

AIA IOWA – 2006 emerging architects committee
SURVEY SUMMARY 04_15_06

Analysis of the 2006 Intern Friendly Firm survey will continue to be pursued in an effort to teach firms more about the IDP process and what Interns are seeking in firms. From the findings on the previous pages, these are the most important conclusions that were drawn from the survey.

1. How do we make this information available to everyone?
2. Next step

Leadership amongst the responding firms is very strong. Most allow the intern to be exposed and participate in a variety of processes in projects. Only about ½ of the responding firms actually train their supervisors to lead the development of interns. And almost no one had read or even heard of the “Intern Programs That Work for Firms”. www.aia.org/idp_default. This means we need to educate our Firms about IDP and its process or we will end up with a dying profession that will not have trained the Emerging Professionals to become great Architects.

Management to integrate the IDP process in the firm process is split. Roughly, ½ of the firms do this on a regular basis. Reviews are important to interns, so they may be evaluated on a regular basis to hear about their progress and what they can work on. The majority of firms do have Supervisors that are familiar with IDP, but from the previous section, few download their knowledge to interns. Only a handful of firms have read or heard about “What Every Firm Needs to Know About IDP” www.aia.org/idp_default. These are great resources for firms to be able to know what interns are looking for in their development process.

Programs incorporated into the daily routine of firms are very strong. Most provide site visits, lunch-n-learns, education opportunities and reimbursement for those opportunities. Interns can benefit from these experiences and look forward to getting the chance to be out of the office once in awhile. Being able to see a project coming together in the field and attending learning seminars will only help the interns grow to be well rounded architects. We are happy to see so many of the firms participating in these activities.

Resources to provide support for the intern process was split by 2/3 of firms support their interns financially and 1/3 do not. This is a huge deciding factor for interns when they are looking for a job. Many don't have the expense right out of school to be able to afford professional dues, establish an NCARB record or cost to take the ARE. We hire interns in hope they want to become licensed architects, which benefits them and the firm.

Next step:

To inform Iowa firms about IDP.

Educate our firms about the challenges and concerns of intern architects through the listed readings in the survey. Identify the needs of intern architects and distribute that information to firms. Possibly send out another survey to intern architects asking them what is most important in their IDP process and experiences. Collaborate with AIA Central States Region on their Emerging Professional task force to identify what can be done and implemented to make the IDP process a smooth and fun one. Firms large and small need to know and remember what IDP is and how both the intern and the firm can benefit from it.

LOCATIONS OF FIRMS THAT RESPONDED

CEDAR RAPIDS: 4
 MARION: 1
 MASON CITY: 2
 QUAD CITIES: 3
 DES MOINES: 9
 MOLINE: 1
 WATERLOO: 3
 AMES: 2
 FORT DODGE: 1
 IOWA CITY: 1
 SIOUX CITY: 1

FIRM SIZE OF RESPONDED FIRMS:

1-5 EMPLOYEES: 13 FIRMS [35%]
 6-15 EMPLOYEES: 12 FIRMS [33%]
 16-25 EMPLOYEES: 4 FIRMS [11%]
 26-49 EMPLOYEES: 6 FIRMS [16%]
 50+ EMPLOYEES: 2 FIRMS [5%]

OF INTERNS FIRMS EMPLOY:

0-2 INTERNS: 19 FIRMS [51%]
 3-5 INTERNS: 12 FIRMS [32%]
 6-10 INTERNS: 2 FIRMS [5%]
 10+ INTERNS: 4 FIRMS [11%]

Y	N	Leadership – Assist Interns in Achieving Their Full Potential
88%	12%	1. Provide interns opportunities to influence planning within the firm.
94%	6%	2. Involve interns in the decision making process from project conception through project completion.
91%	9%	3. Provide project variety to expose interns to a broad range of responsibility and challenges.
39%	61%	4. Train supervisors to effectively lead the development of intern skills and talents. <i>Comments: Firms noted that most firms do not have supervisors that interns work directly with the partners. We believe that if this item was worded differently the percentage of firms that do train the superiors would be much greater.</i>
86%	14%	5. Mentor interns in all areas of the firm's practice. <i>Comments: Although a majority of firms mentor in all aspects many firms noted that they do not mentor the interns in Firm Financials</i>
86%	14%	6. Provide paid leave to interns for professional involvement during office hours. <i>Comments: Many of the firms responded that paid leave depends on the event, workload, longevity with the Firm</i>
.08%	99.92%	7. Firm leaders have read "Intern Programs That Work for Firms", www.aia.org/idp_default . <i>Comments: Many firm leaders were unaware of the document but hopefully have read it since the survey was disbursed.</i>

Y	N	Management – Integrate the Intern Development Program (IDP) into Firm Processes
93%	7%	1. Supervisors are familiar with IDP, www.ncarb.org/IDP .
35%	65%	2. Coordinate office timesheets with IDP categories to aid record keeping. <i>Comments: Most firms assume that the intern is responsible for their IDP record keeping although many of the time sheets are broken down in categories that are similar to the IDP sections.</i>
43%	57%	3. Use IDP & Employment Verification Forms for individual review of interns.
42%	58%	4. Provide interns with timely and regular reviews, approximately every 18 weeks. <i>Comments: A majority of firms noted that the reviews happen as IDP forms are submitted to the partners, which forces the Intern to be responsible for their record keeping</i>
16%	84%	5. Firm leaders have read “What Every Firm Needs to Know About IDP”, www.aia.org/idp_default .

Y	N	Programs – Provide Educational Opportunities for Professional Development
86%	14%	1. Provide regular site visits to construction sites, led by a licensed architect.
81%	19%	2. Provide field trips to completed projects to discuss lessons learned. <i>Comments: Although some firms do not discuss the jobs on site they try to discuss each job during in house meetings.</i>
93%	7%	3. Provide lunch-and-learns led by out-of-house and in-house experts.
93%	7%	4. Provide paid leave for educational opportunities – seminars, conferences, etc. <i>Comments: Depends on the intern and the opportunity</i>
83%	17%	5. Provide reimbursement for educational opportunities. <i>Comments: Depends on the intern and the opportunity</i>

Y	N	Resources – Provide Support for the Intern Process <i>Comments: Multiple firms noted that all these items (except 6) are dependent on the intern and the length of time they have been with the firm.</i>
96%	4%	1. Intern’s pay is in accordance with Federal and State wage and overtime laws.
83%	17%	2. Reimburse interns a minimum 50% of professional dues. <i>Comments: 5 firms said they pay 100%</i>

64%	36%	3. Reimburse interns a minimum 50% of the cost of establishing an NCARB Council Record. <i>Comments: 3 Firms said they pay 100%</i>
59%	41%	4. Reimburse interns a minimum 50% of the transmittal fee (NCARB to state registration board) <i>Comments: 4 Firms said they pay 100%</i>
64%	36%	5. Reimburse interns a minimum 50% of the cost of taking each section of the ARE once. <i>Comments: 4 Firms said they pay 100%</i>
45%	55%	6. Provide resources and study materials to prepare for the ARE. <i>Comments: A majority of the firms that responded no stated that they share a traveling set with other firms</i>
80%	20%	7. Provide paid leave for taking the ARE (once for each section).