

ics | INTERNSHIP & CAREER SURVEY
2003 | FINAL REPORT



EXECUTIVE SUMMARY

ovw 01	Overview	2
find 02	Major Findings	3
rsp 03	Respondent Breakdown	6

FINDINGS & ANALYSIS

exp 04	Career & Employment Experience	7
edu 05	Education	10
int 06	Internship	12
rgs 07	Registration	16
svc 08	Community & Professional Service	19

APPENDICES

lsn a	Lessons Learned	21
mth b	Methodology	22
cmt c	Respondent Comments	23
bkg d	Background Information	24
ack e	Acknowledgements	25



AIA National Associates Committee

In preparation for the 1999 Internship Summit, the American Institute of Architects (AIA) and the National Council of Architectural Registration Boards (NCARB) each conducted national surveys of internship. However, since 1999, there have not been any follow-up surveys to help identify and measure changes or trends. Accordingly, the *2003 Internship & Career Survey* was developed jointly by ArchVoices and the AIA National Associates Committee (NAC) as a tool for improving the profession's understanding of this important period in the lifelong development of architects.

The *2003 Internship & Career Survey* was administered between March 24 and April 7, 2003, and successfully delivered by email to 19,912 interns and young architects who are either ArchVoices newsletter subscribers or members of the AIA. 4,816 young professionals took the time to respond to the survey—more than have ever responded to any previous survey on internship. From the usable responses, which were at least 90% complete, a random sample of 1,000 was selected for processing and tabulation. Finally, in addition to the raw data, the survey elicited 986 open-ended comments.

Many of the questions were taken verbatim from three previous surveys: *The 1999 AIA National Survey of Internship*, *1999 NCARB Architectural Internship Evaluation Project*, and *2000 Survey of California Architectural Internship*. Additional information about these surveys is included in Appendix D. Using the common questions and metrics, the data should begin to identify and quantify trends, rather than one-time snapshots.

THE 2003 INTERNSHIP & CAREER SURVEY
WAS DIVIDED INTO TEN SECTIONS:

- Career Path
- Current Employment
- Education
- Prior Employment/Careers
- Firm Support & Mentoring
- Internship/IDP
- Architect Registration Examination
- Licensure/Registration
- Professional Involvement
- About You

CAREER & EMPLOYMENT EXPERIENCE

- Approximately half of all respondents felt that their professional satisfaction and type of work were better than expected.
- Nearly one-quarter of non-registered respondents indicated they do not plan on pursuing a traditional career, but most still plan on registration.
- Respondents in alternative careers cited better salary, benefits, and advancement opportunities.
- Individuals pursuing architecture as a second career brought an average of 6.5 years of experience to the profession.
- Interns indicated they care most about their level of responsibility and firm location in seeking their first job.
- Over one-third of interns, who are paid hourly, were not being compensated for overtime, which is a violation of the Federal Wage & Hour Law.
- Nearly all respondents indicated an interest in mentoring, while only half indicated satisfaction with the mentoring they were currently receiving.

EDUCATION

- The BArch was the most common professional degree among respondents.
- There were few differences between MArch and BArch graduates in satisfaction with their employment situation, type of work, hours worked, and compensation.
- Almost half of respondents indicated that they had gotten practical work experience while in school.
- Very few respondents reported anything more than minimal contact with their IDP Educator Coordinator.



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INTERNSHIP

- The average time to complete NCARB's IDP was significantly longer than the three years it is designed to take.
- A majority of respondents who work in architecture or architecture-related firms reported that their firms exhibit good commitment to interns, yet half of all IDP interns reported that they would have to switch firms in order to complete IDP.
- Comparing IDP interns to non-IDP interns, there were no statistically significant differences in gender, race/ethnicity, or career outlook versus expectations with regards to professional satisfaction, hours worked, and type of work.
- IDP interns were more likely to take the ARE, but generally found the exam more difficult than expected.
- Firm commitment is more important to IDP interns than non-IDP interns.
- Both IDP interns and non-IDP interns indicated that mentoring was important to them.
- Of those enrolled in IDP, very few reported anything more than minimal contact with their IDP State Coordinator.

REGISTRATION

- Regardless of career plans, most respondents indicated an intention to get registered.
- Most respondents who completed all nine divisions of the ARE took one and a half years to complete the exam.
- The most common reason for taking the exam was personal fulfillment, while peer and firm pressure were the lowest motivations.
- Of those eligible to take the ARE, lack of time to prepare was the most common reason for not taking it.
- Approximately half of respondents that had started taking or completed the ARE indicated education and internship each prepared them adequately for the exam.
- A National Architectural Accrediting Board (NAAB)-accredited degree was near universal for newly-licensed architects.

- Nearly 90% of all survey respondents—including interns and registered architects—supported giving architecture school graduates access to the ARE concurrent with internship.

COMMUNITY & PROFESSIONAL SERVICE

- Community service was cited as a priority for most respondents, but less than one-third reported doing it regularly.
- Almost half of interns, who were not Associate AIA members, indicated that they may join the AIA after getting registered.
- The most important AIA membership benefits were perceived to be networking, access to resources, and career enrichment.
- The least important AIA membership benefits were perceived to be the free first-year membership, prestige, and social.
- Among Associate AIA members, very few reported anything more than minimal contact with their NAC Regional Associate Director (RAD).

