



***INTERNS IN ARCHITECTURE
COMMITTEE***

OF THE

***MANITOBA ASSOCIATION
OF ARCHITECTS***

**2005 CAREER
SATISFACTION SURVEY**

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OVERVIEW

This survey was created to establish a “snapshot” of the state of the profession for Interns-in-Architecture in the Province of Manitoba, and was intended to be representative of the opinions of Interns-in-Architecture, unregistered architecture school graduates, (who may not intend to become registered), and students of architecture who are currently employed in firms engaged in the practice of architecture.

Many Interns have concerns that extend to, and will affect, the future of the Profession at large. These concerns include such widely varied topics as working conditions, career expectations, responsibilities, remuneration, lifestyle and personal issues, and portability of the skills that are gained through architectural training. Several questions were asked under each of the following broad headings:

*Education
Employment
Internship
Support and Mentoring
Architect Registration Examination (ARE)
Licensure/Registration
Professionalism
Personal*

While Interns are recognized as the future of the profession, there is a belief in some quarters that this next generation is neither willing, nor able, to become fully registered: there are large numbers of graduates from schools of architecture who drop out of the profession before they even begin; the average age of Interns is increasing; registration requirements are becoming more burdensome. This survey will emphasize the issues that the Interns themselves feel are of importance to their own career development, and may hopefully address some of the reasons why the registration process is taking so long, for so many.

The Interns-in-Architecture Committee (IAC) of the MAA greatly appreciates the time each respondent took in responding to the following survey.

If you have any questions, comments, or concerns, please contact Intern Committee representative Kyle Lewkowich, by email at [klewchowch@smithcarter.com](mailto:klewkowch@smithcarter.com) or by phone at 477-1260, or Jac Comeau at jacomeau@shaw.ca. We can also be contacted, care of the MAA, at (204) 925-4620.

METHODOLOGY

In designing the survey, we had a number of fears – amongst them that the survey results could be representative of only a small number of Interns, itself within a small jurisdiction. This survey was promulgated to 75 Interns and graduates, of which there were 21 surveys returned. This makes for a response rate of 28% of all Interns in Manitoba. It would have been better, obviously, to have more respondents. Nevertheless, for a typical blind mail-out survey, a 30% response is an acceptably high response rate.

The initial focus of the survey was intended solely as a salary survey. This information was going to be compared across the board to determine how Interns compared in various jurisdictions. What quickly became clear, however, was that Interns are involved in such a broad array of jobs, function at such widely disparate levels of experience (from the wet behind the ear graduate to the grizzled veteran), and work in offices of such varying size and on project types of such differing programme that a simple salary survey would provide no useful cross comparison information. In short, they cannot be adequately described as a monolithic demographic. In response, the survey grew in scope

to become a broad based Career Satisfaction Survey that asked a range of questions to evaluate the many aspects of the Intern experience.

Again, however, we found that the information that we would be able to collect on this one survey would not give us the information about where Interns stood in relation to the profession as a whole. We thus created a sister survey, to be issued solely to registered members, which would fill in the final piece of the Intern personality puzzle. This 2nd survey would canvas the views and opinions that the registered members hold concerning Interns.

Concomitant with the release of the Intern survey, the MAA IAC issued its sister survey to the Architects of Manitoba. This survey was designed to solicit opinions that are held of Interns by the individuals and corporations that work with us on a day to day basis. Response rate for this survey of Architects was very low, (141 surveys issued, 11 surveys returned for a response rate of 8%). Nevertheless, the opinions expressed by those who did complete the survey proved interesting indeed. The results gathered from the Architects' survey will be issued in conjunction with the Interns' survey.

COMMENTARY

So, what good is the survey? What do we hope to accomplish by gathering this information?

As we stated, the goal of the surveys evolved to become the creation and formation of a body of knowledge about the opinions held by Interns, and of Interns, concerning all aspects of their career development.

As such, this information will have potential to affect policy undertaken by the IAC as well as, perhaps, the MAA Council. For example, as MAA Council develops policy that affects Interns, decisions may be vetted or evaluated against the data collected in the survey to determine how successful, or how important, certain decisions may be with Interns. Question 63 is one example of such a question: here, the response to an MAA Council policy was evaluated against the opinions of Interns. In this case, 81% of respondents indicated that they approved of MAA Council's decision not to implement the ARE Rolling Clock. As such, the survey confirms that for the Interns who are willing to make their minds known, the adoption of the ARE Rolling Clock is an unpopular and discouraging move by NCARB.

Similarly, in recent discussions concerning the value of using NCARB as the final hurdle of the architectural licensing race, the Intern representatives were able to show that, according to our survey, while reciprocity with other Canadian jurisdictions is very important to Interns, international reciprocity is equally as important as reciprocity with the USA. As such, the validity of tying our licensing cart to the NCARB exams, and a series of American tests, may not be in the best interest of Canadian Interns who may have other registration dreams they wish to fulfill.

Finally, the survey could become an important tool for the development of inter-jurisdictional support and mentoring. This data will be shared with other Intern organizations, (who have similarly shared their information with us) by which we will have an impression of what the average Intern is like across the industry, despite regional idiosyncrasies.

The place of editorial commentary – when and why was it used?

Some answers were re-ranked for clarity of response. Some questions proved to be too revealing of the Interns who answered, and the responses were either eliminated altogether or were disguised somewhat to hide identity, but not clarity. Some questions were simply deleted as they proved to be unable to reveal useful information.

SUMMARY of RESULTS

Now a brief summary of some important result highlights: From this data, a picture of the Intern in Manitoba begins to emerge...

The median age of the responding Interns is 35-44

42% of respondents are parents

5% of respondents are single parent households

81% of respondents are Manitobans by birth.

100% of respondents said they live in Manitoba.

66% of respondents indicate that they intend to remain in Manitoba.

100% of respondents work in Winnipeg

- **38% of respondents have worked outside Manitoba.**
- **14% of respondents have worked outside of Canada.**

76% of respondents studied at U of M. (16/21)

76% of respondents are currently in a professional architecture job - i.e. one that fulfills all Internship in Architecture requirements.

