

New Registration Education Program (the New Program) fact sheet

About the New Program

Before becoming registered as a salesperson, individuals must complete the registration education program, which teaches them about the fundamentals of trading in real estate and the rules they must follow. RECO's New Program will launch in mid-2019 and will support aspiring registrants in becoming practice-ready when they enter the profession.

Following a rigorous Request for Proposal (RFP) process, RECO has selected the consortium of Humber College Institute of Technology & Advanced Learning (Humber College) and NIIT Canada to design, develop, administer and deliver the New Program. Their innovative solution best met the requirements set out in the RFP.

Prior to issuing the RFP, RECO conducted four years of research and consultation with the profession and other stakeholders. This included a public white paper on our vision for registration education, which we submitted for public comment. The feedback we heard helped to identify the education needs of the real estate profession.

RECO also gathered information from Canadian colleges, universities, education providers, and other regulatory bodies, RECO further refined its strategy and implementation plan for the New Program.

Once the RFP was ready, it was broadly distributed and publicly available for any organization that wished to submit a proposal. We received a strong response.

While the New Program will begin accepting students in mid-2019, the existing program will continue through 2020, allowing students enrolled in it to complete their courses.

The New Program will provide many advantages, including:

- *New learning paths* that will follow the flow of a real estate transaction, providing students with a practical understanding of every aspect of a real estate trade. The new learning paths include course content, examinations and practical simulation sessions.
- *New Program components* that will be designed and developed to follow the new learning paths, using leading innovations in education methods and technologies.



- *Leverage innovative technologies* in the delivery of the New Program. In addition to eLearning and physical classroom, students will also be able to choose virtual classroom as a new option for course delivery. Students will experience new technologies integrated into their courses, such as augmented reality (computer based interactive learning) that emulates real-life activities of the salesperson. A new Knowledge Management System (KMS) will provide students of the New Program, as well as all registrants, with an online databank for just-in-time reference and search functionality of all relevant materials, for example job aids, checklists, and guides.
- *Practical in-person simulation sessions* that will assess students' application of the New Program content where they can practice elements of a transaction in a structured and interactive classroom environment, in preparation for providing compliant and high-quality service to consumers.



What comes next

RECO will work closely with Humber College and NIIT Canada to develop the New Program, for launch scheduled for mid-2019. We will continue to update you as the work progresses.

How we got here

2012: RECO initiated a review of its education programs and worked with Benchmark Performance Inc., an award winning performance consulting and training design firm, to evaluate the educational needs of the real estate sector, which involved significant stakeholder outreach and research.

2014: To provide a rigorous and independent review, RECO selected global consulting firm Deloitte Inc. to conduct further research and analysis, and provide a point of view on a leading practice solution for developing, implementing and managing a new Registration Education program based on the proposed learning path and analysis originally completed by Benchmark. RECO released RECO's Registration Education Vision – White Paper for Comment (White Paper) outlining its vision for the future of registration education for real estate professionals in Ontario.

2015: RECO continued to refine the direction of the New Program, taking into account:

- reactions to the White Paper from the real estate profession, consumers and other stakeholders;
- results of a survey sent to other Canadian regulatory bodies; and
- a Request for Information (RFI) that was sent to education providers and posted publicly.

2016: RECO issued a Request for Proposal (RFP) process to select an organization, or a consortium of two or more organizations, to design, develop, administer and deliver the New Program. The RFP received a high level of interest, and multiple organizations and consortiums responded to the RFP.

In early 2017, RECO awarded the contract to the consortium of Humber College and NIIT Canada, as their innovative solution best met the requirements set out in the RFP.

Questions and answers

What does this mean for the OREA Real Estate College?

The existing program provided by OREA will continue to accept new students until mid-2019.

During a transition period from mid-2019 and December 31, 2020, the existing program will continue to run so that existing students can complete their education. However, during this period, all new students will be enrolled in the New Program.

As of January 1, 2020, the transition will be complete, and the existing program will wrap up.

What does this mean for current students?

The New Program is scheduled for launch in mid-2019. The current program will run until the end of 2020, so existing students will not be impacted.

What does this mean for existing registrants?

Existing registrants will not be affected, since they have already completed the registration education requirements.

Who are Humber College and NIIT Canada?

Humber College and NIIT Canada have formed a consortium to design, develop, administer and deliver the New Program:

- Established in 1967, Humber College is one of Canada's leading post-secondary institutions offering programs to over 29,200 full-time students and 23,000 continuing education students. Humber College partners with government, industry and community in the development and delivery of customized training programs, and government and industry credential testing programs, including: Ontario Building Code certification examinations, and programs for IHM Property Management and Condominium Management and Administration. From the 1980s through to 2000, Humber College was a delivery partner of the original Real Estate Education Program, delivering courses to over 18,000 students.



- NIIT Learning Solutions (Canada) Limited is a subsidiary of NIIT Limited, a global leader in skills and talent development, established in 1981. NIIT Limited offers multi-disciplinary learning management and training delivery solutions to institutions, individuals, and corporations in over 40 countries. NIIT's comprehensive suite of Managed Training Services includes custom curriculum design and content development, learning administration and delivery, strategic sourcing, learning technology, and advisory services. NIIT's global customers include leading global energy and petrochemical companies headquartered in Europe; some of the largest multi-national banks, insurance, and financial services companies in North America; and market-leading global technology companies. The Learning and Performance Institute, UK has internationally accredited NIIT as a forward-thinking, reputable provider, committed to learner outcomes, performance development, and customer satisfaction.



Did you consult with registrants about this?

Our vision for registration education is the result of extensive stakeholder outreach and research by Benchmark Performance Inc. and Deloitte Inc. on behalf of RECO, as well as input RECO sought directly. We consulted with registrants, real estate associations and organizations, education providers and other regulatory bodies from 2012 through 2015.

They told us that it was important for those entering the profession to be practice ready so that they could “hit the ground running.”

We released a White Paper with our proposed vision for registration education, and invited comments from registrants and other stakeholders. The feedback from all stakeholders was largely supportive of the plan. The white paper is [posted publicly](#) on RECO's website.

How long would it take to complete the new salesperson Program?

That will be determined in the design of the New Program. However, we expect that the length will be similar to the existing program.

Will the New Program be offered online only?

Students will be able to enroll in a variety of delivery options, including in physical classroom, virtual classroom and eLearning.

Where will the courses be offered?

The courses will be made available across Ontario, similar to the existing program. Students will have the added option of enrolling in virtual classrooms as well.

Does this alter the Mandatory Continuing Education (MCE) program?



RECO's MCE program will not be impacted by the New Program. However, in 2017 RECO will undertake a thorough review of the MCE program now that it has been in place for four years.

The review will include feedback from registrants who have completed the program, which will inform our analysis the success of the program based on its objectives.

