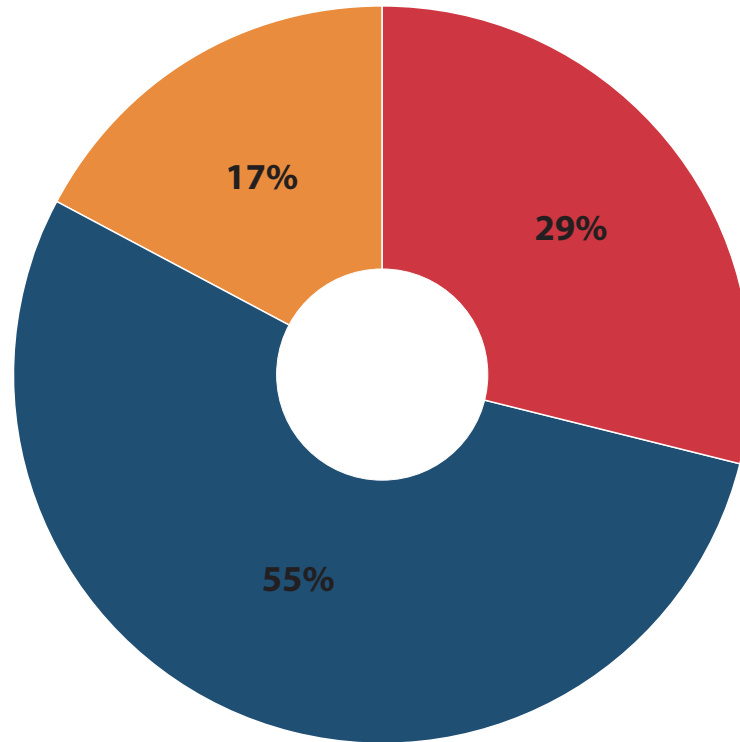


**2019 AIA New England Emerging Professional Friendly Firm Program
SURVEY RESULTS**

SUMMARY

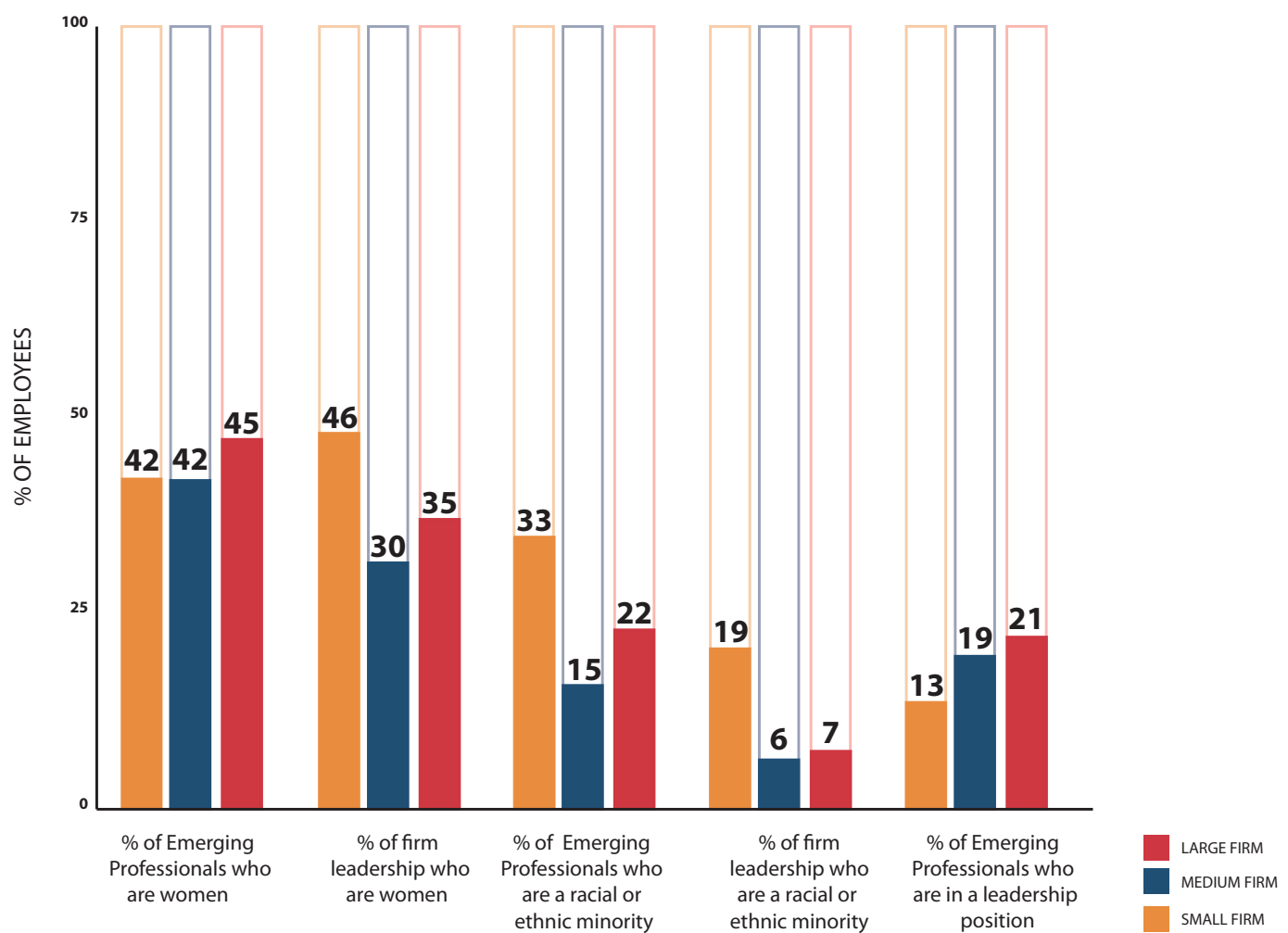


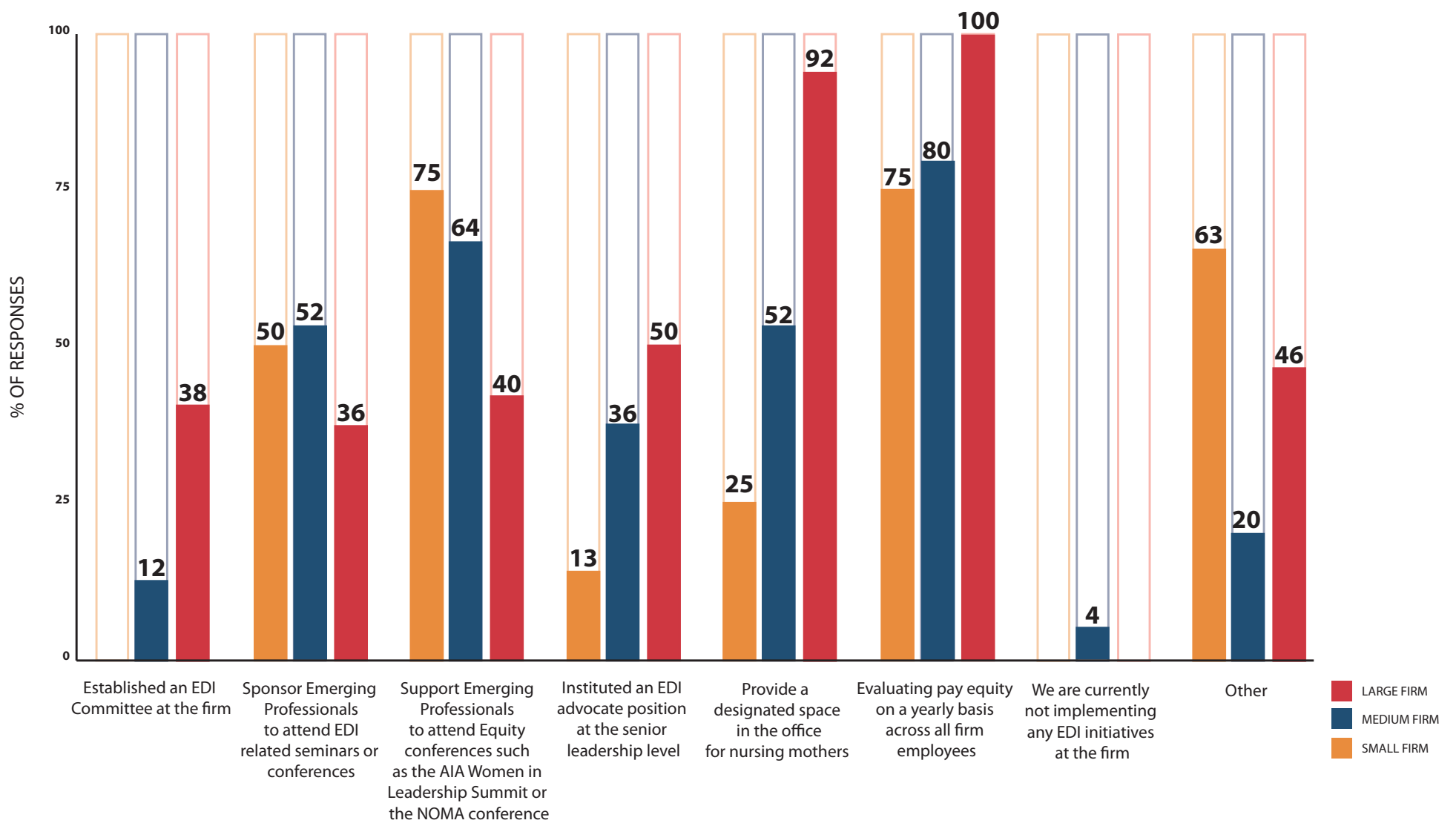
46 complete entries were received for the 2019 New England Emerging Professional Friendly Firm Program. Of the entries:

- 8** were from small firms, representing 1-9 employees
- 25** were from medium firms, representing 10-49 employees
- 13** were from large firms, representing 50+ employees

