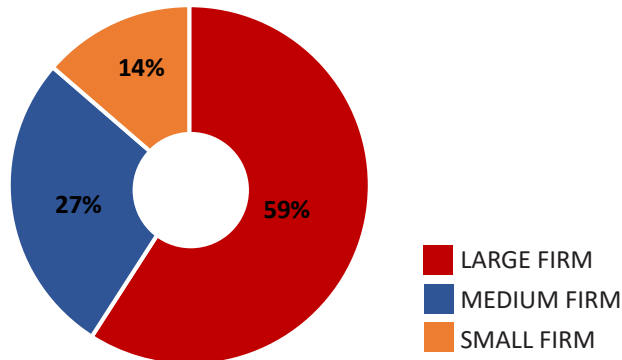




2019-2020 Emerging Professional Friendly Firm Program SURVEY RESULTS

SUMMARY



22 ENTRIES WERE RECEIVED FOR THE 2019-2020 EP FRIENDLY FIRM AWARD. OF THE ENTRIES:

- 13** WERE FROM LARGE FIRMS, REPRESENTING 50+ EMPLOYEES
- 6** WERE FROM MEDIUM FIRMS, REPRESENTING 10-49 EMPLOYEES
- 3** WERE FROM SMALL FIRMS, REPRESENTING 1-9 EMPLOYEES

AIA NCSR would like to recognize regional firms who offer great support and opportunities to their Emerging Professionals (EP) and to suggest more ways that all firms can elevate the level of EP support throughout the region. We hope this process helps foster dialogue within firms and communities and across the state to create new and innovative policies and opportunities to support and develop the future members of our profession.

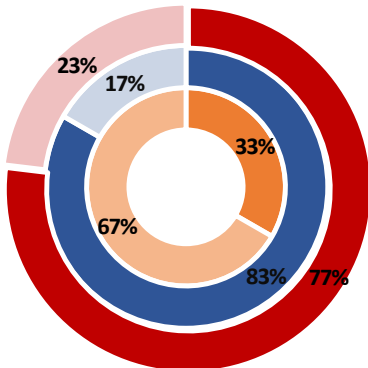
This report contains the results of the very first round of the EP Friendly Firm Application in which 22 firms applied. This application looked at the following categories: Equity Diversity and Inclusion, Opportunity, Professional Development, Licensure, and Compensation + Benefits.

HIGH LEVEL TAKE-AWAYS

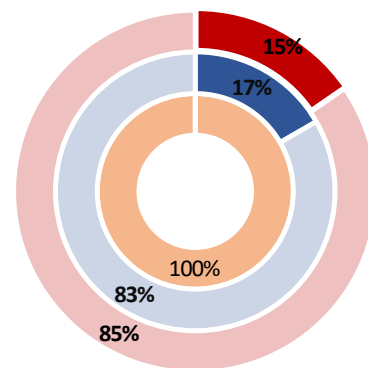
- Equity Diversity and Inclusion / Opportunity:** This category was the weakest part of the application for most firms. There are strides to be made when it comes to having a more diverse staff, paid family leave, and leadership training. Good first steps for making positive change include reading the Guides for Equitable Practice and engaging in EDI or anti-harassment trainings. The most notable firms offered paid *parental* leave.
- Professional Development:** This is a fairly strong category, proven by the fact that EPs continue to work at a firm. A formal mentorship program is hit or miss at firms and the path to leadership within the company may be unclear.
- Licensure:** This is the strongest firm category. There is strong financial support for testing, time off to take exams, study materials are provided, and AXP hours are regularly reviewed. A firm reimbursing for a failed exam may be hit or miss. The most innovative policies for licensure include a stipend of time and money for the licensure candidate to allocate however they wish and/or an internal EP group that motivated EPs through the exam process.
- Compensation and Benefits:** This is a strong category. EPs typically will make the AIA median starting salary and cover fees associated with licensure, AIA, and NCARB. Health insurance, paid sick leave, disability/life insurance, and a firm supported retirement plan are fairly standard, with very few exceptions.

