches
- Researching comparable properties
- Developing estimated opinions of value
- Completing appraisal reports
- Communicating with clients

#3

## More Experience Helps You Upgrade Your Appraisal License

Real property appraisal is a career of progression. To qualify for higher-tier – and higher-earning – appraiser licenses, you need more experience. Learn the minimum experience hour requirements for each appraiser license on pages 17 through 24 of *The Appraisal Foundation's Real Property Appraiser Qualification Criteria* (aka the *Criteria*).

[Read the Criteria](#)

# Two Paths to Gain Experience as a Trainee Appraiser



**Path #1 – The Supervisor-Trainee Path**



**Path #2 – The PAREA Path**

Trainee Appraisers have two paths to choose from to earn real property appraisal experience. When choosing your path, be sure to check your state appraisal board's unique requirements for Trainees. The Criteria establishes the minimum experience requirements for state appraisal licensing programs. Some states, however, adopt more stringent requirements for gaining experience. Find the link to your state appraisal board and research your state's regulations below.

[Learn Your State Requirements](#)





# The Supervisor-Trainee Path

## Best For

Hands-on learners who want first-hand, on-the-job experience working with a mentor.

## How it Works

If you learn best by doing and want to hit the field running, then the traditional Supervisor-Trainee Path is for you. On this path, you'll find a Supervisory Appraiser to work with as a mentor. Your Supervisory Appraiser will usually be a Certified Residential or Certified General Appraiser. Your hours may be earned in a full-time Trainee position, a part-time gig, or through contract work.

In most states, you and your Supervisory Appraiser are required to complete a Supervisory-Trainee Appraiser Course that covers your requirements and responsibilities when working together. Trainees typically maintain a log of qualifying appraisal work that is evaluated and approved by your Supervisory Appraiser.



The Supervisor-Trainee Path

# How to Find a Supervisory Appraiser

Finding a Supervisory Appraiser can be challenging, but it's not impossible. There are countless ways to connect with a mentor willing to teach you the ropes. But you have to be proactive in your search.

Start with these ideas.

## Search the Appraisal Subcommittee's National Registry

The Federal Appraisal Subcommittee's [National Appraiser Registry](#) is a list of active Licensed Residential, Certified Residential, and Certified General Appraisers in all states. Use it to find contacts in your city and reach out to ask for an opportunity.

## Scan Your State Appraisal Board's Registry

Most states have a published, searchable, and active appraiser registry. Use this list to find potential appraiser mentors to connect with.