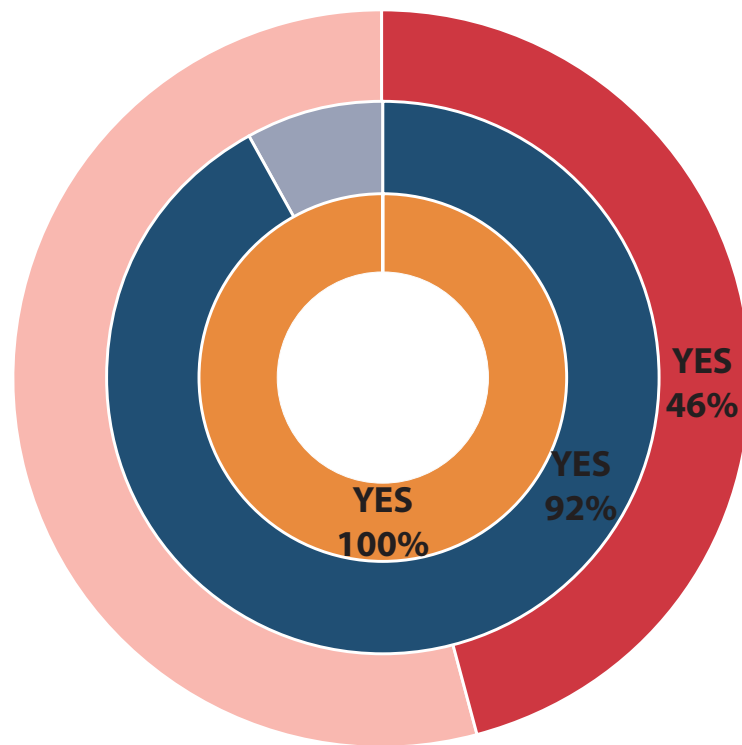


EQUITY, DIVERSITY AND INCLUSION





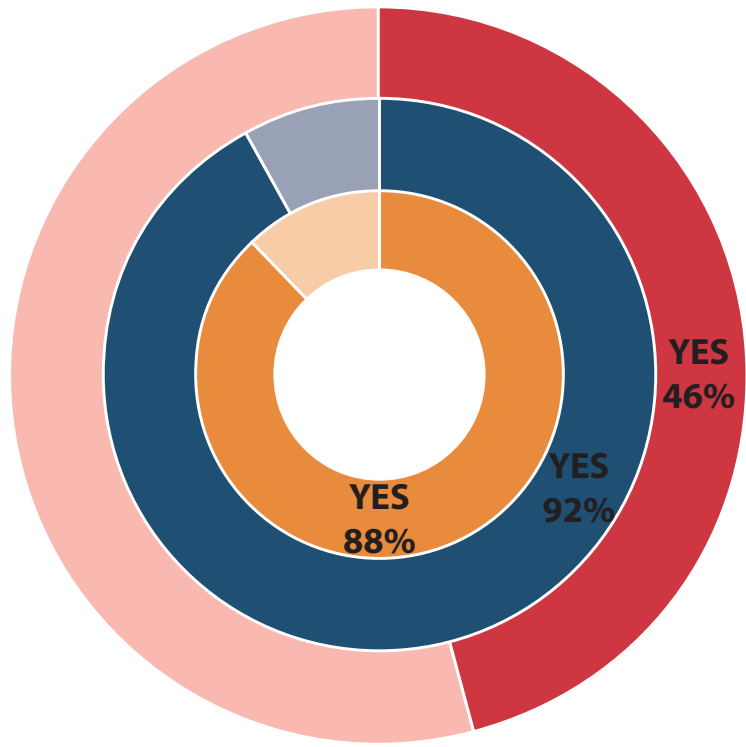
Q: In which ways is the firm improving the firm culture around Equity, Diversity and Inclusion (EDI)? Select all that apply.



Q: Has the firm encouraged all staff to read the AIA Guides for Equitable Practice? (<https://www.aia.org/resources/6076046-guides-for-equitable-practice>)

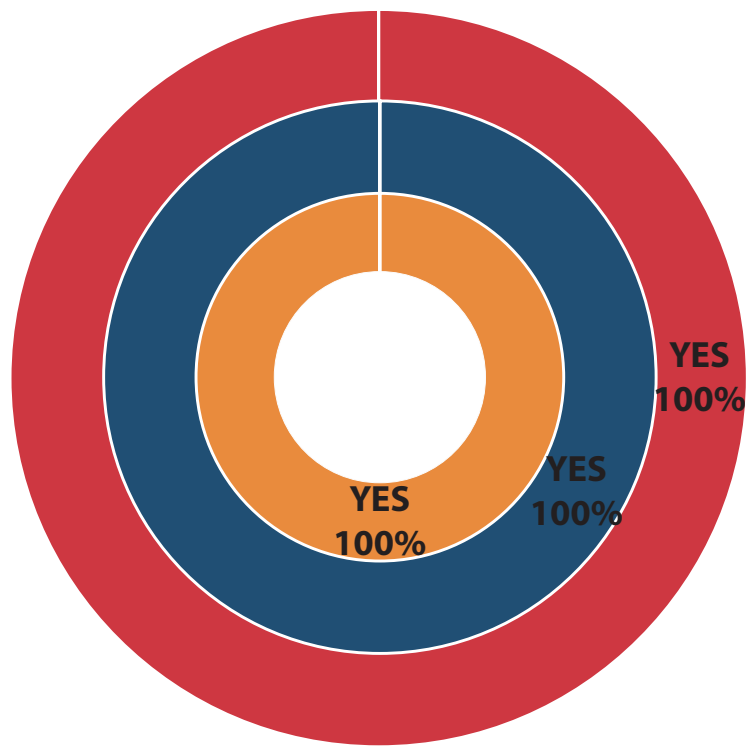


NCARB AND ARCHITECTURAL EXPERIENCE PROGRAM (AXP)



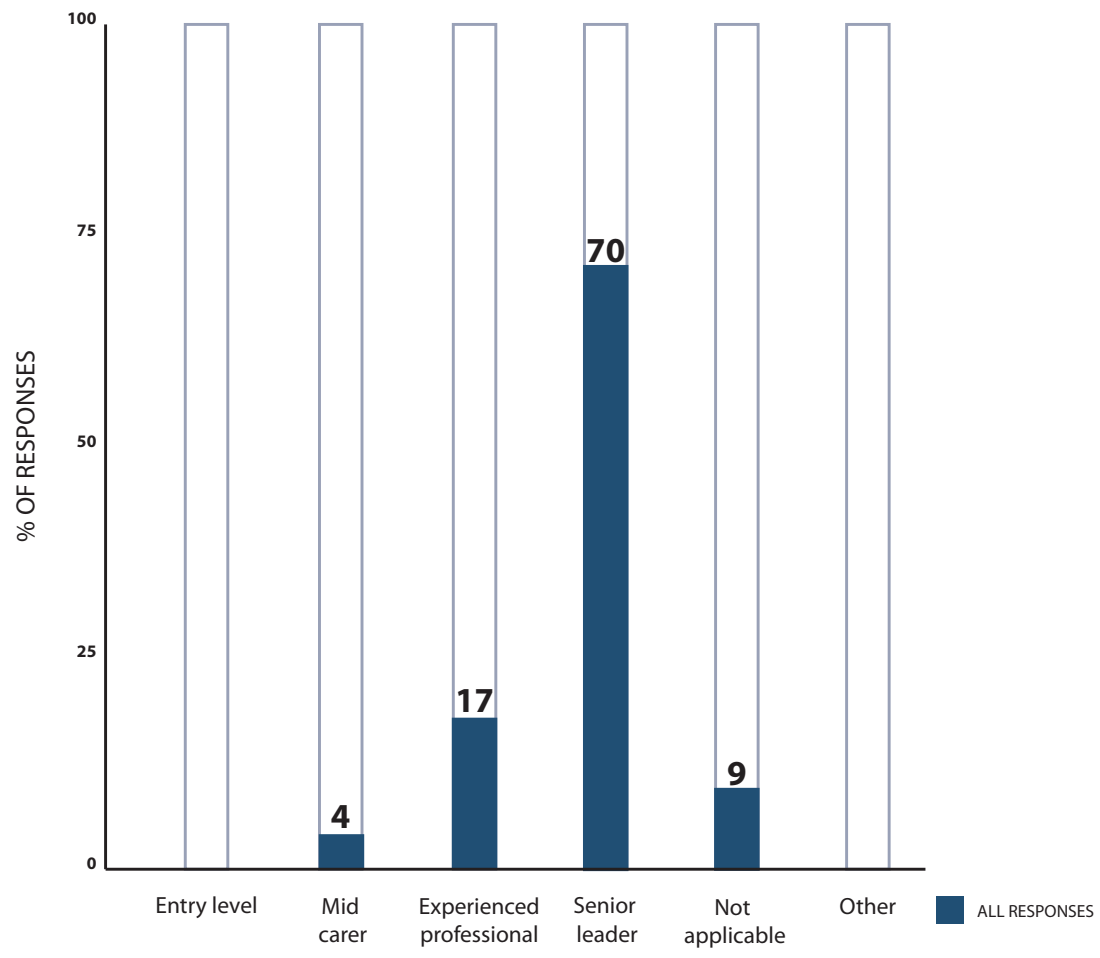
Q: Have all Emerging Professionals in the firm, that are licensure-eligible, established an NCARB Record and are registered with the Architectural Experience Program (AXP)?