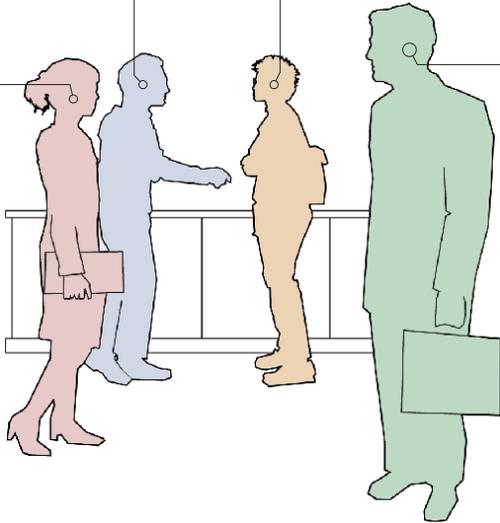
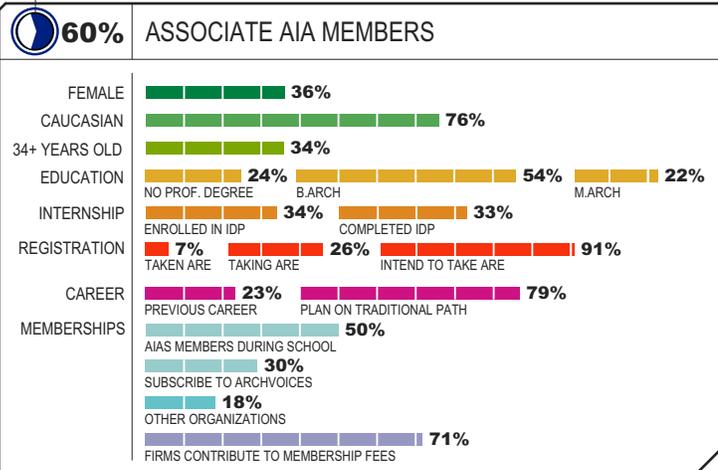
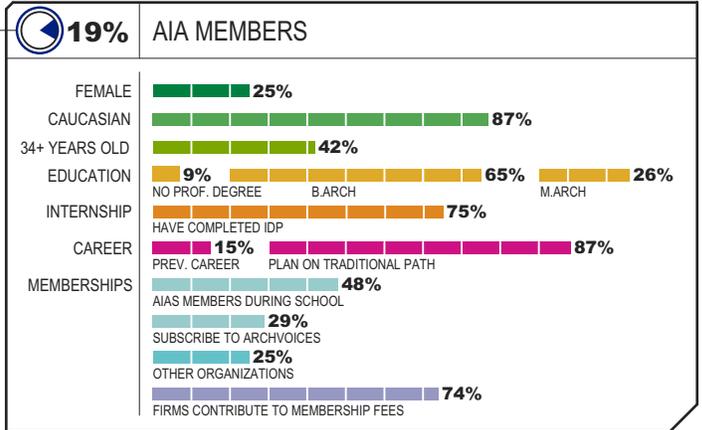
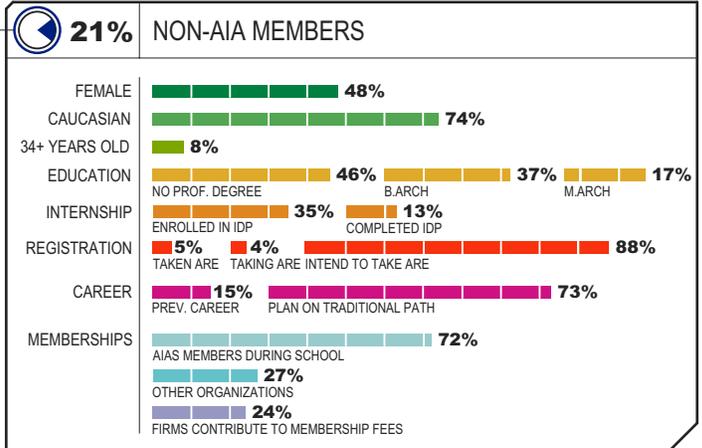
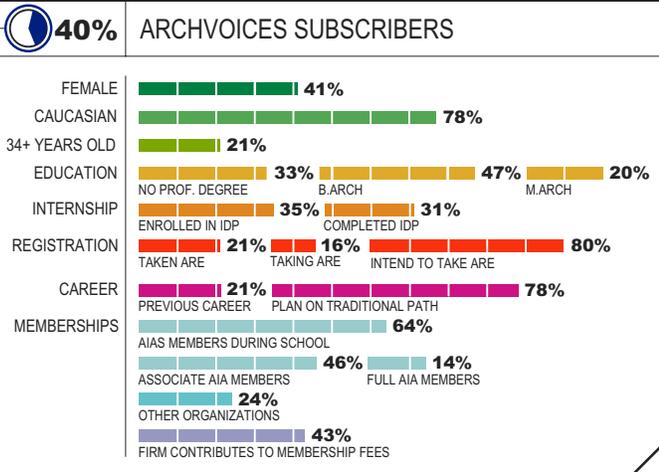
COMMENTS

In addition to the question/answer responses, the *2003 Survey* elicited 986 comments. While not part of the official scientific data that forms the basis of the survey report, these comments paint an equally important picture of the process we call internship.

The comments fell into the following areas:

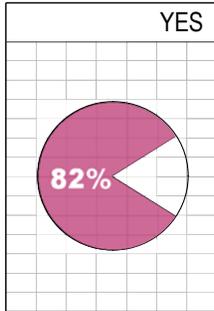
- 35% related to the ARE, IDP, registration, or NCARB;
- 31% related to the AIA, the profession, education, or mentoring;
- 12% related to compensation or careers;
- 12% related to the survey device; and
- 10% were simply stories or unrelated comments.

All 986 comments are included in Appendix C.



NEARLY ALL RESPONDENTS INDICATED AN INTEREST IN MENTORING, WHILE ONLY HALF INDICATED SATISFACTION WITH THE MENTORING THEY WERE RECEIVING.

ARE YOU EMPLOYED IN A TRADITIONAL POSITION?



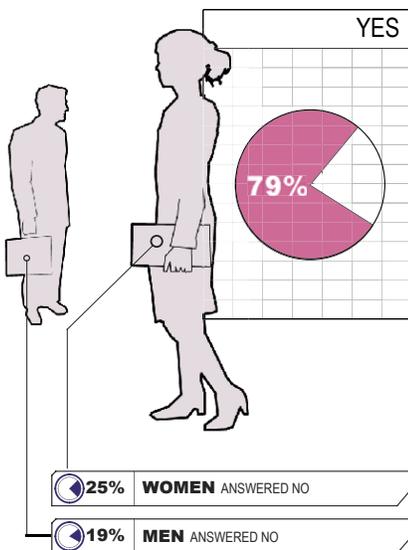
Forty-three percent of respondents were either satisfied or very satisfied with the level of mentoring provided by their current employer. Just 15% were dissatisfied or very dissatisfied; although an additional 7% indicated that their employer provided no mentoring opportunities. Only 2% were not interested in being mentored at all.

In recent years, many AIA components, AIAS chapters, firms, and universities—often collaboratively—have launched structured mentoring programs in response to these trends. The only consensus appears to be that local mentoring programs coordinated by practice-related institutions are most desirable. Thirty-nine percent of respondents said they would be most interested in a mentoring program coordinated by their local AIA component, while 34% would be most interested in a program coordinated by their employers. Four percent were interested in a mentoring program coordinated by the AIA national component, while just 7% were interested in one coordinated by their school. Of the 15% of people who responded that they “would not participate in a formal mentoring program,” 83% are Associate or full AIA members.