Of the current anticipated career path,

- **76% of respondents have a traditional architecture career (work in an architecture firm, design/build firm, or some other institution or agency focused primarily on facility design, in work typically associated with the role of an "architect").**
- **14% of respondents work in a non-traditional setting, (such as a corporation, community design center, government office, or in architectural education, etc.).**
- **10% of respondents work in an allied field (such as engineering, construction, landscape architecture, development, art, planning, interior design, furniture designer, product designer surveyor, estimator, specifier, owner's rep, etc.).**

86% of respondents indicated that having an opportunity for professional development was an important reason for leaving one job to find another, even though this was not typically ranked as important a reason for taking a new position as receiving an increase in salary, personal reasons, getting more respect for skills and knowledge and even the chance to do more design (see question 15).

48% of respondents said they feel satisfied that the level of remuneration meets the level of responsibilities in their employment situation.

48% of respondents said the level of remuneration meets their financial needs.

48% of respondents supplement their base salary with work they do on the side.

52% said their employer pays overtime.

52% of respondents have a spouse/partner that earns an income

- **The typical salary of the spouse/partner accounts for, on average, 28% of the family income.**

48% of respondents have been laid off, while 14% have been laid off more than once.

57% of respondents say that the investment of time (education, Interning etc), in becoming an Intern has not been personally satisfying

86% of respondents said they did not feel that their investment of time (education, Interning etc), has been adequately compensated by the financial rewards.

52% say they have gone outside traditional sources (university, the MAA or similar professional body, workplace apprenticeship) to get the knowledge they require to perform as an Intern

The average Intern has logged 5120 hours on average

The average Intern has had 3.14 years on average elapse since they commenced writing their first exam

The average Intern would rate the AREs at 2.64 on a scale of 1-5 where five is very difficult and one is very easy, indicating that Interns find the exams as moderately difficult.

76% of respondents indicate that they would prefer having a choice between taking exams that would provide reciprocity with either international or North American jurisdictions provided that the exams were concurrently reciprocal in all Canadian jurisdictions.

95% of respondents feel that reciprocity within Canadian jurisdictions is important to them.

- **57% of respondents feel that reciprocity with the USA is important to them.**
- **57% of respondents feel that international reciprocity is important to them.**
- **(Note how reciprocity with other Canadian jurisdictions is of high importance, while reciprocity between American and international jurisdictions is of equal importance. Nonetheless, the NCARBs are only relevant exam set for the North American market. Thus, many Interns may sit for exams they may not need if they hope to emigrate to territories outside Canada and the US. Similarly, American exams may not be appropriate for the Intern that hopes to stay fully within Canada for their entire career, and who has no interest in working in the USA).**

57% of respondents do not feel that taking and passing the NCARB exams is relevant to their development as a professional.

90% say that they will stay in the profession.

57% of respondents would not enter architecture if given the chance to start again

LESSONS LEARNED

Is there a difficulty in making generalizations about all Interns based on a response rate of 28%? Perhaps. For certain, however, we can say that we are representing the known viewpoints of over a quarter of all Interns in the MAA.

One view that came through loud and clear was the disappointment many Interns experience in the slow, seemingly interminable pace through internship. It is difficult to imagine a more disheartening process of education and training, and many comments expressed the viewpoint that there is little point, save for personal pride, in achieving the goal of professionalism. The Impressions section (Questions 118-126) should be of particular interest for those who are particularly interested in these issues.

It is interesting to note how the views of Interns correspond to the opinions that some Architects hold of Interns. In the Architects' survey, there were a couple of comments that addressed the perception that Interns are not as dedicated today as they were in the past when those Architects were fulfilling their own Intern requirements.

Given, however, the somewhat sporadic employment history of some of the Intern respondents, the many personal obligations they may have, and their advanced median age, is it any surprise that the Interns today may truly be less dedicated to an unrewarding process that may, at its most generous, provide for an uncertain future gain? Many Interns have invested as much time in other aspects of their lives as they have in the process of registration, and it may just be that they are as equally dedicated to the other half of their lives as they are to their profession. As such, it may just be that Interns today are choosing to achieve a greater balance between their professional and personal commitments than current architects were willing to do when they were Interns. This may be especially true when we acknowledge that many of the Interns of today come from a two-income family, where the spouse or partner can easily contribute 50% of the household income. Thus, if one's spouse or partner is responsible for half of the family income, it would seem prudent to ensure that the spouse/partner is as happy as the employer.

These surveys show that there are a number of specific issues that are impeding the career aspirations of a large number of Interns. It can be surmised from the general concern held by professional bodies that administer the profession that these identifiable impediments that are standing in the way of registration for a large number of Interns are having an equally negative impact upon the industry as a whole. Presumably, fixing some of these issues might make a great difference to the attitude, on the whole, of Interns, and as a consequence, will have a benefit that is cascaded through the entire profession.

Our survey shows that many Interns are willing to work the long hours it takes to succeed, commit to continuous continuing education and self-education, and volunteer for professional committees in the pursuit of a profession that can offer the potential for day to day discovery and reward. It can be noted that Interns are not looking for a "free ride" from anyone in terms of being able to find their own place in the profession, and being able to build their careers. Moreover, in questions 124 through 126, the survey indicates that Interns still remain generally positive about the profession when speaking with peers, colleagues and friends, and family, despite the fact that according to question 123, 57% of respondents would not enter architecture if given the chance to start again. As an acknowledgement that most Interns likely feel that they are too old to want to start again, we should be working harder to make the architectural profession more rewarding, especially as we look ahead, and we should start addressing the issues that are impeding the progress of the careers of those who will be Architecture's future.