- LARGE FIRM YES / NO
- MEDIUM FIRM YES / NO
- SMALL FIRM YES / NO

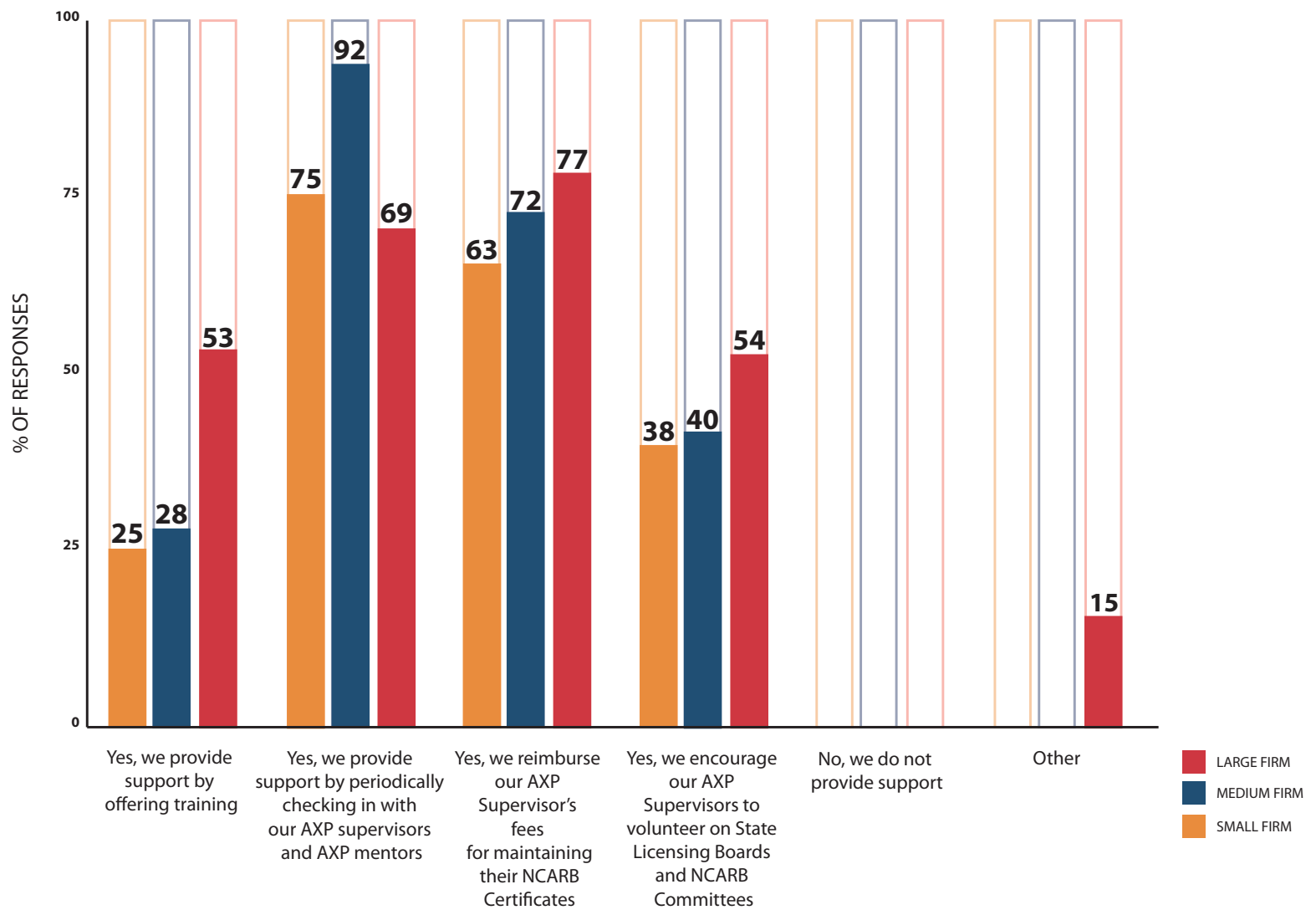


Q: Does the firm openly work with Emerging Professional staff to help individuals gain experience in specific AXP training units?

- LARGE FIRM YES / NO
- MEDIUM FIRM YES / NO
- SMALL FIRM YES / NO

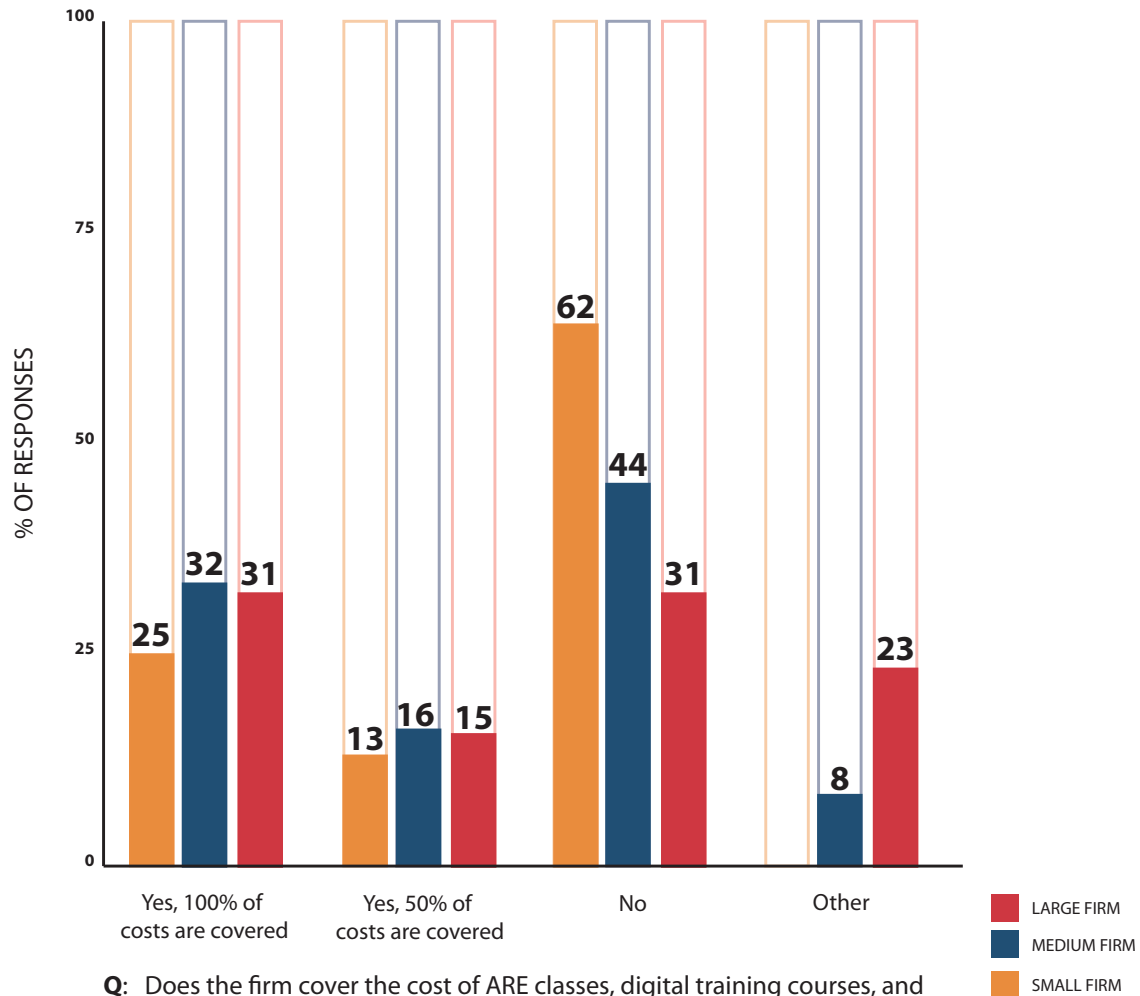


Q: If the firm has an in-house AXP supervisor, what position does that person hold within the office?

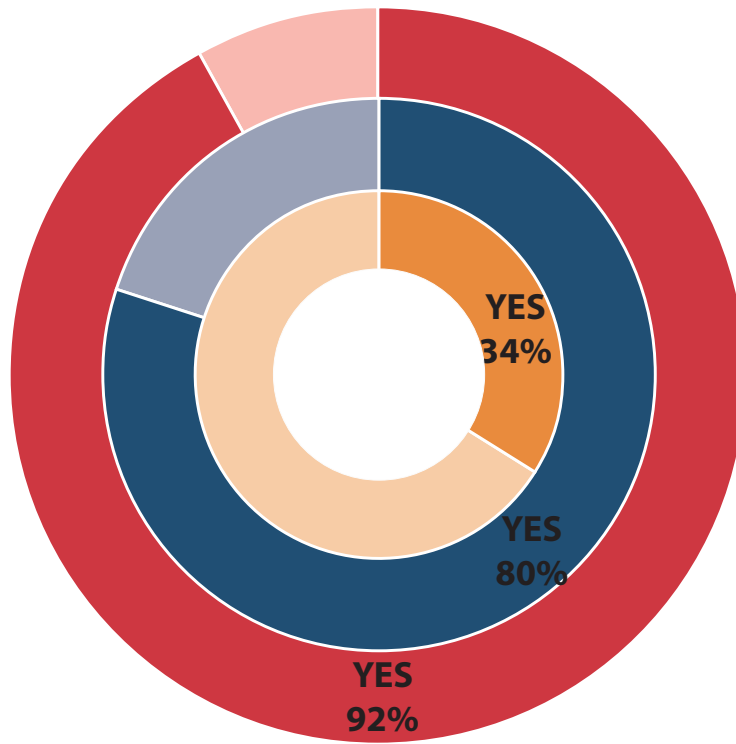


Q: Does the firm provide support to the in-house AXP supervisors and AXP mentors so they can effectively lead the development of Emerging Professional staff skills and talents? Select all that apply.

