



International Personnel Certification Summit

The 21st Century Solution to Workforce Competitiveness



Certification for Public Sector Real Estate Professionals

FEDERAL HIGHWAY ADMINISTRATION

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FHWA's Mission

- Distribute \$ to the States for Highway Construction and Maintenance. There are 42,788 miles of Interstate Highways in the US.
- Oversee how the money is spent by the States.
- Provide information, training and technology.



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Background:

In 1970 Congress passed the **Uniform Relocation Assistance And Real Property Acquisition Policies Act (Uniform Act)**

- It cover how federally funded Real Estate Transactions are handled by Federal, State and Local Governments.
- It protects the rights of individual affected by Highway and Public Works Projects.

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FHWA's Office of Real Estate

- Is in charge of implementing the Uniform Act.
- The FHWA acts as *Lead Agency* to insure other Federal Agencies follow the Act.



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Who Does the Work?

Federal, State & Local Agency employees

- Purchase Real Estate for Highways and Public Projects.
- Appraise and negotiate.
- Relocate homeowners, tenants & businesses.

In accordance with the Uniform Act....

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Workforce Challenges

- Growing demand for Uniform Act-compliant real estate employees.
 - High retirement rate.
 - Staff shortages.
- Recruitment difficulties.
- Under-trained employees pose a risk

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Existing R.E. Professional and New Recruits Need Training in:

- **Engineering**
- **Real Estate Law**
- **Communication/ Negotiation Skills**
- **R. E. Appraising**
- **Relocation/Uniform Act Law**

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Current Education/ Certification Opportunities

- Few Colleges or universities offer degrees in Real Estate.
 - Those that do produce “**developers**” , “**investors**”, or “**financiers**”.
- A few trade organizations offer courses and certificates.
- The FHWA and other governmental agencies offer only a limited number of R.E. courses.

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Why Is Certification Necessary?

- **Federal, State & Local Gov't Agencies**
 - Reduce risk & avoid costly mistakes
 - Qualified candidates for new jobs.
 - Competent workforce.
- **Employees**
 - Promotional opportunities & pay increases

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FHWA's R.E. Office Training Team is:

- Developing a College Curriculum specifically for **Public Sector Realty Professionals**.
- Researching the need for a **Certification** for those people in the industry.
- Providing on-line courses and FHWA sponsored Real Estate related courses.



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