

Productivity Gains of a Trainee

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Introduction

- ▶ Is hiring a trainee right for you and your office?
- ▶ Can trainees help to improve your bottom line?
- ▶ What are the difficulties in hiring a trainee?
- ▶ What are the benefits?

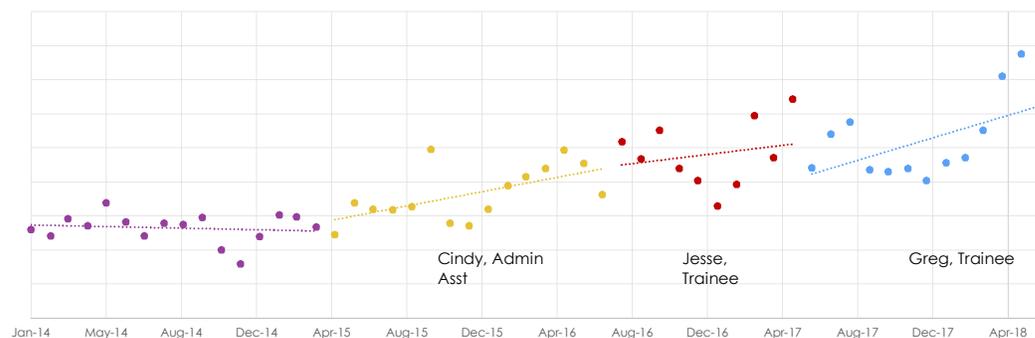
Is hiring a trainee right for you and your office?

- ▶ Do you have the framework set in place to provide the proper support for your business?
 - ▶ Support staff, technology, assignment volume, etc.
- ▶ Do you have a desire to teach the next generation of appraisers what it is going to take to be successful in this profession?
 - ▶ We don't want to be training the next generation of appraisers to "hate" their job.
- ▶ Do you have a plan to provide all of the information and skills necessary to teach and train someone to be a professional, skilled and competent appraiser?
 - ▶ Educational materials, procedural manuals, goals with time lines, contracts with the trainee to meet those goals, etc.

Can hiring a trainee improve your bottom line?

- ▶ If done correctly, the answer is an emphatic YES!!

Employee and Trainee Hire Productivity Chart



What are the difficulties in hiring a trainee?

- ▶ What is their work style? Are they teachable?
 - ▶ Using an employee profiling company like Omnia can help to select the correct candidate for the position.
- ▶ What are their salary requirements?
- ▶ How many hours are they available on a weekly basis?
- ▶ Does their personality mesh well with you and/or the other employees in your office?
- ▶ Until they have some of the skills learned, it will actually take you longer to complete reports than if you worked alone. Although this might take a few months, DO NOT LET THIS DISCOURAGE YOU!!

What are the benefits?

- ▶ More flexibility.
 - ▶ I'm able to spend more time with my family and have been able to do more traveling.
- ▶ The ability to conceptualize and share ideas in the office.
 - ▶ When we have a difficult property, we openly discuss how to solve the problem.
- ▶ Added skill sets that are not your strengths.
 - ▶ Both my trainees have skill sets I don't have- One is really good with charts, graphs and data analyzation. The other is really good at writing computer programs and has written a couple that have increased our productivity.
- ▶ MAKE MORE MONEY!!!
 - ▶ When comparing my gross annual revenue income for the years 2014 to 2017, my increase was 70.9%!!
 - ▶ This year I am on track to increase my total gross revenue from 2017 by another 10-12%.

Assessment and Evaluation

- ▶ Prepare yourself and your office with a plan to incorporate trainees.
- ▶ Hire Slow, Fire Fast
- ▶ Get through the growing pains and frustrations knowing that it is a short term drawback for a long term gain.
- ▶ Reap the financial and personal benefits.

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