NCARB

THE AMERICAN INSTITUTE
OF ARCHITECTS

SUMMARY OF FINDINGS

2012 AIA/NCARB Internship and Career Survey

therickinsongroup

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1. Background and Objectives

The 2012 Internship and Career survey was commissioned jointly by the American Institute of Architects (AIA) and the National Council of Architectural Registration Board (NCARB). Continuing similar research efforts conducted in 2003, 2005, 2007 and 2010 (the 2009 measure was actually fielded in early 2010 and therefore herein will be referred to as 2010) the survey seeks to provide insight into the career path choices of architectural interns and non-traditional career seeking architectural graduates, informing the national discourse on improving architectural internship.

The 2012 wave, like the 2010 wave of the research was conducted by The Rickinson Group, an independent third party marketing research supplier. The Rickinson Group consulted with AIA and NCARB to make any necessary questionnaire changes, programmed the online survey, fielded data collection and tabulated and analyzed the results.

2. Methodology

An internet survey methodology was selected to complete this research.   Sample lists were provided by both AIA and NCARB. Duplicates were removed from the combined sample to ensure each respondent received only one email initial invitation. A total of 95,319 email invitations were sent to potential respondents. This represents an increase from previous waves of research, a result of NCARB's new information management systems. In addition, NCARB posted a link on their website.

Despite the increase in sample, a total of 11,340 responded to the survey, which is comparable to previous surveys. Of these respondents, 10,003 were eligible to complete the survey. Those who did not respond to the initial survey invitation received reminder invitations at seven and fourteen day intervals after the initial survey launch. The survey was in the field for a total of three weeks.

The following table shows the margin of error for the various bases found in this report.

Sample:	95% Confidence Level	99% Confidence Level
600	± 3.98%	± 5.24%
1000	± 3.07%	± 4.04%
1750	± 2.31%	± 3.04%
2500	± 1.92%	± 2.52%
5000	± 1.32%	± 1.74%
7500	± 1.05%	± 1.39%
10500	± 0.89%	± 1.14%

3. Executive Summary

- For 2012, thirty-four percent of participating interns (34%) have completed IDP. Forty-three percent of interns (43%) indicate they are currently participating in IDP, while another nineteen percent (19%) indicate having an NCARB record. Only four percent (4%) of 2012 participating interns indicate they are not participating in IDP.
  - o Findings on this measure are very similar to those observed in 2010.

- Among the four percent of interns who do not currently hold an NCARB record, just under half (41%) indicate they intend to establish an NCARB record.
  - o Among those choosing not to establish an NCARB Record application fee (44%) is the most frequent reason given for not establishing the record.

- The majority of Interns in 2012 indicate it taking three to five years to complete IDP (62%). Ten percent of interns (10%) indicate IDP takes seven or more years, thirteen percent (13%) indicate having actually completed IDP in less than 3 years.
  - o Amount of time required to complete IDP has remained consistent across the past three waves of research (2007, 2010, and 2012).
  - o Interns are generally expecting IDP to last between three and five years (55%); twenty percent of interns (20%) anticipate IDP to take less than three years to complete.
  - o Similar to the experience of interns who have completed IDP, ten percent of interns (10%) expect IDP to last seven or more years.

- In 2012, half of interns (53%) were able to complete all 17 of NCARB experience area requirements at one firm.
  - o The ability of interns to complete their requirements at one firm has improved across the past four waves of research.
  - o Among interns who have not completed IDP, fifty-three percent of interns (53%) believe they will be able to complete all IDP experience requirements while at one firm.

- The majority of interns participating in or planning to participate in IDP are aware of NCARB's reporting requirement.

- New in 2012, interns were asked if they utilized IDP as a framework for learning or as a documenting tool; the majority of interns (75%) utilize IDP as a documenting tool rather than a framework for learning.

- Among those responding to the survey in 2012, thirty nine percent of interns (39%) have not yet taken any divisions of the ARE®. One-in-five interns (20%) have taken some portion of the ARE® but not passed all portions taken.

- This represents an increase versus 2010 when only thirteen percent (13%) of interns had not passed one or more sections of the ARE®.

- Among interns having not taken the ARE® a lack of preparation time (56%) and cost (54%) lead the reasons for not having taken the ARE®. When asked for the most important reason for not taking the ARE® no time to prepare (33% most important reason) emerges at the top followed closely by simply not yet being eligible (31% most important reason).
  - These findings are in line with observations from 2010 when eligibility topped the reasons for not taking the ARE® followed directly by lack of preparation time and cost.

- Career enhancement (83%) and personal goal fullfillment (80%) are the primary reasons to pursue completing of the ARE®; competitive advantage in the economy (63%) and within the firm (51%) are also strong motivators but fall behind the top two.
  - When asked to select the most motivating factor, personal goal and fullfillment is the top motivation, selected by half of interns (50%); with career enhancement second at 34%.

- In 2012 forty percent (40%) interns are taking the ARE® concurrent with IDP.

- Most interns expect the ARE® to take from one to four years (67%).
  - Although this is relatively consistent from year to year, in 2012 there was an increase in interns expecting the process to take longer than three years versus pervious waves (46% 3 or more years 2012, 27% 2010, 37% 2007 and 40% 2005).
  - Among interns who have completed the ARE® there is a wide range of time required to complete. Only twenty-eight percent of interns completed ARE® in one year or less, while thirty-five percent (35%) indicate the ARE® took more than 3 years to complete. In previous waves the interns indicated the ARE® to take less time to complete than indicated in 2012.

- Nearly two-thirds of interns indicate the ARE® to be difficult (a rating of Too Hard+2/Hard +1 on a scale of +2 to -2 where +2 is too hard and -2 is too easy, zero is appropriately difficult).
  - This is an increase from earlier waves (2003-2005).

- The vast majority, 95%, of 2012 interns have sought their first professional architecture position.
  - This is very consistent with previous waves in which well over ninety percent (90%) of interns have sought their first professional architecture position.

- When considering their career path, the majority of interns (86%) believe licensure as an architect is most important; conversely only (14%) believe that related professional credentials are most important.
  - LEED AP Accreditation is seen as the most important related professional accreditations (63% of interns), followed by LEED GA (30%) and Project Management Professional (49%).
  - Similar to how interns rank importance, LEED AP is the most frequently sought accreditation (63%) followed by LEED GA (29%) and then project management (14%).

- In 2012 seventy-eight percent of interns (78%) are engaged in professional architecture work.
  - This is a notable increase versus 2010 (70% 2010).
  - Also worthy of note, fewer interns indicate they are currently unemployed in 2012 versus 2010 6% 2012 vs. 17% 2010); though an equal amount of interns indicate they are employed outside the profession.

- Among interns not currently working in a professional architecture position, having been laid off from a professional position (36%), a perception the path to licensure is too long/difficult (35%) or searching but have not found a position (28%) are the most common reasons cited.
  - There are some notable shifts versus 2010 when even more interns indicated having been laid off (44%) or searching without finding a position (46%) as reason for not working in professional architecture versus 2012 when path to licensure too long/difficult are top considerations.

- When selecting a firm for employment, opportunities for growth (76%) is rated as the most important selection criteria by the greatest number of interns in 2012; followed closely by location (68%). Level of responsibility (60%) and reputation of firm (59%) make up the next level of selection criteria, while size of firm (35%) and principals (44%) are the least frequently considered factor.
  - Opportunities for growth was added as an option in 2012, however, in previous waves, location and reputation of firm are top of considerations.

- In 2012 less than half of interns indicate having left a previous professional architecture position.
  - The percentage of interns having left a previous position in architecture sharply declines versus previous waves of research.

- Those who have left a professional architecture position in the past indicate professional advancement and better pay/benefits as primary considerations for making the change.
  - Also, closely related quality of life attributes such as improved quality of life and more respect for skills and knowledge are close to the top.
  - Despite all considerations, when asked to select the one most important reason for leaving a position, being laid off from a position (33%) is the number one reason an intern made a change.

- Fifty one percent of architectural interns and recently licensed architects have been laid off from a position in the past.

- While it is not unheard of for long term employees to be laid off, most common layoff targets are interns employeed between and one and five years (61%); those employed one to three years are at greatest risk (33%) followed by those employed three to five years (28%).

- Sixty-four percent (64%) of interns who are laid off from a professional architecture position find a new job within one year.

- In 2012 interns were much more likely to have found a replacement job than those responding to the survey in 2010 (2012 14% still haven't found a new position versus 45% in 2010).

- Among interns having left a position because of layoffs/economy, the majority (68%) are likely to remain in the profession.
  - Only slightly more interns in 2012 (68% vs. 64% 2010) indicate they are likely to stay in the profession than in 2010.

- Fifty-seven percent of interns (57%) indicate having sought additional training/exams to make themselves more marketable in the more competitive job market.

  - Interns indicate their firm provides moderate to high support of interns (e.g. monetary support, library of ARE study materials, ARE study groups) (35% moderate on scale of high, moderate, low, none, don't know and does not apply).
  - Six percent of interns (6%) indicate their firm provides no support of interns.
  - This is an increase versus previous years when 4% of firms provide no support.

- Incentives to become registered vary by firm. In 2012 ARE® Fees (49%), Professional Organization Dues (48%) and Continuing Education costs (39%) are all equally likely to be covered by firms.
  - Contributions by employers have gone down somewhat since 2003, when sixty-eight percent of interns (68%) indicated their firm covered interns' professional organization dues.

- Fourteen percent of interns (14%) indicate they are unaware of benefits offered by their firm regarding the ARE® another twenty-one percent of interns (21%) indicate their firm does not provide support for takers of the ARE®. Only one-third of interns (35%) indicate their firm provides monetary support of their taking the ARE®. Only nine percent (9%) of interns are required to take unpaid time off to test for the ARE®.
  - These findings are relatively consistent with previous waves of research

- While interns find most benefits related to monetary support of their path to licensure to be important, when asked to choose one most important benefit, pay raise upon licensure is deemed most important among the greatest number of interns (43%). The second most important benefit a firm can offer interns related to licensure is paying their ARE® fees (24%).

- Overall few interns (13%) are dissatisfied with the level of mentoring provided within their firm.
  - Fifty percent (50%) of interns are satisfied or very satisfied with the level of mentoring provided by their firm. One-fourth of interns (23%) indicate they are neither satisfied nor dissatisfied. Less than ten percent (7%) indicate their firm provides no level of mentoring. This is consistent with previous waves.
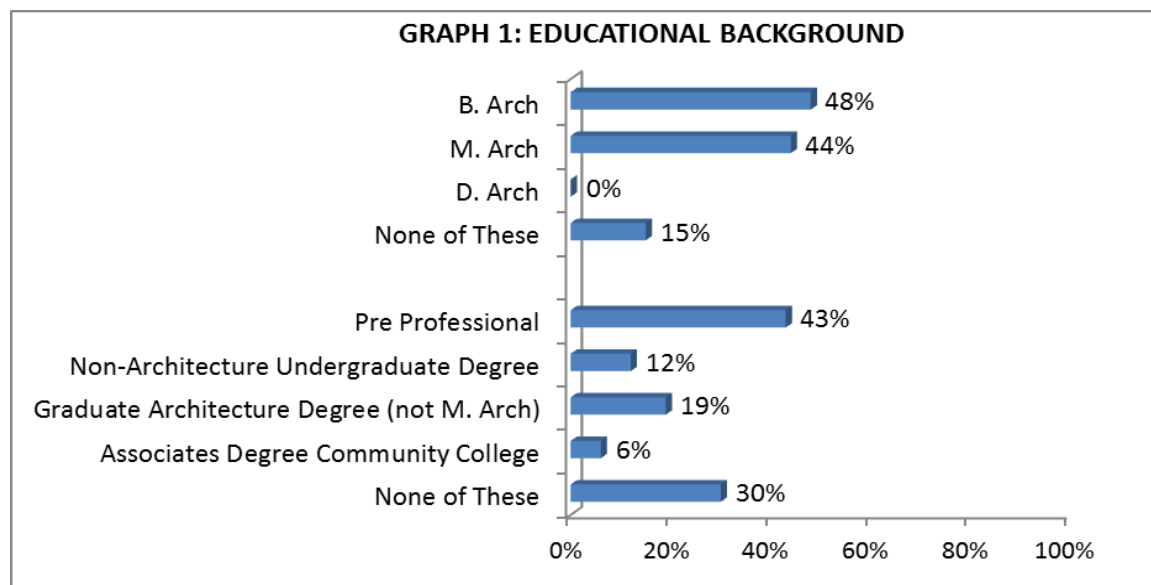
- Salary increases, like previous years, prove to be the most recognized motivation for becoming a registered architect (85%). Bonuses upon licensure (72%) and completion of the ARE® along with a change in job responsibilities (69%) are all strong second place motivators.
  - Motivations for registration are similar versus 2010.

- Seventy percent of interns (70%) intend to get licensed.
  - Only five percent of interns surveyed in 2012 indicate they do not intend to become registered.

- Among those not intending to get licensed, not worth time and effort is the most frequently agreed upon reason not to become licensed (65%).
  - Exam cost (50%), followed by position not requiring licensure (44%) and annual license/renewal fees (41%) are close secondary reasons not to pursue licensure.

- In 2012 eighty percent of interns (80%) indicate they plan to pursue a traditional architecture career path.
  - This is consistent with findings from previous waves of research.

- Interns pursuing licensure indicate they will likely gain reciprocity in another state/region (39%), across the country (27%), or less commonly in another country (7%). Only twenty six percent of interns (26%) indicate they plan to only practice in the jurisdiction they are initially licensed.

- In terms of outlook of career versus expectations, interns indicate that professional satisfaction with work (68% as expected/better than expected) and type of work doing (68% as expected/better than expected) to be meeting or exceeding their expectations. Hours worked just meets or falls short of expectations for the majority of interns (72%), while compensation falls short of expectations for more than half of interns (60%).
  - The percentage of interns indicating that compensation, type of work doing, professional satisfaction and hours worked are worse than expected has increased on most attributes since the previous wave.
  - Compensation has been the area in which interns are likely to experience the greatest disappointment; sixty percent of interns indicate their career outlook to be worse than expected related to compensation.

4.   Detailed Findings

Internship

a.   Education

In the 2012 measure of Internship and Careers, as illustrated in Graph 1, approximately forty-eight percent (48%) of respondents have attained a B. Arch degree and/or M. Arch. Approximately fifteen percent (15%) of interns have not received an NAAB accredited architecture degree. This measure is not comparable to previous waves of research as it was divided into two separate questions in 2012 versus previous waves of research. Less than 1% of respondents in 2012 hold a Doctorate of Architecture.

GRAPH 1: EDUCATIONAL BACKGROUND

Category	Percentage
B. Arch	48%
M. Arch	44%
D. Arch	0%
None of These	15%
Pre Professional	43%
Non-Architecture Undergraduate Degree	12%
Graduate Architecture Degree (not M. Arch)	19%
Associates Degree Community College	6%
None of These	30%

Differences That Exist Based Upon Demographic Data
- Younger interns are more likely to have a pre-professional degree than those advancing in age (47% 18-29, 43% 30-44, 42% 45-64, 34% 65+).
- Hispanic respondents are least likely to possess a pre-professional undergraduate degree; 36% pre-professional degree versus 46% Caucasian, 44% African American, 43% Other Ethnicities.
- Hispanic interns are most likely to possess a graduate architecture degree other than M. Arch; 29% versus 22% other ethnicity, 20% African American and 17% Caucasian.
- Females in the 2012 survey were more likely than males to have an M. Arch degree (46% versus 44%, respectively).
- African Americans, Hispanic and Other Ethnicities tend to be more likely to hold an B. Arch (57%, 59% and 52% respectively) versus Caucasians (45%); conversely Caucasians (47%) are more likely to hold an M. Arch than African Americans, Hispanic and Other Ethnicity Interns (27%, 36% and 42%, respectively).
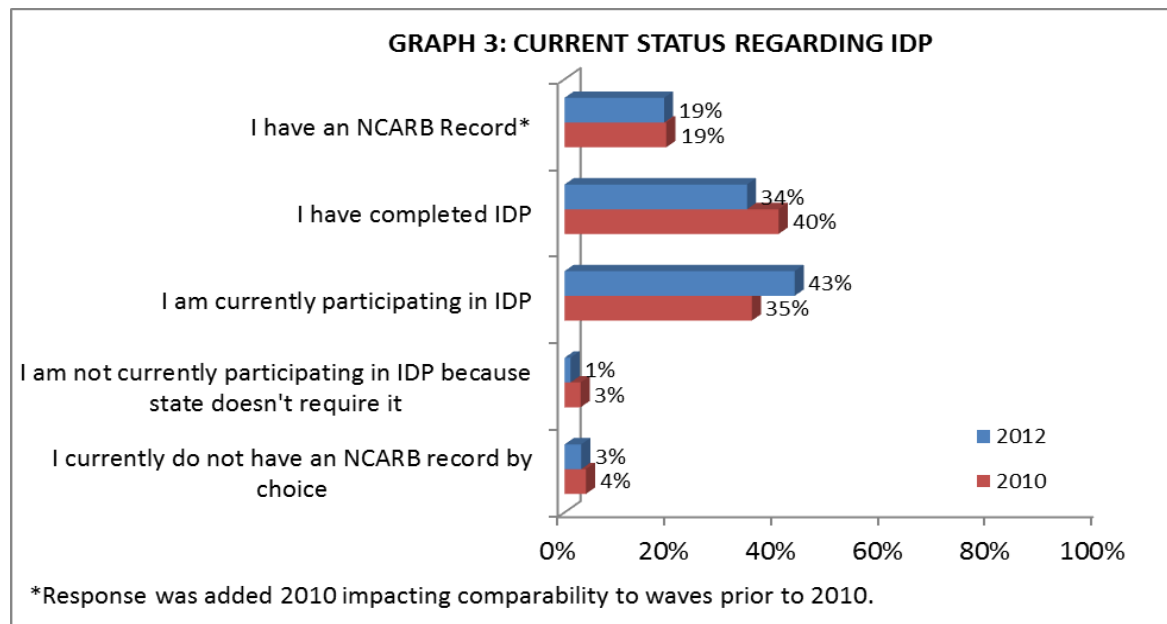
The majority of interns earned their Architecture degree prior to 2007 (53%). Sixty percent (60%) of those holding B. Arch earned their degree prior to 2007; forty-five percent (45%) of those holding a M. Arch earned their degree prior to 2007.

During the 2012 survey, more than ninety-two percent (92%) interns indicated they are not currently in school. This finding is on par with the most recent waves of research (91% 2010, 94% 2007), but increases versus the early measures (87% 2005 and 2003). Among interns who are currently in school, in an M. Arch is the most frequently enrolled program with 3% of interns indicating they are currently enrolled. This finding is consistent with previous measures of research.

- Not surprisingly, young interns (18-29 years) are more likely to be in a B. Arch or M. Arch program than their older counterparts (5% B. Arch, 6% M. Arch versus 1-2% among ages 30-65+).

b. *Current IDP Status*

For 2012, thirty-four percent (34%) of participating interns have completed IDP as illustrated in Graph 3. Forty-three percent (43%) of interns indicate they are currently participating in IDP, while another nineteen-percent (19%) indicate having an NCARB record. Only four percent (4%) of 2012 participating interns indicate they are not participating in IDP. Findings on this measure are very similar to those observed in 2010.

GRAPH 3: CURRENT STATUS REGARDING IDP

Category	2012	2010
I have an NCARB Record*	19%	19%
I have completed IDP	34%	40%
I am currently participating in IDP	43%	35%
I am not currently participating in IDP because state doesn't require it	1%	3%
I currently do not have an NCARB record by choice	3%	4%

*Response was added 2010 impacting comparability to waves prior to 2010.