NEARLY ONE-QUARTER OF NON-REGISTERED RESPONDENTS DO NOT PLAN ON PURSUING A TRADITIONAL CAREER, BUT MOST STILL PLAN ON REGISTRATION.

DO YOU PLAN ON A TRADITIONAL CAREER PATH?



Seventy-nine percent of respondents do plan on pursuing a traditional career, although 82% were currently employed in a traditional position. Twenty-one percent of respondents did not plan on a traditional architecture career—19% of men and 25% of women. Of those choosing not to pursue a traditional career, 77% still intend to get registered.

RESPONDENTS IN ALTERNATIVE CAREERS CITED BETTER SALARY, BENEFITS, AND ADVANCEMENT OPPORTUNITIES.

Of those not working in a traditional architecture job, almost half (46%) said that it is because they can get a better salary, benefits, and advancement opportunities elsewhere. A significant number (30%) also indicated that they get better respect for their skills and knowledge by working outside the profession, which might correspond to the better salary.

Another 20% of respondents already in alternative careers cited personal or family circumstances for moving to an alternative career, 17% said that the path to registration was too long and/or difficult, 11% never wanted a traditional career, and the remaining respondents cited various other reasons. Meanwhile, 18% of the

non-traditional career respondents reported they were employed in non-architecture settings while searching for a professional architecture job.

INDIVIDUALS PURSUING ARCHITECTURE AS A SECOND CAREER BROUGHT AN AVERAGE OF 6.5 YEARS OF EXPERIENCE TO THE PROFESSION.

Twenty percent of respondents entered architecture as a second career. Those 20% reported an average of 6.5 years of largely non-construction experience in another field, which they brought to the architecture profession.

OVER ONE-THIRD OF INTERNS, WHO ARE PAID HOURLY, WERE NOT BEING COMPENSATED FOR OVERTIME—A VIOLATION OF THE FEDERAL WAGE & HOUR LAW.

Twenty-six percent of respondents indicated that they were compensated hourly, but over a third of those paid hourly were not paid for overtime work. While there is understandable confusion over who can be properly classified as exempt from the Federal Wage and Hour Law requirements for overtime pay, there should be no confusion that hourly employees are not exempt and must be paid time and a half for all hours worked over 40 per week. While there has been some reform in recent years, attention to this issue has waned, and illegal compensation practices apparently continue to be a challenge for the profession.



INTERN SALARIES

Because the *AIA Compensation Report*, published triennially, rigorously analyzes actual salary figures, the *2003 Internship & Career Survey* did not ask specific questions about respondents' salaries.

According to the *2002 AIA Compensation Report*, over the 1999 to 2002 period, intern compensation increased by about 12%, which is about 2% less than for other architecture positions. Between 1996 and 1999, compensation for intern positions lagged behind the increases seen by architects and managers; however, the percentage change in salaries for interns was just slightly less than that seen by architects. One explanation for this widening gap between increases for interns and architects is demand: between 1999 and

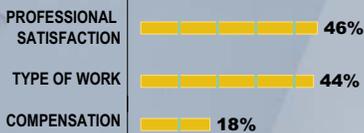
2002 there was a demand for architects with 5 to 10 years of experience, whereas interns were relatively less in demand during that period.

In addition, larger firms pay higher salaries for interns than smaller firms. That is especially true for Intern IIs and IIIs, but less clear for starting interns. At firms with fewer than 10 employees, Intern IIIs earn on average less than \$37,000, whereas at firms with 250 or more employees, the same position can receive more than \$45,000. Regional differences are clearly seen in intern salaries as well, with New England firms reporting the highest salaries for all three intern positions. The differences between regions offering the highest and lowest salaries for interns can be as much as \$6,500.

NO PROFESSIONAL DEGREE



BArch RESPONDENTS



MArch RESPONDENTS



Of the two professional degrees currently accredited by the NAAB, 52% of respondents hold a Bachelor of Architecture (BArch), while 27% hold a Master of Architecture (MArch). Twenty six percent hold a pre-professional, undergraduate degree in architecture (BA, BS, BED, etc.), while another 8% hold a non-architecture undergraduate degree. Nine percent hold an Associate degree from a community college, junior college, technical school, etc. Thirteen percent of respondents reported that they were currently in school, almost all of which were in BArch or MArch programs. Most significantly, 93% of people reported having earned more than one degree.

This percentage closely reflects the 2000-2001 NAAB statistics where 2,791 (38% of total) earned pre-professional architecture degrees, 2,773 (38% of total) professional BArch degrees, and 1,750 (23% of total) earned MArch degrees. A nearly identical proportion of degrees is represented among 2003 Survey's intern and young architect respondents.

THERE WERE VERY FEW DIFFERENCES BETWEEN MARCH AND BARCH GRADUATES IN SATISFACTION WITH THEIR EMPLOYMENT SITUATION, TYPE OF WORK, HOURS WORKED, AND COMPENSATION.

Women are slightly more likely to pursue a MArch than a BArch, comprising 42% of the former and 35% of the latter. Also, MArch holders are more likely to have pursued a previous career. Overall, 56% of BArchs and 60% of MArchs had their first professional job prior to graduation.

BArch and MArch graduates were equally likely to be satisfied professionally (52% vs. 46%), with the type of work they were doing (44% vs. 35%), and with their compensation (23% vs. 18%). Respondents with no professional degree were actually slightly more satisfied professionally (58%), compensation (27%), and type of work (50%).



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ALMOST HALF OF RESPONDENTS INDICATED THAT THEY HAD GOTTEN PRACTICAL WORK EXPERIENCE WHILE IN SCHOOL.

Compared with the results of the *1999 AIA Survey on Internship*, the *2003 Survey* results nearly doubled for the number of students working in a professional architecture job during school, jumping from 19% to 42%. BArch candidates were slightly more likely to work during school, with 45% doing so, while 35% of MArch candidates worked during school. Twenty-five percent of MArch candidates, however, worked in a professional architecture job before attending school, while only 11% of BArch candidates reported doing so.

VERY FEW RESPONDENTS REPORTED ANYTHING MORE THAN MINIMAL CONTACT WITH THEIR IDP EDUCATOR COORDINATOR.

