

Comparison of Minimum Requirements in Pennsylvania					
Requirement	State Real Estate Commission		State Board of Certified Real Estate Appraisers		
	Licensed Salesperson	Licensed Broker	Licensed Appraiser Trainee	Certified Residential Appraiser	Certified General Appraiser
Minimum Age	18	21	None, but can renew 2-yr license only 4 times	n/a	n/a
High School Diploma	No	Yes, or equivalent		Bachelor's Degree required as of January 2015	Bachelor's Degree required as of January 2015
College Education	No	No		2,500 hours appraisal experience over min. 24 months, accumulated only after 45 hrs of appraisal education obtained	3,000 hours appraisal experience over min. 30 months, accumulated only after 45 hrs of appraisal education obtained
Experience Requirement	None	3 yrs as full-time salesperson; transactional requirements; valuation experience not required		75 hours of appraisal education, including 15 hours of USPAP	200 hours appraisal education, including 15 hrs of USPAP; courses must be 15 hrs in length
Qualifying Education	60 hours RE instruction; no mandatory appraisal courses	240 hours RE instruction; no mandatory appraisal courses	None	6-hour test	8-hour test
Examinations	3-hour test	3-hour test	28 hours every 2 years, including 7 hrs USPAP	28 hours every 2 years, including 7 hrs USPAP	28 hours every 2 years, including 7 hrs USPAP
Continuing Education	n/a	Can supervise salespersons immediately; no limit on number of salespersons that can be supervised by one broker	n/a	Min. 5 years Certified; maximum of 3 trainees can be supervised	Min. 5 years Certified; maximum of 3 trainees can be supervised
Experience Requirements to Supervise Trainees/Salespersons	n/a	None	After 1/1/15, new trainees and their supervisory appraisers must take education specifically oriented to the requirements and responsibilities of Trainee Appraisers and Supervisory Appraisers		
Education Required to Supervise Trainees/Salespersons	None	None	Supervisor must accompany trainee on property inspections until the assistant has logged a minimum 300 hours of appraisal experience		
Property Inspection Requirements					

Note: USPAP = Uniform Standards of Professional Appraisal Practice

Responsible real estate valuation requires proven education and experience. Comparing the minimum requirements for salespersons, brokers and appraisers in Pennsylvania illustrates some striking differences.

General Education Responsible valuation work requires a high level of education. Licensed salespeople do not need to complete high school. Although licensed brokers need a high school diploma or equivalent, they do not need any higher education. A much greater level of education is required to become certified as an appraiser, or even to begin the process as an appraisal trainee.

Appraisal Education and Experience Brokers and salespersons require no valuation experience or appraisal education, while considerable appraisal experience and educational hours must be obtained before becoming a certified appraiser, including knowing and following the ethical standards found in USPAP. The exams for appraisers can take twice as long or longer as they contain specialized, in-depth testing on valuation topics. Also, continuing education requirements

for appraisers and even appraiser trainees are more rigorous: double the number of hours required of salespersons and brokers.

Trainee Oversight Brokers can supervise an unlimited number of salespersons immediately upon licensure. In contrast, an appraiser can supervise no more than three trainees, and then only after having been certified for at least five years. New educational requirements are now in effect also, specifically for appraisers who supervise trainees. The comparative lack of supervisory oversight of salespeople by brokers creates a troublesome issue when coupled with their lack of education and experience in real estate valuation.

Since the goal of responsible real estate valuation is accurate and impartial values, the comparison table clearly illustrates how irresponsible it would be to let salespersons or brokers perform valuations with no valuation experience, insufficient training, no valuation education, and inadequate supervision.