

Intern Initiative

Survey Results

June 2008

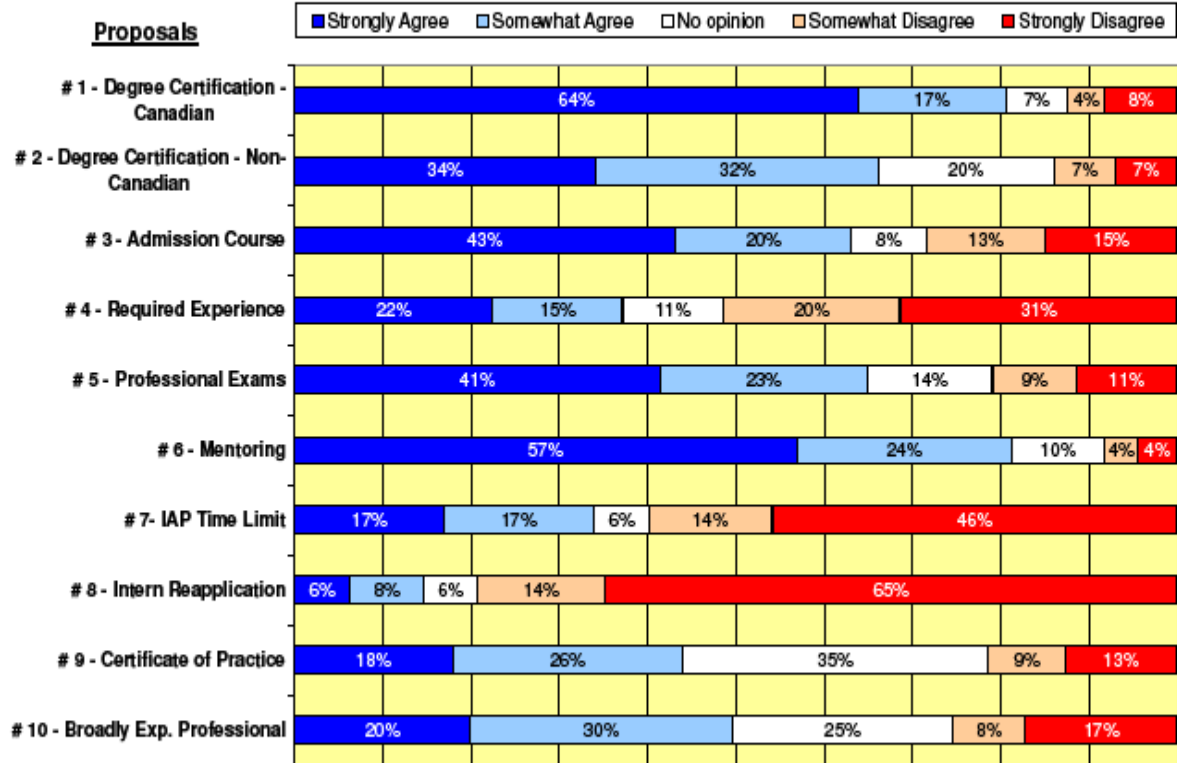
Table of Contents

	<u>Page</u>
Overall Results of Survey	2
Demographic Breakdown of Survey Respondents	3
<u>Individual Proposal Results and Comments Review</u>	
<u>Proposal One</u> Architectural Degree Certification - Canadian	4
<u>Proposal Two</u> Architectural Degree Certification Non-Canadian	6
<u>Proposal Three</u> Admissions Course	8
<u>Proposal Four</u> Required Experience	10
<u>Proposal Five</u> Professional Exams	12
<u>Proposal Six</u> Mentoring	15
<u>Proposal Seven</u> Intern Program Time Limit	17
<u>Proposal Eight</u> Intern Reapplication	20
<u>Proposal Nine</u> Certificate of Practice	22
<u>Proposal Ten</u> Broadly Experienced Professional	26