Differences That Exist Based Upon Demographic Data

- In 2012 forty-two percent (42%) of men have completed IDP while forty-one percent (41%) women indicate they are currently participating in IDP.
- Those in the age group of 18-29 are most likely to be participating in IDP (64%); interns in the age group of 30-44 are most likely to have completed IDP (52%, versus 39% 45-64 years, 47% 65+ years and 22% 18-29 years).
- In terms of ethnicity, Caucasian interns are most likely to have completed IDP (41%) followed closely by African Americans (38%), then 34% of Hispanic interns and 33% of Other Ethnicities.
- Interns who do not currently have a NAAB degree are most likely to be actively participating in IDP (44%) followed by those holding an M. Arch (37%). Interns with a B. Arch (43%) and M. Arch (40%) are most likely to have completed IDP.

c. NCARB Intent

Among those interns who do not currently hold an NCARB record, forty one percent (41%) indicate they intend to establish an NCARB record (Graph 4). This is a decline versus previous waves wherein 47% in 2010, 48% in 2007 and 52% in 2005 indicated an intention to establish an NCARB Record.
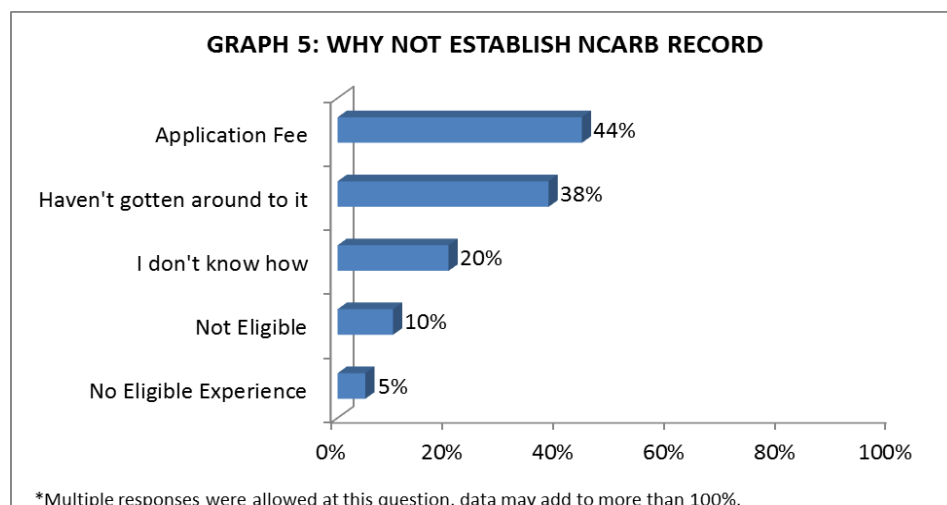
GRAPH 4: IF PLAN TO ESTABLISH NCARB RECORD

Yes, 41%
No, 59%

*Reduced base: Have not yet established NCARB record n=585.
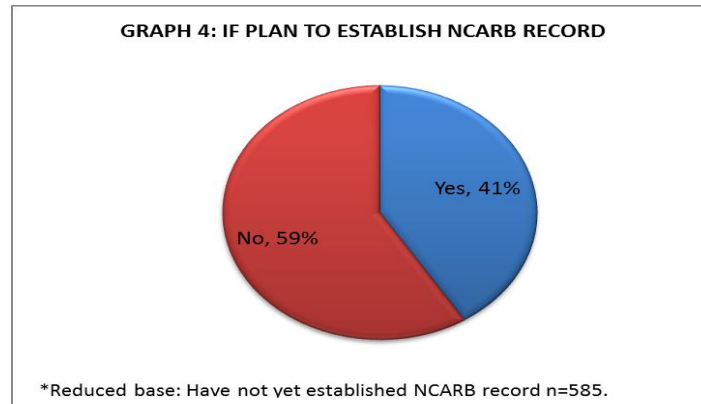
Differences That Exist Based Upon Demographic Data

- The older the intern the less likely they are to plan to establish an NCARB record (65% 18-29 years, 38% 30-44 years, 41% 45-64 years (base for 65+ less than 30 too small to report).
- Interns of all ethnicities are equally likely to plan to establish an NCARB record. As well, there do not appear to be any differences in intention to establish an NCARB record based upon gender.
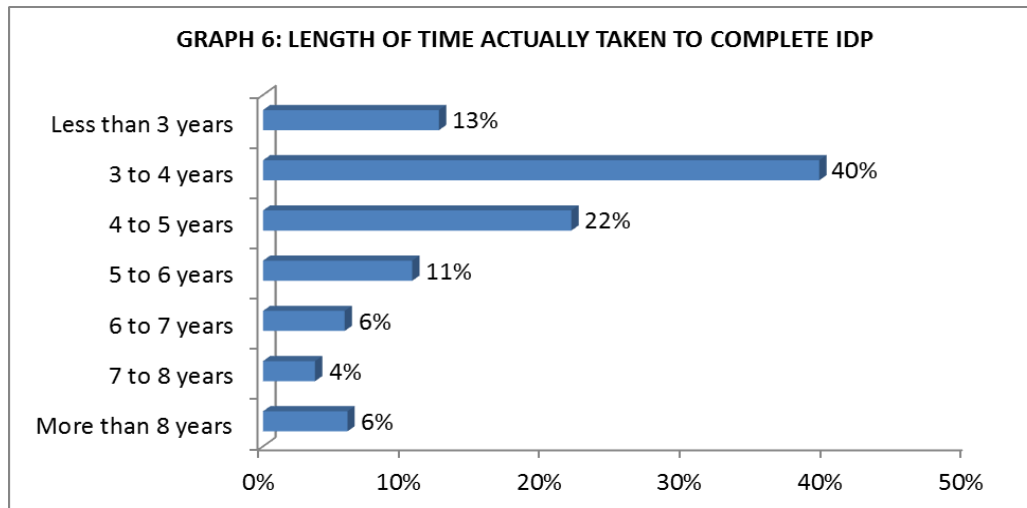
d. NCARB Reason

Among those choosing not to establish an NCARB Record application fee is the most frequent reason given for not establishing the Record. As demonstrated in Graph 5, forty-four percent (44%) of interns without an NCARB Record indicate application fee to be the barrier preventing the establishment of a Record. Secondarily, time is another barrier; greater than thirty-eight percent (38%) of interns indicate they "haven't gotten around to it" as a reason for not establishing an NCARB Record.

GRAPH 5: WHY NOT ESTABLISH NCARB RECORD

Application Fee	44%
Haven't gotten around to it	38%
I don't know how	20%
Not Eligible	10%
No Eligible Experience	5%

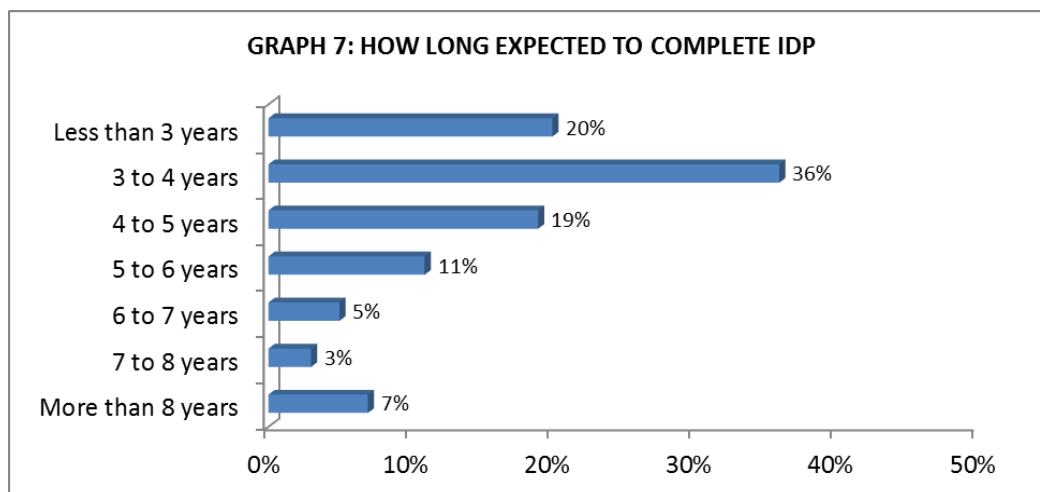*Multiple responses were allowed at this question, data may add to more than 100%.

e. Length of Time for IDP

As illustrated in Graph 6, the majority of Interns in 2012 indicate it taking three to five years to complete IDP (62%). Ten-percent of interns (10%) indicate IDP takes seven or more years, while approximately thirteen percent of interns (13%) indicate having actually completed IDP in less than 3 years. Amount of time required to complete IDP has remained consistent across the past three waves of research (2007, 2010, and 2012).

GRAPH 6: LENGTH OF TIME ACTUALLY TAKEN TO COMPLETE IDP

Category	Percent
Less than 3 years	13%
3 to 4 years	40%
4 to 5 years	22%
5 to 6 years	11%
6 to 7 years	6%
7 to 8 years	4%
More than 8 years	6%

Interns are generally expecting IDP to take between three and five years (55%); twenty percent of interns (20%) anticipate IDP to take less than three years to complete. Similar to the experience of interns who have completed IDP, ten-percent of interns (10%) expect IDP to last seven or more years.

GRAPH 7: HOW LONG EXPECTED TO COMPLETE IDP

Category	Percent
Less than 3 years	20%
3 to 4 years	36%
4 to 5 years	19%
5 to 6 years	11%
6 to 7 years	5%
7 to 8 years	3%
More than 8 years	7%

Differences That Exist Based Upon Demographic Data

- There are no noteworthy differences in length of time to actually complete IDP or expected time to complete IDP based upon an intern's gender, race, ethnicity, or NAAB degree status.

*f.*   *Ability to Complete IDP at 1 Firm*

        Graph 8 depicts an intern's ability to complete all 17 IDP Experience Area requirements at one firm.   In 2012, fifty-three percent of interns (53%) were able to complete all of experience area requirements at one firm.   The ability of interns to complete their requirements at one firm has improved across the past four waves of research.

GRAPH 8: ABLE TO COMPLETE IDP AT ONE FIRM
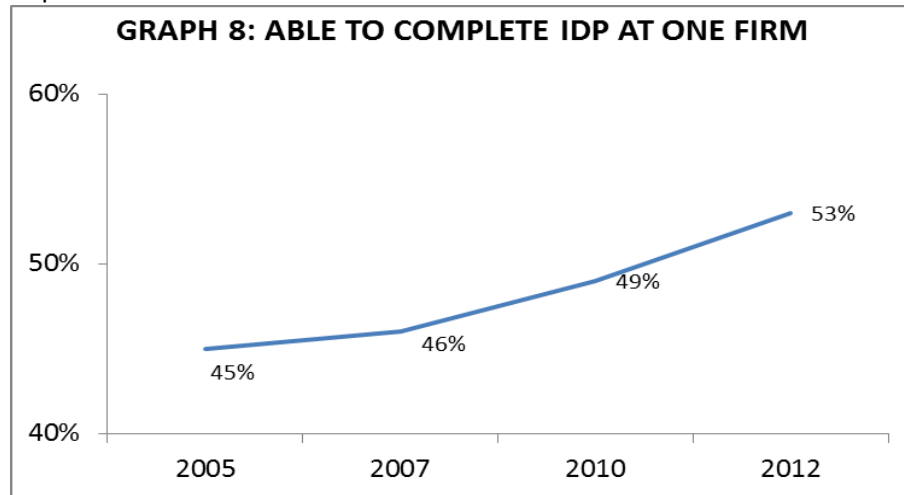
Differences That Exist Based Upon Demographic Data

- Architects in the 18-29 years are most likely to have completed all IDP requirements at one firm (62%) followed by 30-44 years (51%), 45-64 years and 65+ years (43% each).
- Interns with a B. Arch are most likely to indicate having completed all IDP requirement areas while at one firm (55%) versus those with a B. Arch (49%) and those with no NAAB degree (54%).
- Interns who have taken or are planning to take a traditional architecture or alternative traditional architecture career path are most likely to have completed all IDP requirement areas at one firm (55% and 51%, respectively) versus those seeking an allied or non-architecture career (39% and 47%, respectively).

        Graph 9 below shows that fifty-two percent of interns (52%) believe they will be able to complete all IDP experience requirements while at one firm. This is consistent with the experience of those interns actually having completed IDP (shown above).

GRAPH 9: EXPECTATIONS OF COMPLETING IDP AT ONE FIRM
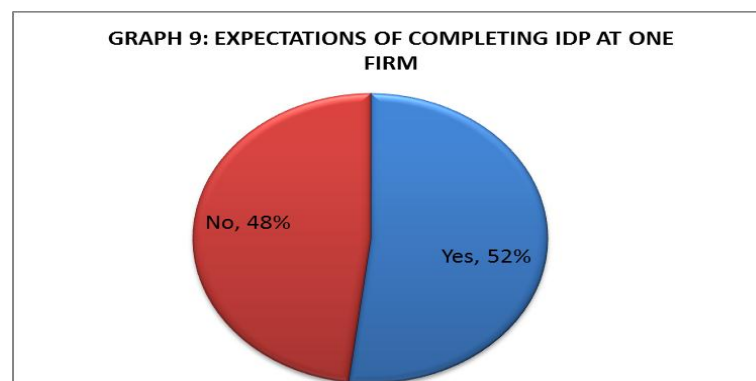
Differences That Exist Based Upon Demographic Data

- Male interns are more likely than their female counterparts to believe they can complete all 17 IDP experience areas at one firm (55% vs. 50%, respectively).
- Interns pursuing a traditional architectural career are most likely to believe they can complete NCARB's 17 experience areas while at one firm (56%) versus those in an alternate (39%), allied (32%) or non-architectural (21%) career path.
- Those who have sought their first professional architecture position are most likely to believe they can complete all 17 areas at one firm (53%) versus those who have not yet sought their first professional architectural position (44%).

g.   MISC NCARB/IDP

The majority of interns participating in or planning to participate in IDP are aware of NCARB's reporting requirement (see graph 10).

GRAPH 10: AWARENESS OF IDP REPORTING REQUIREMENT*

No, 19%

Yes, 81%
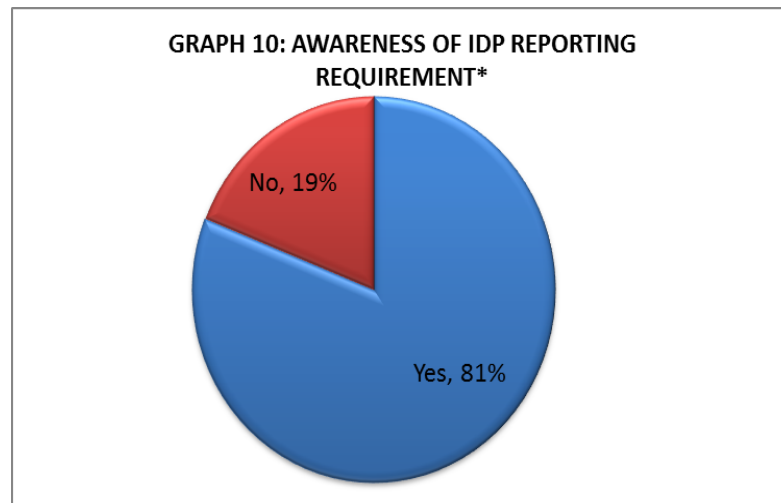
Differences That Exist Based Upon Demographic Data

- As age increases awareness of the NCARB IDP reporting rule decreases; interns 18-29 are most likely to be familiar with the rule (89%), 30-44 years next most likely 79% and ages 45-64 least likely 66% aware.

New in 2012, interns were asked if they utilized IDP as a framework for learning or as a documenting tool. As noted below in graph 11, seventy-five percent of interns (75%) utilize IDP as a documenting tool rather than a framework for learning.
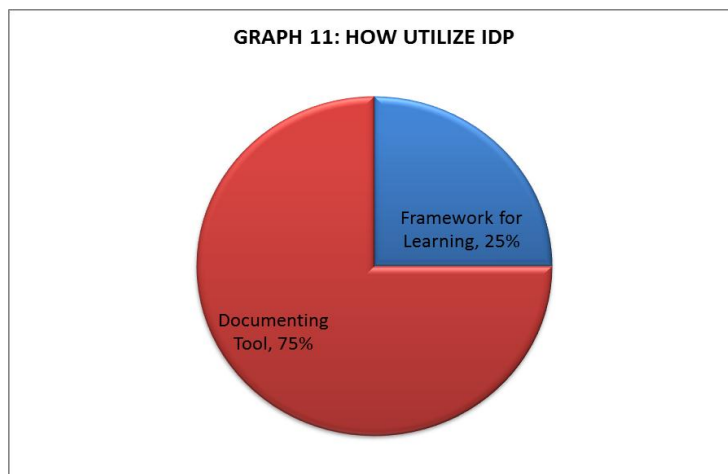
GRAPH 11: HOW UTILIZE IDP

Differences That Exist Based Upon Demographic Data

- Caucasian interns are most likely to indicate IDP to be a documenting tool (77% documenting tool versus African American 66%, Hispanic 67% and Other Ethnicity 65%); while African American, Hispanic and Other Ethnicity inters are more likely to indicate IDP as a framework for learning (37%, 33% and 35% frame work for learning respectively).
- There were no differences based upon age.

Documenting Tool
- *"IDP is a means to an end."*
- *"It is not possible to magically create work that fits the 17 categories. It must be done and documented as it occurs within the everyday requirements of the firm."*
- *"Teaching did not seem priority, so it became a game of sneaking hours on something worthwhile to get done."*
- *"The IDP program allowed me to document my hours to ensure that I gained experience in the required areas."*
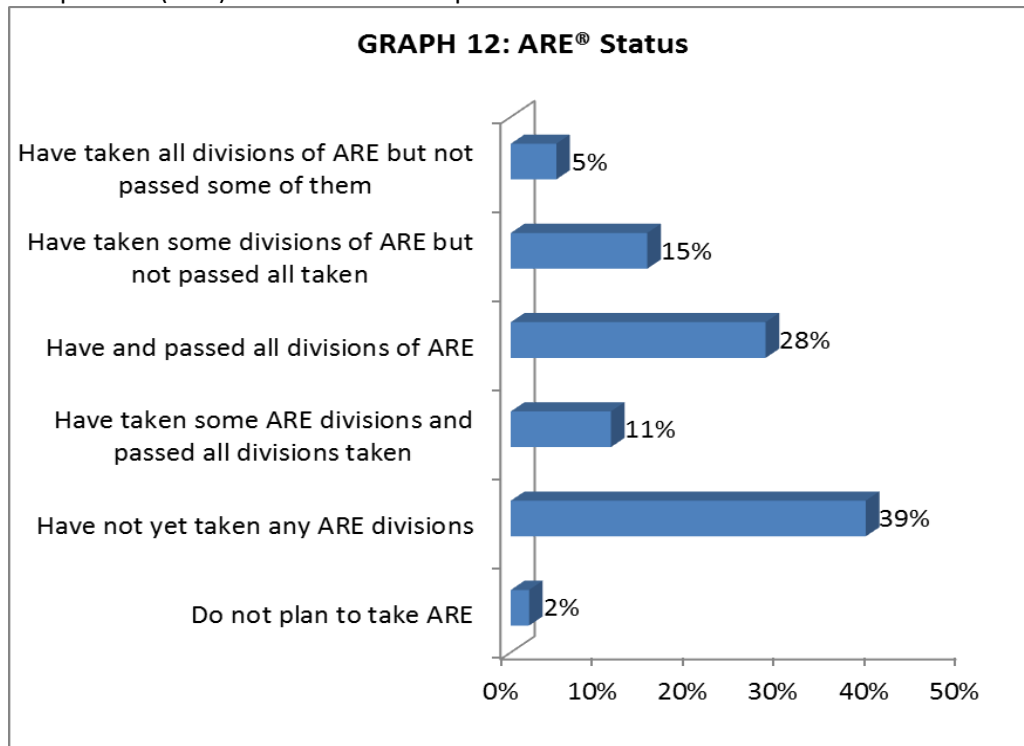- *"I feel like I got experience in all areas and just used IDP to document that."*

Framework for Learning
- *"It was a guide to what I need to know as an intern."*
- *"Pushed employer to diversify my job responsibilities otherwise would have done cad only."*
- *"Using IDP was useful to see what areas I wasn't being exposed to. When an area was recognized as being deficient, I was able to ask for more responsibility/exposure to that area."*
- *"I requested certain project roles in order to gain appropriate experience and to complete my IDP requirements in a timely manner."*
- *"In my experience, employers only gave me opportunities because they saw that I was active in IDP."*

ARE

a.   *Current Status*

Among those responding to the survey in 2012, thirty nine percent (39%) have not yet taken any divisions of the ARE® (shown below Graph 12). Twenty percent of interns (20%) have taken some portion of the ARE® but not passed all portions taken, this represents an increased versus 2010 when only thirteen percent (13%) of interns had not passed one or more sections of the ARE®.
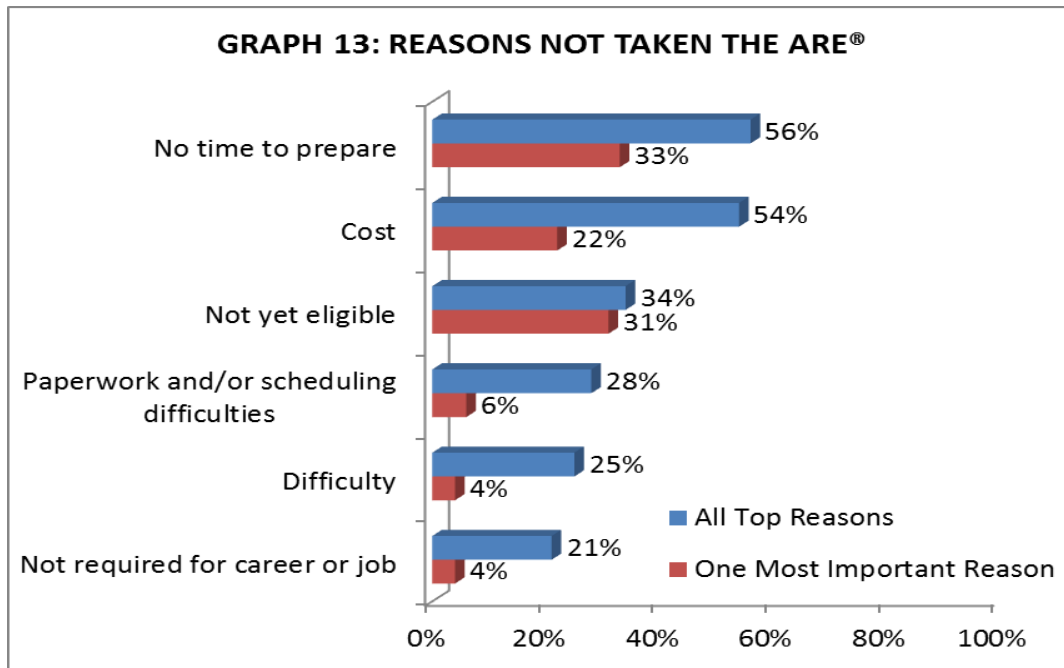
GRAPH 12: ARE® Status