RESPONSES**Education****University/College Education**

1. Year of Graduation with professional degree in architecture (i.e. B. Arch., M. Arch.):
Earliest – 1985; latest – 2006 (prospective); average 1998.
 - a. Country of study:
90% of respondents studied in Canada.
 - b. School of study?
76% of respondents studied at U of M. (16/21)
 - c. I am in the process of completing my professional degree in architecture
5% of respondents.
2. Which of these degrees have you earned (if any)? (please select all that apply)
 - **Master of Architecture (M. Arch): 18**
 - **Pre-professional undergraduate degree (BED): 15**
 - **Non-architecture undergraduate degree: 4**
 - **Bachelor of Architecture (B. Arch): 1**
 - **More than one undergraduate degree: 1**
 - **Graduate architecture degree (not an M. Arch): 1**
 - **Associate degree from community college, technical school, etc.: 0**
 - **I am in the process of completing a degree: 0**
3. If not currently in school, do you plan to someday return to school for one or more additional degrees? (Y/N)
One person responded Y for this question. They chose the MBA program as the next possible degree.
4. Are you following the RAIC Syllabus route to becoming registered? (Y/N)
0 respondents
5. Currently, most schools of architecture in Canada require applicants to have a prior degree. Did you attend a sole degree program? (Y/N)
9% attended a sole degree program.
6. If you have an **undergraduate degree**, and have been required to take a second degree to follow architecture, indicate, within a five point scale, your impression of the relevance of the previous degree to the practice of architecture? (1 = not relevant 5 = very relevant)
4.4 average (Note that this is a very high ranking for the relevance of the undergrad degree.)
7. With regards to your **architecture degree**, and within a scale of one through five, indicate your impression of the relevance of your architectural degree to the practice of architecture? (1 = not relevant 5 = very relevant)
3.925 average, with a scoring range from 1-5. Note that this is lower than the relevancy indicator for the undergrad degree.
8. Do you feel the course content of your architectural education was balanced between technical, social, economic and design issues? (Y/N)
y-5, n-17 (81% indicate that the degree was not balanced in some way).
 - a. If not, where was your education lacking?
 - **Technical issues – 14 respondents,**
 - **Economic issues – 6 respondents**
 - **Professional practice – 1 respondent**

9. Did you attend a school that had a Co-op program? (Y/N) **100% said no**
a. If you didn't get a Co-op term, would you feel now that taking such a term would have been useful? (Y/N)
y-11, n-1 (52% of respondents said that a COOP term would have been helpful).
10. If you've earned a B.Arch or M.Arch, at what point did you obtain your first professional architecture job?
 - o during B.Arch or M.Arch program: **9 respondents**
 - o prior to entering B.Arch or M.Arch program: **7 respondents**
 - o after earning B.Arch or M.Arch: **5 respondents**
 - o have not yet obtained first professional architecture job: **0 respondents**

Employment

Prior Employment/Careers

11. Did you have a previous career before going into architecture? (Y/N)
100% of respondents said No.
12. Were you a registered architect in another country?
100% of respondents said No.
13. How important was each of these factors in choosing where to seek your first professional architecture job? (5 = most important and 1 = not important)
 - o Level of responsibilities : **3.73 av**
 - o Location **3.52 av**
 - o Reputation of firm **3.45 av**
 - o Practice emphasis/specialty **3.25 av**
 - o Compensation **3.2 av**
 - o Size of firm **3.0 av,**
 - o Personal/family considerations **3.0 av**
 - o Firm's commitment to Interns **2.78 av,**
 - o Fringe benefits **2.68 av**
 - o Principals **2.58 av**

Responses are ranked from most important to least. What is revealed? Responsibility is more important than pay as a base parameter of job satisfaction. So is firm location. Reputation of firm is also seemingly more important than reputation of principals, indicating that the Starchitecture phenomenon exists to a lesser degree among respondents than it may exist elsewhere, or with non-respondents).
14. Have you left any previous professional architecture job(s)? (Y/N)
y-20, n-1 (95% of respondents have left previous jobs).
 - o One: **7**
 - o More than one (please indicate number): **range 2-6, av 3.4**
15. If yes, please rank in order (1, 2, 3 etc) your most important reasons for leaving that previous job.
Items are ranked by summing the number of points (1,2,3 etc) that each respondent allotted and dividing that sum by the number of respondents. This creates an average score that can be compared to reveal the most important factors, on average. Hence, the lower the result, the more important the factor. Note that a number can be unnaturally skewed from

the average if only or two people indicated that the category was important. Nevertheless, look for the categories that correlate the most respondents to the lowest average to find the most important factors for leaving a particular job.

For the most recent jobs, “better pay,” ranks about equally with “more respect for skills and knowledge,” and seems to be less important than the “chance to do more design.” Moving from the second most recent job to the most recent job, the search for better pay was more important than the chance to do more design, or to have respect for one’s skills.

This could tell us that as Interns age in their professions, the money one earns begins to become less relevant when other professional considerations become more important to overall happiness.

	Most recent job	2 nd most recent	3 rd most recent
I was laid off	4/4=1	3/3=1	1/1=1
Moved from the area	2/2=1	3/3=1	11/9=1.22
Chance to do more design	11/6=1.8	15/4=3.75	1/1=1
Personal reasons (including having a child)	9/4=2.25	6/3=2	9/4=2.25
More respect for skills and knowledge	17/7=2.3	12/3=4	9/2=4.5
Better pay/benefits	25/11=2.3	11/3=3.67	2/1=2
Improved quality of life	20/8=2.5	7/2=3.5	4/1=4
I wanted to leave the profession of architecture	5/2=2.5	N/a	N/a
Professional advancement	53/18=2.9	7/3=2.3	15/5=3
To complete NCARB's or my Provincial Intern training requirements	6/2=3	N/a	Na/
Wanted a change in practice focus	26/8=3.25	8/4=2	14/4=3.5
Chance to do more management	28/7=4	2/1=2	2/1=2
Better hours	28/6=4.7	11/3=3.6	N/a
Other:	N/a	4/2=2	2/2=1

Current Employment

16. What is your current employment status? Choose from:
- a. full-time, permanent employee **19/21**
(90% of respondents. The responses for the other categories had no more than one respondent per category, if any, and indicates that

the greatest number of respondents are currently full time employees (and are not contract workers, for example).

17. In what type of work are you currently engaged? (please select the best option)
- o professional architecture job - i.e. one that fulfills all the Provincial internship requirements **76% of respondents**
 - o architecture-related job, but one that does not fulfill all Provincial internship requirements: **19% of respondents**
 - o allied field: **5% of respondents**
18. If you did NOT answer “professional architecture job” in the previous question, what are your main reasons for not working in a professional architecture job? (please select all that apply)
- o better respect for skills and knowledge **5 respondents**
 - o better salary/benefits/advancement **4 respondents**
 - o never wanted a traditional career **2 respondents**
 - o path to licensure too long and/or difficult **1 respondents**
 - o other **1 respondents**
 - o personal or family circumstances **0 respondents**
- Again, respect is perceived as having a value greater than that of salary.**
19. How long have you been employed in your current job?
- o 1 - 2 years: **33.3% of respondents**
 - o less than 1 year: **28.5% of respondents**
 - o 5 - 9 years: **19% of respondents**
 - o 3 - 4 years: **9.5% of respondents**
 - o 10 years or more: **9.5% of respondents**
20. Evaluate your level of job responsibility (1 = very unsatisfactory, 5 = very challenging):
3.8 av score, with scores ranging from 1-5.
This score was fairly heavily weighted to Interns believing that they have a high level of responsibility in their work.