EQUITY, DIVERSITY, AND INCLUSION

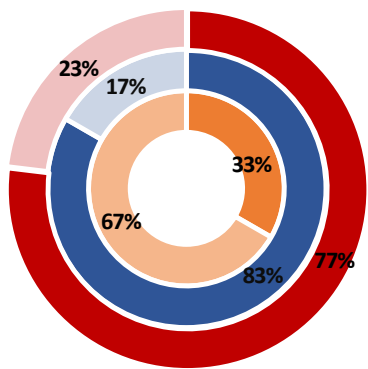
■ LARGE FIRM (Y/N)
■ MEDIUM FIRM (Y/N)
■ SMALL FIRM (Y/N)



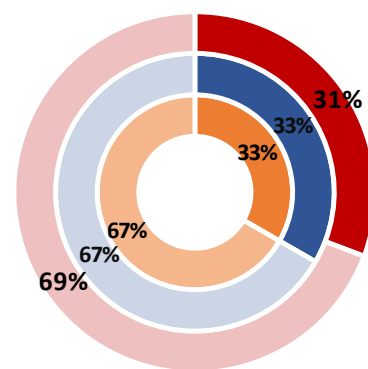
Q: Of the EPs in your firm, are at least 30% architects/designers women?
 According to ACSA, 43% of architecture graduates are women and 30% of AIA Associate members are women. <http://www.acsa-arch.org/resources/data-resources/women>



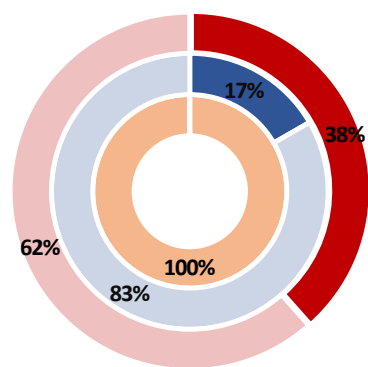
Q: Of the EPs in your firm, do at least 30% percent identify as a racial or ethnic minority?
 According to NCARB's 2016 assessment of demographics, 30% of exam candidates identified as non-white. <https://www.ncarb.org/nbtn2017/demographics>



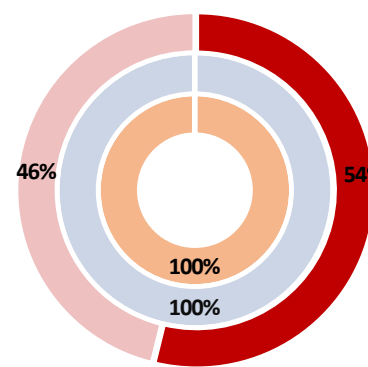
Q: Does your firm interview and extend job offers to at least 30% EPs who may be defined as a disadvantaged group*?
 *Disadvantaged groups are identified as ethnic minorities, women, persons with disabilities or former military personnel.



Q: Has your firm provided/shared the 2018 AIA Guides for Equitable Practices to employees?



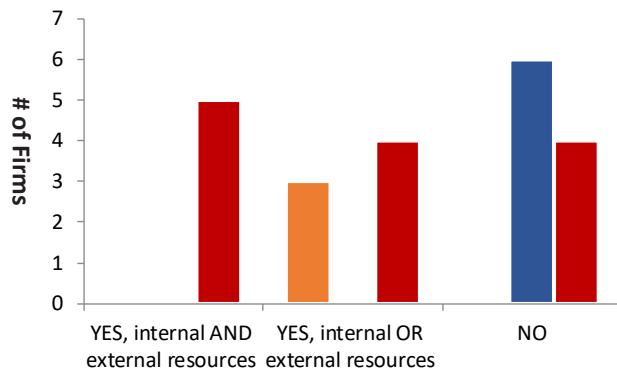
Q: Has your firm provided company-wide, anti-harassment training to all employees within the past 3 years?