Category	Percent
Have taken all divisions of ARE but not passed some of them	5%
Have taken some divisions of ARE but not passed all taken	15%
Have and passed all divisions of ARE	28%
Have taken some ARE divisions and passed all divisions taken	11%
Have not yet taken any ARE divisions	39%
Do not plan to take ARE	2%

Differences That Exist Based Upon Demographic Data

- No meaningful differences are detected in terms of ARE® status based upon an intern's demographic data.
- As one might expect those who do not have an NAAB degree are least likely to have taken any divisions of the ARE®. Conversely those with a B. Arch or M. Arch are most likely to have begun taking divisions of the ARE®; there are not notable differences in whether an intern has passed the ARE® or not based upon degree earned.
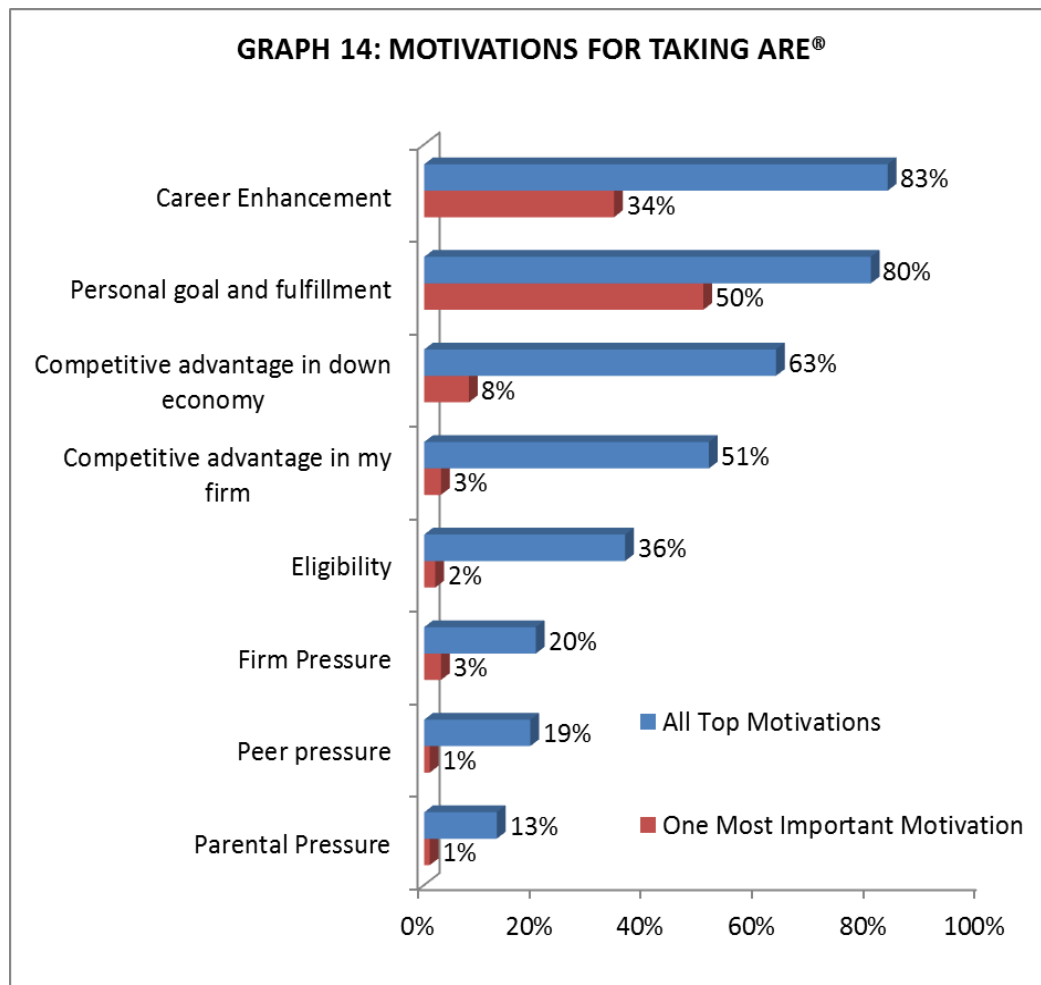
b. Reason

Among interns having not taken the ARE® a lack of preparation time and cost lead the reasons for not having taken the ARE®. When asked for the most important reason for not taking the ARE® no time to prepare (33% most important reason) emerges at the top followed closely by simply not yet being eligible (31% most important reason); Cost is in the third most frequent barrier being the top inhibitor for twenty two percent (22%) of interns. These findings are in line with observations from 2010 when eligibility topped the reasons for not taking the ARE® followed directly by lack of preparation time and cost.

GRAPH 13: REASONS NOT TAKEN THE ARE®

Reason	All Top Reasons	One Most Important Reason
No time to prepare	56%	33%
Cost	54%	22%
Not yet eligible	34%	31%
Paperwork and/or scheduling difficulties	28%	6%
Difficulty	25%	4%
Not required for career or job	21%	4%

Differences That Exist Based Upon Demographic Data

- There are no notable difference in reasons for not taking the ARE® based upon an intern's demogrpahic characteristics.

Career enhancement and personal goal fullfillment are primary reasons to pursue completing of the ARE® as show below in Graph 14; competitive advantage in the economy and within the firm are also strong motivators but fall distantly behind the top two. When asked to select the most motivating factor, personal goal and fullfillment is the top motivation, selected by half of interns (50%), with career enhancement a distant second at 34%.
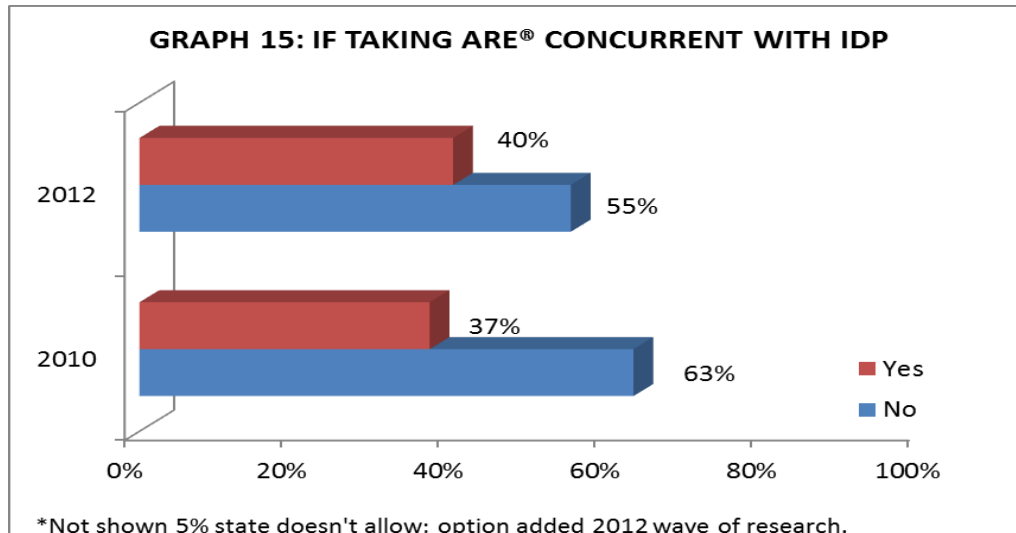
GRAPH 14: MOTIVATIONS FOR TAKING ARE®

Motivation	All Top Motivations	One Most Important Motivation
Career Enhancement	83%	34%
Personal goal and fulfillment	80%	50%
Competitive advantage in down economy	63%	8%
Competitive advantage in my firm	51%	3%
Eligibility	36%	2%
Firm Pressure	20%	3%
Peer pressure	19%	1%
Parental Pressure	13%	1%

Differences That Exist Based Upon Demographic Data
- Younger interns (18-29) view career motivators such as career enhancements, competitive advantage in a down economy or competitive advantage within the firm more frequently as motivating than their older counterparts (30+ years).
- As one might expect younger interns are more susceptible to parental pressures as motivation for taking the ARE®.
  - Female interns are more likely than male interns to view personal fulfillment as the most important motivator for taking the ARE® than males (52% versus 49% respectively) while males are more likely to view career enhancement as the most important motivator for taking the ARE than females (36% versus 31% respectively).
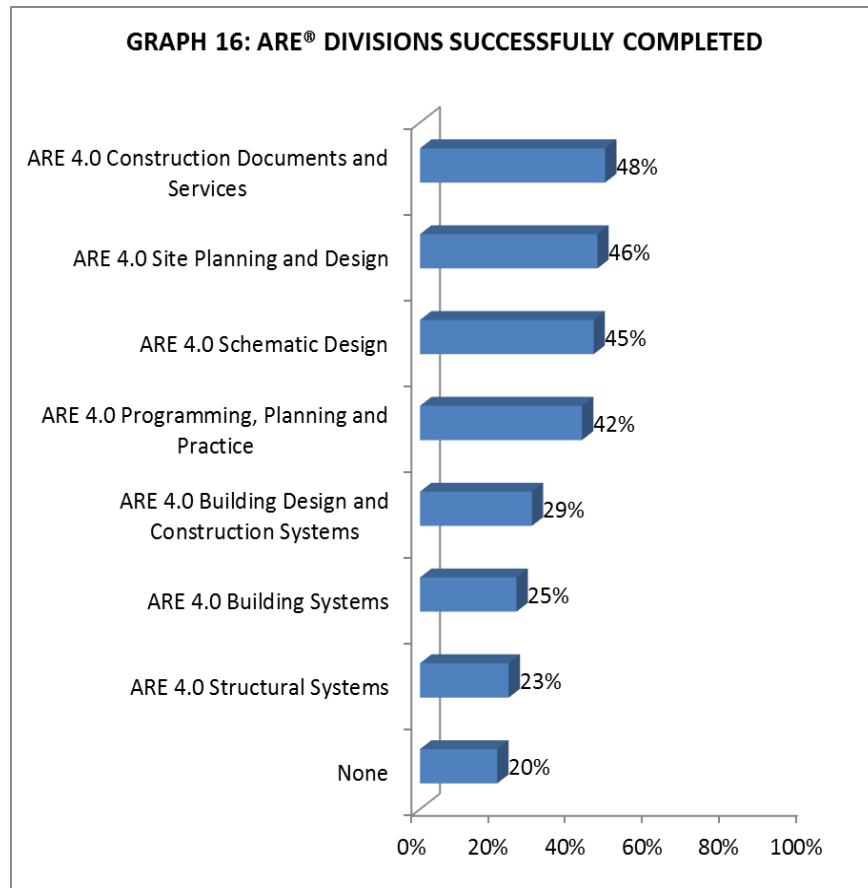
Concurrent with IDP?

In 2012 forty percent of interns (40%) are taking the ARE® concurrent with IDP. As shown in Graph 15, this is a slight increase versus levels observed in 2010.

GRAPH 15: IF TAKING ARE® CONCURRENT WITH IDP

2012: Yes 40%, No 55%
2010: Yes 37%, No 63%

Not shown 5% state doesn't allow; option added 2012 wave of research.

- Female interns are more likely than male interns to be taking divisions of the ARE® concurrently with IDP (46% versus 35%, respectively).
- Additionally, as an intern's age increases the likelihood of taking divisions of the ARE® concurrently with IDP decreases (73% concurrently 18-29 years, 31% concurrently 30-44 years, 18% concurrently 45-64 years and 16% concurrently 65+ years).
- Interns on a traditional career path are most likely to indicate they are taking the ARE® concurrent with IDP versus those in an alternate, allied or non-architectural career path.
- Those who have sought their first professional architecture position are also significantly more likely than those who have not to be taking divisions of the ARE® concurrent with IDP.
- Additionally, as one might expect those intending to get registered as architects are much more likely to plan to be taking divisions of the ARE® concurrent with IDP.

c.   *Divisions Taken*

Pre-construction phases of Documents, Site Planning, Schematic Design and Programming, Planning and Practice are the most frequently completed divisions of the ARE® (shown below in Graph 16). This measure isn't comparable to previous waves as the ARE® divisions are changing from wave to wave of research.

GRAPH 16: ARE® DIVISIONS SUCCESSFULLY COMPLETED

Division	%
ARE 4.0 Construction Documents and Services	48%
ARE 4.0 Site Planning and Design	46%
ARE 4.0 Schematic Design	45%
ARE 4.0 Programming, Planning and Practice	42%
ARE 4.0 Building Design and Construction Systems	29%
ARE 4.0 Building Systems	25%
ARE 4.0 Structural Systems	23%
None	20%

Differences That Exist Based Upon Demographic Data

- Caucasian interns are the most likely to have successfully completed any division of the ARE® (16% no divisions completed successfully among Caucasians versus 43% among African Americans, 30% among Hispanics and 25% among Other Ethnicities").
- Men are more likely than females to have successfully completed no divisions of the ARE® (22% none versus 18% none respectively).
- As one might expect, interns anticipating getting registered are more likely to have taken any division of the ARE® than those who do not intend to get registered.
- Twenty-three percent (23%) of interns holding a B. Arch have not successfully completed any divisions of the ARE® compared to only 17% of those holding an M. Arch.
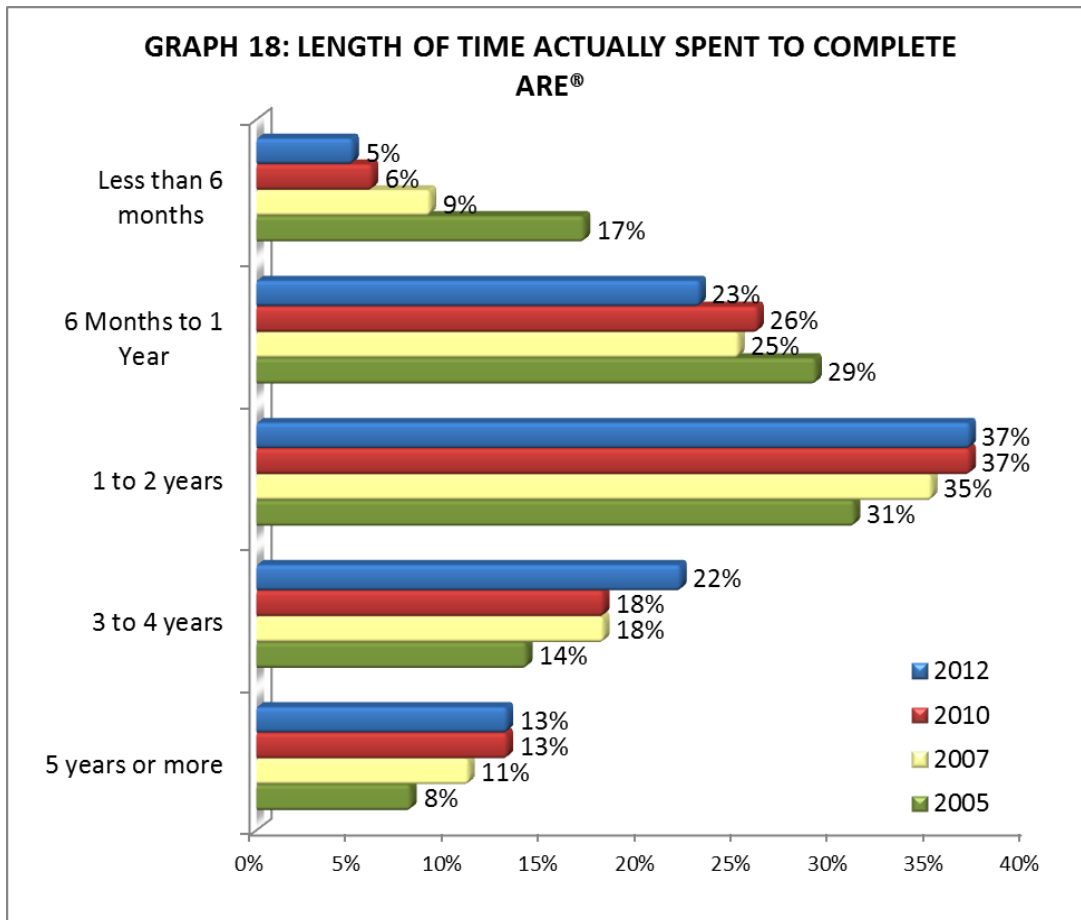
d.   *Length of Time*

Most interns expect the ARE® to take from one to four years (67% shown in Graph 17). Although this is relatively consistent from year to year, in 2012 there was an increase in interns expecting the process to take longer than three years versus pervious waves.

GRAPH 17: LENGTH OF TIME EXPECTED TO COMPLETE ARE®
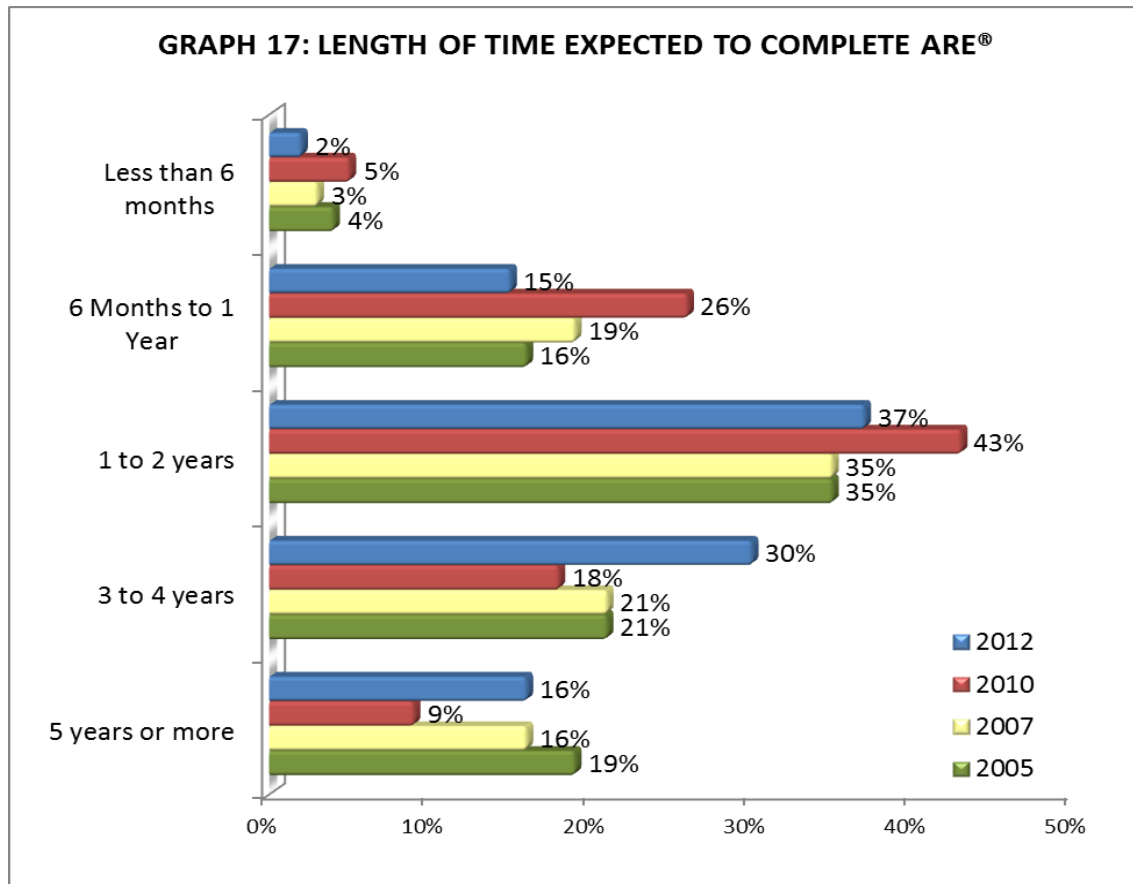
Differences That Exist Based Upon Demographic Data

- Men are more likely to expect to be able to complete the ARE® in 1 year or less than female interns (20% of men expecting the ARE® to take less than one yer versus 13% of females).
- Interns on a tradtional career path are most likely to anticipate the ARE taking between one and four years (69%); interns on an alternative or allied career path are most likely to anticipate the ARE® taking 3 or more years to complete (33%, 32% 3 to 4 years repsecitvely and 21%, 28% 5 years or more respectively).

Among interns who ave comleted the ARE® there is a wide range of time required to complete. As shown in Graph 18, only twenty eight percent of interns (28%) completed ARE® in one year or less, while one-third (35%) indicate the ARE® took more than 3 years to complete. In previous waves the ARE® tended to take less time to complete than indicated in 2012.