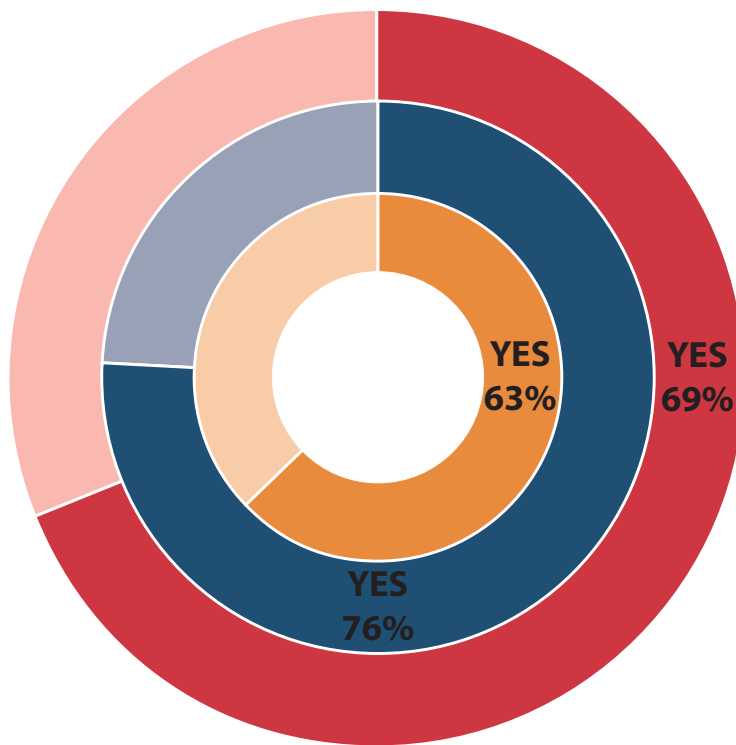
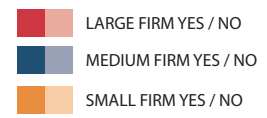
ARE AND LICENSING PROCESS



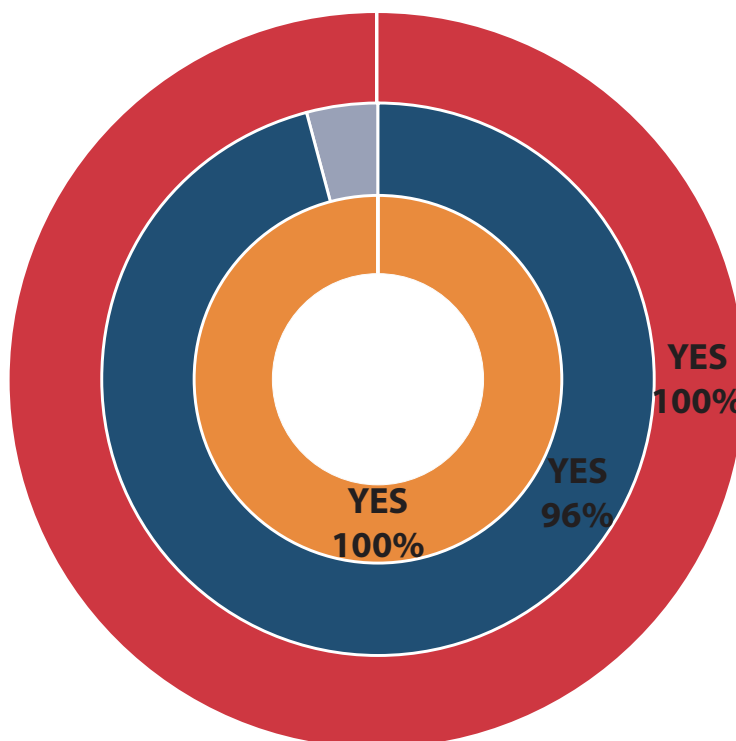
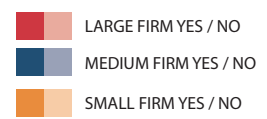
Q: Does the firm cover the cost of ARE classes, digital training courses, and other non-paper based ARE preparation resources for the Emerging Professional staff?



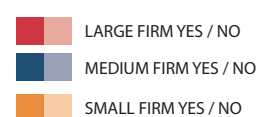
Q: Does the firm own current ARE preparation books, flash cards or other reading materials in-house and offer them to the Emerging Professional staff?

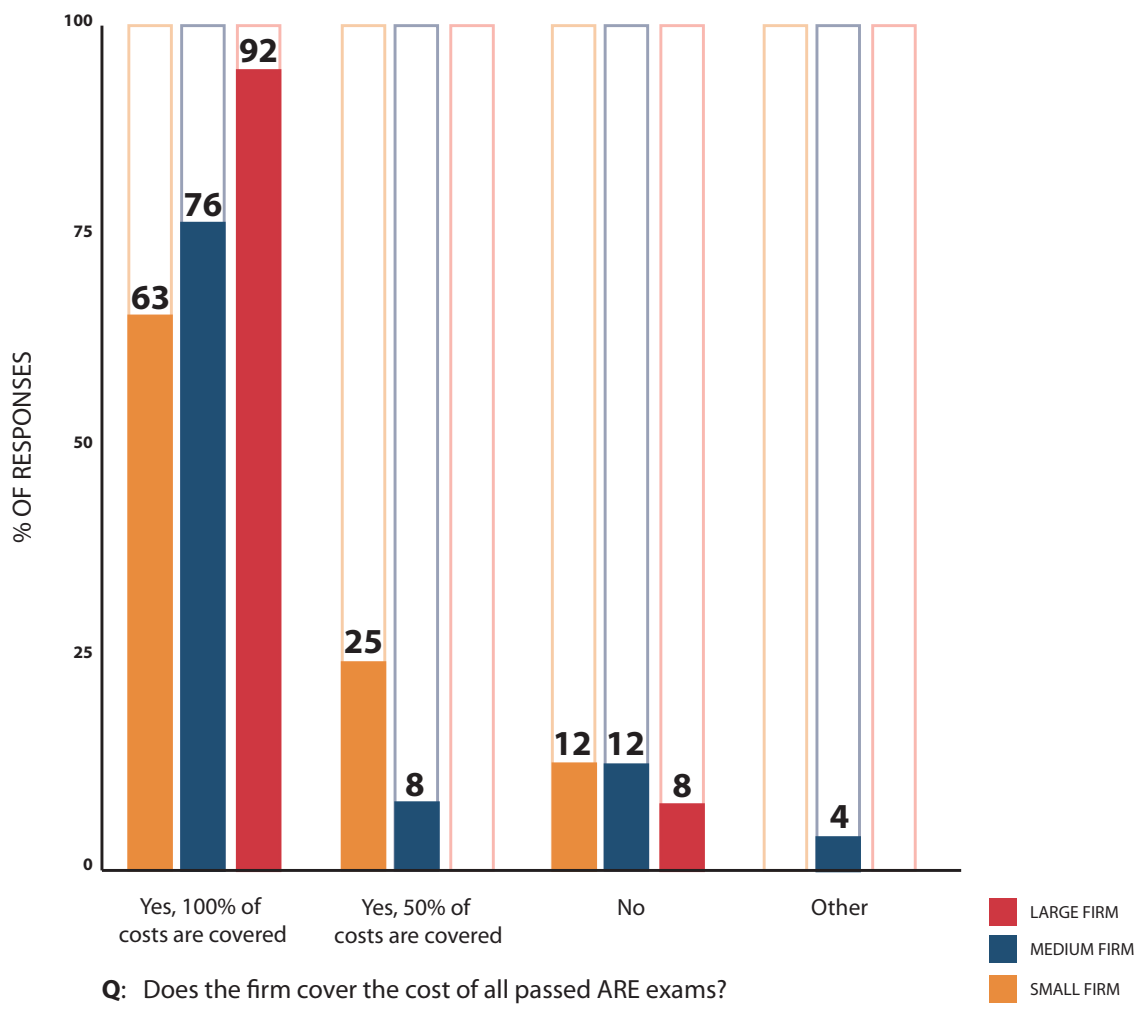


Q: Does the firm compensate Emerging Professional staff a paid day to sit for each of the ARE exams?

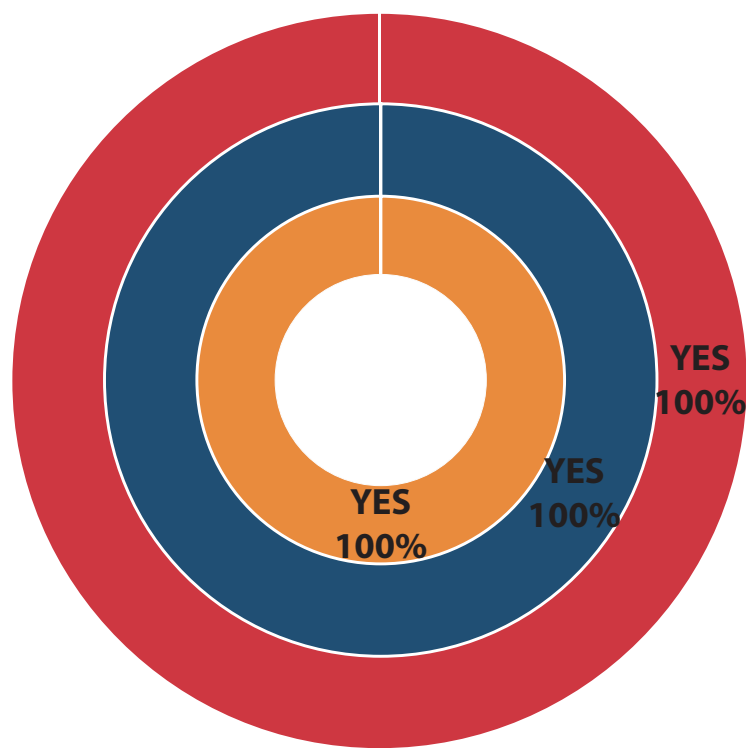


Q: Does the firm publicly recognize newly licensed Architects upon successful completion of the ARE and fulfillment of state requirements?

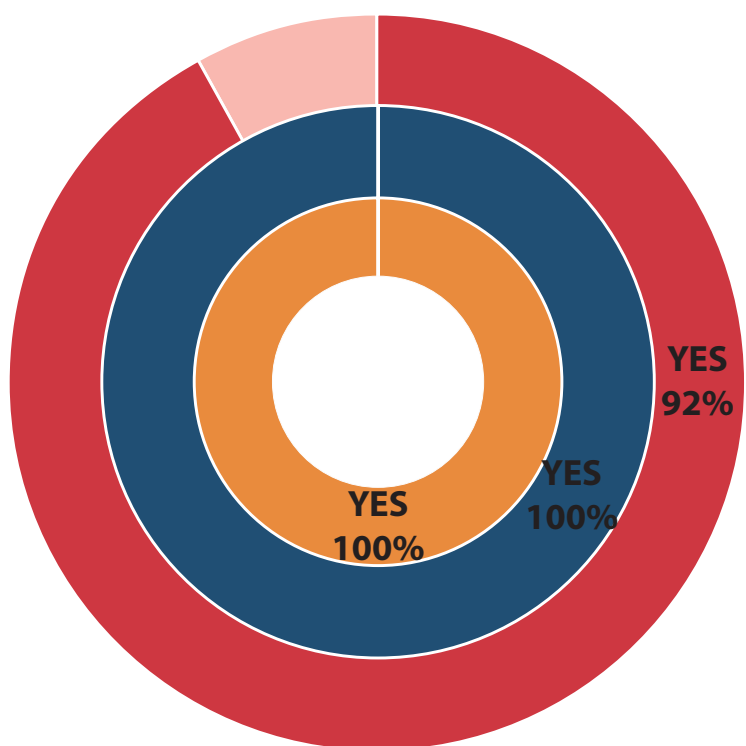
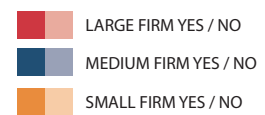