Every NAAB-accredited program is expected to identify an IDP Educator Coordinator, who is responsible for advising students and faculty on the IDP. Nevertheless, the IDP Educator Coordinator remains a woefully under-utilized resource: only 6% of respondents indicated more than minimal contact with this person and 31% indicated they had no idea who or what an IDP Educator Coordinator is. These results are consistent across current and former professional program students.

EMPLOYERS PAY MORE FOR MARCHS

According to the *2002 AIA Compensation Report*, more than half of firms with 20 or more employees and more than a third of the remaining firms pay higher starting salaries for graduates with an MArch than for graduates with a BArch. More than half of firms with more than 250 employees pay 5% higher or more to MArch holders and another third of them will pay up to 5% more. A very small percentage of firms—of any size—reported paying more than a 10% premium to graduates with an MArch.

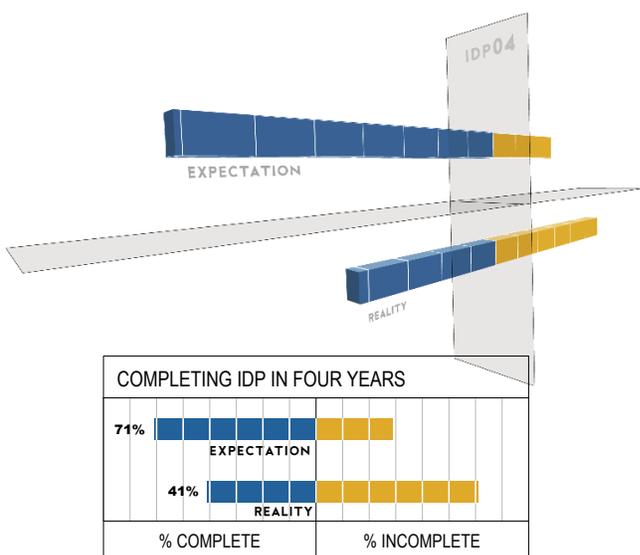


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One of the primary goals of the *2003 Internship & Career Survey* was to evaluate the overall internship process, ranging from the path interns chose through school to their participation in NCARB's Intern Development Program (IDP). A majority of survey respondents had either completed (37%) or were enrolled in (28%) IDP. Eleven percent of respondents said that they were not currently enrolled in IDP because their state does not require it, while another 23% reported that they were not currently enrolled in IDP by choice.

For the purposes of this report, IDP interns (65% of all respondents) were defined as respondents who were currently enrolled in (28%) or had completed IDP (37%). Non-IDP interns (33% of all respondents) were respondents who were not enrolled in IDP if they indicated that IDP is or was not a requirement in their state (10%) or that they were not enrolled by choice (22%). The survey did not ask the latter group if they intend to enroll, but had not yet done the required paperwork.

THE AVERAGE TIME TO COMPLETE NCARB'S IDP WAS SIGNIFICANTLY LONGER THAN THE THREE YEARS IT IS DESIGNED TO TAKE.



71% of respondents expected to complete NCARB's IDP in four years, while just 41% actually did.

IDP is generally considered a three-year process; however, the findings of this survey indicate that 59% of those with a professional degree who complete IDP took longer than four years to do so. Forty-one percent of those surveyed indicated they completed IDP in less than four years, and 82% indicated it took them less than five years. When sorted by degree type, there was little difference between the MArch and BArch relative to time to complete IDP, but only 24% of respondents without a NAAB-accredited degree (vs. 43% for those with degrees) had completed IDP in four years or less, and 63% in five or less (vs. 85% for those with degrees). Additionally, 24% of those without a professional degree indicated that it took them 8 or more years to complete IDP (vs. 6% of those with degrees). Unfortunately, the data collected does not provide a method to evaluate internship length for the non-IDP interns.

A MAJORITY OF RESPONDENTS WHO WORK IN ARCHITECTURE OR ARCHITECTURE-RELATED FIRMS REPORTED THAT THEIR FIRMS EXHIBIT GOOD COMMITMENT TO INTERNS, YET HALF OF ALL IDP INTERNS REPORTED THAT THEY WOULD HAVE TO SWITCH FIRMS IN ORDER TO COMPLETE IDP.

Seventy percent of those currently employed in an architecture job indicated that their firms exhibited a moderate or high level of commitment to interns, while just 19% indicated low commitment. As a partial measure of this, 68% work in firms that contribute towards professional organization membership dues, 52% of firms pay for all or part of the ARE, and 29% of firms pay IDP fees.

Fifty percent of interns who completed IDP indicated they were not able to fulfill all 16 IDP Training Areas with one firm. However, when this same 50% were asked why they left their previous jobs, just 11% indicated that they left to complete IDP requirements. Professional advancement (58%), better pay/benefit (46%), improved quality of life (34%), more respect (32%), “wanted a change” (32%), and “wanted a chance to do more design” (25%) were ranked as more important reasons for leaving their jobs.



COMPARING IDP INTERNS TO NON-IDP INTERNS, THERE WERE NO STATISTICALLY SIGNIFICANT DIFFERENCES IN GENDER, RACE/ETHNICITY, OR CAREER OUTLOOK VERSUS EXPECTATIONS WITH REGARDS TO PROFESSIONAL SATISFACTION, COMPENSATION, HOURS WORKED, AND TYPE OF WORK.

An analysis of the 65% IDP interns and 33% non-IDP interns revealed no statistically significant differences in gender, race/ethnicity, or career outlook versus expectations with professional satisfaction, compensation, hours worked, and type of work. This does not indicate that actual compensation and actual hours are necessarily the same for both groups; it merely indicates that their expectations are identical with compensation slightly worse than expected and hours worked just about as expected. These groups generally followed the same breakdowns as indicated in the “Career & Employment Experience” section of this report. These findings are important because they illustrate a balance between the population sets.

IDP INTERNS VS. NON-IDP INTERNS

For the purposes of this survey, “IDP interns” were defined as those that were currently enrolled in or had completed NCARB’s program. “Non-IDP interns were able to clarify if they were not enrolled in IDP by choice or because it was not a requirement in their state.

IDP INTERNS WERE MORE LIKELY TO TAKE THE ARE, BUT GENERALLY FOUND THE EXAM MORE DIFFICULT THAN EXPECTED.