GRAPH 18: LENGTH OF TIME ACTUALLY SPENT TO COMPLETE ARE®

Less than 6 months
- 5%
- 6%
- 9%
- 17%

6 Months to 1 Year
- 23%
- 26%
- 25%
- 29%

1 to 2 years
- 37%
- 37%
- 35%
- 31%

3 to 4 years
- 22%
- 18%
- 18%
- 14%

5 years or more
- 13%
- 13%
- 11%
- 8%

Legend: ■ 2012 ■ 2010 □ 2007 ■ 2005

Differences That Exist Based Upon Demographic Data

- Among interns actually having completed the ARE® younger interns (18-44) are more likely to indicate the ARE® process took them 6 months to 2 years while older interns indicate the process has taken them 1 year to more than five years.
- Caucasians are more likely to indicate the ARE® took them six months to one year than African Americans, Hispanics and Other Ethnicities (25% versus 7%, 10% and 18% respectively).
- African Americans, Hispanics and Other Enthnicities are more likely to indicate the ARE® taking 3 or more years than their Caucasian counterparts.
- Those with a B. Arch are more likely than those with an M. Arch to indicate the ARE® process took more than 3 years to complete.
- Interns on an alternative or allied career path are more likely to indicate the ARE® process took them five or more years than those on a traditional career path.

Difficulty

Sixty-six percent of interns (66%) indicate the ARE® to be difficult. This is an increase from earlier waves (2003-2005).
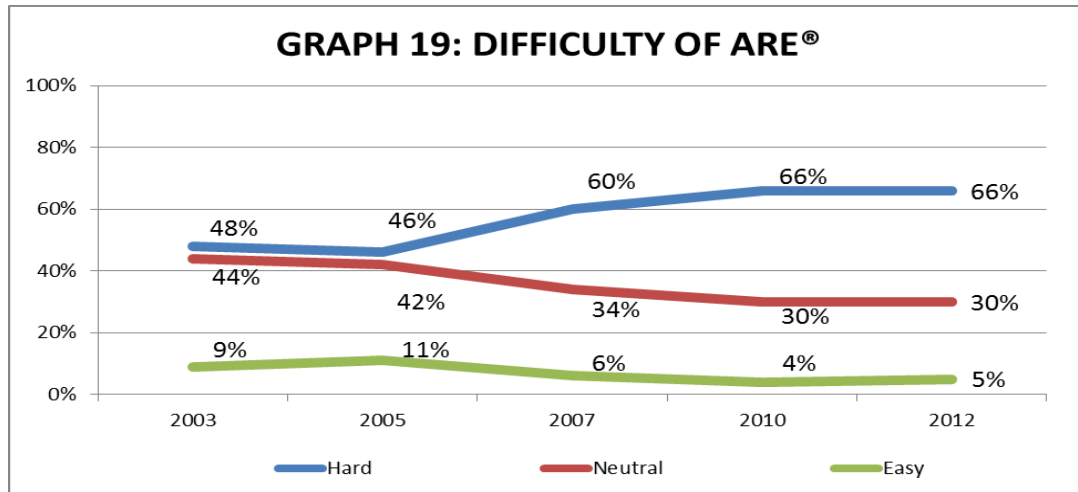

GRAPH 19: DIFFICULTY OF ARE®

Differences That Exist Based Upon Demographic Data

- Female interns are more likely than male interns to rate the difficulty of the ARE® as hard (72% of females indicating the test to be hard (Too Hard +2/Hard +1) versus 61% of males).
- Caucasian interns are least likely to indicate the ARE® to be hard (62% of Caucasians indicating the test is hard versus 86% of African Americans, 83% of Hispanics and 73% of Other Ethnicities).
- Those who are already licensed are least likely to indicate the ARE® to be hard (51% hard versus 76% those intending to get licensed and 81% those who do not intend to get licensed).
- Those with a B. Arch are also more likely to indicate the ARE® to be hard (69% Too Hard +2/Hard +1) than those holding an M. Arch (62% Too Hard +2/Hard +1).

Employment

a.   Current Status

The vast majority, 95%, shown in Graph 20, of 2012 interns have sought their first professional architecture position. This is very consistent with previous waves in which well over ninety percent (90%) of interns have sought their first professional architecture position.
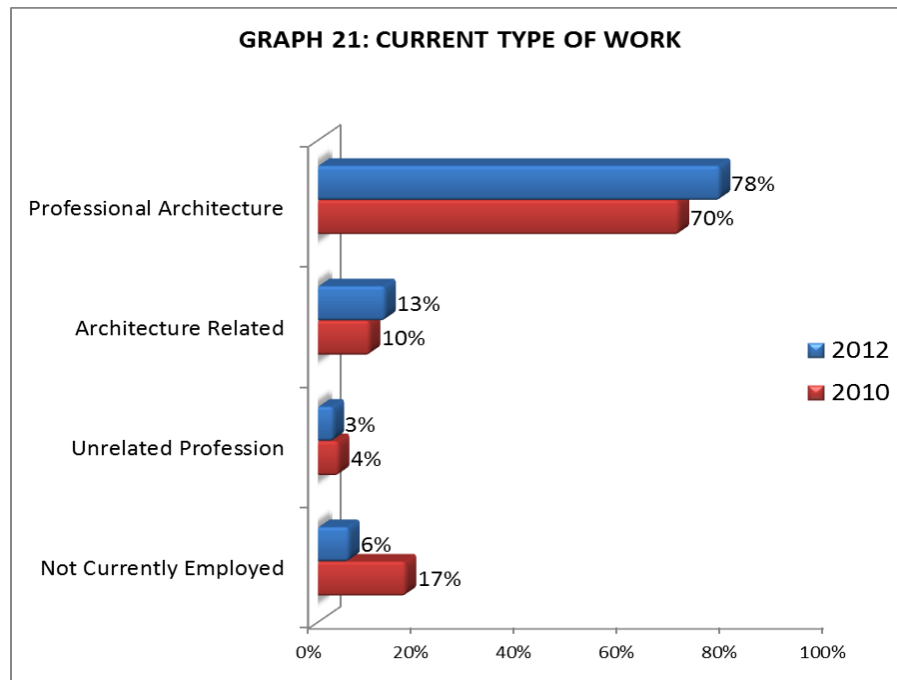
GRAPH 20: IF SOUGHT FIRST PROFESSIONAL ARCHITECTURE POSITION

No, 5%

Yes, 95%
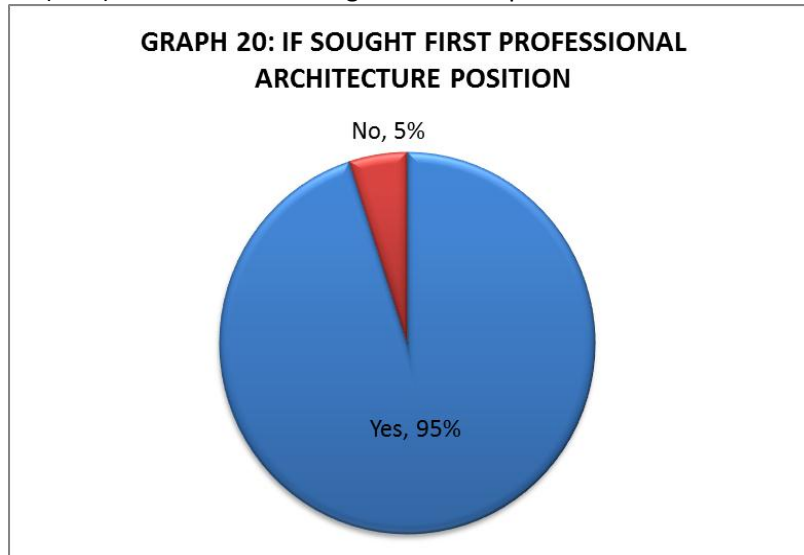
Differences That Exist Based Upon Demographic Data

- Only three percent (3%) of interns having earned a B. Arch or M. Arch have not yet received their first professional architecture position.
- Male interns are most likely to find their first position within 6 months of graduation (78% versus 76% of female interns).
- Female interns are more likely to wait six months to one year after graduating from an NAAB accredited program to obtain their first professional architecture position.
- Caucasian interns are most likely to report receiving their first professional architecture position within six months of graduation (79% versus 74% Hispanic, 73% Other Ethnicities, 70% African American).
- African Americans, Hispanics and Other ethnicities are most likely to have not achieved their first professional architecture position (4%, 6% and 4% respectively versus 2% of Caucasians).
- When considering their career path the majority of interns (86%) believe licensure as an architect is most important; conversely only (14%) believe that related professional credentials are most important.

LEED AP Accreditation is seen as the most important related professional accreditations (63% of interns), followed by LEED GA (30%) and Project Management Professional (49%). Similar to how interns rank importance, LEED AP is the most frequently sought accreditation (63%) followed by LEED GA (29%) and then project management (14%).
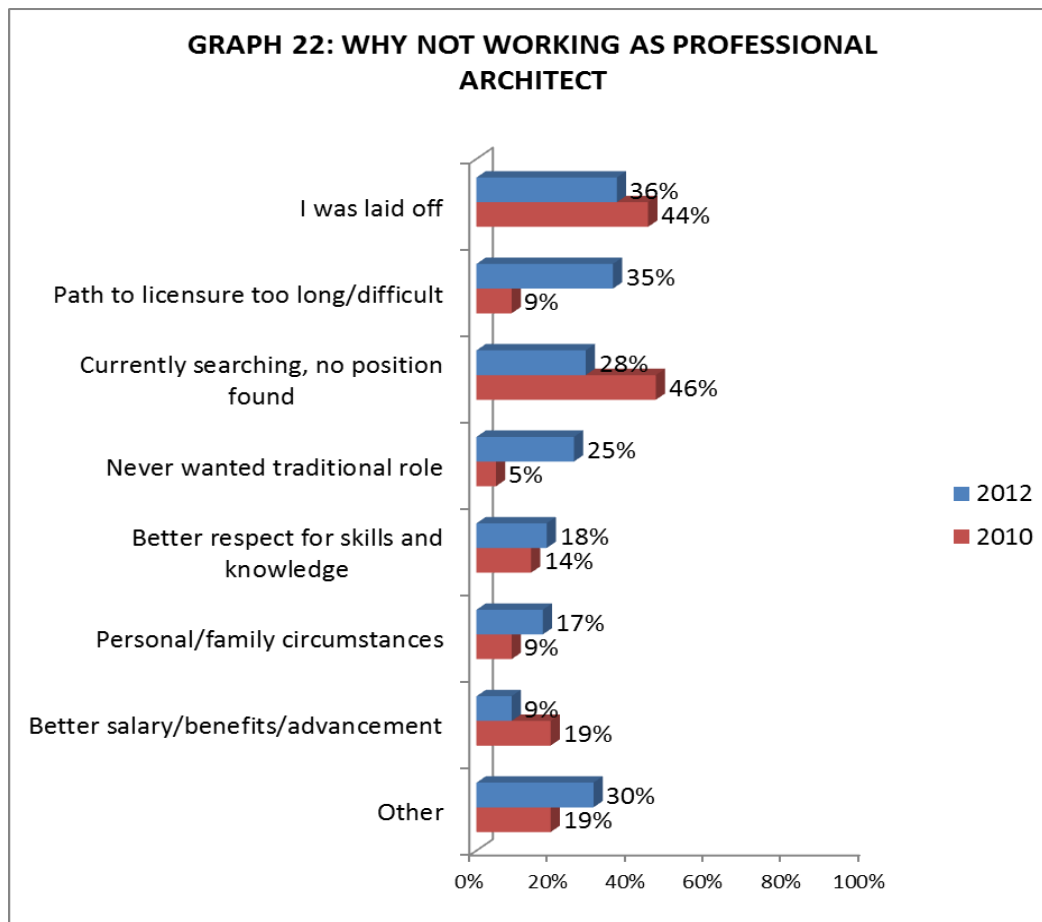
In 2012 seventy-eight percent of interns (78%) are engaged in professional architecture work. This is a notable increase versus 2010 (shown in Graph 21). Also worthy of note, fewer interns indicate they are currently unemployed in 2012 versus 2010; though an equal amount of interns indicate they are employed outside the profession.

GRAPH 21: CURRENT TYPE OF WORK

Category	2012	2010
Professional Architecture	78%	70%
Architecture Related	13%	10%
Unrelated Profession	3%	4%
Not Currently Employed	6%	17%

Differences That Exist Based Upon Demographic Data

- Men are more likely than women to be currently working in a professional architecture position than women (79% versus 77% respectively).
- Additionally, younger interns, those 18-29 or 30-44 years, are more likely to be employed in a professional architecture position than those in the 45-64 and 65+ age groups who are more likely to be employed in an architecture related position or currently unemployed.
- African Americans (10%) and Hispanics (9%) are lease likely to be employed, or to be employed in an architecture related position.
- Interns holding a B. Arch or M. Arch are more likely to be engaged in a professional architecture position than those who do not hold a degree (79% and 80% respectively versus 71%).
- As one might expect those who are already licensed or those who intend to get licensed are more likely to be engaged in a professional architecture position than those who do not intend to get licensed.
- Those who are anticipating an alternative architecture or allied career path are most likely to be engaged in an architecture related position than traditional architecture position.

Among interns not currently working in a professional architecture position having been laid off from a professional position (36%), a perception the path to licensure is too long/difficult (35%) or searching but have not found a position (28%) are the most common reasons cited (shown in Graph 22). There are some notable shifts versus 2010 when even more interns indicated having been laid off or searching without finding a position as reason for not working in professional architecture versus 2012 when path too licensure too long/difficult is at the top.

GRAPH 22: WHY NOT WORKING AS PROFESSIONAL ARCHITECT

Reason	2012	2010
I was laid off	36%	44%
Path to licensure too long/difficult	35%	9%
Currently searching, no position found	28%	46%
Never wanted traditional role	25%	5%
Better respect for skills and knowledge	18%	14%
Personal/family circumstances	17%	9%
Better salary/benefits/advancement	9%	19%
Other	30%	19%

Differences That Exist Based Upon Demographic Data

- Interns in the 18-29 age group not currently working in a traditional architecture role indicate the path to licensure too long as reason for working elsewhere (43%). Those in the 30-44 and 45-64 age groups are most likely to indicate having been laid off (42% and 35%, respectively). Those 30-44 indicate not ever wanting a traditional career (30%) as reason for not working in a traditional architecture position.
- Interns seeking a traditional architecture career who are not currently employed in archtecicture are most likely to indicate that the path to licensure is too difficult or long as reason for not being employed in a traditional architecture position (42%) followed closely by currently searching but have not found position (30%).

b. *Selection criteria of firm*

Opportunities for growth is rated as the most important selection criteria by the greatest number of interns in 2012; followed closely by location as shown below in Graph 23. Level of responsibility make up the next level of selection criteria, while size of firm and principals are the least frequently considered factor. Opportunities for growth was added as an option in 2012, however, in previous waves, location and reputation of firm floated to the top of considerations.

GRAPH 23: IMPORTANT (4/5) SELECTION CRITERIA FOR ARCHITECTURAL POSITION

Criteria	Percentage
Opportunities for Growth	76%
Location	68%
Level of Responsibility	60%
Reputation of Firm	59%
Compensation	55%
Practice Emphasis	50%
Benefits	50%
Firm's Commitment to Interns	49%
Personal/Family Considerations	47%
Principals	44%
Size of Firm	35%
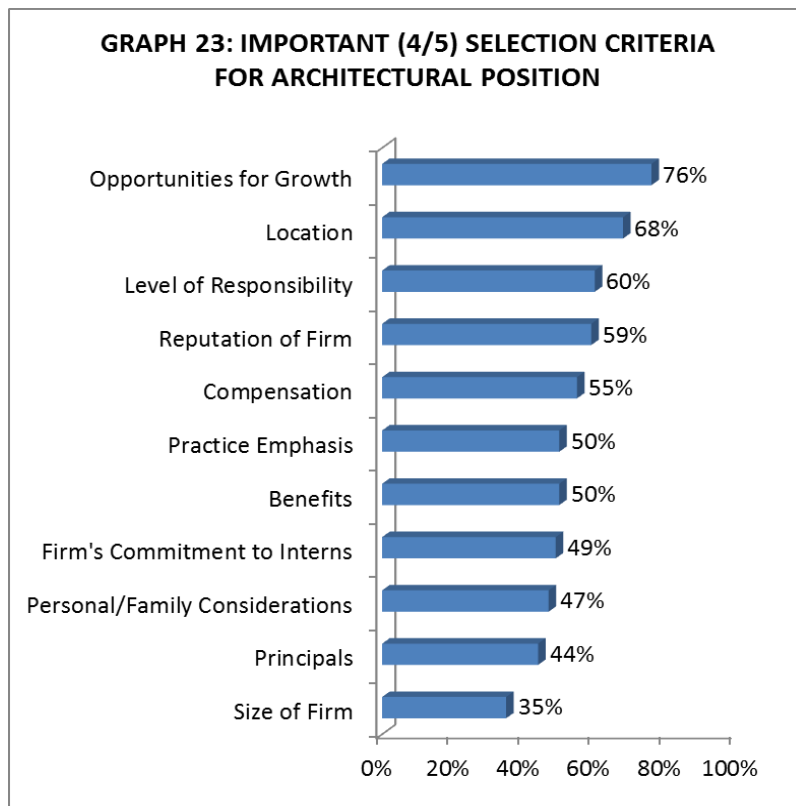
Differences That Exist Based Upon Demographic Data

- Overall, females and Caucasians are more likely to rate all selection criteria as more important than males. Interns in the 18-29 year age group put a greater emphasis on a firm's commitment to interns than those in older age groups (57% 18-29 versus, 44% 30+).
- Personal/family considerations, compensation and benefits are of greater importance to interns over the age of 30 years than those under the age of 30 years (51% over age of 30 versus 41% under the age of 30).
- Location and reputation of the firm is of greater importance to newly registered architects (71%) than to those who are yet to get registered (67%) or do not intend to get registered (68%).
- Interns who intend to get licensed view firm's commitment to interns as more important than those already registered or those not intending to get registered.
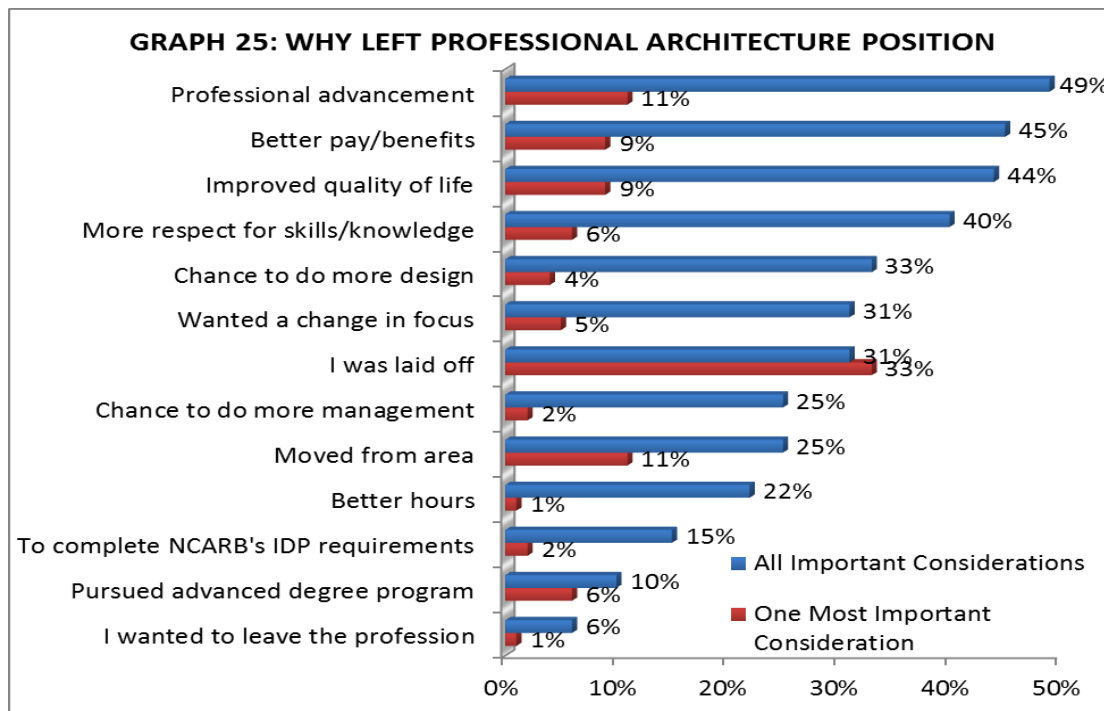
Changed firms/why

In 2012 forty-two percent (42%) of interns indicate having left a previous professional architecture position. As show in Graph 24, the percentage of interns having left a previous position in architecture sharply declines versus pervious waves of research.

