



National Competency Profiles for Real Estate

The provincial regulators for Real Estate in Canada, operating through their national body RERC-ARCIC, have recently launched a project to establish national competency profiles for the occupation. Two profiles will be developed: Salesperson at entry to practice and Broker, although the terminology for these roles varies by province. The intention is that these profiles will be used across Canada for the education, assessment and regulation of practitioners in the public interest. They will also support mutual recognition and labour mobility across Canada.

Currently ten regulators from eight provinces are participating in the project, and others are considering their support. A project Steering Committee has been established and a Working Group of experienced real estate practitioners is being formed.

The Regulators have appointed CamProf Inc to assist with the project. CamProf is a consulting firm with considerable experience of competency and related work, including for real estate in Canada.

The project started at the beginning of 2020 and has commenced gathering existing competency and education documents. These will be reviewed, compared and consolidated for consideration by the Working Group and Steering Committee. The new competency profiles will be fully up to date, even forward-looking, taking account of recent and expected developments, for example in regulation, technology, environmental considerations and emerging skills.

This project is a great collaborative work amongst Real Estate Regulators. It is anticipated that the new profiles will be published and publicized, including in a user-friendly online version, after various consultations.

The project is expected to take 14 months with the launch of the new competency profiles in early 2021. Stakeholder engagement will be encouraged throughout, including by a project website, occasional project bulletins, and social media.