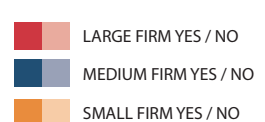
LEADERSHIP

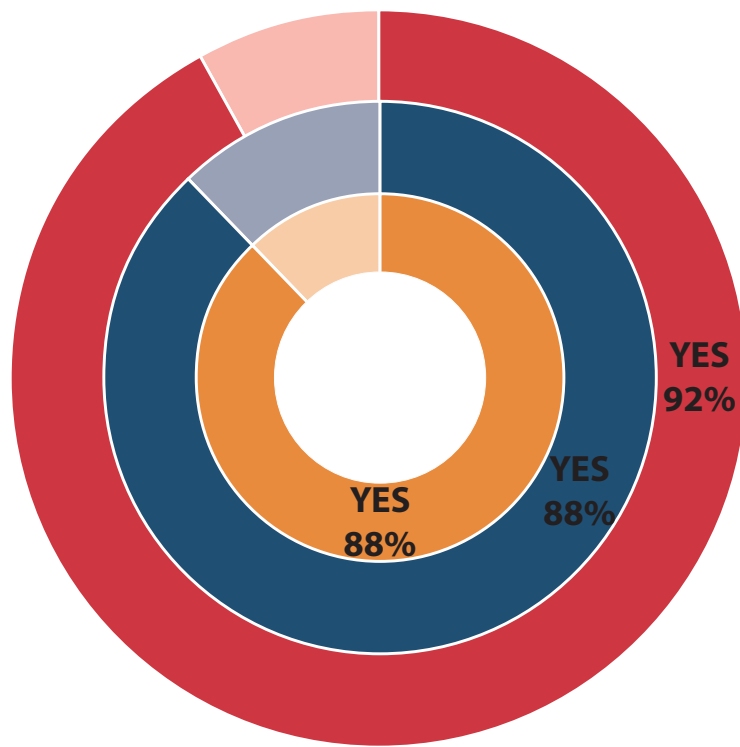


Q: Does the firm include Emerging Professional staff in all areas of the firm's practice, such as design, documentation, construction, presentations, client meetings, consultant coordination meetings, job site meetings, code reviews, etc.?

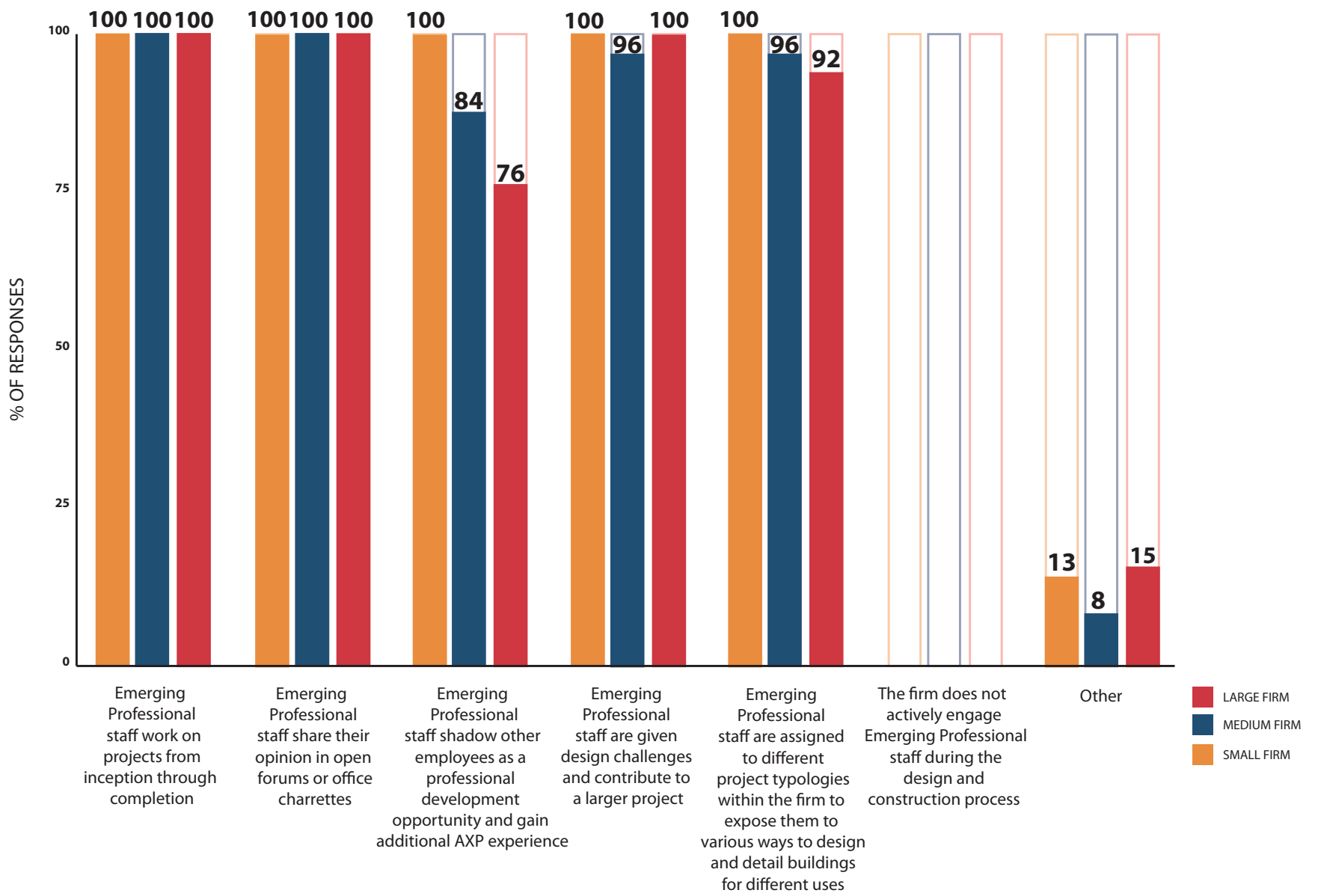
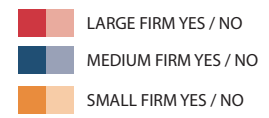


Q: Does the firm provide Emerging Professionals with an annual and comprehensive review?

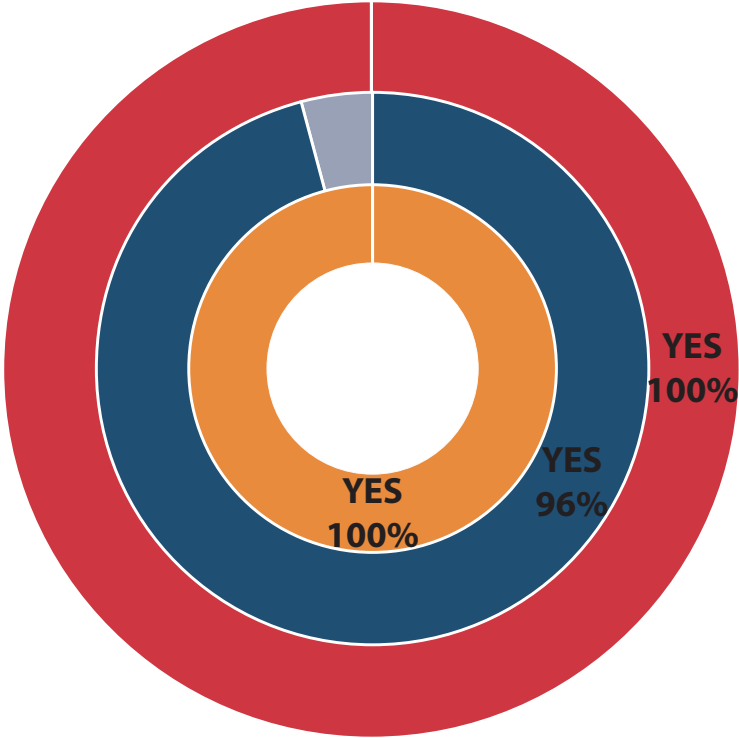




Q: Does the firm provide and/or encourage each Emerging Professional staff member to have an in-house mentor?

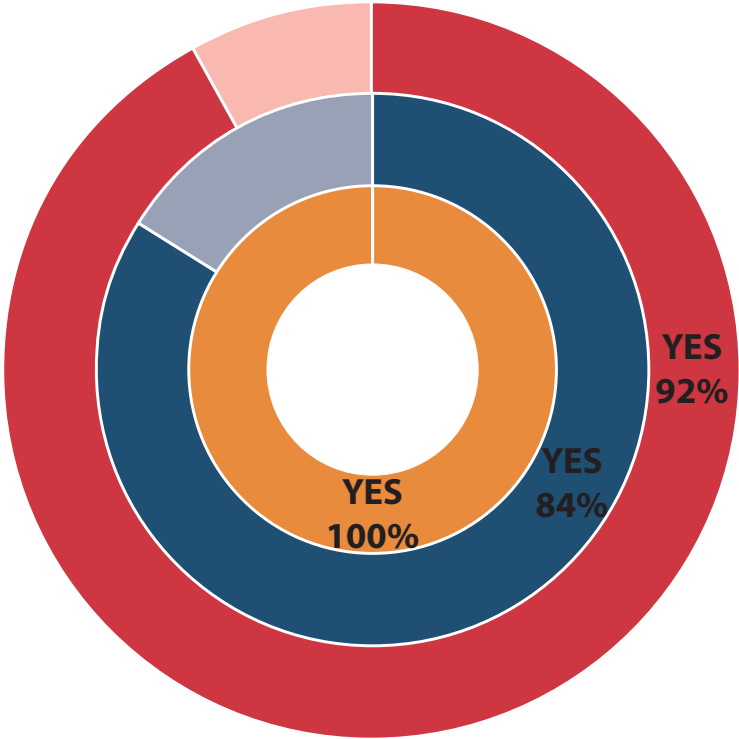


Q: How does the firm work to engage Emerging Professional staff during the design and construction process? Select all that apply.