GRAPH 24: PERCENT HAVE LEFT PROFESSIONAL ARCHITECTURE JOB

Year	Percent
2003	67%
2005	69%
2007	72%
2010	68%
2012	42%
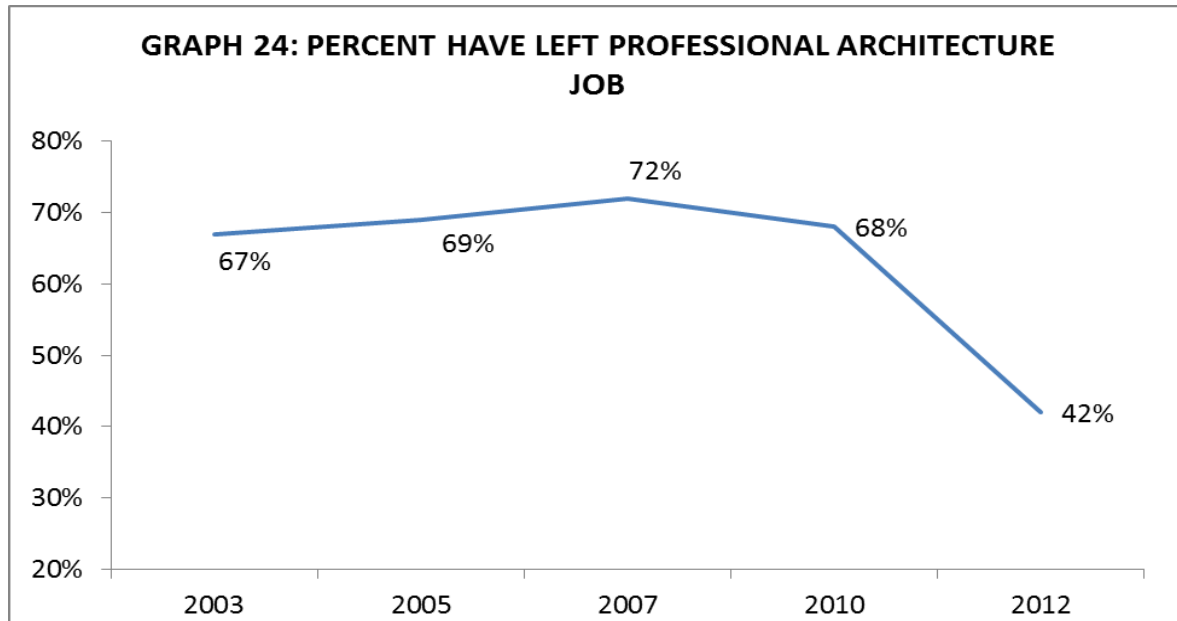
Differences That Exist Based Upon Demographic Data

- Caucasians and Other Ethnicities are most likely to have left a previous architecture position. Interns anticipating a traditional architecture career are least likely to have left a professional architecture position in the past three years.
- Those who are already registered and those who intend to get registered are less likely to have left a professional architecture position in the past three years than those who do not intend to get registered.
- Those not seeking a traditional architecture career path are most likely to have left a position in the past three years.
- Furthermore those holding a B. Arch or M. Arch are more likely than those without an NAAB accredited degree to have left a professional architecture position in the past three years.
- Finally, those who are licensed or are seeking licesure are less likely than those who are not seeking licensure to have left an architecture position in the past three years.

Those who have left a professional architecture position in the past indicate professional advancement and better pay/benefits as primary considerations for making the change. Also, closely related quality of life attributes such as improved quality of life and more respect for skills and knowledge are close to the top. As shown in Graph 25, being laid off from a position is the number one reason an intern made a change.

GRAPH 25: WHY LEFT PROFESSIONAL ARCHITECTURE POSITION

Category	All Important Considerations	One Most Important Consideration
Professional advancement	49%	11%
Better pay/benefits	45%	9%
Improved quality of life	44%	9%
More respect for skills/knowledge	40%	6%
Chance to do more design	33%	4%
Wanted a change in focus	31%	5%
I was laid off	31%	33%
Chance to do more management	25%	2%
Moved from area	25%	11%
Better hours	22%	1%
To complete NCARB's IDP requirements	15%	2%
Pursued advanced degree program	10%	6%
I wanted to leave the profession	6%	1%

Differences That Exist Based Upon Demographic Data

- While pay is a top consideration among all interns, younger interns tend to leave a position looking for a different focus (34%) or more experience (37%) while older interns are more likely to be laid off (54%) or want to leave the profession of architecture (9%).
- Those who are already registered or intend to get registered are more likely to change positions for a change in focus (31%), more respect for knowledge (41%) and chance to do more design (33%) than those who do not intend to get registered (25%, 34% and 20%, respectively).

Layoff?

Fifty-one percent (51%) of architectural interns have been laid off from a position in the past.
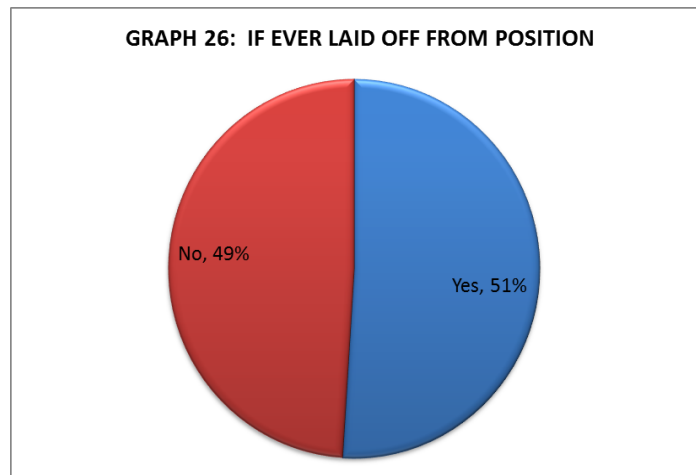
GRAPH 26: IF EVER LAID OFF FROM POSITION

No, 49%

Yes, 51%

Differences That Exist Based Upon Demographic Data

- Men are more likely to have been laid off than women (54% versus 47%, respectively).
- African American interns are more likely to have been laid off than all other ethnicities (69% versus 51% of Caucasians, 56% of Hispanic and 49% of other ethnicities).
- Those with a Bachelors of Architecture are more likely to have been laid off than those with a Masters of Architecture (53% versus 49%, respectively).
- Those with and without NCARB certificates are equally likely to have been laid off from a position (53% and 52%, respectively).

While it is not unheard of for long term employees to be laid off, most common layoff targets are interns employed between and one and five years; those employed one to three years are at greatest risk (33%) followed by those employed three to five years (28%) (as shown in Graph 27).
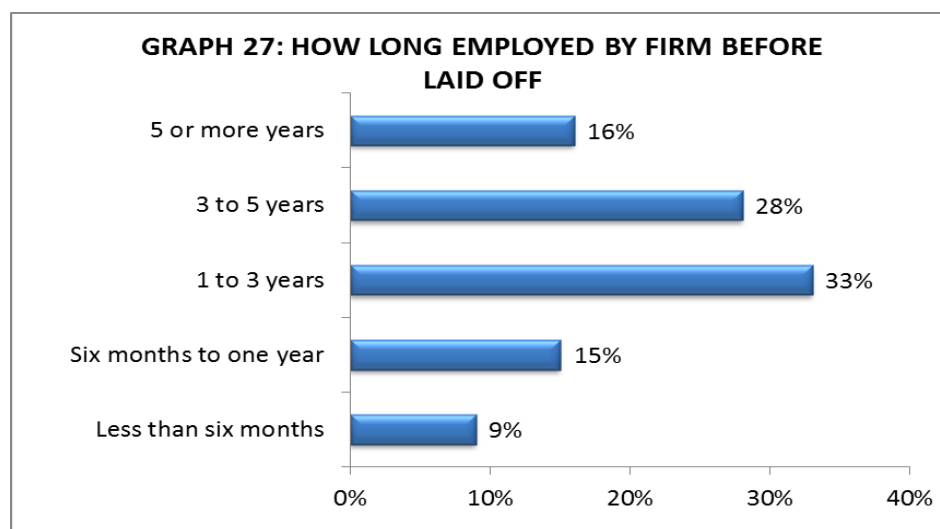
GRAPH 27: HOW LONG EMPLOYED BY FIRM BEFORE LAID OFF

5 or more years	16%
3 to 5 years	28%
1 to 3 years	33%
Six months to one year	15%
Less than six months	9%

Sixty-four percent (64%) of interns who are laid off from a professional architecture position find a new job within one year, as show in Graph 28. In 2012 interns were much more likely to have found a replacement job than those responding to the survey in 2010 (2012 14% still haven't found a new position versus 45% in 2010).

GRAPH 28: HOW LONG UNEMPLOYED AFTER LAYOFF

Category	2012	2010
Less than one month	17%	17%
One to six months	29%	23%
Six months to one year	18%	12%
More than one year	22%	3%
Still haven't found another job	14%	45%
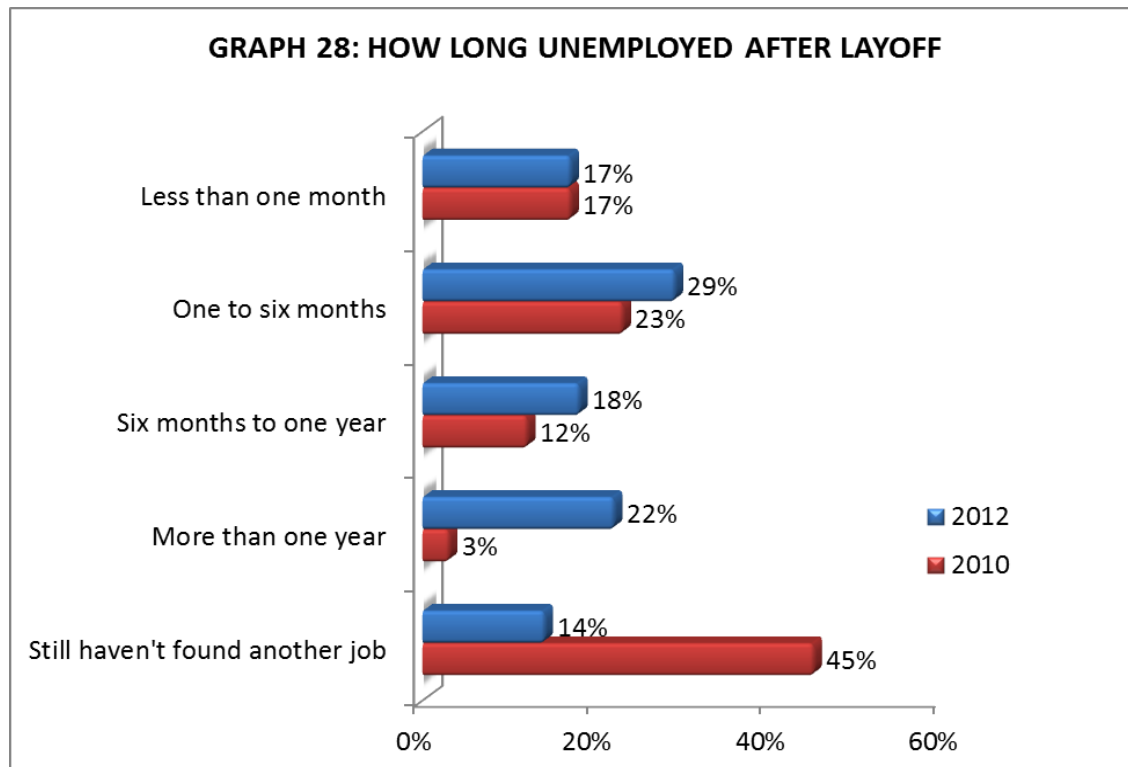
As indicated in Graph 28, among interns having left a position because of layoffs/economy sixty-eight percent (68%) are likely to remain in the profession. Only slightly more interns in 2012 indicate they are likely to stay in the profession than in 2010 (68% 2012 vs. 64% 2010).

GRAPH 29: LIKELIHOOD TO REMAIN IN ARCHITECTURE

Category	2012	2010
Likely (4/5)	68%	64%
Neither Likely nor Unlikely (3)	11%	7%
Unlikely (1/2)	21%	19%
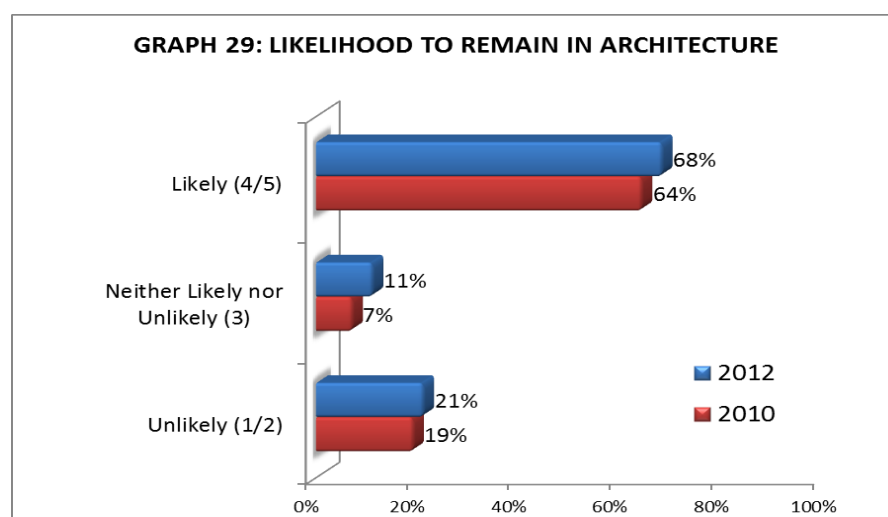
Differences That Exist Based Upon Demographic Data

- As one might expect, those seeking a traditional architecture career or planning to get licensed are most likely to remain in the profession if they have left a position due to the economy.

Fifty-seven percent (57% -as show in Graph 30) indicate having sought additional training/exams to make themselves more marketable in the more competitive job market.

GRAPH 30: IF SOUGHT ADDITIONAL TRAINING/EXAMS TO MAKE MORE MARKETABLE

No, 43%

Yes, 57%
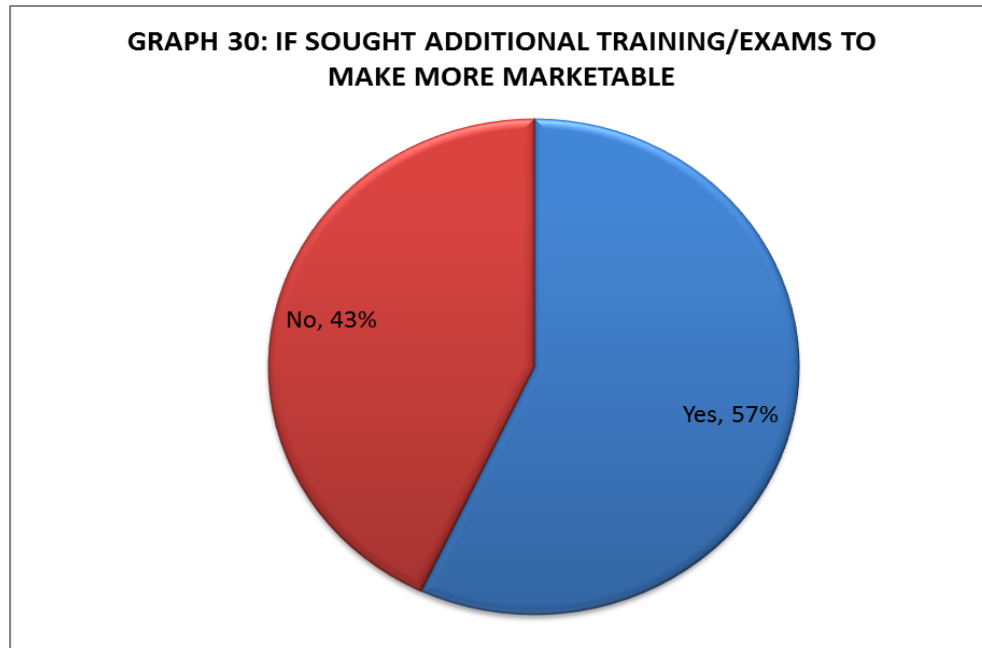
Differences That Exist Based Upon Demographic Data

- Women are more likely than men to have sought additional training (59% versus 55%, respectively). The most common training sought is LEED (48%). Aside from LEED, various training such as Revit or AutoCad or specialization in healthcare facilities or historic preservation are sought.
- Interestingly, those seeking an alternative architecture career or an allied career are more likely than those seeking a traditional architecture career to have sought additional training to make themselves more marketable. There is no difference in seeking additional training/exams based upon the type of degree an intern holds.

c. Firm Support

Interns indicate their firm provides moderate to high support of interns. Only six percent of interns (6%) indicate their firm provides no support of interns.

GRAPH 31: FIRM LEVEL OF SUPPORT FOR INTERNS

Category	Percentage
High	27%
Moderate	35%
Low	16%
None	6%
Don't Know	2%
Doesn't Apply	14%
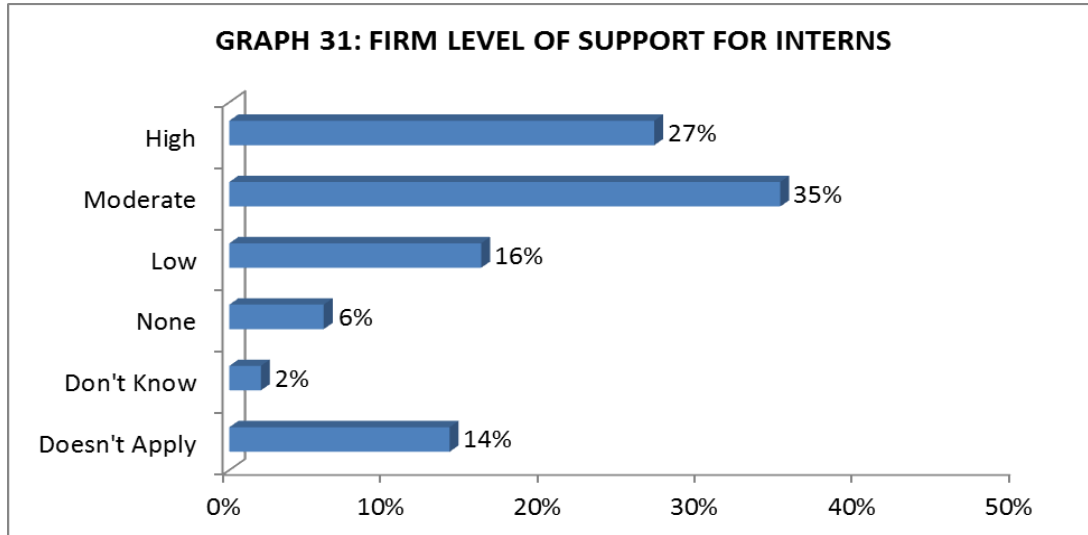
Differences That Exist Based Upon Demographic Data

- Younger interns (18-29) are most likely to believe their firm provides a high to moderate commitment to the internship experience (72% vs. 57% 30+years).
- Those in the ages of 45+ are most likely to indicate this does not apply to them (28% vs. 13%).
- Furthermore, African American interns are most likely to indicate the firm's commitment to the internship experience does not apply to them (25% vs. 13% all other ethnicities).
- As one might expect, interns seeking traditional architecture careers find their employers to be more committed to a quality internship experience (68% high/moderate) than those who are not seeking a traditional career path (42% high/moderate).
- Those seeking an alternative career path are more likely to indicate their firm provides a low commitment to the intern experience (25%) than those who are on a traditional or allied path (31%).

Incentives to become registered vary by firm. As show in Graph 32, in 2012 ARE® Fees, Professional Organization Dues and Continuing Education costs are all equally likely to be covered by firms. Contributions by employers have gone down somewhat since 2003, when over two-thirds of firms covered interns' professional organization dues.

GRAPH 32: INCENTIVES OFFERED TO BECOME REGISTERED

Category	2012	2010	2007	2005	2003
ARE Fees	49%	51%	48%	38%	45%
Professional Organization Dues	48%	50%	51%	51%	68%
Continuing Education Costs	39%	41%	46%	44%	52%
NCARB Record*	25%	26%	27%	23%	29%
Tuition Reimbursement for Advanced Degree (s)**	12%				

*Language has varied from wave to wave. **Option added 2012.
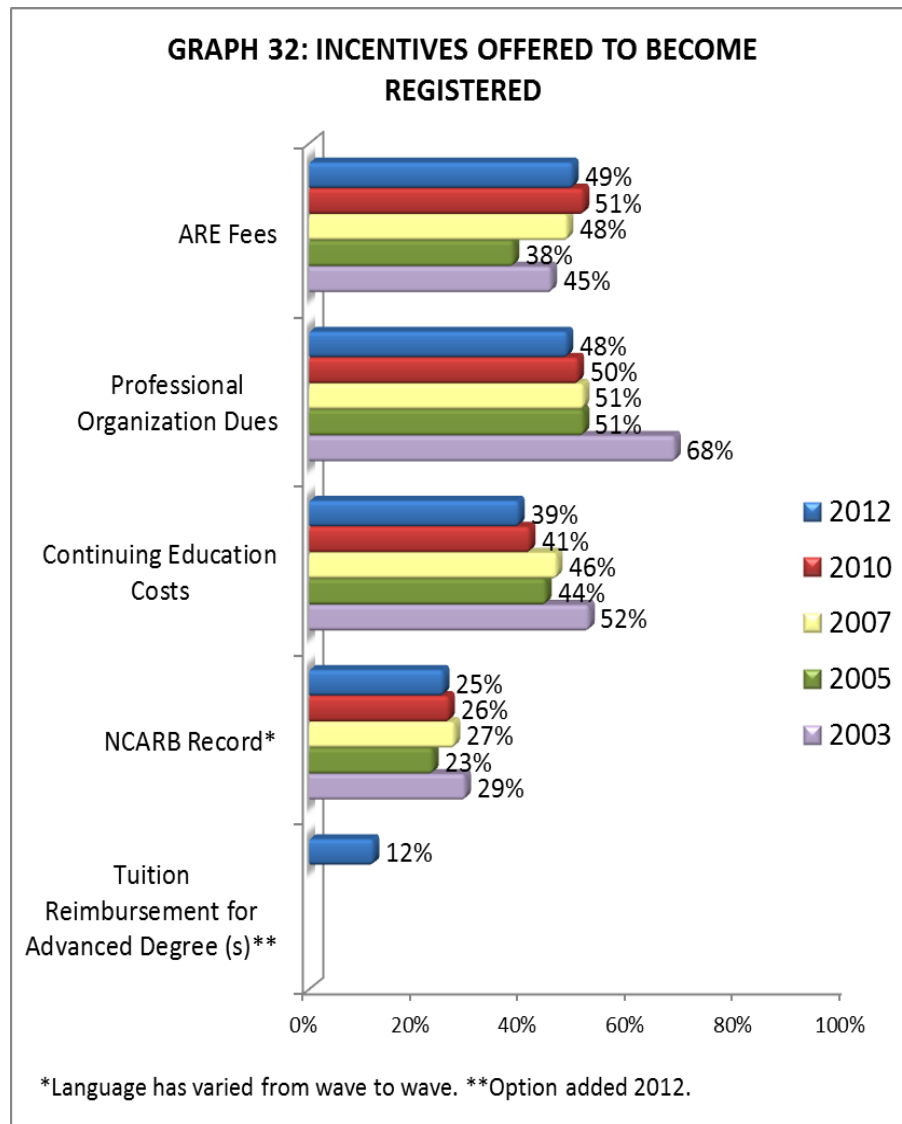
Differences That Exist Based Upon Demographic Data

- Interns in the 45+ age groups are most likely to indicate their firm provides tuition reimbursement for advanced degrees than those in the younger age groups (61% vs. 72% firm pays nothing).
- Caucasians are more likely to indicate that their firm pays nothing toward tuition reimbursement than African Americans (63% vs. 45%).
- Younger interns are also more likely to indicate their firm pays ARE® fees than interns in the 45+ age groups (34% 18-29, 37% 30-44 vs. 41% 45-64 and 44% 65+ firm pays nothing).