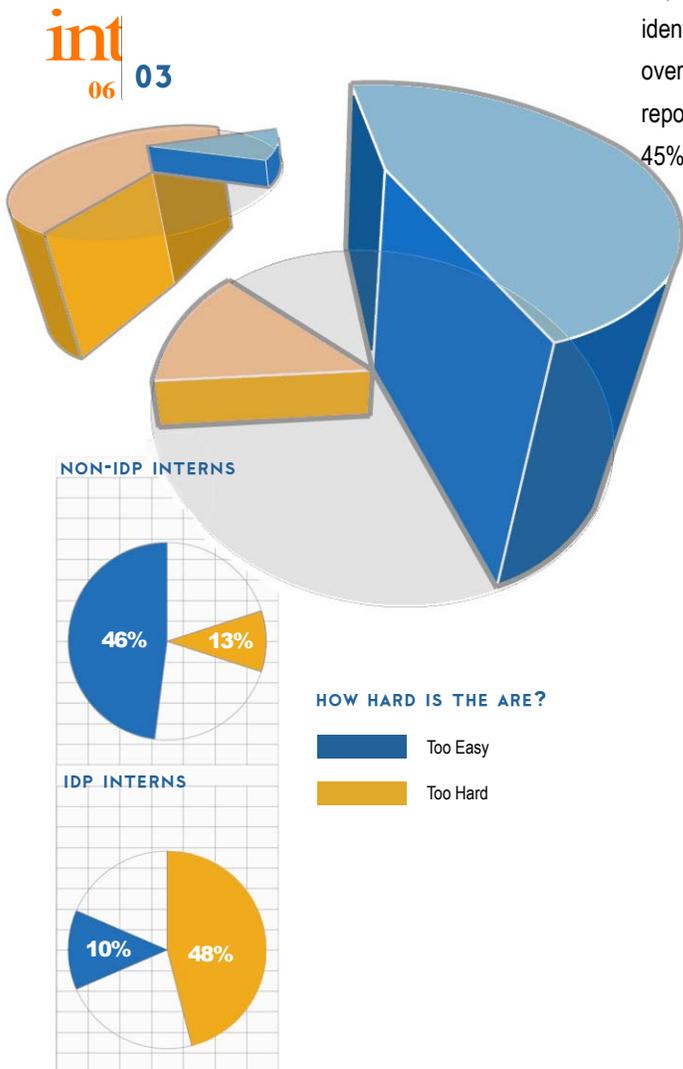
IDP interns and non-IDP interns were equally interested in pursuing registration, with 72% indicating their intention on becoming registered and 18% already being registered. However, when it comes to progress towards this goal, a higher percentage of IDP interns (41%) have actually taken some or all divisions of the ARE, compared to non-IDP interns (29%). In addition, IDP interns who completed the ARE

did so in less time, 1.7 years compared to 2.0 for non-IDP interns. Those who have not completed the ARE expect it to take longer than it actually does, driving the overall average for all respondents closer to 2.1 years to complete, thus indicating that most complete it in less time than they otherwise expected to.

In general, IDP interns felt the exam is harder than expected. As many as 48% of those who have taken some or all divisions of the ARE indicating it was “hard” and just 10% indicating it was “easy.” Non-IDP interns were nearly the reverse with only 13% indicating it was “hard” and 46% indicating it was “easy.”

FIRM COMMITMENT WAS MORE IMPORTANT TO IDP INTERNS THAN NON-IDP INTERNS.

When asked to rank the importance of a firm’s commitment to interns, the level of responsibilities sought, and the satisfaction with mentoring, the only difference between the groups was that more IDP interns (48%) than non-IDP interns (38%) ranked a firm’s commitment to interns as important or very important in seeking a job. Comparing those interns in IDP with those not in the program, their responses to professional satisfaction and type of work they were doing were also statistically identical, although non-IDP interns were slightly more satisfied with their compensation overall. When asked about the kinds of support they receive from their firm, 69% reported firm support for professional dues, 52% for continuing education costs, and 45% for all or part of the ARE.



BOTH IDP INTERNS AND NON-IDP INTERNS INDICATED THAT MENTORING WAS IMPORTANT TO THEM.

Eighty-four percent of the respondents indicated interest in formalized mentoring programs. There was no statistically significant difference between IDP and non-IDP interns regarding satisfaction with the mentoring they receive, indicating that IDP is not a good measure or predictor of the amount or quality of mentoring during internship.

Mentoring commonly happens at the firm level, regardless of whether one is enrolled in IDP. In fact, respondents overwhelmingly indicated that the best location for a formal mentoring program is within their firm (34%), or within their local AIA component (39%). When asked if mentoring was even relevant or important, just 15% indicated that they had no desire to participate in a mentoring program.

OF THOSE ENROLLED IN IDP, VERY FEW REPORTED ANYTHING MORE THAN MINIMAL CONTACT WITH THEIR IDP STATE COORDINATOR.

Each state has an IDP State Coordinator, appointed by the state AIA component or the state registration board. These volunteer help participants understand IDP through group presentations and statewide communication efforts. As was the case with IDP Educator Coordinators, only 2% of respondents indicated anything more than minimal contact with their IDP State Coordinator. Of those who are enrolled in or completed IDP, 71% have had no contact with their respective IDP State Coordinator. Twenty-five percent of respondents said that they had no idea who or what an IDP State Coordinator is, and 46% reported no contact at all.

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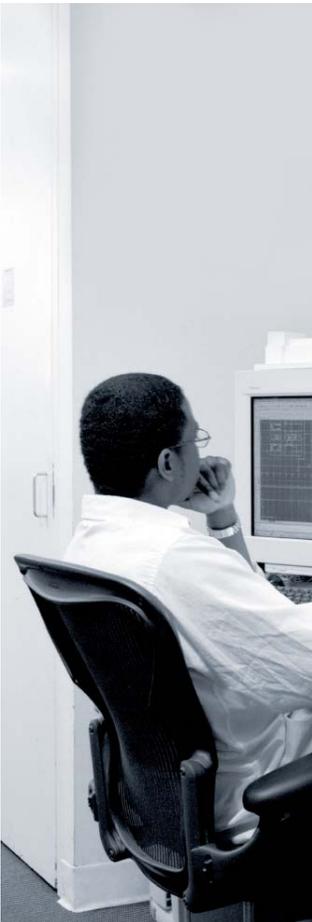