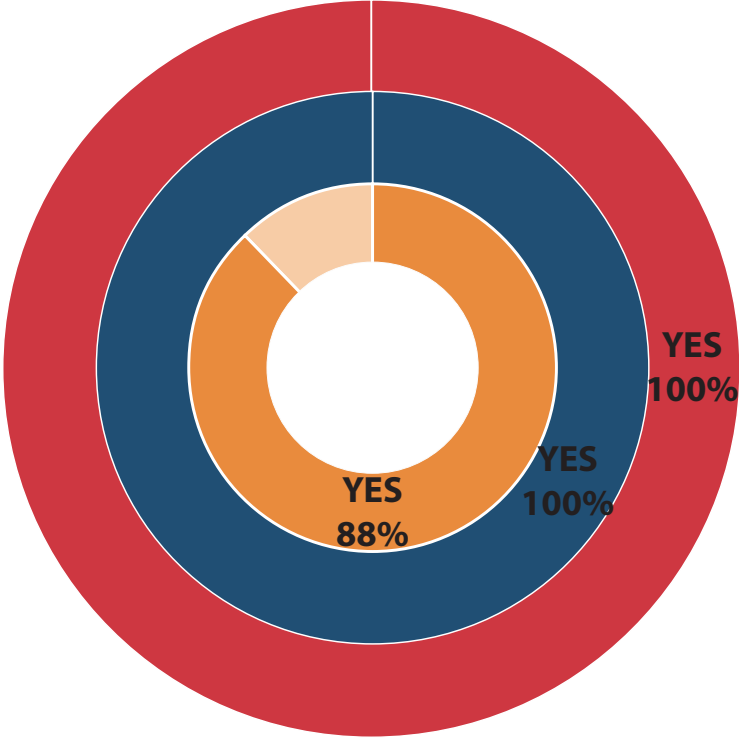
Q: Does the firm provide opportunities for Emerging Professional staff to further their knowledge of construction administration by conducting site tours, construction progress presentations, and/or by sharing lessons learned in round-table discussions?

- LARGE FIRM YES / NO
- MEDIUM FIRM YES / NO
- SMALL FIRM YES / NO



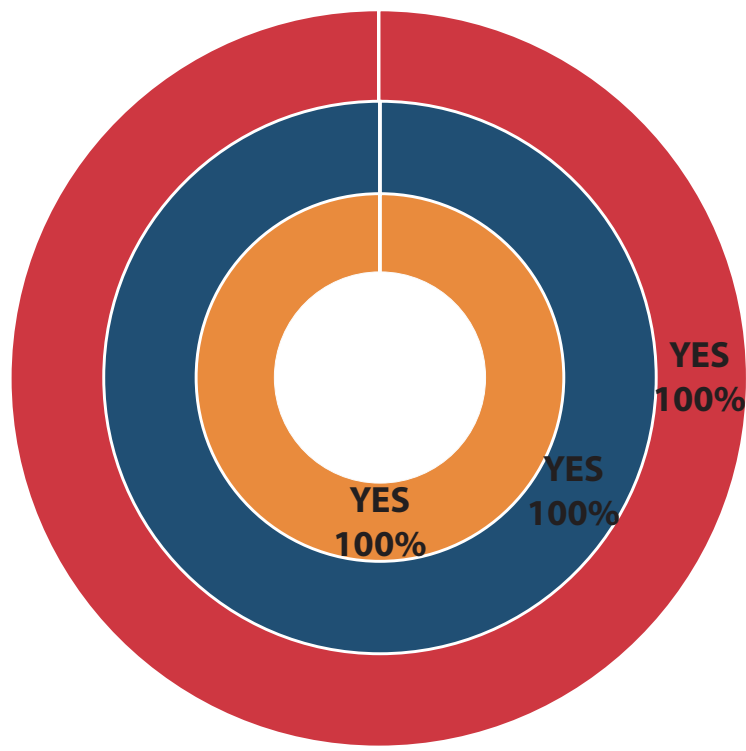
Q: Does the firm introduce Emerging Professional staff to the business of architecture by including them in business planning, strategic planning, business operations, contracts, and/or project cost conversations?

- LARGE FIRM YES / NO
- MEDIUM FIRM YES / NO
- SMALL FIRM YES / NO

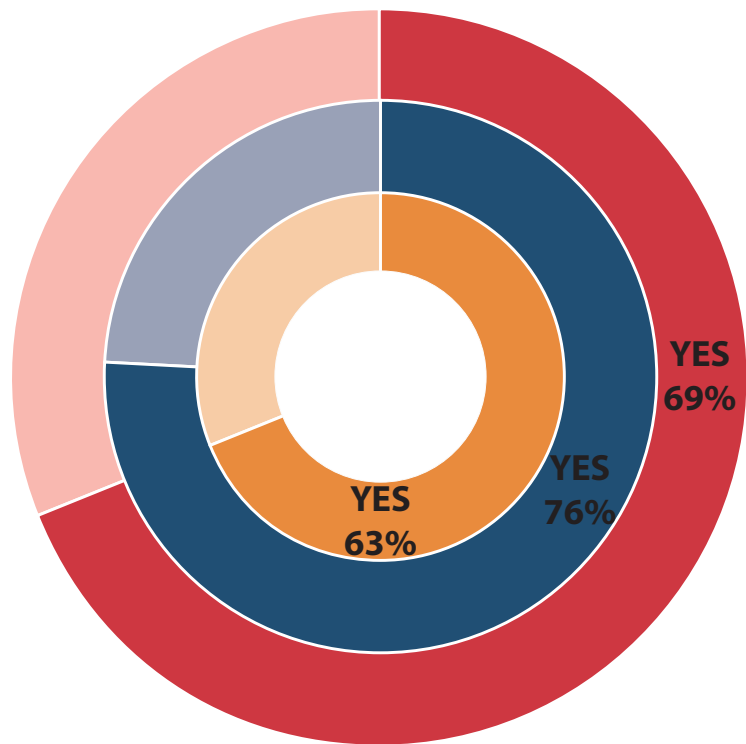
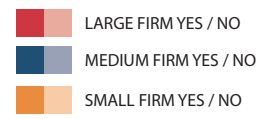


Q: Does the firm provide Emerging Professional staff with the ability to work remotely and have a flexible schedule as needs arise?

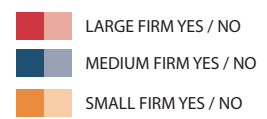
- LARGE FIRM YES / NO
- MEDIUM FIRM YES / NO
- SMALL FIRM YES / NO



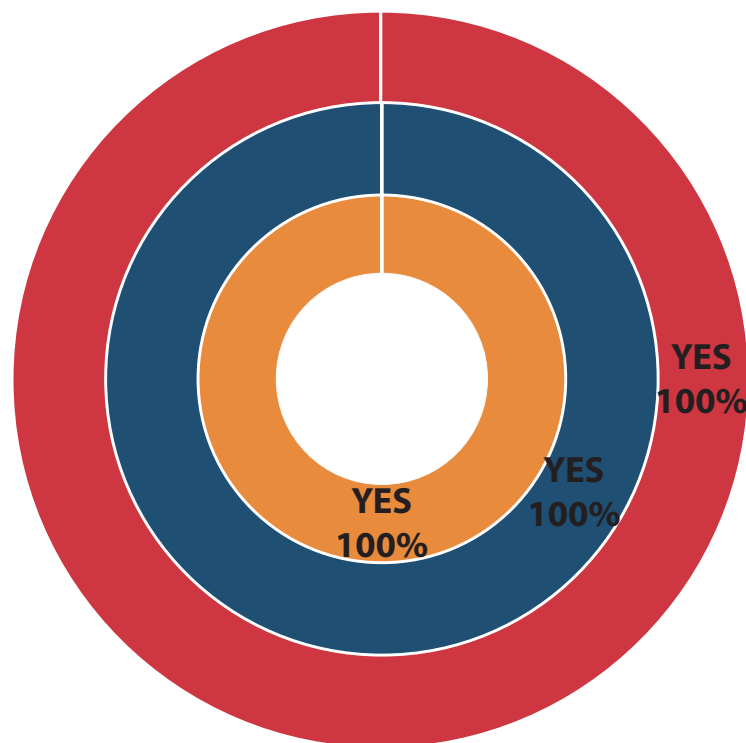
Q: Does the firm encourage Emerging Professional staff to develop and lead new programs, committees or initiatives within the firm?



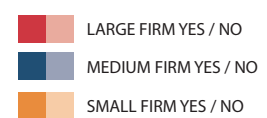
Q: Does the firm support and encourage Emerging Professional staff to prepare presentations for a local or regional AIA Conference or the National AIA Conference on Architecture?