Thirty-five percent of interns (35%) indicate they are unaware of benefits offered by their firm regarding the ARE® or their firm does not provide support for takers of the ARE®. Thirty-five percent of interns (35%) indicate their firm provides monetary support of their taking the ARE®. Only nine percent of interns (9%) are required to take unpaid time off to test for the ARE®. These findings are relatively consistent with previous waves of research.

GRAPH 34: FIRM'S SUPPORT OF ARE®

Category	Percentage
Firm maintains library of ARE® study materials	38%
Firm pays ARE® fees*	35%
Firm gives paid time off to take ARE®	32%
Firm requires employee to use vacation to take ARE®	19%
Firm requires employee to take unpaid time to take ARE®	9%
Firm organizes ARE® Study Groups	7%
None of these	21%
Don't Know	14%
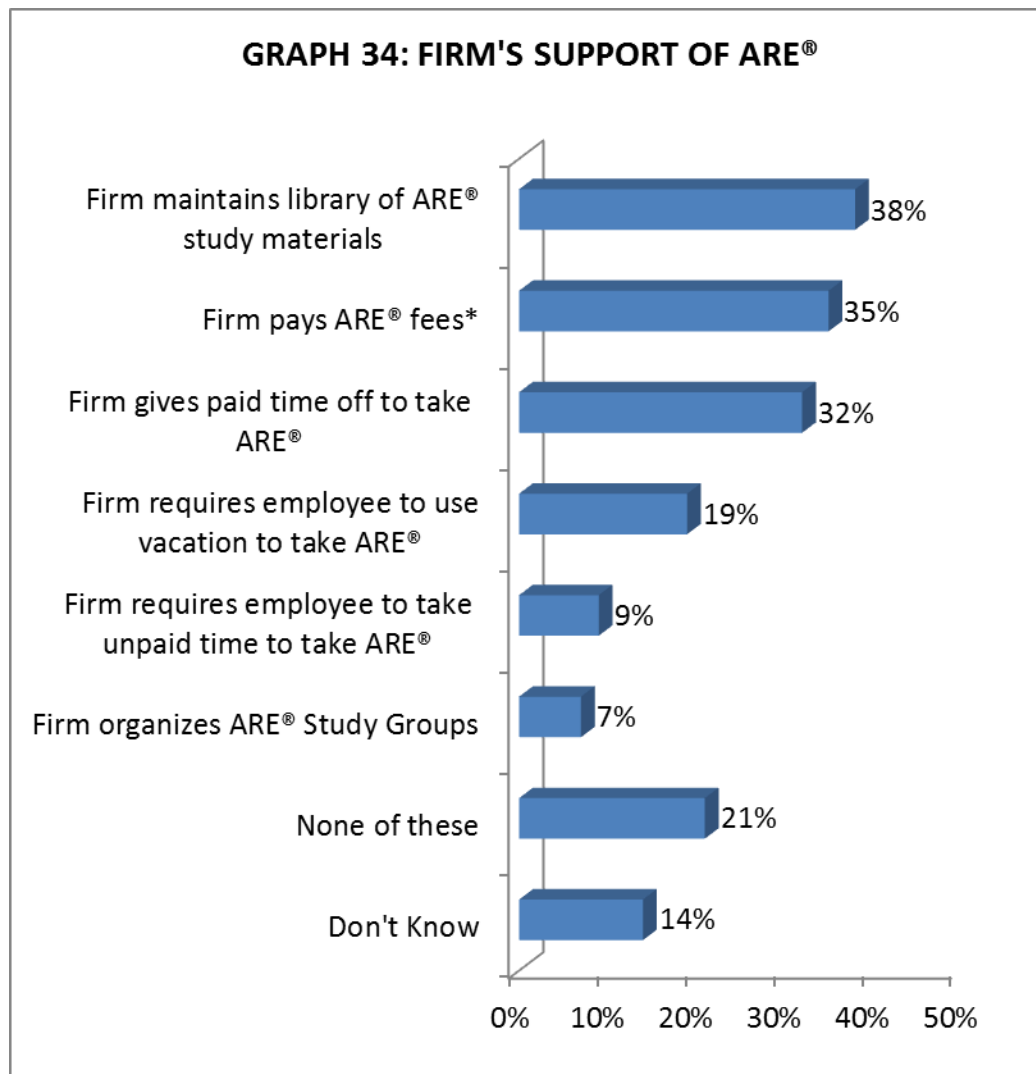
While interns find most benefits related to monetary support of their path to licensure to be important, when asked to choose one most important benefit pay raise upon licensure is deemed most important among the greatest quantity of interns, Graph 34. The second most important benefit a firm can offer interns related to licensure is paying their ARE® fees.

GRAPH 34: IMPORTANCE OF BENEFITS OFFERED BY FIRM

Benefit	All Important Benefits	One Most Important Benefit
Paid ARE® Fees	80%	24%
Pay raise upon licensure*	76%	43%
Paid professional organization dues	73%	8%
Paid time off for ARE®	69%	5%
Paid NCARB Fees	68%	2%
Paid continuing education costs	65%	4%
Mentoring	64%	15%
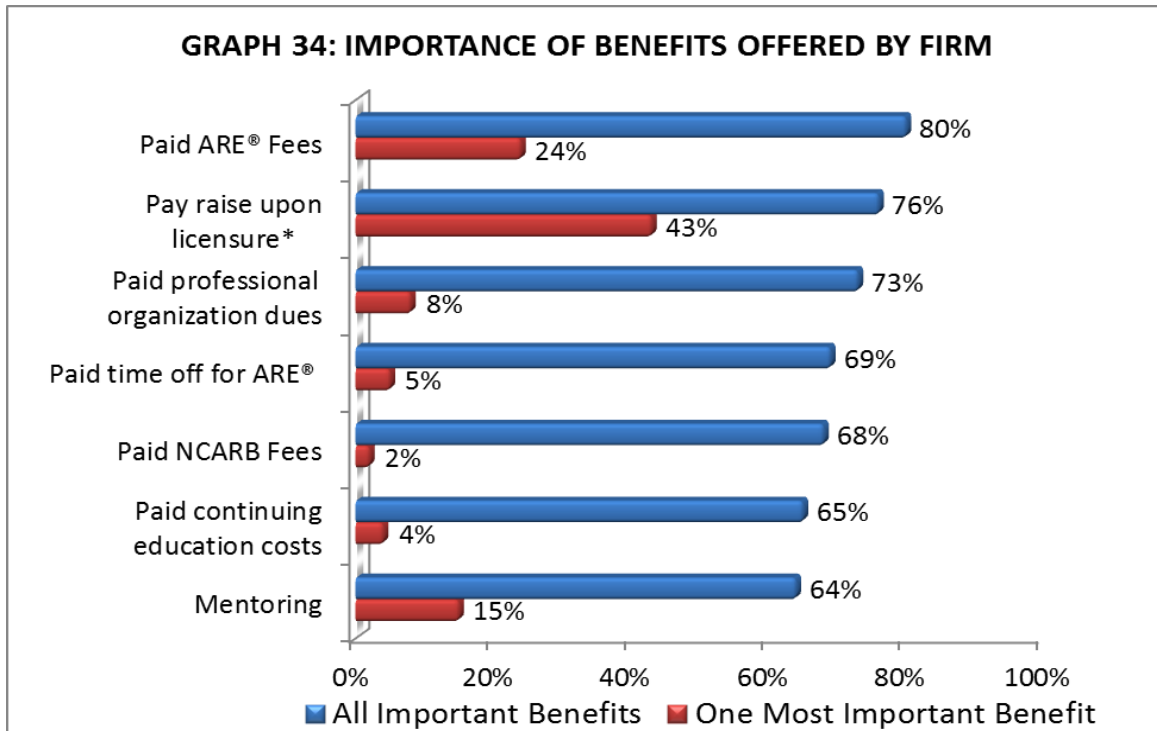
Differences That Exist Based Upon Demographic Data

- Females are likely to see all benefits as more important than their male counterparts.
- Caucasian interns are more likely to view paid ARE® fees and paid professional dues as important, while paid time off for ARE is more important for Other Ethnicities.
- As one might expect, paid ARE® Fees are viewed as important by more interns in the age group of 18-29 than other age groups.
- Interns in the 30-44 age group are more likely to find paid professional organization dues to be more important than those in the 18-29 and 45-64 age groups.
- Those seeking a non-traditional architecture career are more likely to find paid professional organization dues (85% vs.74% traditional) and paid continuing education costs (79% vs. 64% traditional) as more important than those seeking traditional and allied paths.
- Those seeking "other" career paths are more likely than those seeking architecture or related career paths to find pay raise upon licensure (84% vs. 76% traditional)and mentoring as important benefits (74% vs. 62% traditional).

Mentoring

Overall few interns (13%) are dissatisfied with the level of mentoring provided within their firm. As shown in Graph 35, fifty percent (50%) of interns are satisfied or very satisfied with the level of mentoring provided by their firm. Twenty three percent of interns (23%) indicate they are neither satisfied nor dissatisfied. Only seven percent (7%) indicate their firm provides no level of mentoring.
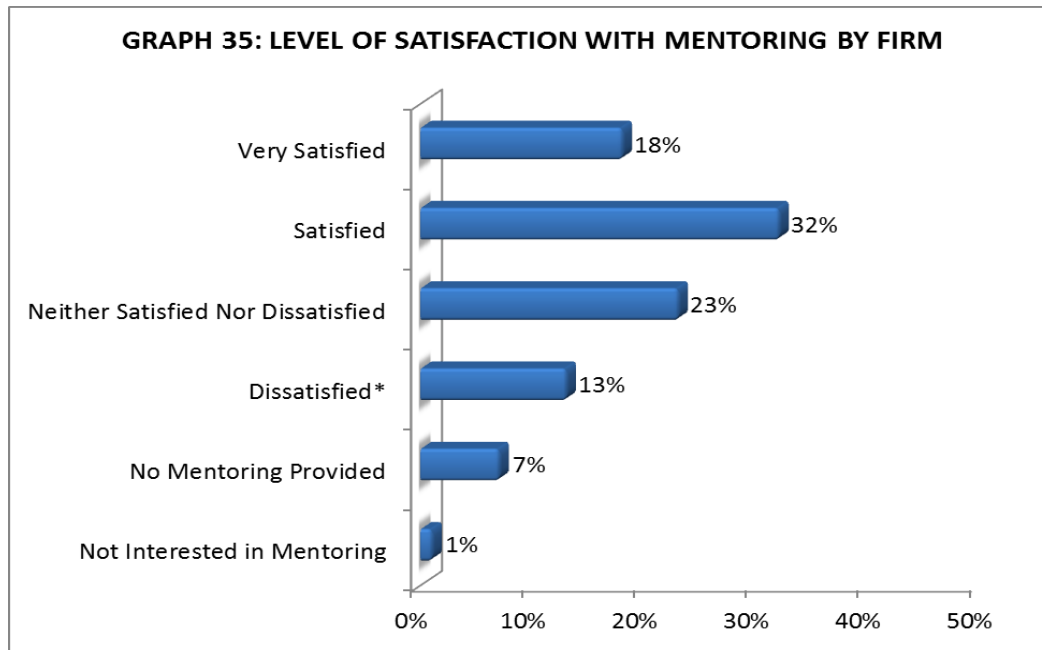
GRAPH 35: LEVEL OF SATISFACTION WITH MENTORING BY FIRM

Category	Percentage
Very Satisfied	18%
Satisfied	32%
Neither Satisfied Nor Dissatisfied	23%
Dissatisfied*	13%
No Mentoring Provided	7%
Not Interested in Mentoring	1%

Differences That Exist Based Upon Demographic Data

- Younger interns are more likely to be satisfied with the level of mentoring provided by their firm than those who are in the 45+ age groups (51% Very/Satisfied vs. 40% very/satisfied).
- Those in the age group of 65+ are most likely to indicate they are not interested in being mentored (5% vs. 0%, 1%, and 1%).
- Those seeking a traditional career path are most likely to be satisfied with the mentoring received by their firm (53% satisfied vs. 41% alternate, 40% allied, 17% non-architecture and 29%).
- Similarly, those seeking licensure are more likely to be satisfied wth the mentoring provided by their firm than those who are not seeking licensure (52% vs. 33%, respectively).

d. Motivation

Salary increases, like previous years, prove to be the most recognized motivation for becoming a registered architect. Bonuses upon licensure and completion of the ARE® along with a change in job responsibilities are all strong second place motivators. As shown in Graph 36, motivations for registration are similar versus 2010.

GRAPH 36: MOTIVATION OF INCENTIVES TO BECOME REGISTERED

	2012	2010
Salary Increase	85%	86%
Bonus Upon Licensure/Registration*	72%	70%
Change in Title	53%	53%
Change in Job Responsibilities	64%	71%
Bonus Upon Completion of ARE®	69%	75%
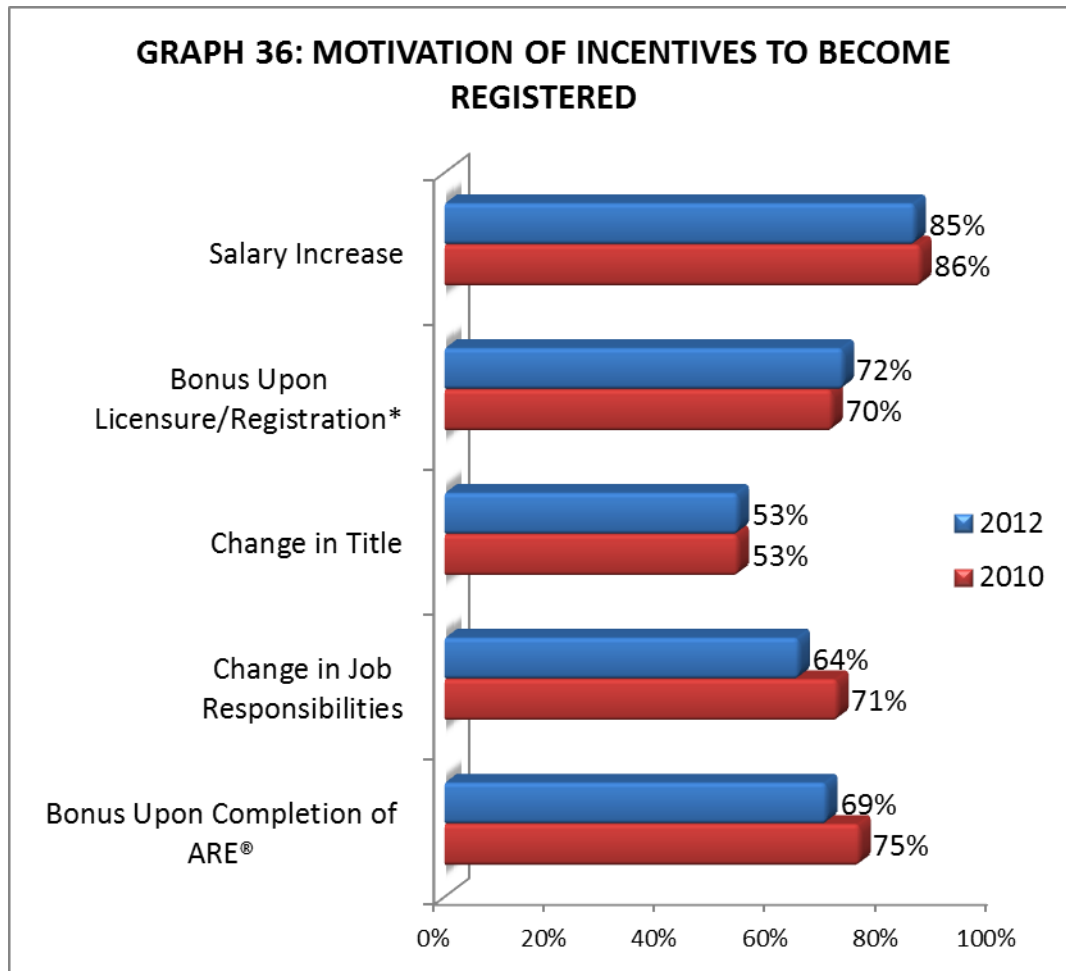
Differences That Exist Based Upon Demographic Data

- Generally females, young interns and African American are all more likely to indicate incentives to be more motivating to become registered.
- Similarly, those seeking a traditional career path, intending to get licensed or already licensed are more likely to indicate incentives to become registered as more motivating than other subgroups.

Future

a.   *Planned Path (licensure/traditional vs. Allied)*

Seventy percent of interns (70%) intend to get licensed, as Graph 37 shows. Thile the majority of interns do intend to get licensed, this represents a decrease from previous waves of research. Only five percent of interns surveyed in 2012 indicate they do not intend to become registered.

GRAPH 37: IF INTEND TO GET LICENSED

Category	2012	2010	2007	2005	2003
Yes	70%	83%	84%	77%	74%
No	5%	5%	6%	6%	6%
Already Licensed	25%	11%	10%	17%	20%
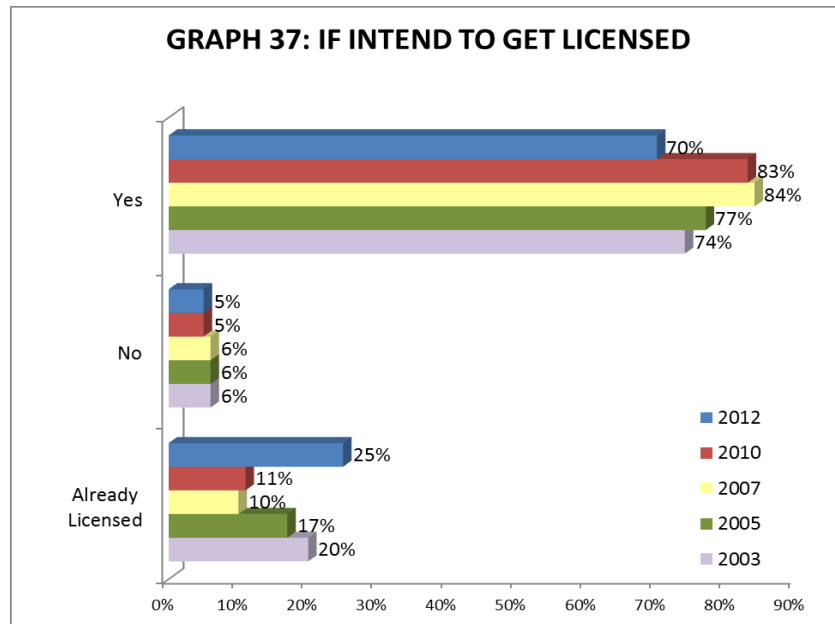
Differences That Exist Based Upon Demographic Data

- Younger respondents 18-29 are most likely to indicate they intend to become licensed. Respondents in the 30-44 age group are most likely to indicate they are already registered.
- Male respondents are also more likely to indicate they are already registered than their female counterparts (28% already registered versus 22% respectively).
- Caucasian and Other Ethnicity respondents are most likely to indicate they are already licensed versus African American and Hispanic interns (27% and 21% respectively versus 15% and 17% respectively).
- Respondents having earned a B. Arch or M. Arch are most likely to indicate they have are already registered.
- And as one might expect, those who are anticipating a traditional career path are most likely to indicate they intend to become licensed versus those seeking an alternative or allied position.

Among those not intending to get licensed, not worth time and effort is the most frequently agreed upon reason not to become licensed (65%). As shown in Graph 38, Exam Cost followed by position not requiring licensure and annual license/renewal fees are close secondary reasons not to pursue licensure.

