

## 2013 Manitoba Association of Architects Intern Survey

The attached survey was sent out to all interns members of the Manitoba Association of Architects Tuesday, March 5, 2013. A reminder was sent out Tuesday, March 12, 2013.

The purpose of the survey was to collect information on a variety of subjects relating to the intern process. Individual completed surveys will remain confidential. The five categories of questions asked included: general, education, mentorship, employment and remuneration. Questions were close-ended and included both multiple choice and ranking types. The intention of this report is to provide interns with information regarding the experiences of their peers in the profession. As well, several questions were included relating to possible intern activities in the future.

43 responses were received. This is 39% of the total number of interns who are members of the M.A.A. Of these responses, 11 were female, 31 were male and 1 preferred not to respond. The average age of the interns that responded was 35, based on the midpoints of ranges offered as answers. The report attached lists the spread of responses to each question.

Please note the following limitations to the information provided in this report and in the survey responses. As this was an internet survey, there was no possibility to control the source of responses. Although the survey link was specifically sent to interns via email, there is no link within the survey to the origin of the responses. This made it difficult to control or verify the information provided. Although this is a limitation, it did provide a strong level of anonymity to the respondents. There is no question in the survey to locate where the intern is working. This could be a limitation to the salary information provided as salary can be affected by location of work. Most answer options include a range of values. For the purpose of averages included in this report, the midpoint of ranges was used for calculating. For example, if an intern responds that their age is in between 25-29, the age of 27 was used for calculating. Similarly, a salary of \$50,000 to \$54,999/year was calculated at \$52,500.

### Summary

As a summary of results from the survey, the following table lists the averages of select questions according to intern group:

Intern Group (# of Respondents in category)	Age	Value of Arch. Education 1 – most valuable, 5 – least valuable	Years Since Graduation	Employers Since Graduation	Employers Contribution to Prof. Dev't 1 – lowest, 5 – highest	CERB Complete	Salary
<b>All Interns (43)</b>	34.96	2.87	5.16	2.15	3.97	63.5%	\$52,500.00
<b>Women (11)</b>	33.17	3.11	4.22	1.89	4.13	62.9%	\$50,277.78
<b>Men (31)</b>	34.79	2.82	5.33	2.17	4.15	63.8%	\$54,051.72
<b>2012 Graduation (2)</b>	29.5	2.5	-	1.75	4	12.5%	\$37,500.00
<b>2 Years Since Graduation (12)</b>	29.08	3.17	-	1.25	4.17	54.5%	\$44,166.67
<b>4 Years Since Graduation (8)</b>	32.68	2.38	-	1.75	4.5	88%	\$52,500.00

<b>6 Years Since Graduation (6)</b>	35.33	3	-	2.08	4.33	63%	\$60,000.00
<b>Graduation before 2001 (6)</b>	44.4	2.83	-	3.5	4.0	75%	\$65,000.00

## Results

The following report was generated by the internet site used to create the survey. The report shows the spread of answers for every question and lists all of the questions and answer options in order.

## Results for: Architectural Intern Survey 2013

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### 1) Your gender:

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**Female** 11 (25.6%)**Male** 31 (72.1%)**Prefer not to answer** 1 (2.3%)

### 2) Your age:

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**Under 25** 0 (0.0%)**25-29** 9 (20.9%)**30-34** 15 (34.9%)**35-39** 6 (14.0%)**40-44** 6 (14.0%)**45-50** 2 (4.7%)**Over 50** 2 (4.7%)**Prefer not to answer** 3 (7.0%)

### 3) How long do you estimate it will take, starting from graduation, for you to register as an architect?

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**3 years** 7 (17.1%)**4-5 years** 15 (36.6%)**6-7 years** 7 (17.1%)**8-10 years** 6 (14.6%)**More than 10 years** 4 (9.8%)**I am not planning to register** 2 (4.9%)

## 4) How close are you to finishing your registration exams?

**Finished - ExACs**
 10 (23.8%)
**Completed 1-3 of the ExACs**
 3 (7.1%)
**Planning to take ExACs next year**
 9 (21.4%)
**Planning to take ExACs at some point**
 7 (16.7%)
**Finished - NCARBs**
 1 (2.4%)
**Completed 4-6 of the NCARB exams**
 2 (4.8%)
**Completed 1-3 of the NCARB exams**
 3 (7.1%)
**Planning to take NCARBs**
 2 (4.8%)
**No comment**
 5 (11.9%)

## 5) How often would you be interested in attending meetings to discuss issues related to the intern process?

**Yes, I would be interested in meeting once a month.**
 4 (9.5%)
**Yes, I would be interested meeting a few times a year.**
 30 (71.4%)
**I am not interested.**
 8 (19.0%)

## 6) What type of meeting would you be more likely to attend?

**Casual, social setting in a pub or similar environment.**
 27 (62.8%)
**Formal meeting in a board room type setting.**
 9 (20.9%)
**None**
 5 (11.6%)
**Other**
 2 (4.7%)

7) Would you have found it useful to have had a forum to attend, as a new intern, to ask questions regarding the intern process?