Remuneration

21. How are you paid/bill your time? Hourly: **6 (28%)** Salary: **14 (66%)**
22. Does your employer pay overtime? (Y/N) **Y-11, N 5**
(52% said their employer pays overtime).
- o Paid as straight time? **5 respondents**
 - o Paid as banked time off in lieu? **5 respondents**
 - o Paid as time and a half? **Only 1 respondent**
 - o Paid as banked time and a half off in lieu? **0**
 - o If given the choice, how would you prefer to be paid for overtime work?
 - **Five respondents said time and a half,**
 - **Two indicated “banked time and a half off in lieu” and one apiece said “Paid as straight time” and “Paid as banked time off in lieu”.**

23. What is your salary (in an employment situation – **contract employment next line**) (Gross annual income),

Less than \$25,000	\$25,000-\$30,000	\$30,000-\$35,000	\$35,000-\$40,000	\$40,000-\$45,000	\$45,000-\$50,000	\$50,000-\$55,000	\$55,000-\$60,000	\$60,000 and up
	1		7	3	2	1	2	3

24. What is your self-employed income (if self employed include work from all related architectural or design sources as well as “Contract” employment).

Less than \$25,000	\$25,000-\$30,000	\$30,000-\$35,000	\$35,000-\$40,000	\$40,000-\$45,000	\$45,000-\$50,000	\$50,000-\$55,000	\$55,000-\$60,000	\$60,000 and up
9		1		1				

Most Interns seem to do their self employment income on the side

25. What is your gross income including both salaried and self employment income?

Less than \$25,000	\$25,000-\$30,000	\$30,000-\$35,000	\$35,000-\$40,000	\$40,000-\$45,000	\$45,000-\$50,000	\$50,000-\$55,000	\$55,000-\$60,000	\$60,000 and up
	1	2	5	6	1	2		5

26. Do you supplement what you would consider your base salary with work you do on the side? (Y/N)

y-10, n-11 (48% of respondents do supplement their work day with work outside normal working hours).

a. If you do supplement your income with work “on the side,” what percentage of your gross “design income” is derived “on the side.”

- o **15% - 1 respondent**
- o **5-10%-1 respondent**
- o **5%-5 respondents**
- o **1%-1 respondent**

27. Does your firm pay for any of the following: (Y/N)

These are ranked from most popular benefit to least.

- o Health benefits? **16 respondents**
- o Other seminars or conferences relating to your field of expertise? **14 respondents**
- o NCARB ARE exams (indicate %): **11 respondents**
- o Professional dues (whole or part)? **11 respondents**
- o RAIC Seminars or courses: **11 respondents**
- o MAA Seminars or courses: **9 respondents**
- o Paid leave for taking exams? **7 respondents**
- o Paid leave to study for exams? **1 respondents**
- o Other benefits? (Please list benefits)

Respondents indicated the following other benefits:

- **mileage/cell phone,**
- **full health and retirement,**
- **pension,**
- **profit share/bonuses.**
- **Dental/vision/disability,**
- **dental,**
- **ext health/glasses/dental,**
- **dental/pension**

28. Do you feel satisfied that the level of remuneration meets the level of responsibilities in your employment situation? (Y/N)
y-10, n-11 (48% of respondents said yes).
29. Do you feel that the level of remuneration meets your financial needs? (Y/N)
y-10, n-10, 1-barely (only 48% of respondents said yes).
30. Do you feel that your investment of time (education, interning etc), has been adequately compensated by the financial rewards? (Y/N)
y-3, n-18 (86% of respondents said No)

Career Path

31. How many employers have you had?
highest was 11 employers, the average is 4.55 employers
32. Have you ever been laid off?
y-10, n-11 (48% have been laid off)
- a. More than once?
3 (14% have been laid off more than once)
- b. By the same employer?
But none have been laid off more than once by the same employer.
33. Which one of the following best describes your current anticipated career path? (please select the one best option)
- **Traditional architecture career:** work in an architecture firm, design/build firm, or some other institution or agency focused primarily on facility design, in work typically associated with the role of an "architect" **76% of respondents**
 - **Work in a non-traditional setting,** such as a corporation, community design center, government office, or in architectural education, etc. **14% of respondents**
 - **Allied field:** work such as engineering, construction, landscape architecture, development, art, planning, interior design, furniture designer, product designer surveyor, estimator, specifier, owner's rep, etc. **9.5% of respondents**
34. How does your current career outlook compare with your expectations when you first embarked on your pursuit of architecture? (Worse or better than expected?)
- **Worse than expected= 38% of respondents,**
 - **Better than expected= 24% of respondents**
 - **As expected= 19% of respondents,**
- Write In comments include:**
- **ok but not stellar;**
 - **up and down;**
 - **very different (I guess that is worse);**
 - **worse-financially/length of education;**
 - **slightly behind schedule**
35. Please rate the following from one to five (1 = "did not remotely meet my expectations", and 5 = "exceeded my expectations"). **Rankings were summed and then divided by the number of respondents. Professional satisfaction scores much higher than compensation.**
- professional satisfaction with work **68/20= 3.4 av**
 - hours worked **65/20= 3.25 av**
 - type of work you're doing **65/20= 3.25av**
 - compensation **56/20= 2.8 av**