Over time the benefit of exam (not worth time/effort) and cost of the exam (exam too expensive) have increased as reasons for an intern not to seek licensure. Conversely there has been a decrease among those interns stating that the annual renewal fees are a barrier to licensure.

GRAPH 38: WHY NOT GET LICENSED
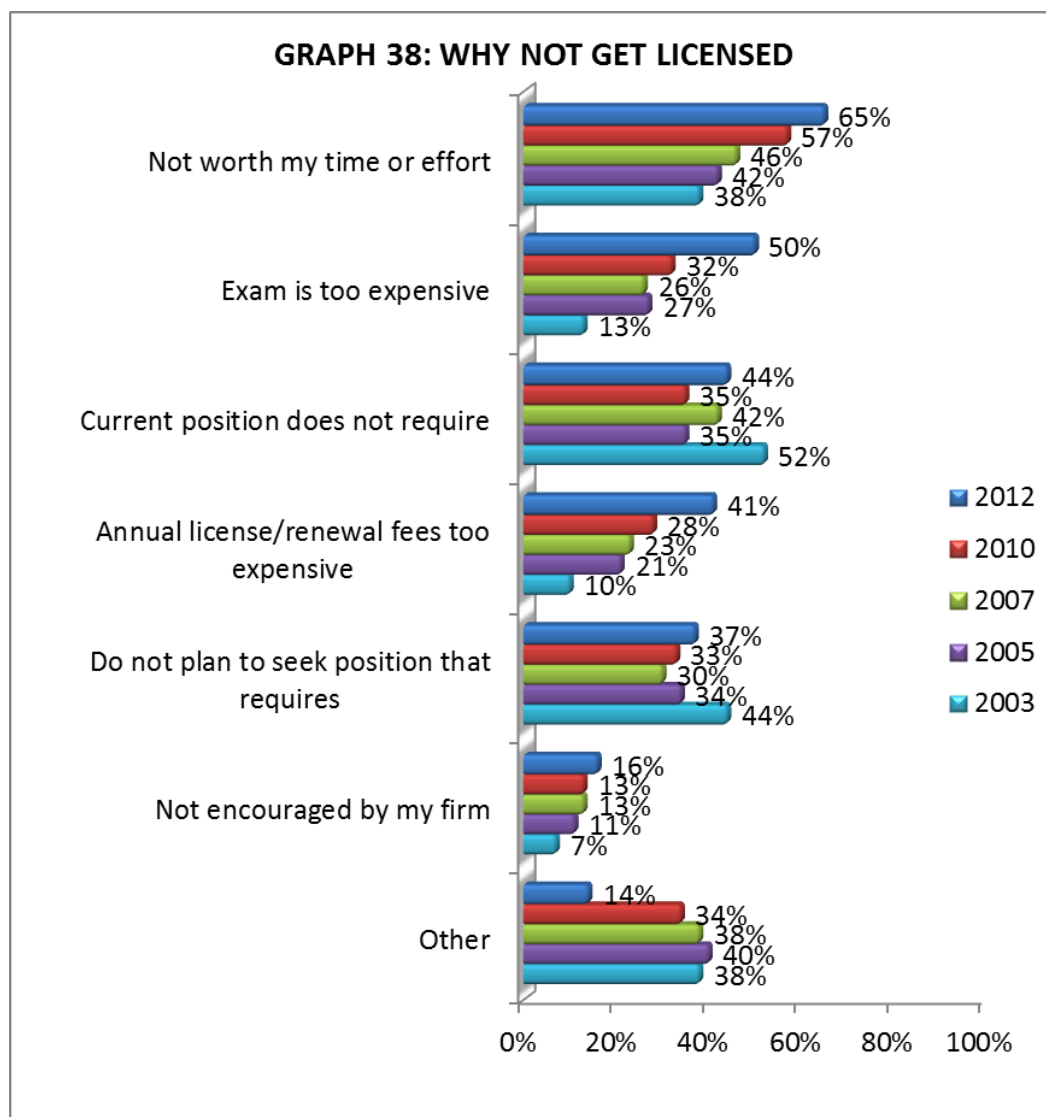
Differences That Exist Based Upon Demographic Data

- There are no notable or meaningful differences in reasoning for not getting licensed based upon an intern's demographic or educational background.

In 2012 four-out-of-five interns (80%) indicate they plan to pursue a traditional architecture career path. This is consistent with findings from previous waves of research.

GRAPH 38.5 ANTICIPATED CAREER PATH

Traditional Architecture
- 80% (2012)
- 80% (2010)
- 82% (2007)
- 81% (2005)
- 79% (2003)

Alternative Architecture
- 7% (2012)
- 8% (2010)
- 7% (2007)
- 8% (2005)
- 10% (2003)

Allied Field
- 11% (2012)
- 9% (2010)
- 9% (2007)
- 9% (2005)
- 10% (2003)

Non-Architecture
- 1% (2012)
- 2% (2010)
- 1% (2007)
- 2% (2005)
- 1% (2003)

Legend: ■ 2012 ■ 2010 ■ 2007 ■ 2005 ■ 2003

X-axis: 0% 20% 40% 60% 80% 100%
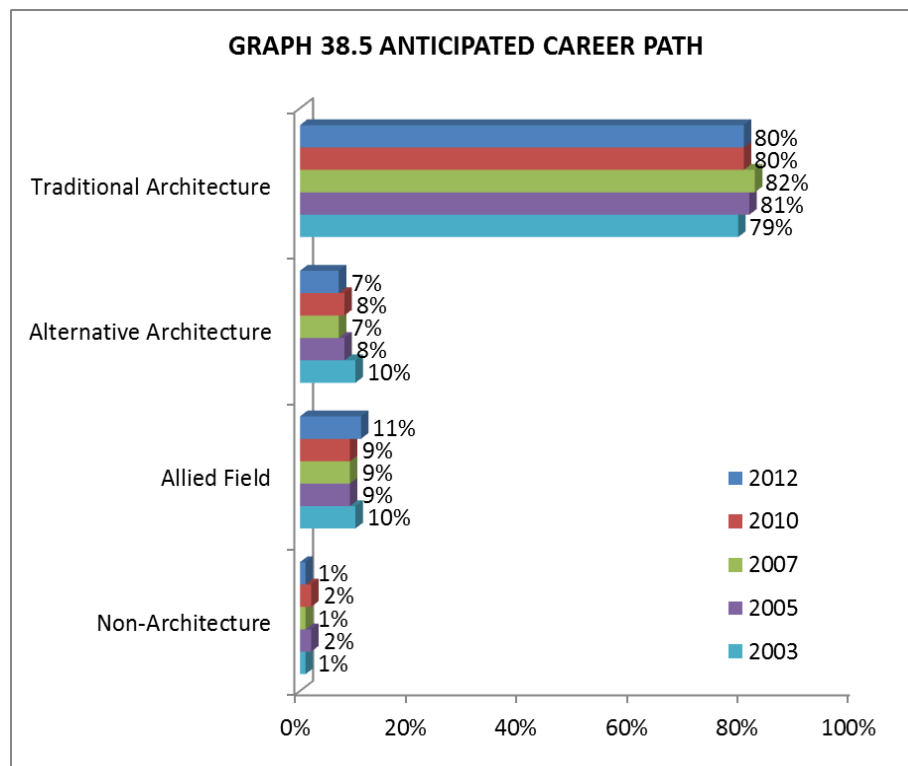
Differences That Exist Based Upon Demographic Data

- Caucasians are most likely to pursue a traditional career path (80%), while African Americans are least likely to pursue a traditional career path (67%).
- African Americans not pursuing a traditional career path are nearly equally likely to pursue an alternative traditional career (15%), followed directly by an Allied Field (14%).
- Hispanic and Other Ethnicity Interns are more likely to pursue allied field work (12% and 13%, respectively) versus an Alternative Traditional Career (7% each).

b. Where Practice

Interns pursuing licensure indicate they will likely gain reciprocity in another state/region, across the country, or less commonly in another country. As shown in Graph 38.5, twenty-six percent of interns (26%) indicate they plan to only practice in the jurisdiction they are initially licensed.

GRAPH 38.5: IF PLAN TO PRACTICE IN JURISDICTION INITIALLY REGISTERED
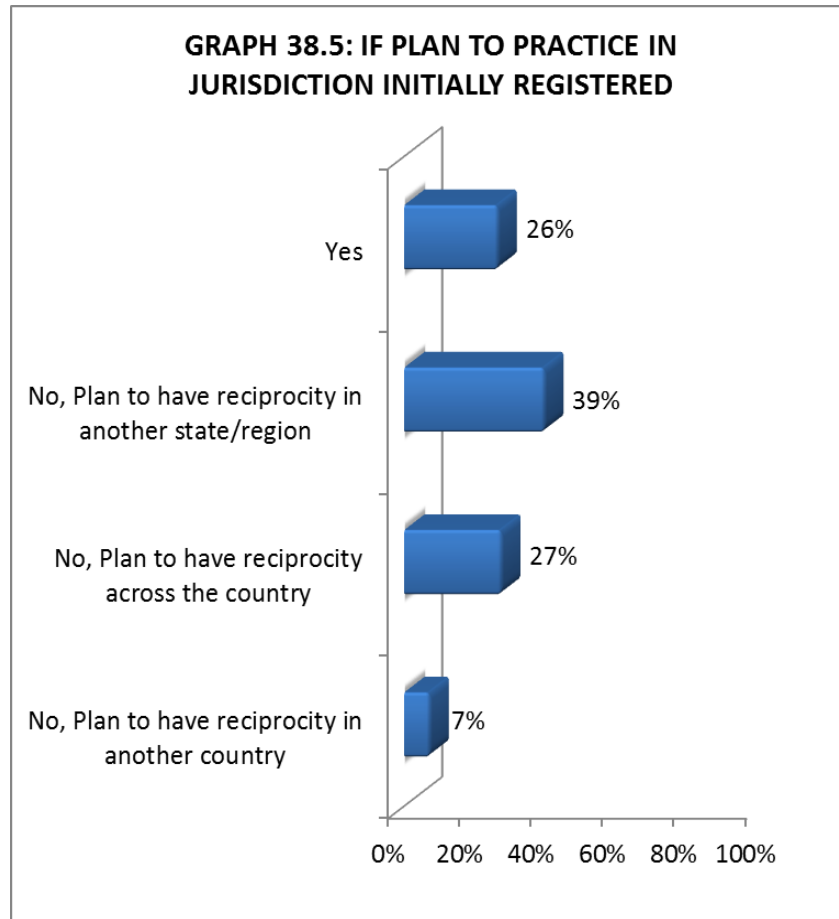
Differences That Exist Based Upon Demographic Data

- Female interns are most likely to indicate they plan to practice in the jurisdiction they are initially licensed (31% vs. 22%), while men are most likely to seek reciprocity elsewhere within the country (71% vs. 62%).
- Interns of Hispanic or Other Ethnicities are most likely to indicate they plan to seek reciprocity in other countries (12% vs. 5%).
- Interns with an M. Arch are most likely to seek reciprocity across the country (29%). Those seeking a traditional career path are most likely to seek reciprocity (40%).

Outlook

In terms of outlook of career versus expectations, interns indicate that professional satisfaction with work and type of work doing to be solidly meeting or exceeding their expectations. As depicted in Graph 40, hours worked just meets or falls short of expectations for the majority of interns (72%), while compensation falls short of expectations for more than half of interns (60%).

GRAPH 40: OUTLOOK OF CAREER VERSUS EXPECTATIONS

Category	Better	Neutral	Worse
Professional Satisfaction With Work	43%	25%	32%
Type of Work Doing	40%	28%	32%
Hours Worked	28%	41%	31%
Compensation	17%	24%	60%
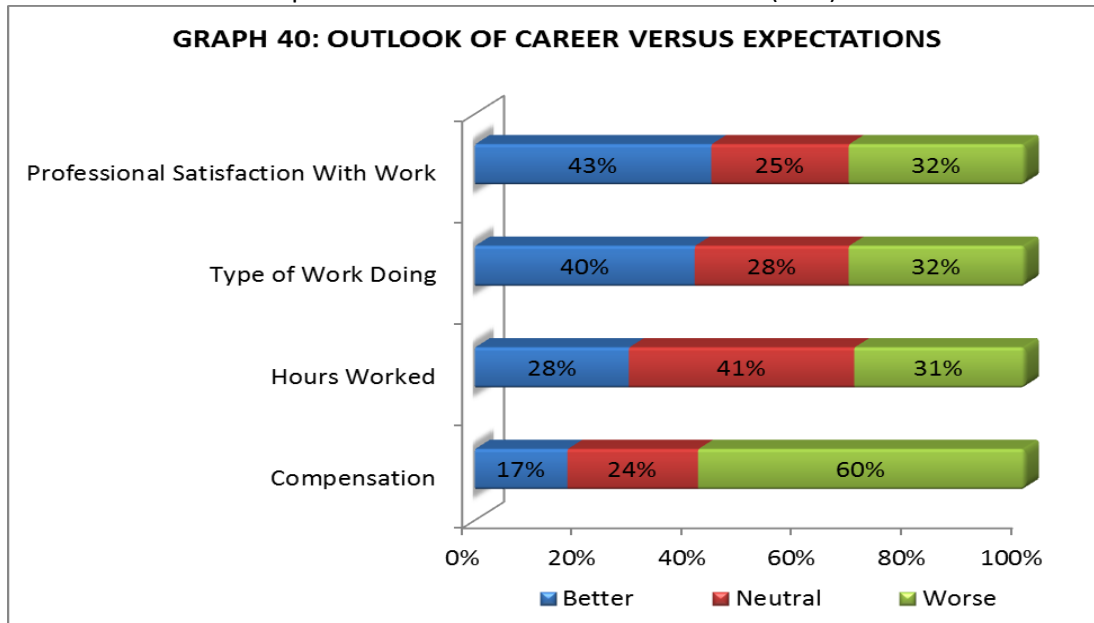
Differences That Exist Based Upon Demographic Data

- African American interns are most likely of all ethnicities to indicate they find compensation (26% vs. 16%) and hours worked to be better than expected (34% vs. 28%).
- Those planning a traditional architecture career path are most likely to indicate professional satisfaction with work to be better than expected (44% vs. 38%).
- Those holding a B. Arch or M. Arch are most likely to indicate professional satisfaction with work to be worse than expected (33% vs. 23%).
- Interns without an NAAB accredited degree are most likely to indicate compensation to be better than expected (21% vs. 16%). Interns on a non-architecture or other career path tend to find hours worked to be worse than expected (47% vs. 31%).
- Those intending to get licensed/are licensed (40% vs. 34%) and those wanting a traditional architecture career (41% vs 36%) are most likely to find type of work doing to be better than expected.

As depicted in Graph 41, the percentage of interns indicating their actual experiences to be worse than expected has increased on most attributes. Compensation has been the area in which interns are likely to experience the greatest disappointment.

GRAP 41: OUTLOOK OF CAREER VERSUS EXPECTATIONS
% Worse Than Expected

Attribute	2012	2010	2007	2005	2003
Compensation	60%	55%	40%	44%	49%
Professional Satisfaction With Work	32%	30%	18%	20%	24%
Type of Work Doing	32%	32%	22%	23%	29%
Hours Worked	31%	30%	23%	26%	30%
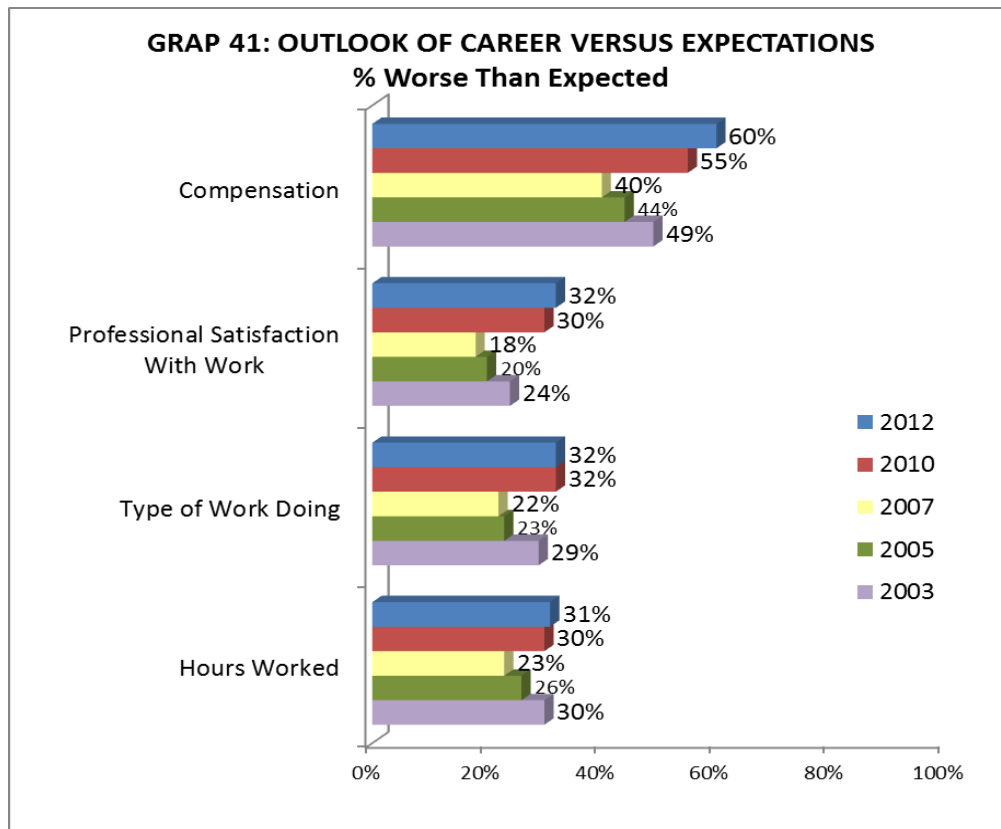
5. *Respondent Profiles*

a.   *Previous Career*

For eight-four percent (84%) of interns architecture is their first career path followed. As show in Graph 42, sixteen percent (16%) of interns had a previous career before pursuing architecture.

GRAPH 42: IF HAD PREVIOUS CAREER BEFORE ARCHITECTURE

Yes, 16%

No, 84%
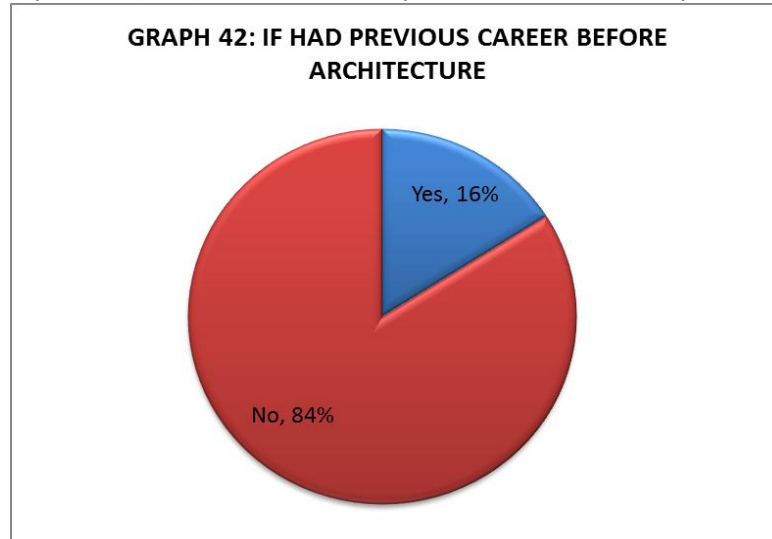
Differences That Exist Based Upon Demographic Data

As one might expect, as age increases likelihood of having a career prior to architecture also increases (5% among 18-29 year olds, 19% 30-44 year olds, 42% 45-64 year olds and 40% 65+ years). Men are more likely to have had a career prior to architecture 18% versus 13% of females.

b.   *Gender*

In 2012, only 41% of interns were female versus 57% male (2% declined to answer); this is consistent with levels observed in 2010 and a slight improvement versus 2003-2007 when only 38% of interns were female.

c. Age/Ethnicity

Fifty-eight percent (58%) of interns participating in the survey are between the ages of 25 and 34. Caucasians make up the greatest percentage of respondents at seventy-four percent (74%) followed distantly by an even representation of Hispanic, Asian and "other" ethnicities with seven percent (7%) each, shown in Graph 43.