**Yes, I would have found it helpful.**

 32 (74.4%)

**Yes, I would like to attend something like that as soon as possible.**

 6 (14.0%)

**No**

 5 (11.6%)

8) On a scale from 1 to 5, rate your architectural education and its value in relation to the duties you are performing at your current employment.

**1 (extremely valuable)**

 8 (19.0%)

**2**

 6 (14.3%)

**3**

 12 (28.6%)

**4**

 9 (21.4%)

**5 (not valuable)**

 4 (9.5%)

**No comment**

 3 (7.1%)

9) In your transition from University to an office, what would best describe your experience?

**I knew what to expect and where to find the resources to help me adjust to a new work environment.**

 6 (14.3%)

**My expectations were not met and there were no available resources to bridge the gap between my education and new work environment.**

 9 (21.4%)

**I didn't feel any difficulties with the transition, because I was already familiar with the work environment.**

 13 (31.0%)

**I was not prepared for the transition but I was able to adjust quickly due to available resources and/or help from employer**

 11 (26.2%)

**No comment**

 3 (7.1%)

10) What year did you graduate with your Master's of Architecture degree?

**before 2001**

6 (15.8%)

**2002-2003**

0 (0.0%)

**2004-2005**

3 (7.9%)

**2006-2007**

7 (18.4%)

**2008-2009**

8 (21.1%)

**2010-2011**

12 (31.6%)

**2012**

2 (5.3%)

## 11) Where did you graduate with your Master's of Architecture Degree?

**University of Manitoba**

33 (80.5%)

**University of British Columbia**

0 (0.0%)

**University of Calgary**

0 (0.0%)

**McGill University**

0 (0.0%)

**Carleton University**

0 (0.0%)

**Dalhousie University**

1 (2.4%)

**Ryerson University**

0 (0.0%)

**Université Laval**

0 (0.0%)

**University of Toronto**

1 (2.4%)

**University of Waterloo**

0 (0.0%)

**Université de Montréal**

0 (0.0%)

**RAIC Syllabus**

0 (0.0%)

**Other**

6 (14.6%)

## 12) My employer:

**Is impressed with the skill set and experience that I have brought to the job from my architectural education**

10 (23.8%)

**Is generally comfortable with the skill set and experience that I have brought to the job from my architectural education**

14 (33.3%)

**Is disappointed with the skill set and experience that I have brought to the job from my architectural education**

3 (7.1%)

**Is indifferent to the skill set and experience that I have brought to the job from my architectural education**

7 (16.7%)

**I don't know how they feel about the skill set and experience that I have brought to the job from my architectural education**

6 (14.3%)

**No comment**

2 (4.8%)

13) Are you familiar with the roles and responsibilities of your Mentor and Employer as outlined in the Guidelines for Mentors and Employers as part of the Internship in Architecture Program?

**Yes**

42 (100.0%)

**No**

0 (0.0%)

14) How would you describe your internship experience in terms of your MAA mentor?

**Excellent - is available to meet and sign CERB forms, is genuinely interested in my intern progress, asks questions, provides useful feedback. Overall very rewarding.**

14 (33.3%)

**Good - mostly available, we have good conversation when we meet. Overall positive experience.**

14 (33.3%)

**Okay - takes a long time to return emails/phone calls, answers questions when I ask them. Overall mediocre experience.**

4 (9.5%)

**Poor - ANY OF THE FOLLOWING: very difficult to get a meeting, hurried meetings with no questions or feedback, overall bad experience.**

1 (2.4%)

**No comment**

9 (21.4%)

15) On the scale from 1 to 5, rate the role that your mentor played in your efforts to complete the experience required to become registered as an architect?