Internship

36. Do you feel that the investment of time (education, Interning etc), in becoming an Intern has been personally satisfying? (Y/N)
Y=7, N=12 n/a=2 (57% of respondents say no)
37. How helpful are the following resources to your internship? (1 = not helpful at all, 5 = very helpful) (put N/A where you've had no desire to use this resource)
This has been ranked from most helpful to least helpful. Study material and other Interns rank highly.
- Study Materials? ***3.5 av,***
 - Other Interns? ***3.45 av,***
 - Employer? ***3.32 av,***
 - Other Architects? ***2.95 av,***
 - Mentor? ***2.55 av,***
 - MAA Staff? ***2.53 av***
 - Intern Architect Committee? ***2.33 av,***
 - Family and Friends? ***2.33 av,***
 - University Faculty? ***2.13 av,***
 - MAA Registration Board? ***2.0 av***
 - MAA Council? ***1.7 av,***
38. Some individuals feel pressure from various sources that make finishing their Internship requirements very difficult, or impossible. If there have been pressures on you, what would you say have been the biggest stumbling blocks in achieving registration? ***Comments include:***
- ***time (due to overtime and professional and community involvement),***
 - ***no free time to study when you work insane hours,***
 - ***technical issues with exams concerning computer platforms and studying – study material not available on Mac platform.***
 - ***personal and professional life takes up all my time – no time left for studying.***
 - ***personal indifference***
 - ***no time to study for NCARBs***
 - ***no money, no time, personal inertia***
 - ***# of exams, with no clear direction as to how, or where, to even start (lack of direction)***
 - ***procrastination combined with NCARB study materials***
 - ***cost and income required to live – cost of exams cuts into disposable income***
 - ***too much: community service, committee work, kids***
 - ***lack of time,***
 - ***no time/motivation***
 - ***no time for study of NCARBs***
 - ***desire to have a life and family beyond the profession – school too long***
 - ***can't find motivation req'd to study/finances; no eventual payoff***
 - ***MAA getting in the way***
 - ***Lack of internal desire, and now family obligations getting in the way***

Internship in Architecture Program (IAP)

39. What is your status regarding Canadian IAP?
- I have completed the IAP **4**
 - I am currently enrolled in the IAP **16**
 - How long have you been enrolled for?
69/16= 4.31 years on average, with a range from 0.5 – 12y
 - I am not currently enrolled in the IAP: **1**
40. If you have completed the IAP, how long did it take to actually complete it - from your first internship job to completion?

Less than 4 years	4 years	5 years	6 years	7 years	8 years or more
2		1	1		1

41. If you have NOT completed the IAP, how long do you expect it to take - from your first internship job to completion?

Less than 4 years	4 years	5 years	6 years	7 years	8 years or more
4	1	3	1	1	4

42. Were you able to (or do you expect to) complete all 16 of IAP Training Areas while staying with one firm? (Y/N)

Y-11, N-10. (52% said they were able to stay with one firm).

43. How many experience hours have you logged? **5120 on average**
44. Which experience categories are you having difficulty completing? (Please place a tick beside all items you feel are appropriate for your situation)

These were ranked according to the scoring. The most common responses were Bid/Tender Phase Services, and Construction Site experience.

- o Bid/Tender Phase services: **7 respondents**
- o Construction Site experience: **7 respondents**
- o Costing: **3 respondents**
- o Code Analysis: **3 respondents**
- o Specifications: **3 respondents**
- o Construction Office experience: **3 respondents**
- o Project Management: **2 respondents**
- o Office Management: **2 respondents**
- o Professional and Community service: **2 respondents (note that this isn't a mandatory category)**
- o Site/Environmental Analysis: **2 respondents**
- o None **2 respondents**
- o Schematic Design: **1 respondents**
- o Engineering Systems: **1 respondents**
- o Construction Documentation: **1 respondents**
- o Programming: **1 respondents**
- o Document Checking: **0 respondents**
- o Design Development: **0 respondents**

45. If there are any categories of experience that you are not able to fulfill with your current employer, is this because the employer is refusing to place you in situations where you are able to gain said experience? (Y/N)

y-3, n-9, n/a-2, y/n-1

46. If there are any categories of experience that you are not able to fulfill with your current employer, is this because you have not asked to get said experience? (Y/N)
y-2, n-11, n/a-1
47. If there are any categories of experience that you are not able to fulfill with your current employer, is this because the nature of the work that you are performing does not allow the opportunity to gain the relevant experience? (Y/N)
y-8, n-5, n/a-2
48. If there are any categories of experience that you are not able to fulfill with your current employer, do you feel that you need to find another employer? (Y/N)
y-4, n-9, n/a-3
It appears that many Interns would rather stick with an employer rather than change employers and fulfill all the requirements of the internship process. This could reflect a number of things, including contentment with current employment, the difficulty in finding new employment and the anxiety associated with making changes in lifestyle.
49. If there are any categories of experience that you are not able to fulfill with your current employer, will you find another employer? (Y/N) **y-8, n-5, n/a - 1**

Support and Mentoring

Some Interns have reported finding themselves adrift when they leave school, and have indicated that there is a lack of formal direction that could help to get one's career on track within the profession

50. Does the above statement reflect your personal experience? (Y/N) **y-9, n-10**
a. If so, to what extent, (1 = very little, 5 = very much)? **3.25 av**
51. Do you find the Mentorship process useful? (1 = not useful 5 = very useful):
2.06 av (33 points from 16 respondents. This is a low response for a widely answered question).
52. How often do you meet with your Mentor?
 - o Biannually: **5 respondents**
 - o Yearly: **2 respondents**
 - o Quarterly: **1 respondents**
 - o Other: **8 respondents**
53. If given the choice, I would be most interested in a mentoring program coordinated by:
 - o My employer **2 respondents**
 - o My school **2 respondents**
 - o My Provincial Association **11 respondents**
 - o The RAIC **1 respondents**
 - o I would not participate in a formal mentoring program **6 respondents (28% of respondents would not participate in a mentoring program if it were not required).**
54. What level of commitment do you feel your current firm exhibits toward providing a quality internship experience? (1 = very low commitment, 5 = very high commitment.).
3.55 average This is an above median commitment, as viewed by Interns.
55. Does it matter to you if your employer has any commitment to your development? (1 = don't care at all, 5 = matters a great deal):
4.05 average. Responses indicate that this matters a great deal to most Interns.