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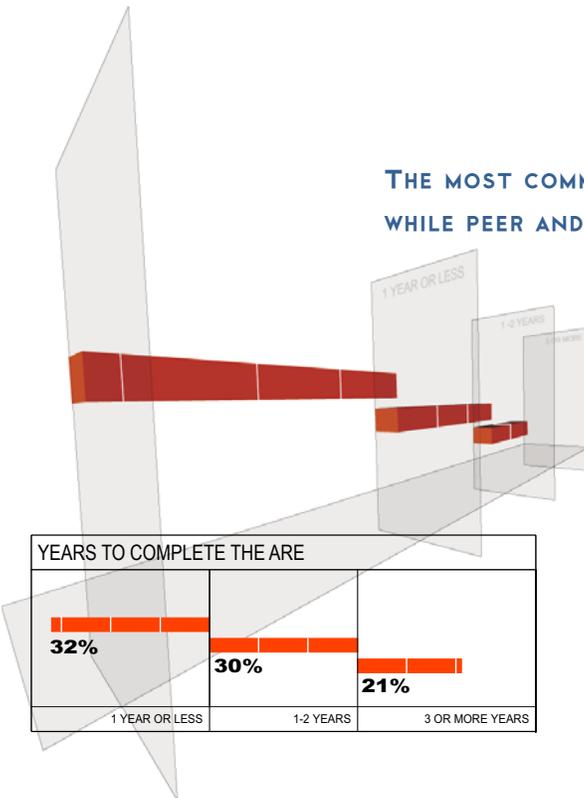
The annual number of newly licensed architects is still far below the annual number of new licensees before 1997 when the computerized Architect Registration Examination (ARE) went into effect. Until now, there has been very little, if any, quantifiable data on the cause of this continuing trend. When asked whether they intend to get registered as an architect, 94% of the respondents said they were already licensed (20%) or planned to pursue registration (74%), and just 6% said they were not planning on getting registered. As for those who do not plan on registration, over half indicated that they still are pursuing a traditional architecture or architecture-related career.

MOST RESPONDENTS WHO COMPLETED ALL NINE DIVISIONS OF THE ARE DID SO IN APPROXIMATELY ONE AND A HALF YEARS.

Although the nine divisions of the ARE add up to 32 hours of test time, on average it took candidates one and a half years to complete the ARE. Thirty-three percent took less than one year, 30% took between one and two years, while another 21% took three years or more. Six percent of respondents indicated it took them longer than five years to complete the ARE.

THE MOST COMMON REASON FOR TAKING THE EXAM IS PERSONAL FULFILLMENT, WHILE PEER AND FIRM PRESSURE ARE THE LOWEST MOTIVATIONS.

“Personal goal and fulfillment” was found to be the primary motivation for 79% of respondents who had taken or plan to take the ARE, with “career enhancement” close at 75%, and “competitive advantage in a down economy” as a distant third (35%). Firm pressure (12%), peer pressure (5%), and parental pressure (4%) were the lowest-ranked motivations for taking the ARE. (Respondents could choose three from a list.)



APPROXIMATELY HALF OF RESPONDENTS WHO HAVE STARTED TAKING OR HAVE COMPLETED THE ARE INDICATED EDUCATION AND INTERNSHIP EACH PREPARED THEM ADEQUATELY FOR THE EXAM.

When asked if their education adequately prepared them for the ARE, 45% of the respondents who have taken some or all divisions of the ARE indicated “yes.” When asked the same question about their internship, 60% of respondents who have taken some or all divisions of the ARE responded affirmatively.

However, 28% of those who have taken some divisions or completed the ARE indicated that neither education nor internship adequately prepared them for the exam. This does not indicate a failure of education or internship necessarily, as much as an apparent disconnect between the exam, its content and/or structure, and the competencies honed during education and internship for which it is designed to test.

OF THOSE ELIGIBLE TO TAKE THE ARE, LACK OF TIME TO PREPARE WAS THE MOST COMMON REASON FOR NOT TAKING THE EXAM.

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The most common reason—other than eligibility (50%)—for not taking the ARE was “no time to prepare (13%). Paperwork and/or scheduling hassles (7%), not required for career or job (6%), and cost (5%) were ranked the lowest.

The finding that only 5% of respondents indicated that cost was the reason for not taking the exam is further supported by the fact that there is no statistically significant difference between those in architecture-related firms that pay for part or all divisions the ARE (46%) and those that work in firms that do not (49%). Additionally, there is also no statistically significant difference between the length of time it takes to complete the exam between those receiving some or total firm support and those who reported having no firm support.

A NAAB-ACCREDITED DEGREE WAS NEARLY UNIVERSAL AMONG YOUNG ARCHITECTS.

Of the respondents who have completed all nine divisions of the ARE, the 2003 Survey asked multiple questions related to education and training in order to compare their responses with the expectations of those who plan to take the ARE. The results indicated that 88% of those who had completed the ARE had accredited degrees, compared with only 73% of those planning to take the ARE—of which 40% plan to return to school, 58% of those for an architecture-related degree. The 2003 Survey did not specifically ask whether the importance of an accredited degree was related to NCARB requirements, other incentives of earning a professional degree, or a combination of the two. However, given the significant percentage (54%) who felt

their education did not prepare them for the ARE, it suggests that state or NCARB requirements are driving this trend.

Fifty percent of respondents who do not plan on becoming registered have accredited degrees, and nearly half of them plan to return to school for another degree. While the most common non-architecture degree sought for those returning to school is the MBA, 78% of all respondents planning to return to school still indicated an intention to get registered.