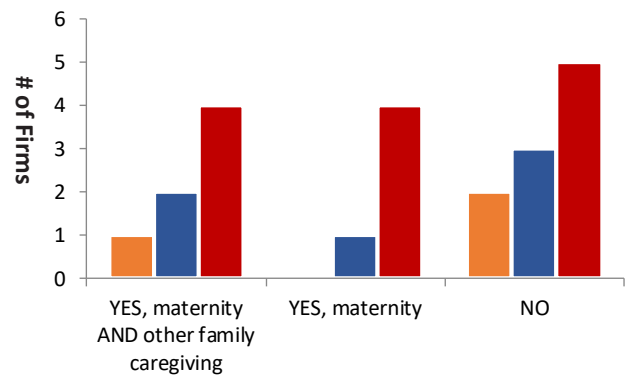
Q: Has your firm provided company-wide, equity diversity and inclusion training to all employees within the past 3 years?

OPPORTUNITY

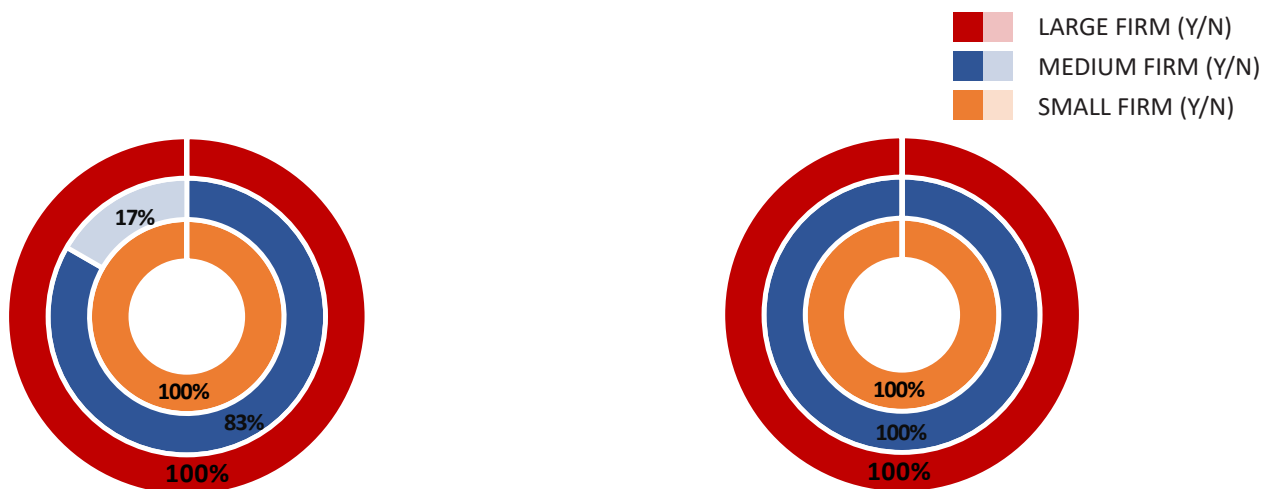
■ LARGE FIRM
■ MEDIUM FIRM
■ SMALL FIRM



Q: Does your firm sponsor leadership training for EPs through formal coaching or continuing education?



Q: Does your firm provide paid family leave for caregiving?

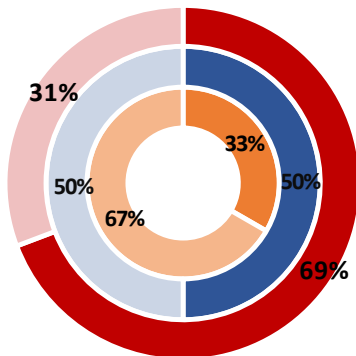


Q: Does your firm facilitate opportunities and support for EPs to participate in community service activities?

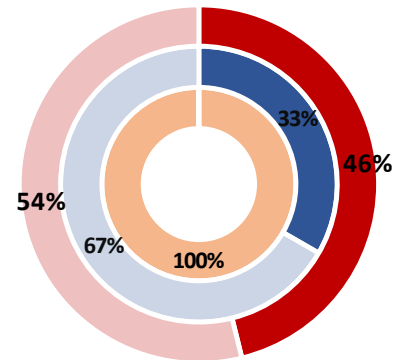
Q: Does your firm offer flexible working hours?