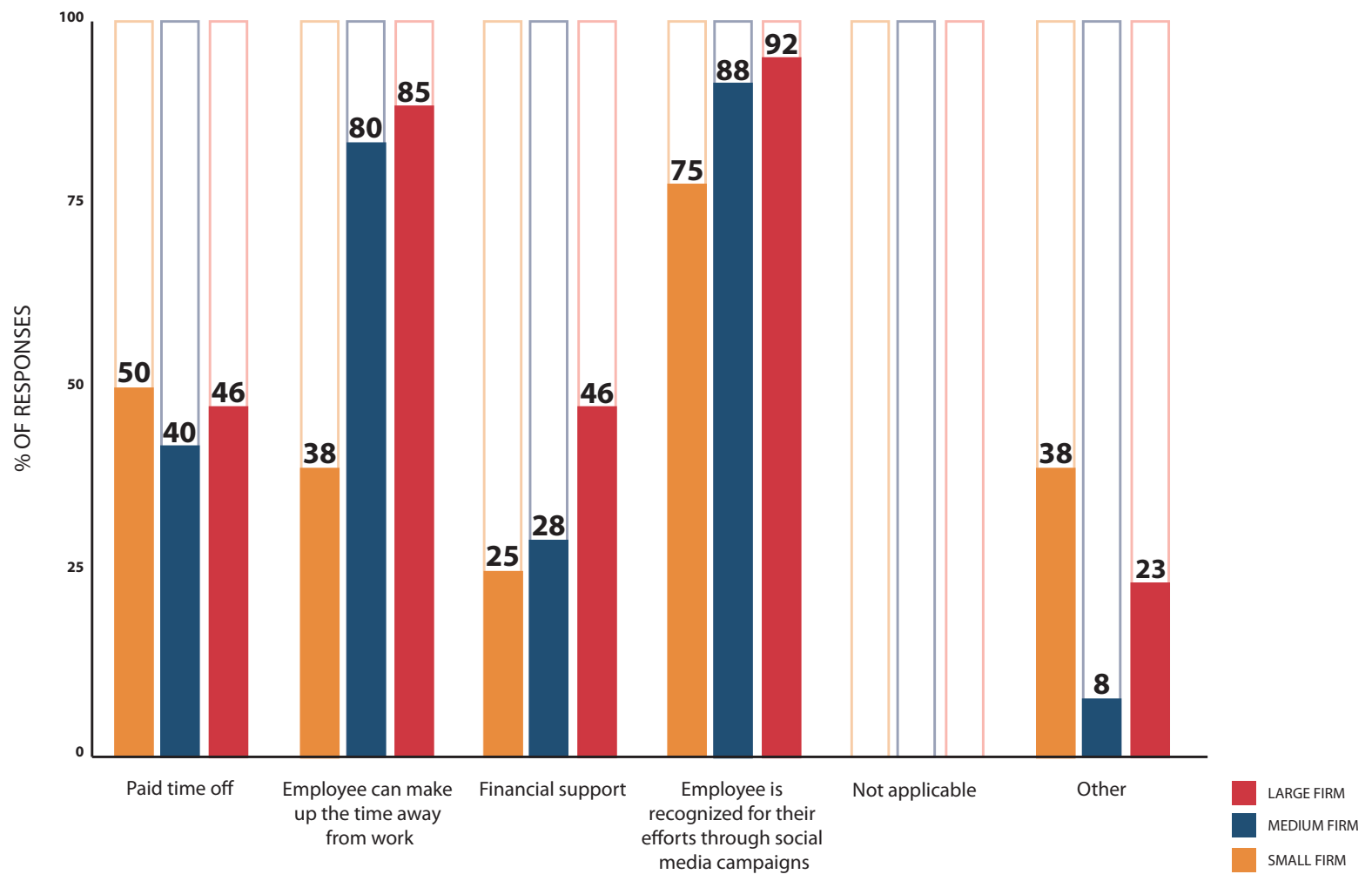


PROFESSIONAL DEVELOPMENT

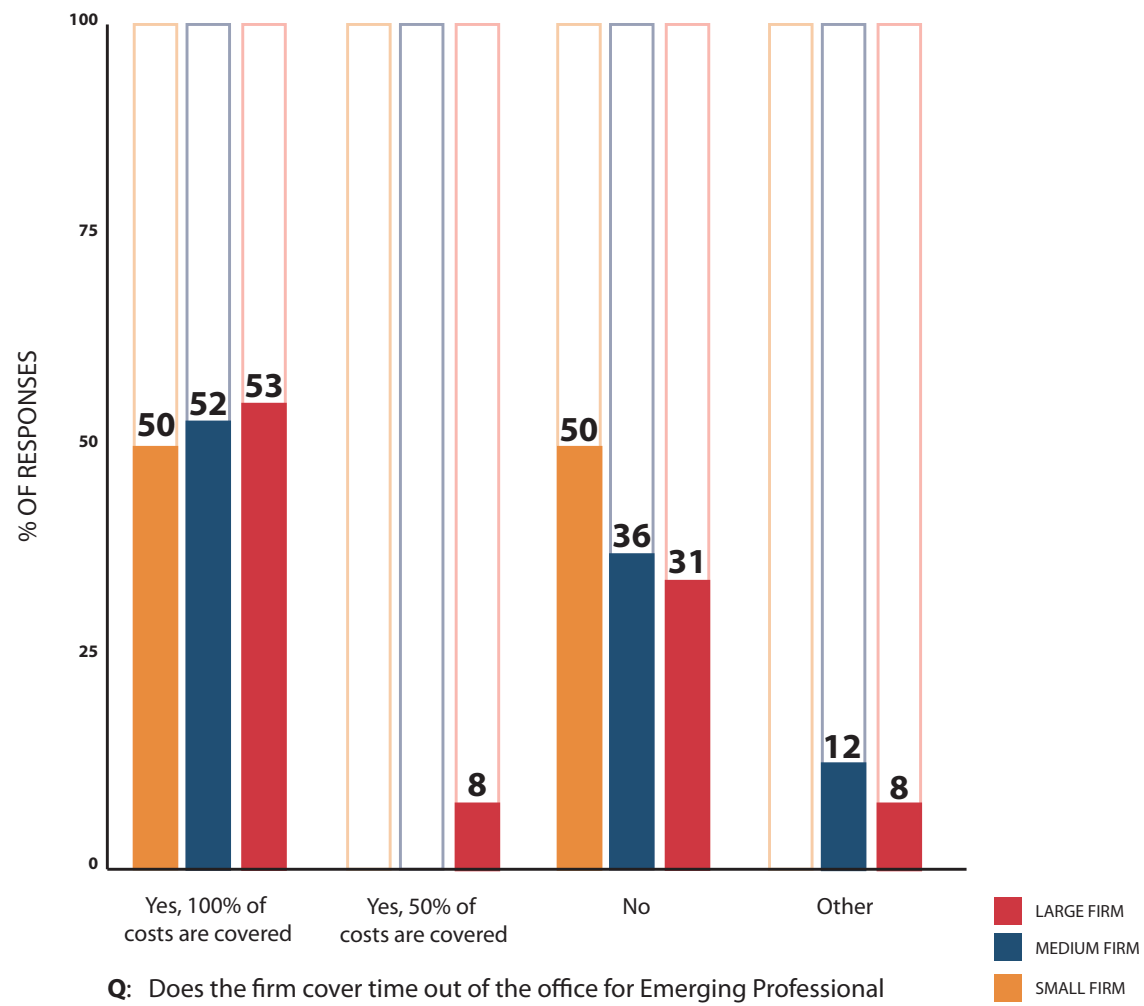


Q: Does the firm encourage and support Emerging Professional staff to be involved in a committee, professional affiliation, community group and/or design organization within or outside of the firm?



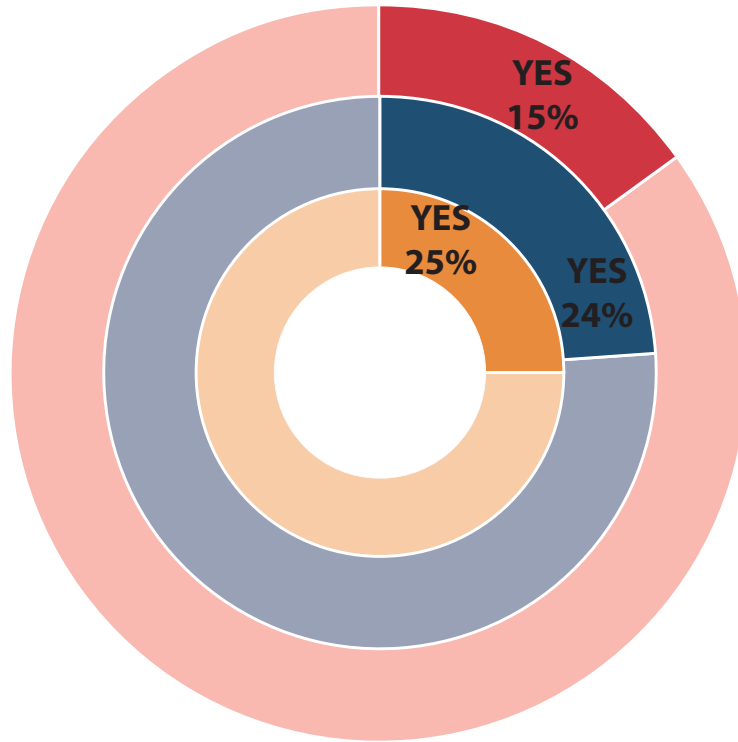


Q: If the firm does encourage and support Emerging Professional staff's involvement in a committee, professional affiliation, community group and/or design organization within or outside of the firm, how so? Select all that apply.

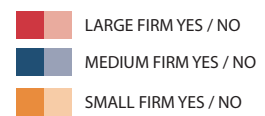


Q: Does the firm cover time out of the office for Emerging Professional staff to volunteer with the AIA or related allied profession opportunities?