## Connect With an Appraiser in Your Sphere

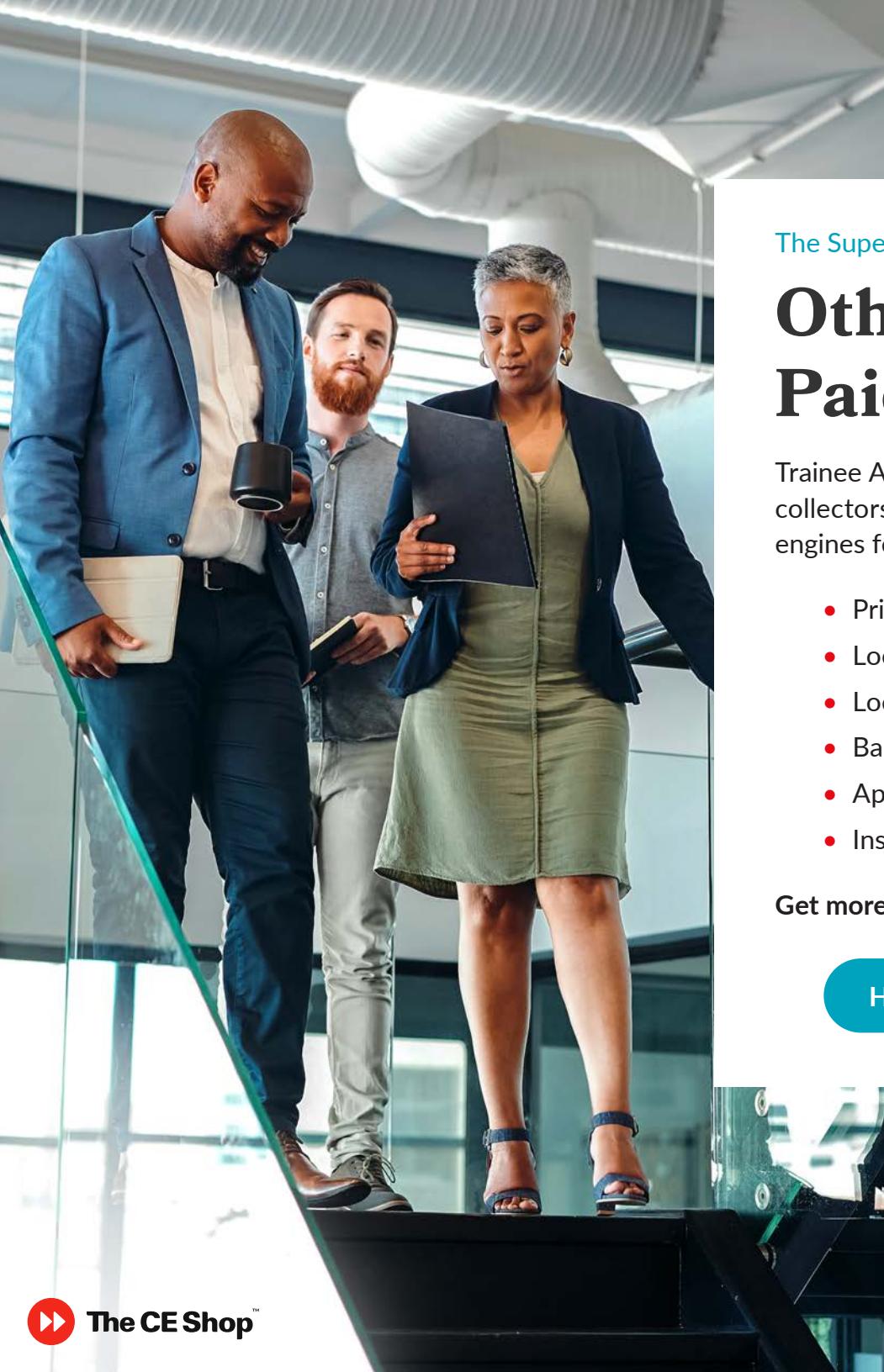
Do you work in real estate and know a lot of appraisers? Do you have a family member or friend working in the field (or a colleague who can connect you with one)? Reach out to appraiser contacts in your sphere and ask if they're open to mentoring you.

## Go Where the Appraisers Are

The best way to make appraiser contacts is to spend time around them! Join local real estate networking groups, become a member of a local appraiser association, and attend appraiser conferences ready to network and learn. More appraiser contacts mean more potential mentor (and job) opportunities.

## Network Using Social Media

Find local or national appraiser Facebook groups and follow appraisers on other social media channels. You'll get to know the inner workings of the industry and be part of the conversation. The connections you make could lead to mentorship, paid positions, and more.



#### The Supervisor-Trainee Path

## Other Ways to Gain Paid Appraisal Experience

Trainee Appraisers are often hired as researchers, property data collectors, appraisal reviewers, and assistants. Scan job search engines for Trainee Appraiser positions at:

- Private residential and commercial appraisal firms
- Local, state, and federal government agencies
- Local tax assessor offices
- Banks and lenders
- Appraisal management companies
- Insurance companies

Get more tips on how to find jobs in appraisal in the blog below.

[How to Get Hired](#)

# The PAREA Path

**Best For** Tech-savvy learners who thrive while learning in a self-paced, virtual training program.

## How it Works

► PAREA – or Practical Applications of Real Estate Appraisal – is The Appraisal Foundation's newly authorized virtual path for Trainees to gain experience. Approved in January 2021, PAREA has been adopted fully or partially in 48 states as of December 2023. Before enrolling in any PAREA training program, be sure to check your state appraisal board's rules on using PAREA hours to gain experience. Always follow your state's guidelines.

In a PAREA program, Trainees complete simulated virtual training exercises to learn and master specific processes of real property appraisal. Trainees are automatically assigned a virtual mentor who provides guidance and approval of experience hours. If you're more comfortable learning virtually versus in the field and want a flexible, self-paced schedule, the PAREA path may be for you.

### PAREA Learning Resources

[The Appraisal Foundation's PAREA Resource](#)

[The Appraisal Foundation's PAREA Fact Sheet](#)



# Ready. Set. Launch Your Successful Appraisal Career!

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