PROFESSIONAL DEVELOPMENT

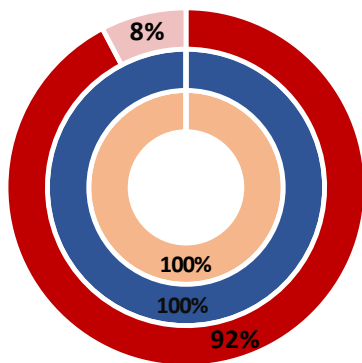
■ LARGE FIRM (Y/N)
■ MEDIUM FIRM (Y/N)
■ SMALL FIRM (Y/N)



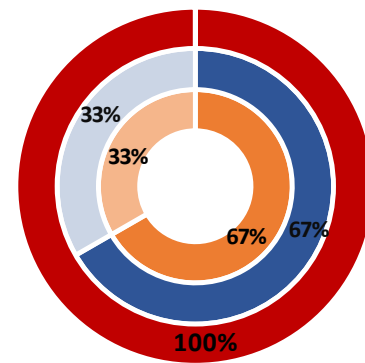
Q: Does your firm provide a mentor to each Emerging Professional outside of their direct supervisor to guide licensure and young architects development?



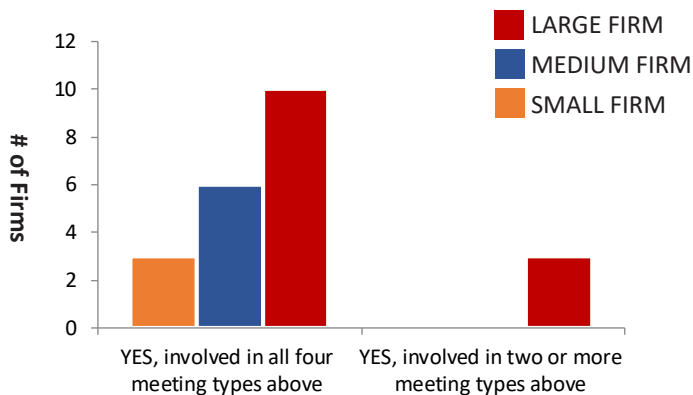
Q: Is the path to firm leadership outlined in an employee manual?



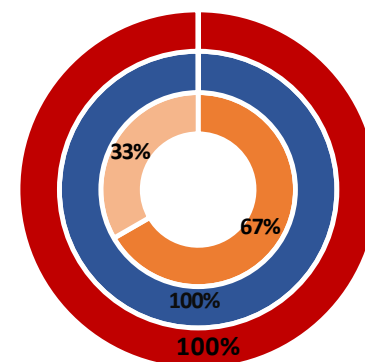
Q: Does your firm employ student intern(s) seasonally and/or annually?



Q: Do newly hired EPs continue working at your firm?

