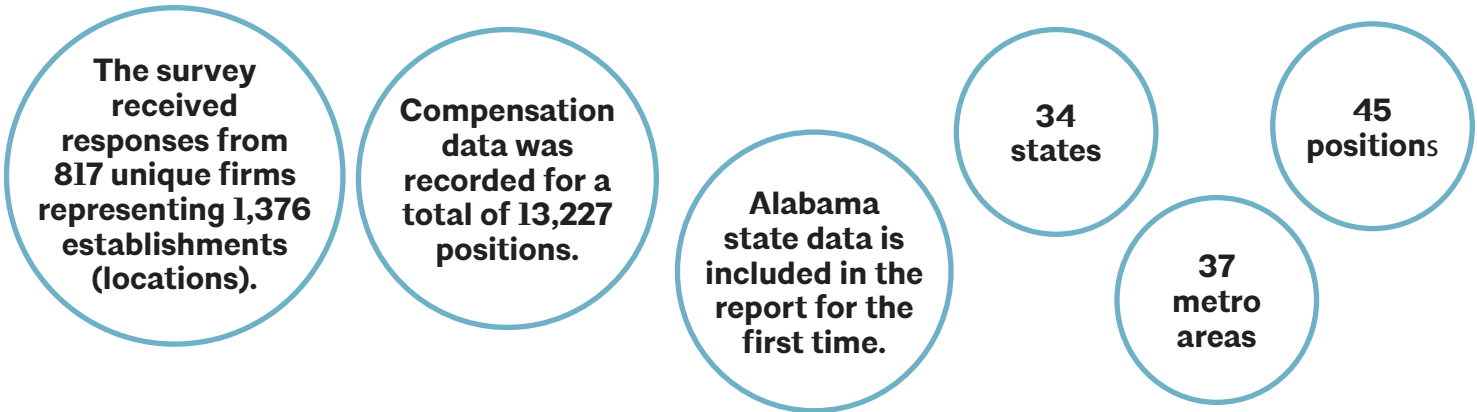




Key takeaways from the 2025 AIA Compensation and Benefits Survey

The AIA Compensation & Benefits Report is the industry’s most comprehensive resource on architecture firm compensation trends.



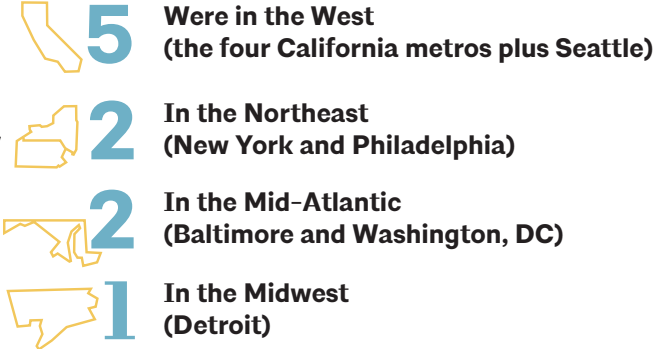
Architectural associates

(non-licensed recent graduates) saw some of the most robust salary growth among architectural staff from 2023 to 2025 at

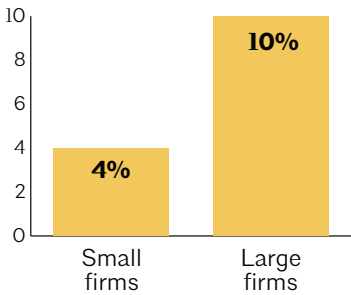


Top 10 cities

with the highest pay for architectural associates (an unlicensed recent graduate)

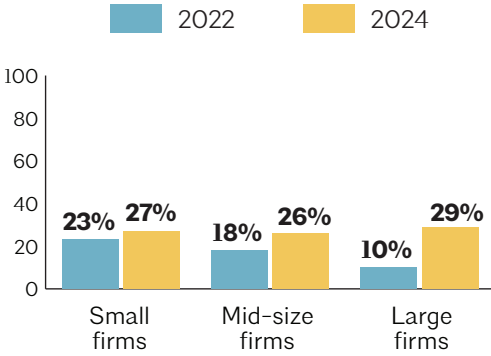


Turnover rates at architecture firms remained relatively low in 2024



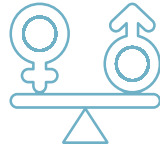
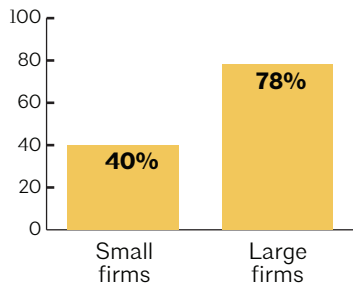
Hiring without a degree

Architecture firms reported being much less likely to hire staff without a professional degree in architecture in 2024 than in 2022.



Student employment

Overall, more than half of architecture firms reported hiring architecture school students for part-time work in 2024.



Salary equity

A higher share of larger firms reported conducting a salary equity assessment by gender in 2024, compared to 2022.

71% IN 2024 vs. **66%** IN 2022



Increased opportunities

77% of large firms offering mentorship opps

75% offering career path opps

21% of large firms reported applying [AIA's Guides for Equitable Practice](#) in 2024

Greater professional development



Funding

On average, 61% of firms reported offering direct funding for professional development to any staff in 2024.

Small firms: were much more likely to report offering professional development funds on an ad hoc basis to each eligible employee as needed.

78% SMALL FIRMS vs. **65%** MID-SIZE FIRMS **42%** LARGE FIRMS

Large firms: were much more likely to report having a fixed budget for all employees to draw from.

40% LARGE FIRMS vs. **9%** SMALL FIRMS **16%** MID-SIZE FIRMS

Topics

Training on technology and graphics was the most popular professional development topical area across all firm sizes—with at least three quarters of firms over 5 employees offered this training area.

PROJECT
MANAGEMENT
TRAINING



WAS HIGHER AT SMALL FIRMS

TRAINING IN
SUSTAINABILITY AND
RESILIENCE



WAS HIGHER AT LARGE FIRMS

Employee benefits

Firms continued offering their employees a wide variety of fringe benefits in 2024.

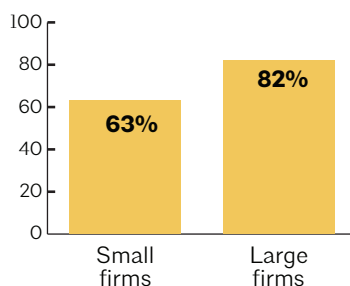


Large firms: Bereavement leave, casual dress, paid maternity leave, and an employee assistance program (EAP) are more common.



Small firms: Pet- and child-friendly offices are more common.

Overall, firms reported that an average of 70% of staff work remotely in some capacity



Juneteenth

The adoption of Juneteenth as a paid holiday continued to grow.

24% 2024 vs. **16%** 2022 **5%** 2020



Days of PTO

The number of days of PTO offered has remained generally consistent in recent years.