56. Which of these statements (if any) are true about your current firm's support for employees taking the Architect Registration Exams (ARE)? (please select all that apply)
- firm gives paid time off to take the ARE **8 respondents (38%)**
 - firm maintains library of ARE study materials **6 respondents (28%)**
 - employee must take time off with no pay to take ARE **6 respondents (28%)**
 - firm gives 20% or greater salary increase upon completion of license **4 respondents (19%)**
 - don't know **4 respondents (19%)**
 - employee must use vacation time to take ARE **2 respondents (10%)**
 - firm organizes ARE study groups **1 respondent (5%)**
57. Of the following, please rank in order (1, 2, 3) the three most important benefits a firm could offer you (aside from pay).
In this case, the lower the sum of the responses, the more valued the desire benefit.
- salary increase with passing the ARE **1.76 av**
 - continuing education costs **2.14 av**
 - ARE fees **2.33 av**
 - paid time off for ARE **2.38 av**
 - professional organization dues **2.5 av**
 - mentoring **3.33 av**

Architect Registration Exam (ARE)

58. Which option best matches your current status regarding the ARE?
- I have not yet taken any divisions of the ARE: **57% of respondents**
 - I have taken some divisions of the ARE: **43% of respondents**
 - I have taken all divisions of the ARE: **0**
 - I do not plan to take the ARE: **0**
59. If you do not plan to take the ARE or have not yet taken any divisions, please rank in order (1, 2, 3) your three main reasons for not taking the ARE.
- difficulty: **3/1=1 av**
 - not yet eligible: **1/1=1 av**
 - too busy, cannot find the time: **1.75 av**
 - no time to prepare: **1.86 av**
 - other: **2/1= 2 av**
 - not required for career or job: **2.25 av**
 - cost: **3.0 av**
 - paperwork and/or scheduling hassles: **3.67 av**
60. If you have taken or plan to take the ARE, please rank in order (1, 2, 3) your three main motivations for taking the ARE.
- personal goal and fulfillment: **20/15= 1.33 av**
 - career enhancement: **35/18= 1.94 av**
 - IAP completion and eligibility: **27/12= 2.25 av**
 - firm pressure: **12/4= 3.0 av**
 - peer pressure: **18/5= 3.6 av**
 - competitive advantage in a down economy: **27/8= 3.38 av**
 - parental pressure: **14/3= 4.67 av**

61. How many divisions of the ARE have you passed?
The average amount of exams completed by all respondents = 27/21 = 1.29
 a. How long a period of time has elapsed since you commenced writing your first exam? **3.14 years on average.**
62. How long do you expect it will take to finish all the exams?
Average expectations are 4.09 years, although one Intern said "forever."
63. Beginning January 1, 2006, NCARB will implement a five-year "rolling clock" such that once the first exam is started, an Intern will have five years to complete all exams. If all exams are not completed in five years, the first exams will have to be rewritten until all exams have been completed within the five year window. MAA Council has currently decided not to implement this policy. Do you agree with MAA Council's decision on this matter? (Y/N)
81% of respondents support the MAA initiative (17/21).
64. Would you be reluctant to start writing all nine exams if this five-year rolling clock policy was in effect? (Y/N);
y= 9, n=11 (Interns seem split half and half on this question).
 a. Do you think that this time limit/rolling clock would be a benefit to you, by imposing the arbitrary deadline? (Y/N) **62% responded "No." (y=6, n=13)**
65. Do you feel your education adequately prepared you for the ARE? (Y/N)
62% responded "No." (y-6, n-13, don't know - 2).
66. Do you feel your internship adequately prepared you for the ARE? (Y/N)
52% responded "No." (y-6, n-11, don't know-3).
67. How do you rate the difficulty of the ARE? (5 = very difficult, 1 = very easy)
2.64 is the average score, indicating that Interns rate the exams as having a moderate degree of difficulty.
68. Did you know that one is able to sit the ARE's immediately after University? (Y/N)
Only 52% said that they knew that they could sit exams straight out of school (y-11, n-9).
69. From your experience, do you feel (generally) that the ARE content reflects the skills required to be an Architect? (Y/N)
y-7, n-8, don't know-3. (33% indicate that the ARE content reflects testing actual architectural skills).
70. Evaluate the content of each NCARB exam you have taken (1 = not useful 5 = very useful) (i.e. did you feel that the information learned to pass the exam is relevant to your development as a professional?)
These answers are ranked from most useful to least useful. The average was gained by dividing the number of responses by the sum point total of those responses. (IE in the case of Pre-design there were seven respondents, who allotted a total of 22.5 points to the test).
- o Construction Docs and Services: **29/7= 4.14av**
 - o Materials and Methods: **27/8= 3.38av**
 - o Pre-Design: **22.5/7= 3.21 av**
 - o Site Planning (computerized): **5/2= 2.5av**
 - o Building Planning (computerized): **5/2= 2.5av**
 - o Building Technology (computerized): **5/2= 2.5av**
 - o Mechanical and Electrical Systems: **7/4= 1.75av**
 - o General Structures: **5/3= 1.66 av**
 - o Lateral Forces: **6/4= 1.5av**

71. Overall, do you feel that taking and passing the exams is relevant to your development as a professional? (i.e. Are you a better architect for having taken the exams?) (Y/N)
y-6, n-9 (57% of respondents feel NCARBs have not been relevant to their career development).
72. Is reciprocity within:
- o Canada important to you? (Y/N) **y-20, n-1 (95%)**
 - o with the United States? (Y/N) **y-12, n-8 (57%)**
 - o Internationally? (Y/N) **y-12, n-8 (57%)**
73. Should Interns have a choice of which exams they can take? ie. Either a North American or an International format, provided either format at least gave them reciprocity with other Canadian jurisdictions? (Y/N)
y-16, n-3 (76% of respondents say they should have a choice to what sort of exams they wish to study).
74. Currently, if an exam is failed, one must wait 6 months before being able to sit the exam again. Do you think that this is fair? (Y/N)
y-4, n-16 (76% respondents do not see the value of having to wait six months before being able to re-write a failed exam).
75. Have any of the following been a problem in writing exams?
- o Cost: (Y/N) **y-9, n-8**
 - o Location: (Y/N) **n-14/14 (Clearly all Interns live in a city with a testing centre).**
 - o Equipment: (Y/N) **y-4, n-10**
 - o Getting the exams times/days you want? (Y/N) **y-2, n-11**
 - o Other: (Please specify):
 - **obtaining study materials,**
 - **noisy exam rooms,**
 - **no study time**
76. Have you had any problems trying to book exams? (Y/N) **y-2, n-11**
- o If yes, what were those problems?
 - **Given wrong direction to test centre,**
 - **Chauncey now closed Mondays and they never answer the phone**
77. How would you rate the exam sign up process? (1 = extremely cumbersome, 5 = very easy/no problem at all)
29/8= 3.63 average. Sitting for exams should be easy and should rate a four or a five. This seems to indicate how little the testing body is willing to accommodate its customers, holding, as it does, a monopoly on testing services.
78. Evaluate the usefulness of the following in preparing for the NCARB exams:(1 = not useful 5 = very useful)
Ranked from most, to least useful, with a point score indicating level of usefulness. Interestingly, the notes leftover from one's degree do not figure very highly on the "value" meter.
- o ALS Study Material: **4.57**
 - o Intern Study Groups: **2.57**
 - o ARE Seminars: **2.0**
 - o Library Books: **1.9**
 - o Architecture Degree Textbooks/Readings: **1.71**
 - o Architecture Degree Notes: **1.2**