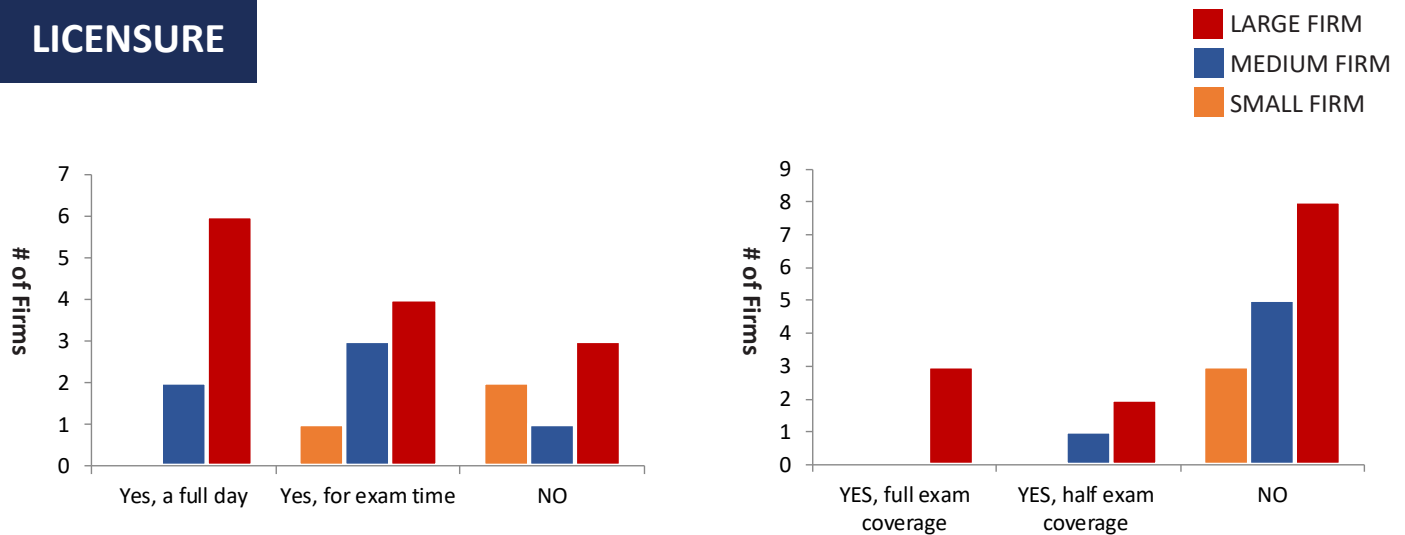


Q: Does your firm include EPs in all areas of the firms practice? Client Meetings, Consultant Meetings, City Review Meetings, Job Site Meetings.



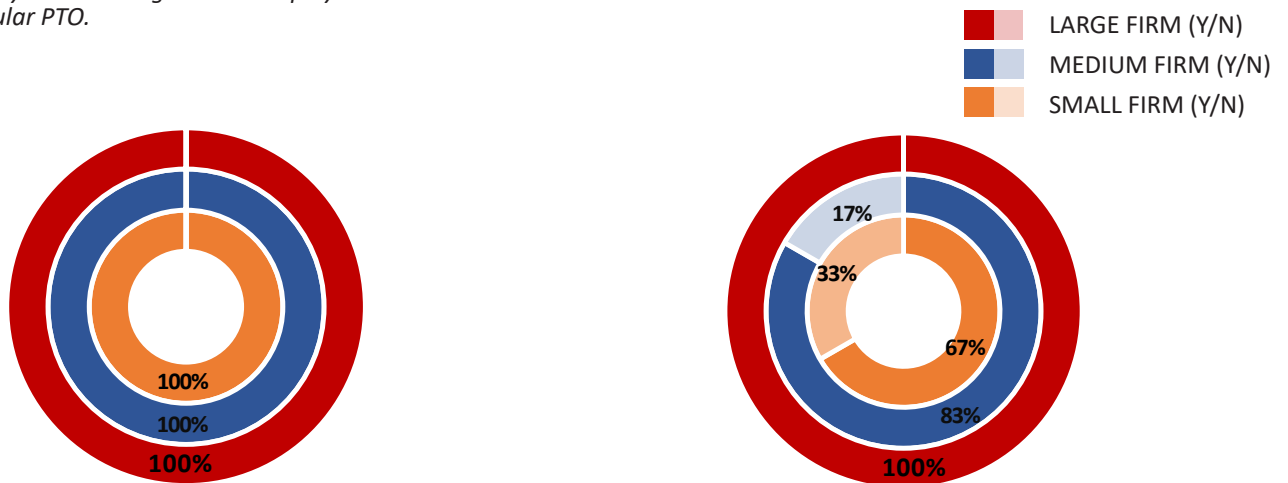
Q: Does your firm provide a framework for constructive feedback or an employee review system that encourages and measures growth and development?

