

# 2007 CENTRAL STATES INTERNSHIP SURVEY RESULTS

In 2006, the AIA Central States Region voted to use surplus budget funding to support the needs of the Emerging Professionals in the region. A task force was created to determine the needs of Emerging Professionals in the Midwest region and recommend how the regional AIA component could best support those needs. From the discussion, a budget and timeline were to be determined. The logical first step for the task force was to discuss options for support and survey the members. A survey was sent out in April 2007 to over 900 Associate AIA members in Iowa, Kansas, Missouri, Nebraska, and Oklahoma. The following is an assessment of the results in order to better determine a focus for the Emerging Professionals Task Force.

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## PROJECT OVERVIEW

Number of respondents	Iowa	42
	Kansas	53
	<b>Missouri</b>	<b>74</b>
	Nebraska	36
	Oklahoma	26

What Architecture Program Did you Graduate From?	Iowa State	41
	<b>University of Nebraska</b>	<b>29</b>
	<b>University of Kansas</b>	<b>31</b>
	<b>Kansas State</b>	<b>34</b>
	University of Oklahoma	20
	Oklahoma State	6
	Washington University	12
	Drury	17
	Other	30

What year did you receive your professional degree in architecture?	<b>Prior to 2000</b>	<b>61</b>
	2001	13
	2002	26
	2003	35
	2004	35
	2005	25
	2006	30

What size firm do you work for?	Small (2-10 architects)	65
	Medium (11-25 architects)	69
	<b>Large (26+ architects)</b>	<b>94</b>

The survey was well responded to by Emerging Professionals throughout the region. The survey was broken out by state and responses were comparable which suggests that the needs of Emerging Professionals are similar among the five-state region. There are still a number of Emerging Professionals that received their degree prior to 2000 and are not licensed architects. The task force will assess the survey results closely and recommend the best way to help all Emerging Professionals achieve their goals.

## RESPONDENT BREAKDOWN

What is your IDP Status?	I have not begun.	23
	<b>I am in the process.</b>	<b>104</b>
	I have completed IDP but have not begun the ARE.	37
	I have completed IDP and have begun the ARE.	62
	What is IDP?	1

If you have not begun IDP, please indicate why.	<b>n/a, I am participating in IDP</b>	<b>84</b>
	It is expensive and my firm doesn't pay for it.	5
	I am not getting proper experience and/or mentoring.	2
	Too much paperwork.	8
	I do not intend to become licensed.	4
	I plan to start IDP soon.	12
	I don't know anything about IDP.	1

If you had the opportunity to take the ARE concurrent with IDP, would you do so?	<b>Yes.</b>	<b>105</b>
	Yes, but I would wait until I had 250 Learning Units (approximately 1 year) of experience.	74
	No, it is important to finish IDP before taking the ARE.	23

It is encouraging that the majority of the respondents are currently participating in the Internship Development Program (IDP) with the intention of becoming licensed. Other survey questions indicate overwhelming firm participation in the IDP and licensure process. It is also important to notice that several Emerging Professionals have completed IDP and have begun taking or are about to begin taking the licensure exams. This suggests to the Task Force that attention must be paid to both IDP participants and the ARE candidates.

In June 2007, the National Council of Architecture Registration Boards will vote on Model Law that will support allowing Emerging Professionals to take the Registration Exam (ARE) concurrently with IDP participation. The results of the survey suggest that Emerging Professionals in our region would appreciate the ability to take the ARE concurrent with IDP which could over time encourage more Emerging Professionals to pursue professional licensure.

## IDP & LICENSURE

Did education adequately prepare you for your internship?	Yes.	56
	<b>Somewhat, I was taught basic design skills and it is the firm's job to teach me tectonics.</b>	<b>91</b>
	No, I think it is the school's responsibility to teach design while integrating technical aspects of the profession within education.	56

What benefits does your firm provide for Emerging Professionals? (Check all that apply.)	Formal Mentoring Program	46
	Pay for IDP	82
	Study Materials for ARE	137
	IDP Registration Integrated with First Day Orientation	8
	ARE Time Off / Partial Time Off	137
	<b>Pay for ARE</b>	<b>149</b>
	Bonus upon completion of ARE / Salary Increase	105
	Title Change Upon Licensure	98
	My firm does nothing	15

It is important for the Task Force and Central States Region to understand that Emerging Professionals coming out of school are generally satisfied with their education and are receiving appropriate support and mentorship through their internship. Survey results indicate that the majority of Emerging Professionals working within the region have graduated from regional schools. Since there is such a relationship, there is great opportunity for research and learning collaboration among the academy and the profession.

Survey results also indicate that firms in the Central States Region are highly supportive of the path to licensure. There are several key firms within the region that provide formal mentorship programs that encourage their young employees to learn quickly and become licensed sooner. The Emerging Professionals Task Force will review programs within the region in order to communicate best mentorship practices among firms, young professionals, and local AIA Components.

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## EDUCATION & PRACTICE

What can AIA Central States do to support interns through the licensure process? (Numbers indicate rank from 1, most important, to 5, least important)	Increase communication among interns throughout our five state region. (Iowa, Kansas, Missouri, Nebraska & Oklahoma)	3
	Provide Associate activities at the Central States Regional Conference.	4
	Waive registration for Associates to attend AIA Central States Regional Conference.	3
	Provide scholarships for Associates to attend the AIA Central States Regional Conference.	5
	<b>Pay the initial \$100 NCARB file fee upon graduation.</b>	<b>2</b>
	<b>Educate senior architects/firms about mentoring strategies.</b>	<b>1</b>

Where would you like to see the Emerging Professionals Task Force focus attention?	<b>Mentor / Firm Education</b>	<b>51</b>
	IDP Support	31
	Intern Oriented Programming at Central States Regional Conference	3
	Titling : Intern, Emerging Professional, Associate??	24
	Regional Communication for Interns	6
	<b>Petition State Licensing Boards to allow ARE to be taken concurrent with IDP.</b>	<b>82</b>
	Component (State or Local) formal mentoring programs.	15

Emerging Professionals in the Central States Region indicated overwhelmingly that mentor and firm education should be a top priority for the task force. This could be done by evaluating existing mentoring programs that have been developed by firms and local AIA components both within and outside the region. This could also be done by educating firms about the Intern Friendly Firm program published by AIA.

It is also a priority for Emerging Professionals to be able to take the ARE concurrent with IDP. In order to make this a reality, the task force will have to define the best group of Emerging Professionals and licensed Architects that will be able to petition state licensing boards once NCARB has passed Model Law in June.

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## SUPPORTING EMERGING PROFESSIONALS

The results of the survey were not surprising in any way, rather validating. By understanding the needs and interests of Emerging Professionals, the Central States Region has an opportunity to become national leaders in support of licensure. The first goal of the Task Force is to increase communication among Emerging Professionals. The results of this survey will be published in a newsletter that will be distributed among the region in May. The newsletter will be a quarterly publication that increases awareness and praises best practices.