**1 (no role - barely got the forms signed)**

1 (2.4%)

**2**

8 (19.0%)

**3**

10 (23.8%)

**4**

11 (26.2%)

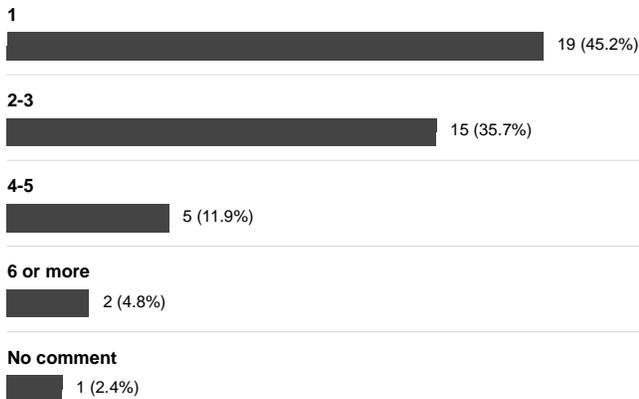
**5 (a significant role)**

3 (7.1%)

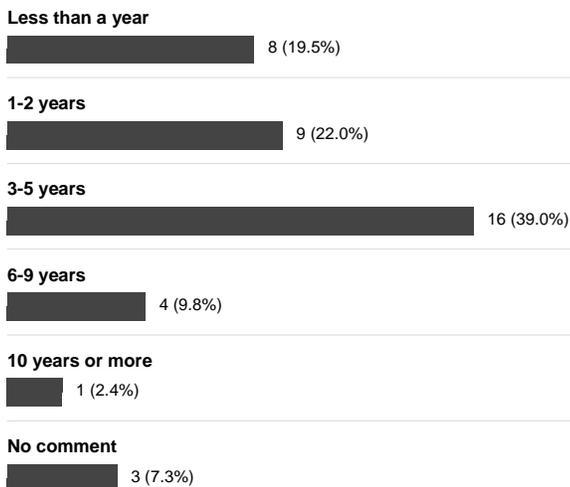
**No comment**

9 (21.4%)

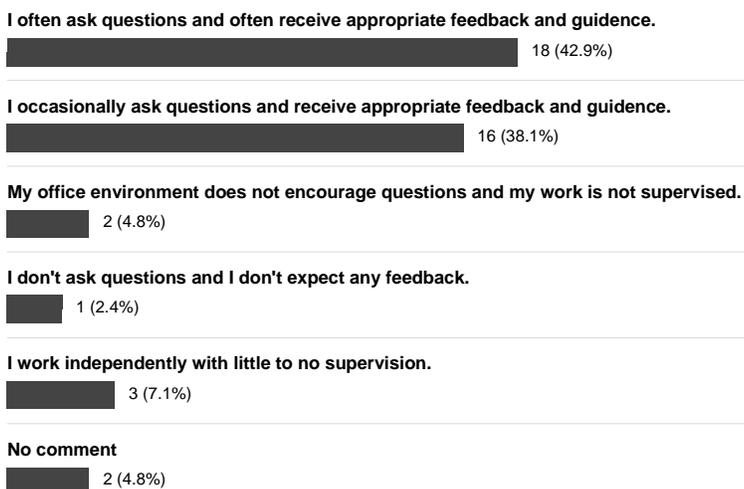
16) How many employers have you had since graduating with a Master's of Architecture degree?



17) How long have you been in your current position?



18) Which of the following best describes your in-office experience in terms of feedback, guidance and supervision?



## 19) Rate each factor according to its importance when seeking employment:

	1	2	3	4	5	Responses	Weighted Average
Size of the firm	3 (7.14%)	8 (19.05%)	<b>15 (35.71%)</b>	8 (19.05%)	8 (19.05%)	42	3.24 / 5 (64.80%)
Compensation	1 (2.38%)	0 (0.00%)	10 (23.81%)	<b>18 (42.86%)</b>	13 (30.95%)	42	4.00 / 5 (80.00%)
Recommendations from peers (word of mouth)	2 (4.88%)	5 (12.20%)	9 (21.95%)	<b>13 (31.71%)</b>	12 (29.27%)	41	3.68 / 5 (73.60%)
Number of years firm has been in business	6 (14.29%)	<b>13 (30.95%)</b>	<b>13 (30.95%)</b>	7 (16.67%)	3 (7.14%)	42	2.71 / 5 (54.20%)
Location	5 (11.90%)	7 (16.67%)	<b>13 (30.95%)</b>	9 (21.43%)	8 (19.05%)	42	3.19 / 5 (63.80%)
Types of projects	0 (0.00%)	2 (4.76%)	10 (23.81%)	12 (28.57%)	<b>18 (42.86%)</b>	42	4.10 / 5 (82.00%)
Design reputation of firm	2 (4.76%)	2 (4.76%)	13 (30.95%)	9 (21.43%)	<b>16 (38.10%)</b>	42	3.83 / 5 (76.60%)
Level of responsibilities	2 (4.76%)	1 (2.38%)	6 (14.29%)	16 (38.10%)	<b>17 (40.48%)</b>	42	4.07 / 5 (81.40%)
Freedom to work independently	2 (4.76%)	3 (7.14%)	9 (21.43%)	13 (30.95%)	<b>15 (35.71%)</b>	42	3.86 / 5 (77.20%)
							<b>3.63 / 5 (72.62%)</b>

## 20) On a scale from 1 to 5, rate your employer's contribution to your professional development:

**1 (little to no contribution)**
 4 (9.5%)
**2**
 1 (2.4%)
**3**
 4 (9.5%)
**4**
 13 (31.0%)
**5 (high contribution)**
 17 (40.5%)
**No comment**
 3 (7.1%)

21) Have you ever left a position in a firm due to the lack of exposure to the experience required in the Canadian Experience Record Book (CERB)?