LICENSURE



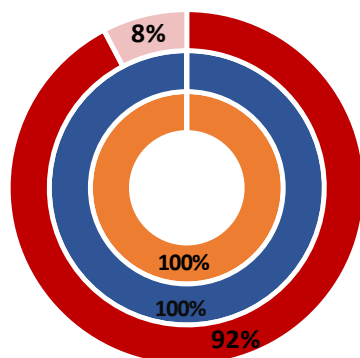
Q: Does your firm provide paid time off from work to take the ARE exams?
This time may not count against an employee's vacation days or regular PTO.

Q: Does your firm provide reimbursement to EPs for all failed ARE exams?



Q: Does your firm reimburse EPs for all passed ARE exams?

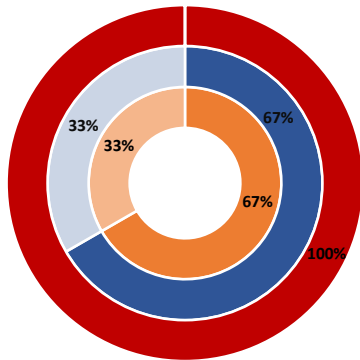
Q: Does your firm have study material for all six (6) exams of ARE 5.0?



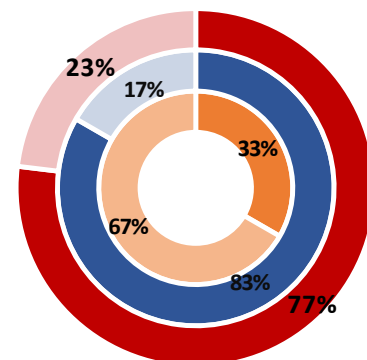
Q: Does your firm regularly review EPs AXP hours and assign responsibilities that provide a well-rounded training in all areas of experience?

COMPENSATION AND BENEFITS

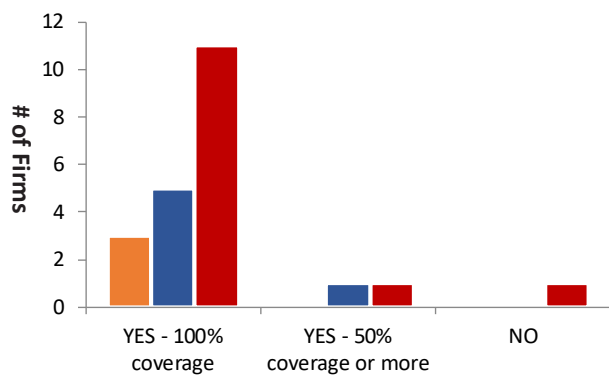
■ LARGE FIRM (Y/N)
■ MEDIUM FIRM (Y/N)
■ SMALL FIRM (Y/N)



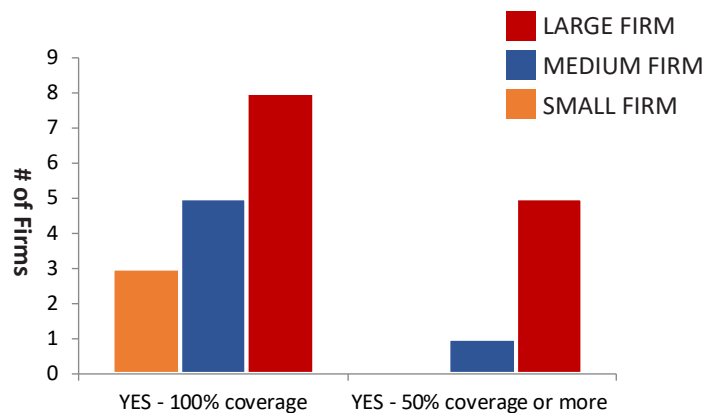
Q: Is the starting salary for an "EP on the Path to Licensure 1" above the AIA Salary Calculator median of \$44,000?
This salary median is set by the AIA Compensation Survey Salary Calculator, using the West North Central Region as a baseline. <http://info.aia.org/salary/salary.aspx>



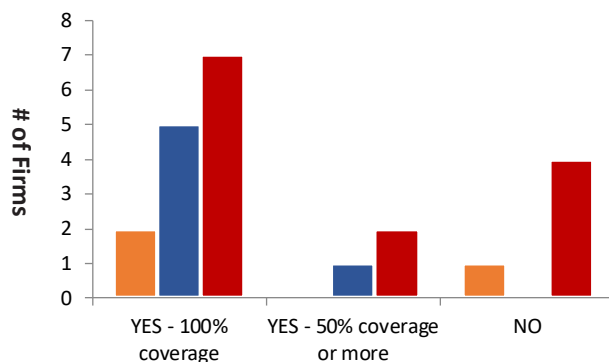
Q: Are all EPs included in firm-wide profit sharing?