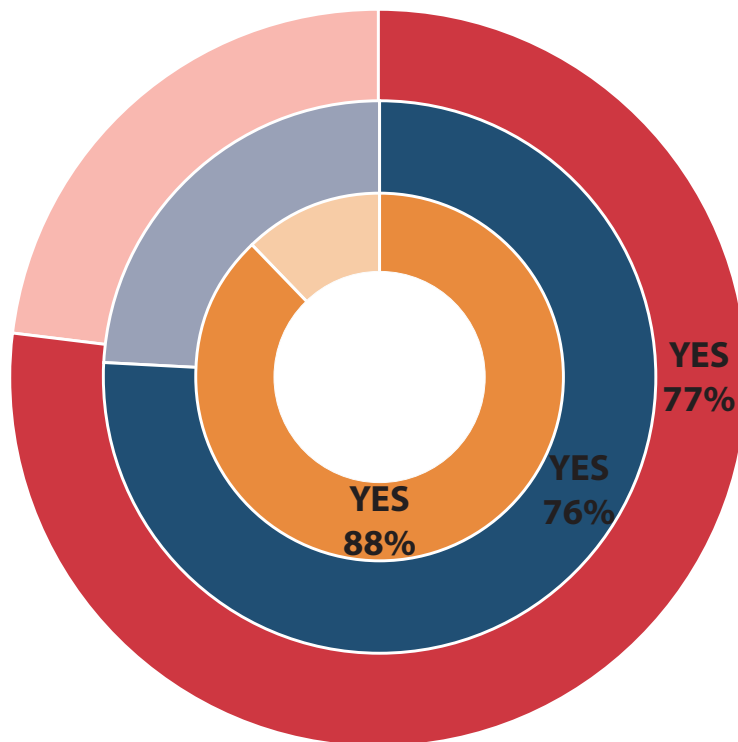
COMMUNICATION



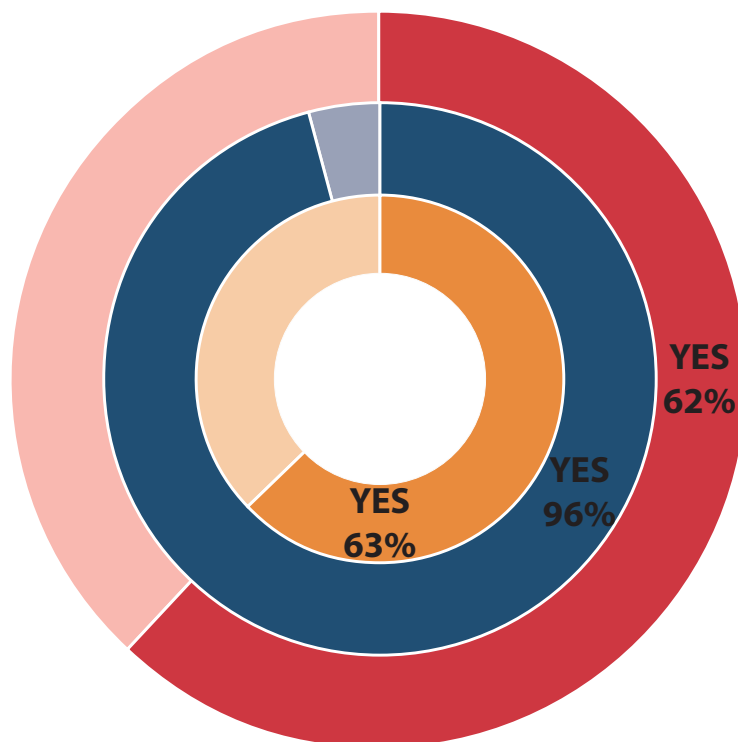
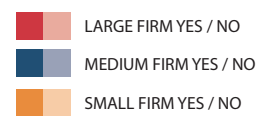
Q: Does the firm have a written policy which outlines the benefits of salary increase for Emerging Professional staff upon completion of licensure?



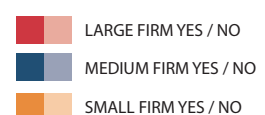
SUPPORT AND COMPENSATION

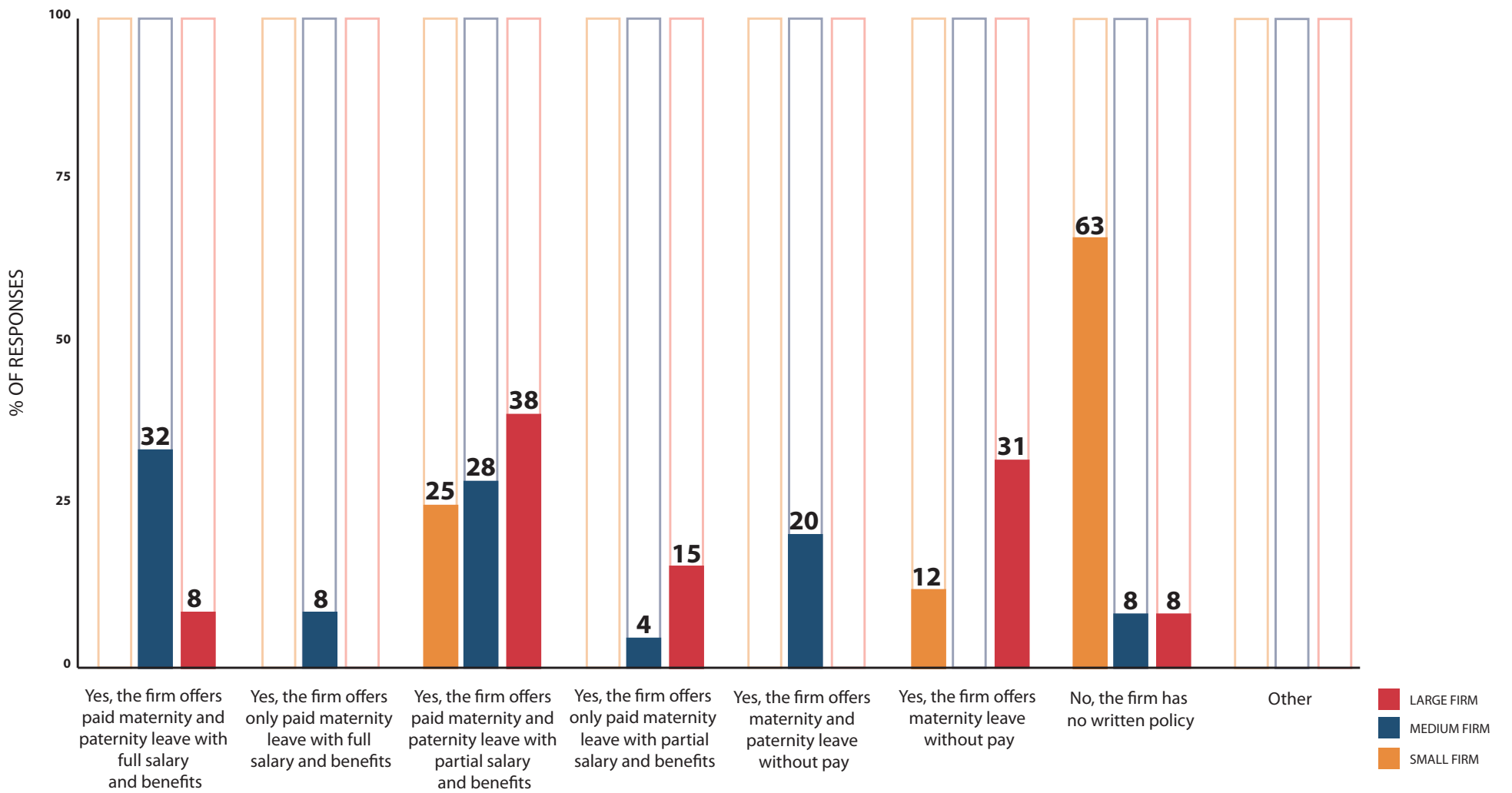
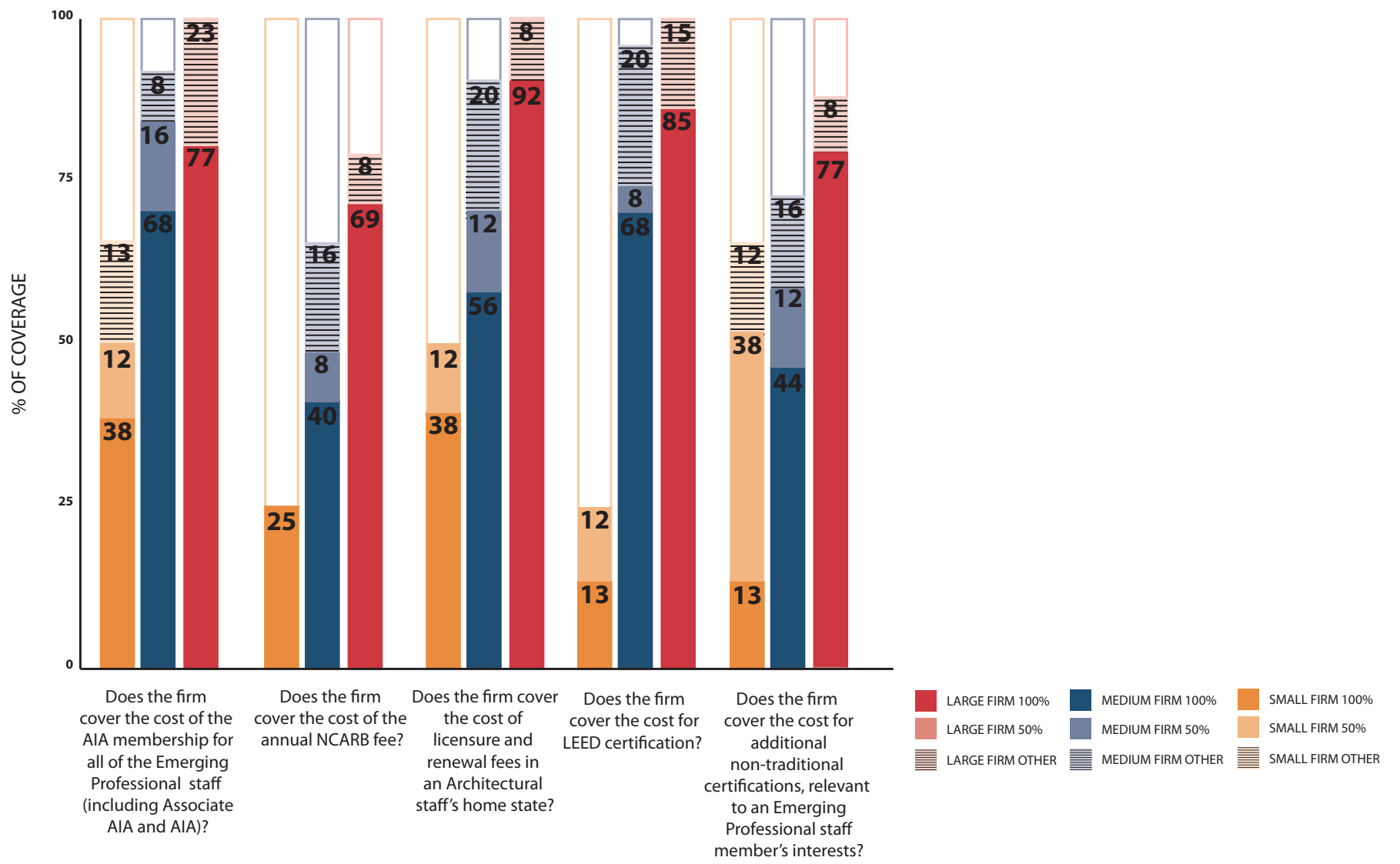


Q: Does the firm compensate Emerging Professional staff with a bonus or an increase in salary upon recognizing an individual's completion of the ARE Exams and licensure process?



Q: Does the firm reference the AIA Compensation Guidelines during an annual performance and/or salary review for Emerging Professional staff to ensure equity within the workplace?





Q: Does the firm have a written maternity and/or paternity leave policy?