79. At least one province, (British Columbia), has an added requirement for registration. In addition to taking NCARB examinations, attending Continuing Education Sessions, tracking experience hours, and mentoring, an Intern in BC is required to undergo an oral examination during which the Intern must describe a project to a board of examiners and demonstrate the ways in which the various experiences tracked through the CERB forms have been applied on a real job. Do you believe that this would be of practical application for Manitoba Interns? (Y/N)
y-1, n-20 – 95% of respondents are not in favour of this proposal at all.

Licensure/Registration

80. Do you intend to get licensed/registered as an architect? (Y/N)
y-18, n-2, don't know-1 (86% plan to get licensed).
81. If no, why not? (please select all that apply)
- current position does not require licensure **2 respondents**
 - do not plan to seek a position that requires licensure **1 respondent**
 - not worth the time or effort **1 respondent**
 - exams are too expensive **1 respondent**
 - not encouraged by my firm **0 respondents**
 - annual license renewal fees are too expensive **1 respondent**
 - liability insurance is too scary/expensive: **1 respondent**
 - other: **0 respondents**
82. Where did you learn about your Provincial licensure/registration requirements? (please select all that apply)
- Provincial licensing board **15**
 - at work **10**
 - in school - from faculty or in professional practice class **6**
 - NCARB **5**
 - in school - from student association or extracurricular programs **4**
 - the RAIC **2**
83. Do you intend to register with the Manitoba Association of Architects (MAA)? (Y/N)
y-19, maybe-1, if at all-1
84. Do you intend to register in another jurisdiction? *y-5, n-7, don't know-1, maybe-1*

Professionalism

Continuing Education

85. How many Continuing Education courses/seminars have you attended? **4.08 av**
86. To your development as an architect, please evaluate the content of the Continuing Education courses/seminars that you have completed? (1 = not useful, 5 = very useful)
3.53 av
87. Have you gone outside traditional sources (your university, the MAA or similar professional body, your workplace apprenticeship) to get the knowledge you require to perform as an Intern? (Y/N)
y-11, n-7 (52% say they have gone outside traditional sources to advance their knowledge).
88. If you answered yes to above, please indicate the nature of those sources
This says a lot about the continuing education many Interns already complete over and above the requirements of registration and official CON ED. There is a wide variety of responses for this question including:

- **RAIC and Green Building Council**
- **Library reference materials, consulting others**
- **Internet**
- **Tech college and specialized courses**
- **Community college and CADD course**
- **Internal courses offered by employer**
- **Internet, CMHC, books**
- **Professional and community services**
- **Workplace**
- **Internet**
- **RAIC festival of architecture, architectural record magazines**
- **Product reps**

Professional Involvement

89. For me, engaging in community and professional service is:
- a priority, but not something I do regularly **10**
 - a high priority and something I do regularly **6**
 - not a priority **5**
90. Are you currently a member of the Royal Architectural Institute of Canada (RAIC)? (Y/N)
y-3, n-18 (85% of respondents are not RAIC members)
91. If you are not currently an RAIC member, why not? (please select all that apply)
- not now, but I may join the RAIC after I'm licensed/registered **10**
 - not enough value for costs **8**
 - do not know what they do: **7**
 - dues too expensive **7**
 - firm will not pay dues or partial dues **4**
 - not aware I was eligible **3**
 - do not want to join: **3**
 - I am not currently pursuing a traditional architecture career **1**
 - other: **1**
92. Whether you are currently an RAIC member or not, please rank in order (1, 2, 3) what you feel are the three most important benefits of RAIC membership.
- newsletters; **1/1=1 av**
 - networking opportunities: **11/7= 1.57av**
 - prestige: **11/6= 1.8av**
 - research: **4/2= 2 av**
 - access to resources: **15/7= 2.14av**
 - conventions and seminars: **25/11= 2.27 av**
 - career enrichment: **13/5= 2.6av**
 - social: **8/3= 2.67 av**
 - continuing education: **38/11= 3.45 av**
93. Are you currently a member of the Manitoba Association of Architects (MAA)? (Y/N)
y-20, n-1 (95% of respondents who filled out the survey are members, which means that we are still missing the responses of arch grads and those who may have already abandoned the Architect track).
94. Are you currently a member of any other professional organizations (other than MAA)? (Y/N)
4 (19% of respondents) were members of other organizations

95. Whether you are currently a MAA member or not, please rank in order (1, 2, 3) what you feel are the three most important benefits of MAA membership.
- o newsletters: **4/3= 1.33 av**
 - o networking opportunities: **17/10= 1.7 av**
 - o career enrichment: **12/7= 1.71av**
 - o access to resources: **18/10= 1.8av**
 - o continuing education: **25/12= 2.08av**
 - o social; **12/5= 2.4 av**
 - o other: **5/2= 2.5 av**
 - o prestige: **8/3= 2.67av**
 - o conventions and seminars: **19/7= 2.71av**
 - o research: **0**
96. Please rank in order (1, 2, 3 etc) the resources that make you feel connected with the greater architecture profession.
- Generally, the most effective communications format seems to be elevationsWest magazine. The MAA website, however, is not considered to be a useful tool to connect with the profession.**
- o elevationsWEST magazine: **24/17= 1.41 av**
 - o Canadian Architect magazine: **32/18= 1.78 av**
 - o RAIC website **4/2= 2 av**
 - o other: **14/6= 2.33 av**
 - o MAA website: **23/9= 2.56 av**
97. Would you participate in a one day design charette with other Architects, Interns, artists? (Y/N)
- y-15, n-5, maybe-1 (71% of respondents say Yes)**
98. Would you participate in a design competition with other Architects, Interns, artists? (Y/N)
- y-14, n-6, maybe- 1 (66% of respondents say Yes)**
99. Would you participate in workshops, discussion groups or a forum on topics pertaining to Interns? (Y/N)
- y-17, n-3, maybe-1 (81% of respondents say Yes)**
100. Are you a member of any committees on the MAA? (Y/N)
- y-3, n-18 (only 14% of respondents say Yes)**
101. Do you volunteer your time on outside issues? (Y/N)
- y-12, n-8, some-1 (58% say yes)**
102. Do you intend to participate within the structure of any MAA committees in the future? (Y/N)
- y-15, n-3, maybe-3 (71% say yes)**