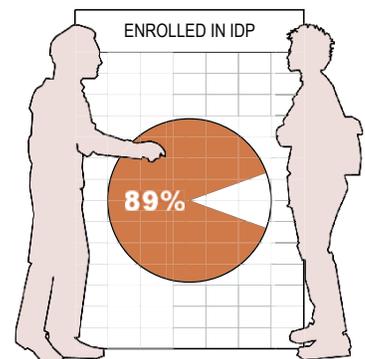
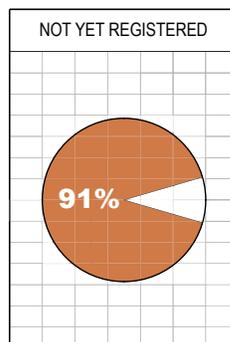
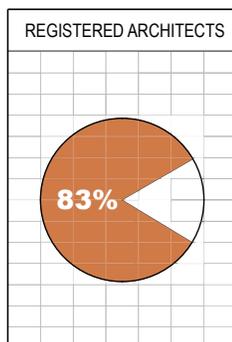
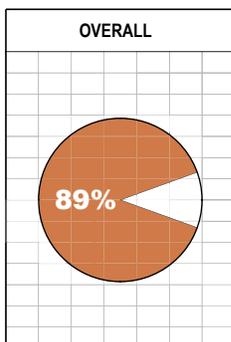
NEARLY 90% OF ALL SURVEY RESPONDENTS—including INTERNS AND REGISTERED ARCHITECTS—SUPPORTED GIVING ARCHITECTURE SCHOOL GRADUATES ACCESS TO THE ARE CONCURRENT WITH INTERNSHIP.

Eighty-nine percent of all respondents indicated a desire to be able to take the ARE concurrent with their internship experience. This preference is the single strongest area of agreement among survey respondents. It is also consistent with recent recommendations from the 1999 and 2002 Internship Summits, the Collateral Internship Task Force (CITF), and the Collateral Internship Management Group (CIMG).

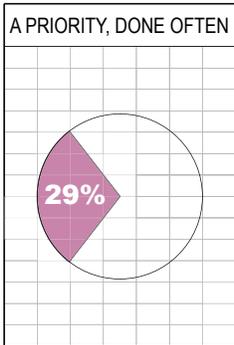
More specifically, 83% of respondents who are already registered believe architecture school graduates should be allowed to take the exam concurrent with internship. Ninety-one percent of respondents who are not yet registered also responded affirmatively, as did 89% of those currently enrolled in or who have completed NCARB's IDP.



“IF YOU WERE ALLOWED TO TAKE SOME OR ALL OF THE ARE UPON GRADUATION OR CONCURRENT WITH YOUR INTERNSHIP EXPERIENCE, WOULD YOU?” THE FOLLOWING GROUPS ANSWERED YES:

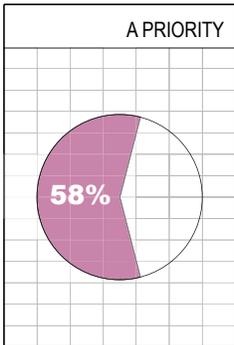


PARTICIPATING IN COMMUNITY SERVICE IS:



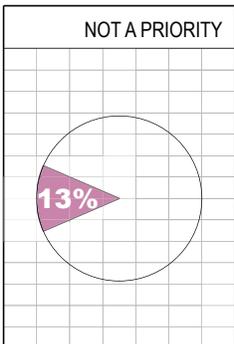
Engaging in community and professional service was reported to be a high priority and a regular activity for 29% of respondents. Fifty-eight percent called it a priority, but not something they do regularly, while 13% said it is simply not a priority. There were no statistically significant differences between IDP and non-IDP interns or among AIA, Associate AIA, and non-AIA members over the issue of making community or professional service a priority. This is perhaps surprising, because IDP requires 80 hours of community service.

ALMOST HALF OF INTERNS, WHO WERE NOT ASSOCIATE AIA MEMBERS, INDICATED THAT THEY MAY JOIN THE AIA AFTER GETTING REGISTERED.



Seventy-nine percent of respondents were members of the AIA, with 60% being Associate members and 19% being full members. Twenty-one percent of respondents were not members of the AIA. Of those interns who were not AIA members, almost half (45%) indicated that they may join the AIA after getting licensed. Thirty-three percent of non-members cited the perception there was “not enough value for the costs.” The second most common reason for not joining AIA was that the “dues were too expensive” (32%).

THE MOST IMPORTANT AIA MEMBERSHIP BENEFITS WERE PERCEIVED TO BE NETWORKING, ACCESS TO RESOURCES, AND CAREER ENRICHMENT.



Networking (21%), access to resources (20%), and career enrichment (15%), and continuing education (14%) were ranked the most important AIA membership benefits for all respondents combined. When broken down by membership type, full AIA members indicated that prestige, continuing education, and access to resources were the top three most important benefits. Non-AIA members, like Associate AIA members, ranked networking first, access to resources second, and career enrichment third.

THE LEAST IMPORTANT AIA MEMBERSHIP BENEFITS WERE PERCEIVED TO BE THE FREE FIRST-YEAR MEMBERSHIP, PRESTIGE, AND SOCIAL ASPECTS.

Twenty-five percent of all respondents picked the free first-year membership as the least important AIA membership benefit, followed by prestige (23%) and social aspects (19%). When filtered by membership type, Associate AIA members ranked prestige and social second and third and full AIA members ranked these same benefits third and second, while the non-AIA members least valued prestige of membership as their first choice, with social and newsletters at their next least valued.

AMONG ASSOCIATE AIA MEMBERS, VERY FEW REPORTED ANYTHING MORE THAN MINIMAL CONTACT WITH THEIR NAC REGIONAL ASSOCIATE DIRECTOR (RAD).

The NAC was formed in 2000 as a means of providing Associate member representation and advocacy within the AIA. In three years, the NAC has undertaken a number of new initiatives, including collaborating with ArchVoices on this survey and generally working to raise awareness of Associate member issues within the AIA. However, Associate-related communication is perceived as almost nonexistent. Only 6% of Associate AIA members indicated anything more than minimal communication with the NAC or their regional representative, and 25% were not at all familiar with the NAC or their RAD.

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The *2003 Internship & Career Survey* was very intentionally an “overview” survey, which focused on understanding the big picture of internship, rather than micro issues. In hindsight, it would have been valuable to solicit more detailed information, such as from the school respondents graduated from and the year they graduated, the state they registered in were or planned on getting registered in, and whether or not the ability to take the ARE concurrent with internship factored into their decision about where to move, etc. Questions about the size and type of firms that respondents worked in could yield insights into the experiences of working at a large vs. a small firm or in an area of specialty. Such information would have added another layer of study to this report.

Of the 23% of respondents who reported they were “not enrolled in the IDP by choice,” it would be useful to know if they never plan to enroll, they just haven’t gotten around to it yet but plan to, they plan to submit their hours retroactively, or plan to pursue initial registration in a state that does not require IDP, etc.

It is strongly recommended that future surveys ask many of the same questions, with the exact wording and response choices, so that direct comparisons can be made. Future surveys also are encouraged to include the same sample types—AIA members and ArchVoices subscribers who are either not licensed or have been licensed for five years or less.