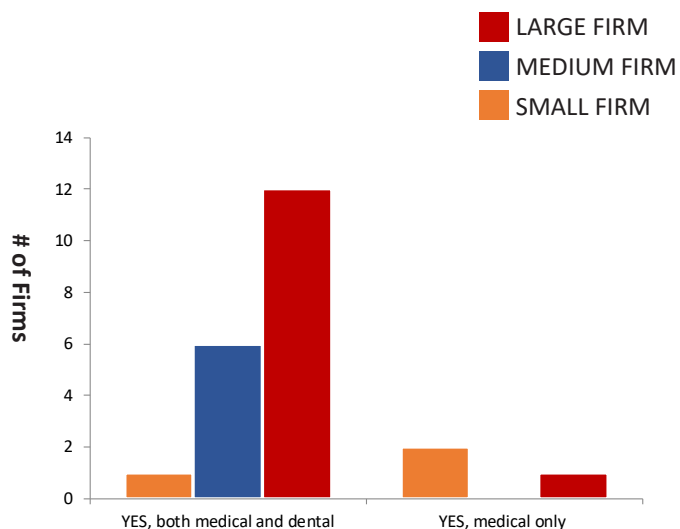
Q: Does your firm cover licensure fees / renewal in an architect's home state?



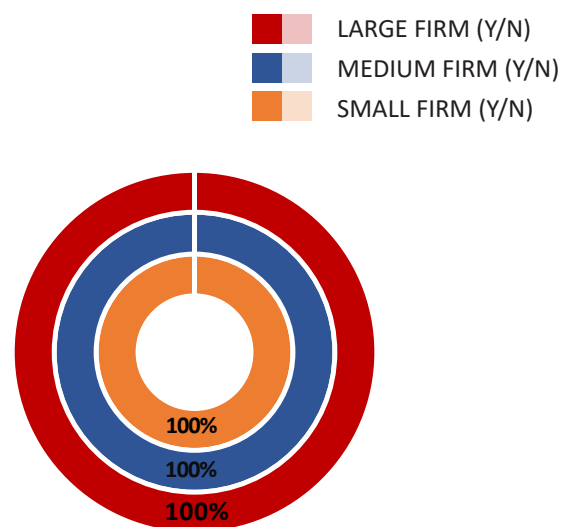
Q: Does your firm cover AIA annual fees?



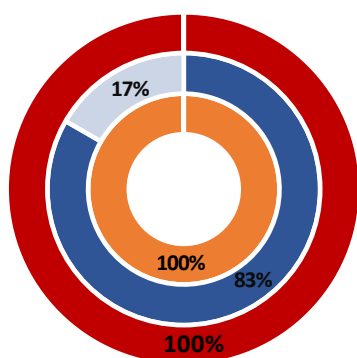
Q: Does your firm cover NCARB annual fees?



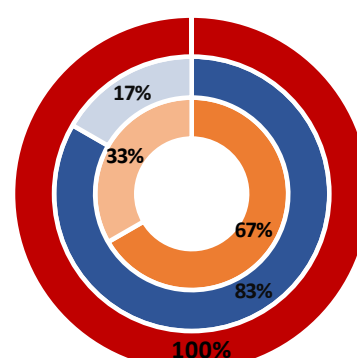
Q: Are all EPs at your office offered firm supported health insurance coverage through the firm? (Student Interns are exempt)



Q: Are all EPs at your office offered paid sick leave?



Q: Are all EPs at your office offered a firm supported retirement plan?



Q: Are all EPs at your office offered firm supported disability and/or life insurance?