There are no noteworthy shifts in age/ethnicity profiles from one year versus another.
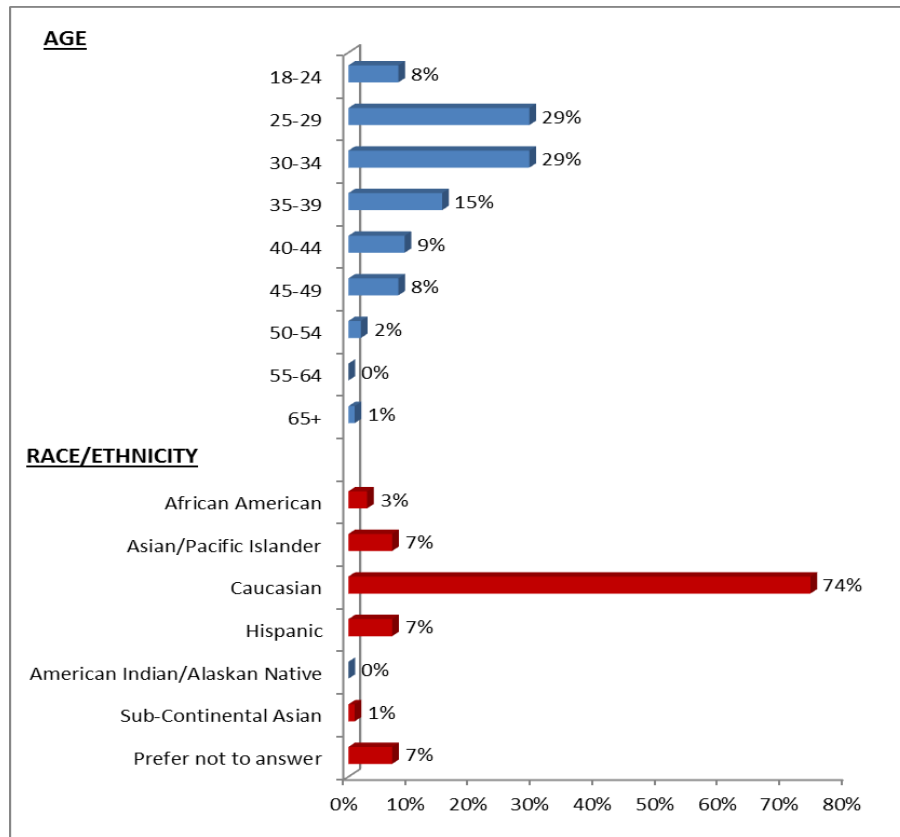
d. *Region*

Regional representation is relatively consistent with previous waves. As show in Table 1, there was some increase in the Pacific region while inconsequential declines occurred in the West South Central, South Atlantic and East North Central.

Table 1	2005	2007	2010	2012
New England	6%	6%	6%	6%
Middle Atlantic	14%	15%	16%	16%
South Atlantic	19%	19%	17%	16%
East South Central	4%	4%	3%	3%
West South Central	11%	10%	11%	9%
East North Central	15%	13%	13%	11%
West North Central	8%	8%	7%	7%
Mountain	7%	7%	7%	8%
Pacific	15%	15%	17%	20%
Outside US (incl. Canada)	0%	1%	0%	4%

6. Appendix

a. Questionnaire

    See PDF Attachment

The American Institute of Architects (AIA) and the National Council of Architectural Registration Boards (NCARB) greatly appreciate your time in filling out the following survey, which is intended to help all members of the profession make more informed decisions on issues affecting emerging professionals. The survey is intended for four important groups:-architecture interns-architects licensed/registered for five years or less-architecture students currently employed in architecture firms-architecture school graduates who do not plan to become licensed/registered If you are NOT in one of these groups, this survey will not apply to you. To avoid being troubled with survey reminders, please click "This Does Not Apply to Me" below. If you have any questions, comments, or concerns, please contact Amy Hoover at The Rickinson Group, the company contracted to administer the survey, by email at amy@therickinsongroup.com.

1. Do any of the following categories describe you?

-architecture intern
-architect licensed/registered for five years or less
-architecture student currently employed in architecture firm
-architecture school graduate who does not plan to become licensed/registered

- ○ I am in one of the above listed categories

- ○ I am not in one of the above listed categories/this does not apply to me

2. Which of these degrees have you earned (if any)?

- ☐ Non-architecture undergraduate degree

- ☐ Graduate architecture degree (not M.Arch)

- ☐ Pre-professional undergraduate degree (BA, BS, BED)

- ☐ Associates degree from community college, junior college, technical school, etc.)

- ☐ None of these

3. Which of these architecture degrees have you earned (if any)?

- ☐ Bachelor of Architecture (B.Arch)

- ☐ Master of Architecture (M.Arch)

- ☐ Doctor of Architecture (D.Arch)

- ☐ None of these

4. In what year did you earn your degree in a program accredited by the NAAB (B.Arch., M.Arch. or D.Arch.)?

Enter Year Here:

5. At what point after earning your NAAB-accredited degree (B.Arch orM.Arch) did you receive your first professional architecture job?

○ Less than 6 months after graduation

○ 6 months to 1 year after graduation

○ 1-2 years after graduation

○ 2-3 years after graduation

○ 3 or more years after graduation

○ Have not yet obtained first professional architecture job

6. Are you currently in school?

○ Yes, in an undergraduate non-architectural program

○ Yes, in an undergraduate pre-professional program

○ Yes, in a B.Arch program

○ Yes, in an M.Arch program

○ Yes, in a D.Arch program

○ Yes, in another graduate architecture program

○ Yes, in a graduate non-architecture program

○ No

7. Did you have a previous career before going into architecture?

○ Yes

○ No

8. Which one of the following best describes your current anticipated career path? (Please select the one best option)

○ Traditional architecture career: Work in an architecture firm, design/build firm, or some other institution or agency focused primarily on facility design, in work typically associated with the role of an "architect".

○ Alternative traditional career: Work in a traditional setting but in a role other than that of an "architect", such as marketing, office management, business development, rendering, CAD coordinator or computer graphics, etc. OR architectural work in a non-traditional setting, such as a corporation, community design center, government office or in architectural education, etc.

○ Allied field: Work such as engineering, construction, landscape architecture, development, art, planning, interior design, furniture designer, surveyor, estimator, specifier, owner's rep, etc.

○ Non-architecture career, please specify

[   ]

9. How does your current career outlook compare with your expectations when you first embarked on your study of architecture? (Please select one rating for each)

	Worse Than Expected - 2	-1	0	+1	Better than Expected +2
Hours worked	○	○	○	○	○
Compensation	○	○	○	○	○
Professional satisfaction with work	○	○	○	○	○
Type of work you're doing	○	○	○	○	○

10. Do you intend to get licensed/registered as an architect?

○ Yes

○ No

○ I am already licensed/registered

11. You indicated you do not plan to get registered as an architect. Why do you say that? Please select all that apply.

☐ Current position does not require licensure

☐ Exam is too expensive

☐ Not worth my time or effort

☐ Not encourage by my firm

☐ I do not plan to seek a position that requires licensure

☐ Annual license renewal fees are too expensive

☐ Other, please specify

[   ]

12. Do you plan to practice only in the jurisdiction in which you are initially licensed?

○ Yes

○ No, I plan to/have obtain(ed) reciprocity in another state in my region

○ No, I plan to/have obtain(ed) reciprocity across the country

○ No, I plan to/have obtain(ed) reciprocity in another country

○ Not applicable - not planning to become licensed

○ Not applicable - not planning to practice architecture

13. When thinking about your career growth in the architecture profession, do you think that obtaining licensure or obtaining related professional credentials is most important?

○ Licensure as an architect

○ Related professional credentials

14. Which of the following related professional credentials do you think would be important to your career growth? (select all that apply)

- ☐ GBCE LEED Green Associate
- ☐ GBCI LEED AP Accreditation
- ☐ CSI Certified Construction Documents Technologist (CDT)
- ☐ CSI Certified Construction Specifier (CCS)
- ☐ CSI Certified Construction Contract Administrator (CCCA)
- ☐ PMI Project Management Professional (PMP)

Other (please specify)

[   ]

15. Which professional credentials related to the architecture profession have you pursued/do you plan to pursue prior to licensure as an architect?

- ☐ GBCE LEED Green Associate
- ☐ GBCI LEED AP Accreditation
- ☐ CSI Certified Construction Documents Technologist (CDT)
- ☐ CSI Certified Construction Specifier (CCS)
- ☐ CSI Certified Construction Contract Administrator (CCCA)
- ☐ PMI Project Management Professional (PMP)

Other (please specify)

[   ]

16. Do you hold the NCARB Certificate?

- ○ Yes
- ○ No
- ○ Don't Know

17. At this point in your career have you sought (successfully or unsuccessfully) your first professional architecture job?

- ○ Yes
- ○ No

18. How important was each of these factors in choosing where to seek your first professional architecture job? (Please select one rating for each)

	0 - Not at all important	1	2	3	4 - Very Important
Practice emphasis/specialty	○	○	○	○	○
Compensation	○	○	○	○	○
Level of responsibility	○	○	○	○	○
Size of firm	○	○	○	○	○
Firm's commitment to interns	○	○	○	○	○
Location	○	○	○	○	○
Reputation of firm	○	○	○	○	○
Principals	○	○	○	○	○
Personal/family considerations	○	○	○	○	○
Benefits	○	○	○	○	○
Opportunities for future growth	○	○	○	○	○

19. Have you left any previous architecture job(s) in the last 3 years?

○ Yes

○ No

20. What were the top considerations for you leaving that position(s)? Please select all that apply.

	Select All Top Considerations	Select ONE MOST IMPORTANT Reason
Moved from the area	☐	☐
Professional advancement	☐	☐
Wanted a change in practice focus	☐	☐
Better hours	☐	☐
To complete NCARB's IDP requirements	☐	☐
More respect for skills and knowledge	☐	☐
I wanted to leave the profession of architecture	☐	☐
Better pay/benefits	☐	☐
Chance to do more design	☐	☐
Improved quality of life	☐	☐
Chance to do more management	☐	☐
I was laid off	☐	☐
Pursued advanced degree program	☐	☐

Other, please specify

[   ]

21. Have you ever been laid off from a professional architecture position?

○ Yes

○ No

22. How long were you employed by the firm that you were laid off from?

○ Less than six months

○ Six months to one year

○ One to two years

○ Three to five years

○ More than five years

23. After you were laid off, how long did it take you to find a new job?

○ Less than one month

○ One to six months

○ Six months to one year

○ More than one year

○ Have not found another job yet

24. If you left the profession due to the recession/layoffs, how likely are you to seek employment within the profession again once the economy begins to improve?

○ Very unlikely

○ Somewhat unlikely

○ Neither likely nor unlikely

○ Somewhat likely

○ Very likely

○ Did not leave due to recession/layoffs

25. Have you sought out any training and/or exams to further develop your skills to make yourself more marketable?

○ Yes

○ No

26. Which certifications/degrees did you pursue?

27. In what type of work are you currently engaged (if any)? (Please select the one best option)

○ Professional architecture job - i.e., one that fulfills NCARB's Intern Development Program (IDP) or state internship requirements

○ Architecture-related job, but one that does not fulfill all NCARB's IDP or state internship requirements (work such as engineering, construction, landscape architecture, development, planning, interior design, furniture designer, surveyor, estimator, specifier, owner's rep. etc.)

○ Unrelated field or other profession

○ Not currently employed

28. What are your main reasons for not working in a professional architecture job? Please select all that apply.

☐ Path to licensure too long and/or difficult

☐ Never wanted a traditional career

☐ Currently searching, have not yet found a professional architecture job

☐ Better salary/benefits/advancement

☐ I was laid off

☐ Personal or family circumstances

☐ Better respect for skills and knowledge

☐ I am still in school

☐ Other (please specify)

[   ]

29. What level of commitment do you feel your current firm exhibits toward providing a quality internship experience?

○ High

○ Moderate

○ Low

○ None

○ Don't know

○ Does not apply

30. What level of monetary support (if any) does your current firm provide to interns/young architects in each of these areas? (please select one response for each)

	Firm pays 100%	Firm pays 1 - 99%	Firm pays nothing	Don't' know	Does not apply
ARE fees	○	○	○	○	○
Continuing education costs	○	○	○	○	○
NCARB Record	○	○	○	○	○
Professional organization dues	○	○	○	○	○
Tuition reimbursement for advanced degree(s)	○	○	○	○	○

31. How satisfied are you with the level of mentoring provided by your current employer?

○ Very satisfied

○ Satisfied

○ Neither satisfied nor dissatisfied

○ Dissatisfied

○ My employer provides no mentoring opportunities

○ Not interested in being mentored

○ Does not apply

32. What incentives, if any, does your firm offer to interns who become registered? Please select all that apply.

☐ Salary increases

☐ Change in title

☐ Change in job responsibilities

☐ Bonus upon completion of ARE

☐ Bonus upon licensure/registration

☐ No additional benefits are offered upon registration

☐ Don't know

☐ Does not apply

☐ Other (please specify)

33. For each offered, how motivating do you feel that incentive is?

	0- Not at all motivating	1	2	3	4 - Highly motivating
Change in title	○	○	○	○	○
Salary increases	○	○	○	○	○
Bonus upon licensure/registration	○	○	○	○	○
Change in job responsibilities	○	○	○	○	○
Bonus upon completion of ARE	○	○	○	○	○

Other (please specify)

34. Which of these statements, if any, are true about your current firm's support for those taking the ARE? Please select all that apply.

- ☐ Firm maintains a library of ARE study materials
- ☐ Firm organizes ARE study groups
- ☐ Firm gives paid time off to take ARE
- ☐ Firm requires employee to use vacation time to take ARE
- ☐ Firm requires employee to take time off without pay to take the ARE
- ☐ Firm pays ARE fees
- ☐ Don't Know
- ☐ None of these

35. What are the most important benefits a firm could offer you (aside from pay)? Select all that apply.

B. What is the ONE MOST IMPORTANT benefit? Please Select Only One

	A. Select All That Apply	B. Select MOST IMPORTANT ONLY
Paid NCARB Record fees	☐	☐
Paid ARE fees	☐	☐
Paid professional organization dues	☐	☐
Paid continuing education costs	☐	☐
Paid time off for ARE	☐	☐
Pay raise upon licensure	☐	☐
Mentoring	☐	☐

Other (please specify)

36. What is your status regarding participation in NCARB's IDP? (Please answer this question even if you are already licensed)

- ○ I have an NCARB Record
- ○ I have completed IDP
- ○ I am currently participating in IDP
- ○ I am not currently participating in IDP because state doesn't require it
- ○ I currently do not have an NCARB Record by choice

37. Do you plan to establish an NCARB Record in the future?

- ○ Yes
- ○ No

38. Why have you not yet established an NCARB Record?

☐ Application fee

☐ Not eligible

☐ No eligible experience

☐ Haven't gotten around to it

☐ I don't know how

☐ Other (please specify)

[   ]

39. How long did it take to actually complete IDP - from your first internship job to completion?

○ Less than 3 years

○ 3 - 4 years

○ 4 - 5 years

○ 5 - 6 years

○ 6 - 7 years

○ 7 - 8 years

○ 8 or more years

40. Were you able to complete all requirements in NCARB's 17 IDP experience areas while employed with one firm?

○ Yes

○ No

41. The IDP is designed for use as a tool to develop the intern's plan to gain experience in the areas of practice necessary for the independent practice of architecture upon licensure. As an intern, did you primarily use IDP as a framework for learning? Or, did you use the IDP only as a tool to document your experience as it occurs?

○ Framework for learning

○ Documenting tool

42. Please explain your response:

[   ]

43. How long do you expect IDP to take from your first internship job to completion?

○ Less than 3 years

○ 3 - 4 years

○ 4 - 5 years

○ 5 - 6 years

○ 6 - 7 years

○ 7 - 8 years

○ 8 years or more

44. Do you expect to be able to complete all requirements in NCARB's 17 experience areas while staying with one firm?

○ Yes

○ No

45. The IDP is designed for use as a tool to develop the intern's plan to gain experience in the areas of practice necessary for the independent practice of architecture upon licensure. As an intern, do you expect to primarily use IDP as a framework for learning? Or, have you used the IDP only as a tool to document your experience as it occurs?

○ Framework for learning

○ Documenting tool

46. Please explain your response:

47. Are you aware of the NCARB IDP reporting rule?

○ Yes

○ No

48. Which option best matches your current status regarding the ARE?

○ I do not plan to take the ARE

○ I have not yet taken any divisions of the ARE

○ I have taken some divisions of the ARE and passed all divisions taken

○ I have taken and passed all divisions of the ARE

○ I have taken some divisions of ARE but have not passed all divisions taken

○ I have taken all divisions of ARE but have not passed some of the divisions taken

49. Please indicate which are the most important reasons for not yet taking the ARE? Select all that apply.

What is the ONE MOST IMPORTANT reason for not yet taking the ARE? Select only ONE response.

	Select all that apply	Select Only ONE MOST IMPORTANT
No time to prepare	☐	☐
Paperwork and/or scheduling difficulties	☐	☐
Difficulty	☐	☐
Cost	☐	☐
Not yet eligible	☐	☐
Not required for career or job	☐	☐

Other (please specify)

[   ]

50. What are the most important motivations for taking the ARE? Please select all that apply.

What is the one most important reason for taking the ARE?

	Select All That Apply	Select only ONE MOST IMPORTANT
Parental pressure	☐	☐
Firm pressure	☐	☐
Personal goal and fulfillment	☐	☐
Competitive advantage in my firm	☐	☐
Competitive advantage in a down economy	☐	☐
Eligibility	☐	☐
Peer pressure	☐	☐
Career enhancement	☐	☐

Other (please specify)

[   ]

51. Are you taking divisions of ARE concurrently with completing IDP?

○ Yes

○ No

○ My state does not offer the option to take ARE concurrently with IDP

52. Which divisions of the ARE have you successfully completed at this time? (Please select all that apply)

☐ ARE 4.0 - Programming, Planning and Practice

☐ ARE 4.0 - Site Planning and Design

☐ ARE 4.0 - Building Design and Construction Systems

☐ ARE 4.0 - Schematic Design

☐ ARE 4.0 - Structural Systems

☐ ARE 4.0 - Building Systems

☐ ARE 4.0 - Construction Documents and Services

☐ None

53. What are the most important motivations for taking the ARE? Please select all that apply.
What is the one most important reason for taking the ARE?

	Select All That Apply	Select One Most Important Motivation
Firm pressure	☐	☐
Competitive advantage in a down economy	☐	☐
Parental pressure	☐	☐
Peer pressure	☐	☐
Eligibility	☐	☐
Career enhancement	☐	☐
Competitive advantage in my firm	☐	☐
Personal goal and fulfillment	☐	☐

Other (please specify)

[   ]

54. You indicated you have completed some but not all of the divisions of the ARE. How long do you expect it will take from first exam to last?

○ less than 6 months

○ 6 months to 1 year

○ 1 to 2 years

○ 3 to 4 years

○ 5 years or more

55. What are the most important motivations for taking the ARE? Please select all that apply.

What is the one most important reason for taking the ARE?

	Select All That Apply	Select One Most Important Motivation
Firm pressure	☐	☐
Career enhancement	☐	☐
Eligibility	☐	☐
Competitive advantage in a down economy	☐	☐
Personal goal and fulfillment	☐	☐
Competitive advantage in my firm	☐	☐
Peer pressure	☐	☐
Parental pressure	☐	☐

Other (please specify)

[   ]

56. How long did the ARE take you from first division (pass or fail) to last (pass)?

○ Less than 6 months

○ 6 months to 1 year

○ 1 to 2 years

○ 3 to 4 years

○ 5 years or more

57. Are you taking divisions of ARE concurrently with completing IDP?

○ Yes

○ No

○ My state does not offer the option to take ARE concurrently with IDP

58. What are the most important motivations for taking the ARE? Please select all that apply.

What is the one most important reason for taking the ARE?

	Select All That Apply	Select One Most Important Motivation
Personal goal and fulfillment	☐	☐
Firm pressure	☐	☐
Eligibility	☐	☐
Peer pressure	☐	☐
Competitive advantage in my firm	☐	☐
Parental pressure	☐	☐
Career enhancement	☐	☐
Competitive advantage in a down economy	☐	☐

Other (please specify)

[   ]

59. As you work towards completing the ARE, which of the following do you plan to complete first?

○ ARE

○ USGBC LEED Green Associate or LEED AP Credential

○ CSI Certified Construction Documents Technologist (CDT)

○ CSI Certified Construction Specifier (CCS)

○ CSI Certified Construction Contract Administrator (CCCA)

○ PMI Project Management Professional (PMP)

Other (please specify)

[   ]

60. Which divisions of the ARE have you successfully completed at this time? (Please select all that apply)

☐ ARE 4.0 - Programming, Planning and Practice

☐ ARE 4.0 - Site Planning and Design

☐ ARE 4.0 - Building Design and Construction Systems

☐ ARE 4.0 - Schematic Design

☐ ARE 4.0 - Structural Systems

☐ ARE 4.0 - Building Systems

☐ ARE 4.0 - Construction Documents and Services

☐ None

61. How do you rate the difficulty of the ARE?

○ Too easy -2   ○ -1   ○ 0   ○ +1   ○ Too hard +2

62. These last few questions are for classification purposes only, your responses to this survey will never be associated with you personally but reported in aggregate only.

In what state do you currently live?

State

Province

Country

63. Which of the following categories includes your age?

○ 18 - 24

○ 25 - 29

○ 30 - 34

○ 35 - 39

○ 40 - 44

○ 45 - 54

○ 55 - 64

○ 65 or older

○ Prefer not to answer

64. Please select your gender.

○ Male

○ Female

○ Prefer not to answer

65. What is your Racial/Ethnic background? Please select all that apply.

○ African American

○ Asian/Pacific Islander

○ Caucasian

○ Hispanic

○ American Indian/Alaskan Native

○ Subcontinental Asian

○ Prefer Not To Answer

○ Other (please specify)

66. Please enter any other comments that you would like to add. Please provide as much detail as possible.