ics 2003 | INTERNSHIP & CAREER SURVEY
EXECUTIVE SUMMARY

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.

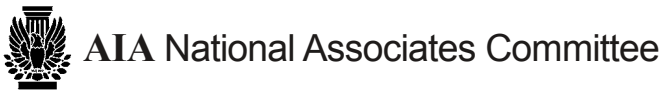
The *2003 Internship & Career Survey* was administered between March 24 and April 7, 2003, and successfully delivered by email to 19,912 interns and young architects who are either ArchVoices newsletter subscribers or members of the AIA. 4,816 young professionals took the time to respond to the survey—more 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 Final Report* is available online at both *www.archvoices.org* and *www.aia.org/nac*.

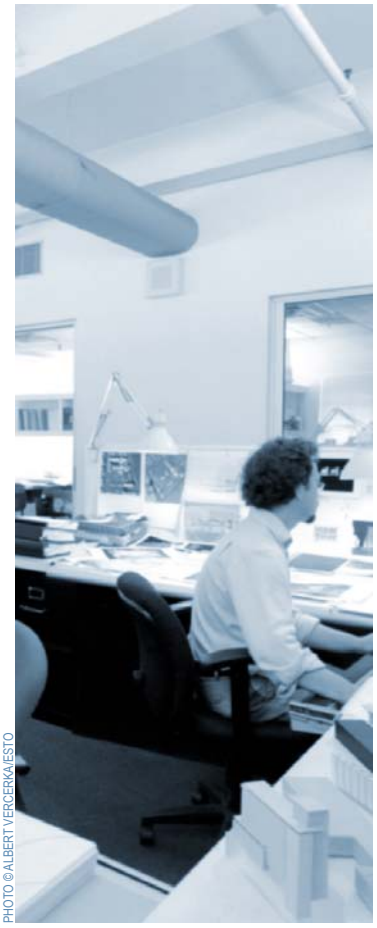
THE 2003 INTERNSHIP & CAREER SURVEY WAS DIVIDED INTO TEN SECTIONS:

- 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.



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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.

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.

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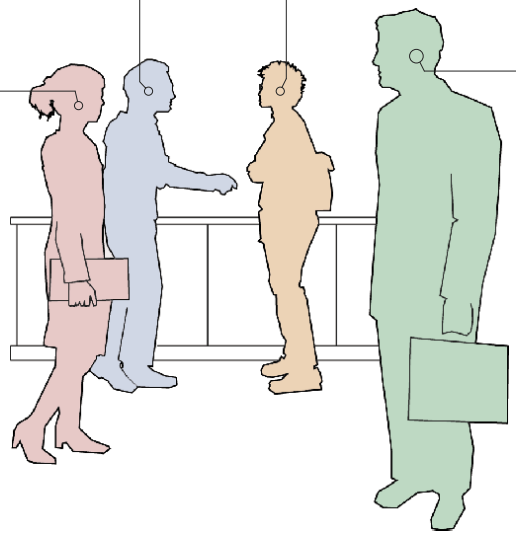
2003 Internship & Career Survey
Respondent Breakdown

40% ARCHVOICES SUBSCRIBERS

- FEMALE: 41%
- CAUCASIAN: 78%
- 34+ YEARS OLD: 21%
- EDUCATION: NO PROF. DEGREE 33%; B.ARCH 47%; M.ARCH 20%
- INTERNSHIP: ENROLLED IN IDP 35%; COMPLETED IDP 31%
- REGISTRATION: TAKEN ARE 21%; TAKING ARE 16%; INTEND TO TAKE ARE 80%
- CAREER: PREVIOUS CAREER 21%; PLAN ON TRADITIONAL PATH 78%
- MEMBERSHIPS: AIAS MEMBERS DURING SCHOOL 64%; ASSOCIATE AIA MEMBERS 46%; FULL AIA MEMBERS 14%; OTHER ORGANIZATIONS 24%; FIRM CONTRIBUTES TO MEMBERSHIP FEES 43%



21% NON-AIA MEMBERS

- FEMALE: 48%
- CAUCASIAN: 74%
- 34+ YEARS OLD: 8%
- EDUCATION: NO PROF. DEGREE 46%; B.ARCH 37%; M.ARCH 17%
- INTERNSHIP: ENROLLED IN IDP 35%; COMPLETED IDP 13%
- REGISTRATION: TAKEN ARE 5%; TAKING ARE 4%; INTEND TO TAKE ARE 88%
- CAREER: PREV. CAREER 15%; PLAN ON TRADITIONAL PATH 73%
- MEMBERSHIPS: AIAS MEMBERS DURING SCHOOL 72%; OTHER ORGANIZATIONS 27%; FIRMS CONTRIBUTE TO MEMBERSHIP FEES 24%

19% AIA MEMBERS

- FEMALE: 25%
- CAUCASIAN: 87%
- 34+ YEARS OLD: 42%
- EDUCATION: NO PROF. DEGREE 9%; B.ARCH 65%; M.ARCH 26%
- INTERNSHIP: HAVE COMPLETED IDP 75%
- CAREER: PREV. CAREER 15%; PLAN ON TRADITIONAL PATH 87%
- MEMBERSHIPS: AIAS MEMBERS DURING SCHOOL 48%; SUBSCRIBE TO ARCHVOICES 29%; OTHER ORGANIZATIONS 25%; FIRMS CONTRIBUTE TO MEMBERSHIP FEES 74%

60% ASSOCIATE AIA MEMBERS

- FEMALE: 36%
- CAUCASIAN: 76%
- 34+ YEARS OLD: 34%
- EDUCATION: NO PROF. DEGREE 24%; B.ARCH 54%; M.ARCH 22%
- INTERNSHIP: ENROLLED IN IDP 34%; COMPLETED IDP 33%
- REGISTRATION: TAKEN ARE 7%; TAKING ARE 26%; INTEND TO TAKE ARE 91%
- CAREER: PREVIOUS CAREER 23%; PLAN ON TRADITIONAL PATH 79%
- MEMBERSHIPS: AIAS MEMBERS DURING SCHOOL 50%; SUBSCRIBE TO ARCHVOICES 30%; OTHER ORGANIZATIONS 18%; FIRMS CONTRIBUTE TO MEMBERSHIP FEES 71%

Acknowledgements

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

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Special thanks to the following ArchVoices/NAC Survey Task Force members, AIA staff, and Readex staff that helped along the way:

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