**Yes, more than once**

3 (7.1%)

**Yes, once**

6 (14.3%)

**No**

29 (69.0%)

**No comment**

4 (9.5%)

22) What percentage best describes the completeness of your CERB?

**0-25%**

10 (24.4%)

**26-50%**

3 (7.3%)

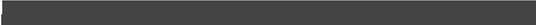
**51-75%**

4 (9.8%)

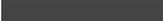
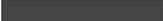
**76-100%**

24 (58.5%)

23) Which of the following experience areas in your CERB is the MOST complete (or was the first to be completed)?

**Programming** 1 (2.4%)**Site & Environmental Analysis** 1 (2.4%)**Schematic Design** 11 (26.2%)**Engineering Systems Coordination** 0 (0.0%)**Building Cost Analysis** 0 (0.0%)**Code Research** 0 (0.0%)**Design Development** 3 (7.1%)**Construction Documents** 19 (45.2%)**Specifications & Materials Research** 0 (0.0%)**Document Checking & Coordination** 1 (2.4%)**Bidding and Contract Administration** 0 (0.0%)**Construction Phase - Office** 2 (4.8%)**Construction Phase - Site** 1 (2.4%)**Project Management** 1 (2.4%)**Office Management** 0 (0.0%)**No comment** 2 (4.8%)

24) Which of the following experience areas in your CERB is the LEAST complete (or was the last to be completed)?

**Programming** 2 (4.8%)**Site & Environmental Analysis** 0 (0.0%)**Schematic Design** 1 (2.4%)**Engineering Systems Coordination** 0 (0.0%)**Building Cost Analysis** 4 (9.5%)**Code Research** 0 (0.0%)**Design Development** 0 (0.0%)**Construction Documents** 5 (11.9%)**Specifications and Materials Research** 0 (0.0%)**Document Checking and Coordination** 0 (0.0%)**Bidding and Contract Negotiation** 5 (11.9%)**Construction Phase - Office** 1 (2.4%)**Construction Phase - Site** 8 (19.0%)**Project Management** 4 (9.5%)**Office Management** 10 (23.8%)**Other** 2 (4.8%)

25) My current salary is:

**Less than \$30,000.00/ year**

2 (4.8%)

**Between \$30,000 - \$34,999.00/ year**

0 (0.0%)

**Between \$35,000 - \$39,999.00/ year**

1 (2.4%)

**Between \$40,000 - \$44,999.00/ year**

9 (21.4%)

**Between \$45,000 - \$49,999.00/ year**

6 (14.3%)

**Between \$50,000 - \$54,999.00/ year**

5 (11.9%)

**Between \$55,000 - \$59,999.00/ year**

3 (7.1%)

**Between \$60,000 - \$65,000.00/ year**

5 (11.9%)

**More than \$65,000.00/ year**

8 (19.0%)

**No comment**

3 (7.1%)

26) Are you aware of the current average salary for an architectural intern in Manitoba?

**Yes**

8 (19.5%)

**No**

33 (80.5%)

27) Which of the following best describes your compensation as related to your contribution?

**Excellent - I am happy with my salary, I am paid well for my contribution**

6 (14.3%)

**Good - I am generally content with my income**

17 (40.5%)

**Average - My contribution sometimes goes beyond my compensation**

11 (26.2%)

**Poor - I feel my contribution is underpaid**

7 (16.7%)

**No comment**

1 (2.4%)

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28) Does your employer pay for hours worked outside of a regular work week?

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**No, I work a regular work week and am not expected to spend evenings and weekends working**

7 (17.1%)

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**No, I am paid for a regular work week with the expectation of occasional evenings and weekends**

7 (17.1%)

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**No, I am paid for a regular work week with the expectation of 5 - 20 hours extra each week**

2 (4.9%)

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**Yes, as straight time**

6 (14.6%)

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**Yes, as time and a half**

9 (22.0%)

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**Yes, as banked time off in lieu**

9 (22.0%)

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**Other**

1 (2.4%)

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