Personal

103. Age? 18 – 24: **0** 25 – 34: **9** 35 – 44: **13** 45 – 50: **1** 50+: **1**
Median age of Interns is 35-44
104. Your gender? M/F: **m-15, f-4**
105. Are you a member of a visible minority? : (Y/N) **5% of respondents said Yes**
106. Do you have a permanent disability? (Y/N) **All respondents said no.**
107. Marital Status (check one only):
- o Married/common law **76% of respondents**
 - o Single **19% of respondents**
 - o Divorced/Separated **5% of respondents**

108. Does your spouse/partner earn an income? (Y/N) **y-11, n-4 (52% said yes)**
- What percentage of the family income is earned by you through architecture?
 - **The median salary of the spouse/partner typically accounts for 28% of the family income (100% - 8, 72%-1, 70%-3, 67%-1, 60%-1, 50%-2, 45%-2, 2%-1).**
109. Are you a parent? (Y/N) **42% said they were parents**
110. Are you a single parent household? (Y/N) **5% are single parent households**
111. Are you from Manitoba? (Y/N)
81% of respondents are Manitobans by birth. (y-17, n-5).
112. In what Province do you currently live?
All respondents said they live in Manitoba.
113. Do you intend to remain in Manitoba?
66% intend to remain in Manitoba (y-14, n-2, maybe-4).
114. Please indicate, geographically, where you work.
- I work in Winnipeg **100% of respondents**
115. Please indicate, geographically, where you have worked, in architecture.
- I've worked in Winnipeg **52% of respondents**
 - I've worked outside Manitoba **38% of respondents**
 - I've worked outside Canada **14% of respondents**
116. Have you encountered unfair treatment in the profession with regards to:
- gender, **23% of respondents**
 - race: **5% of respondents**
 - country of origin: **5% of respondents**
 - age: **28% of respondents**
 - sexual orientation: **5% of respondents**
 - other reasons: **14% of respondents**
117. Please rank in order (1, 2, 3 etc) your most important reasons for going into architecture in the first place.
- Putting creative abilities into practical use **28/19= 1.47 av**
 - Other **4/2 = 2av**
 - Improving the built environment **42/17= 2.47 av**
 - Improving the quality of life in communities **32/12= 2.67 av**
 - Interested in the field of construction **35/13= 2.69av**
 - Good salary prospects **22/7= 3.14 av**
 - The prestige of the profession **29/9= 3.22av**

Impressions

118. Manitoba is only one jurisdiction of many within Canada, North America, and abroad. What are your impressions of Manitoba with respect to other jurisdictions? (1 = Very unfavourable, 5 = very favourable)
- Cost of Living: **94/21= 4.48av**
 - Opportunity for own firm? **63/20= 3.15av**
 - Opportunity for career advancement? **66/21= 3.14av**
 - Partnership track? **61/21= 2.9 av**
 - Ability to succeed or "make your mark"? **56/21= 2.67 av**
 - Proximity to other critical artistic influences? **49/21= 2.33av**
 - Salaries: **47/21= 2.23av**
 - Design challenges/expectations: **46/21= 2.19 av**

119. Do you think that you would be better off, or worse off, working in another jurisdiction? (1 = Much worse off, 5 = Much better off)
71/20 = 3.55av This is a 71% approval indicating that Interns would be better off in another jurisdiction.
120. Do you actively seek employment opportunities outside of Manitoba? **y-5, n-16**
121. If you look for another employer, will it be within Manitoba? **y-10, n-8, m-2**
122. Do you intend to stay in, or leave the profession?
 o Stay: **19 respondents (90%)**
 o Leave: **2 respondents (10%)**
(90% say that they will stay in the profession.)
123. If you could do it again, would you pursue a career in Architecture? (Y/N)
y-8, n-12, m-1 (Despite the high response of the previous question for staying in the profession, 57% of respondents would not enter architecture if given the chance to start again).
124. When you find yourself speaking of your profession to your **architectural peers and colleagues**, are you generally positive about the profession, or negative? (1 = very negative, 5 = very positive): **67/21= 3.19 average. (somewhat positive).**
125. When you find yourself speaking of your profession to your **non- architectural peers, former classmates from undergrad, spouses, parents (etc)**, are you generally positive about the profession, or negative? (1 = very negative, 5 = very positive): **69/21= 3.29 average. (somewhat positive).**
126. If you were to ask your friends/colleagues/parents/spouse how they perceive your reaction to your profession, would they assess that you are happy in your situation, or unhappy in your situation. (1 = very unhappy, 5 = very happy):
68/21= 3.24 average. (somewhat positive).

END of SURVEY

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REFERENCES

Many of the above questions were modelled on similar surveys issued by AIA National Associates Committee with ArchVoices.org, the California Architects Board, the Intern Committee of the AIBC (now defunct), the Intern Committee of the AAA, and the Ontario Association of Architects.

The following surveys and websites were used as reference for this study.

www.archvoices.org

www.aia.org/nac

www.membersurvey.com

http://www.aibc.bc.ca/member_resources/registration/committees/IA/IAC%20Survey%20Results.pdf

These results are available at the MAA in hard copy format, along with the other surveys that were used as reference. We are also hoping that these results will someday be posted online on a link from the MAA website.

Thank you for participating in the MAA Intern in Architecture Committee 2005 Career Satisfaction Survey.