Finally, in addition to regular “overview” surveys such as this one, smaller, targeted surveys are encouraged to focus on specific topics of interest to the profession and to interns and Associates, who will, after all, determine the future of the profession. Such surveys could examine the disparate experiences of women and minorities, MArch vs. BArch graduates, large/small firms perhaps, and resources and services of interest to this population. Most importantly, all such surveys should be conducted via the Internet, and the results posted online so they are easily accessible to the public.

The population of interest—interns, recent architecture school graduates, non-registered architects, and architects licensed for five years or less—was framed by email lists supplied by ArchVoices and the AIA. The total number of unduplicated email addresses represented on all three lists was 23,606.

The survey instrument was designed collaboratively by the ArchVoices/NAC Survey Task Force and MemberSurvey.com (division of Readex). Development of the survey website and broadcast emails were handled by MemberSurvey.com. On March 24, 2003, MemberSurvey.com broadcast initial email requests to all 23,606 sample members, inviting them to participate in the survey by visiting the access-controlled web site hosted by Readex/MemberSurvey.com. 3,694 of the email addresses (or 16% of the total) bounced back undeliverable. On March 27, reminder emails were sent to the 17,728 sample members who had not yet responded. A final reminder email to 14,987 non-respondents was broadcast April 2. The survey was closed for tabulation on April 7, 2003.

1,315 participants disqualified themselves as not belonging to the population of interest, and 4,816 participants submitted usable responses—for a 26% response rate. Because the response rate was modest, the possible effects of non-response bias should be considered in interpreting the results.

From the 4,525 qualified usable responses which were at least 90% complete, a random sample of 1,000 was selected for processing and tabulation. Percentages based on all 1,000 responses are subject to a margin of error of $\pm 3.1\%$ at the 95% confidence level. Percentages calculated on smaller tabulation bases—for example, those currently in school—are subject to more statistical variability.

The response was tabulated and the report was prepared by MemberSurvey.com in accordance with accepted research standards and practices. The survey instrument is available under Appendix D.

LIST SOURCE

Associate AIA members	9,384
AIA full members	5,504
ArchVoices subscribers	8,363
Associate & full AIA members	47
Associate AIA members & ArchVoices subscribers	365
Full AIA members & ArchVoices subscribers	23
All three of the previous	1
TOTAL	23,606

The 2003 *Internship & Career Survey* instrument concluded with an opportunity for respondents to enter any additional comments. 986 individuals took advantage of this opportunity. The comments fell into the following areas:

- 35% related to the ARE, IDP, registration, or NCARB;
- 31% related to the AIA, the profession, education, or mentoring;
- 12% related to compensation or careers;
- 12% related to the survey device; and
- 10% were simply stories or unrelated comments.

APPENDICES C1 & C2:

These two selections include a total of 306 individual comments on the National Council of Architectural Registration Boards (NCARB), Architect Registration Examination (ARE), Intern Development Program (IDP), general licensure issues, and issues affecting foreign-educated and –trained architects.

Go to www.aia.org/nac/appendixC1.pdf and www.aia.org/nac/appendixC2.pdf to access these appendices.

APPENDICES C3 & C4:

These two selections include a total of 339 individual comments on the American Institute of Architects (AIA), education, the future of the profession, mentoring, and previous careers.

Go to www.aia.org/nac/appendixC3.pdf and www.aia.org/nac/appendixC4.pdf to access these appendices.

APPENDICES C5 & C6:

These two selections include a total of 324 individual comments on the survey itself, compensation issues, alternative careers, and personal experiences.

Go to www.aia.org/nac/appendixC5.pdf and www.aia.org/nac/appendixC6.pdf to access these appendices.

The following appendices are available online through the ArchVoices (www.archvoices.org) and NAC (www.aia.org/nac) websites.

SURVEY INSTRUMENT

The *2003 Internship & Career Survey* instrument was designed collaboratively by the ArchVoices/NAC Survey Task Force and MemberSurvey.com, a division of Readex. Development of the survey website was handled by MemberSurvey.com. Go to www.aia.org/nac/surveydevice.pdf to download the survey instrument.

PRELIMINARY RESULTS

The preliminary results include overall responses to each question asked in the survey. These results were published online by ArchVoices and the NAC in May 2003. The survey report does not include analysis of each question asked. Go to www.aia.org/2003surveyresults.asp to access the preliminary results.

OTHER RELATED SURVEYS

The *2003 Survey* was informed in part by questions asked in the *1999 AIA National Survey of Internship*, *1999 NCARB Architectural Internship Evaluation Project*, *2000 Survey of California Architectural Internship*, and *2001 NCARB Practice Analysis*. Go to www.aia.org/nac/othersurveys.pdf for more information.

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2003 INTERNSHIP & CAREER SURVEY
ACKNOWLEDGEMENTS

The *2003 Internship & Career Survey Report* was co-authored by the following ArchVoices/NAC Survey Task Force members:

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ArchVoices is an independent, nonprofit organization and think tank on architecture education and internship, established by architecture interns immediately following the 1999 Internship Summit. ArchVoices unites news, resources, and editorials regarding architectural education and internship; compiles data and research on architecture and other licensed professions; maintains a comprehensive website in order to facilitate access and cross-referencing of ideas, information, and opportunities; and hosts regular conferences and an annual essay competition focusing on architectural internship. For more information, visit www.archvoices.org.

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The **AIA National Associates Committee (NAC)**, formed in 2000, grew out of the Intern/Associate Committee, which was originally formed in 1993. The NAC is a representative body of Regional Associates Directors (RAD), one from each of the 18 AIA regions. The NAC and its RADs are charged with representing Associate AIA members, both mainstream and alternative, and providing information and leadership to regional, state, and local components of the AIA. By speaking with one clear and consistent voice, the NAC works to draw attention to the education, dedication, skills, and efforts of Associate AIA members. For more information, visit www.aia.org/nac.

MemberSurvey.com is the division of Readex, Inc. that focuses on research for professional, scientific, and trade associations. Readex is a nationally recognized independent research company located in Stillwater, MN. Its roots are found in survey research for the magazine publishing industry, but its specialization in conducting high-quality, self-administered surveys has brought it clients from many other markets, including associations, corporate marketers and communicators, and government agencies. For more information, visit www.membersurvey.com.