Overall Results of Intern Initiative Survey

Chart 1

Intern Initiative Survey Results



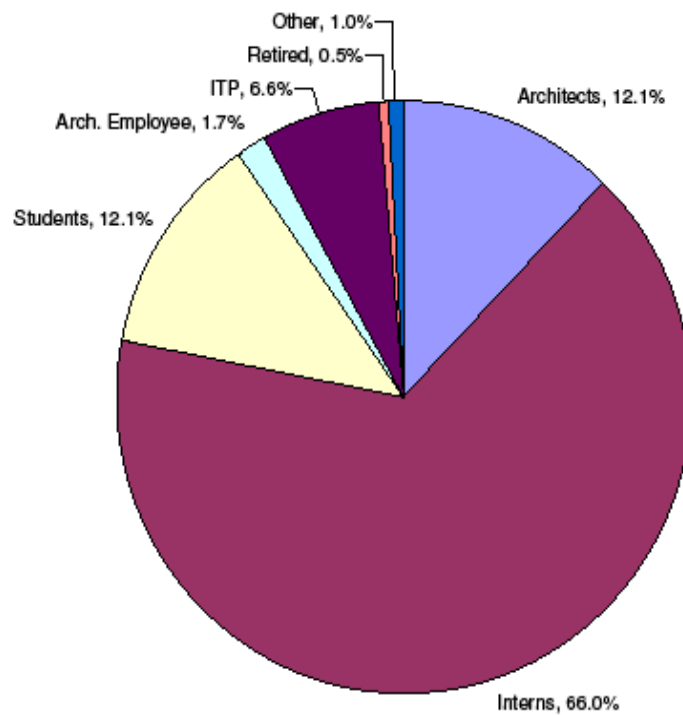
Total respondents 401

as of April 15, 2008

Demographic Breakdown of Survey Respondents

Chart 2

Intern Initiative Survey Respondent Demographics



Survey data as of 04.15.08

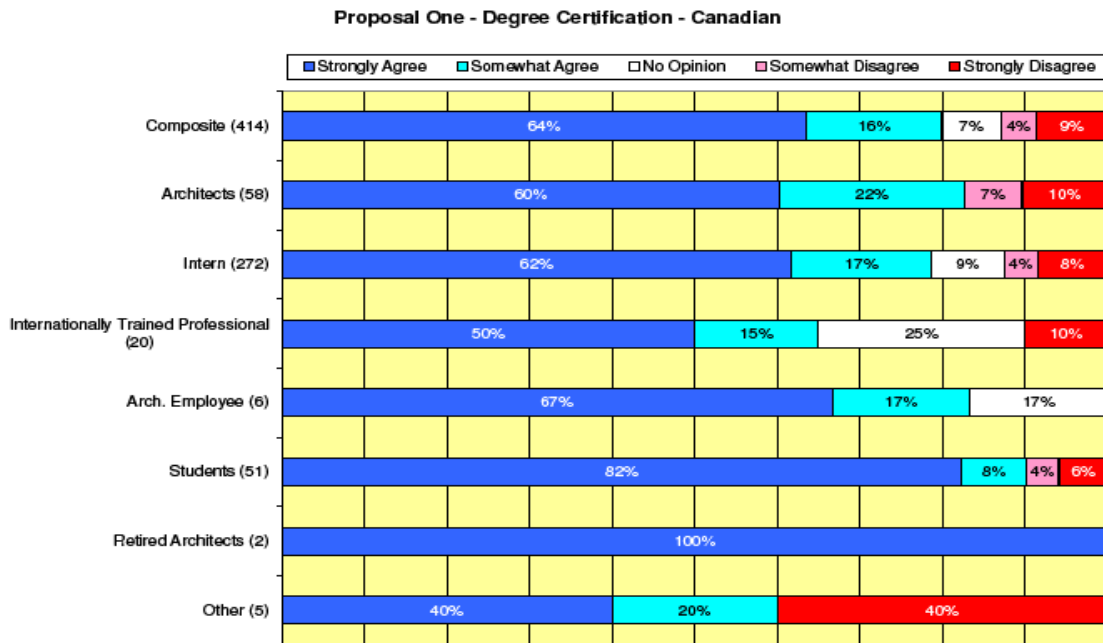
Total Survey Respondents 401

Proposal One

Architectural Degree Certification: Canadian	
Now	Canadian architectural degrees must be certified by the Canadian Architectural Certification Board (CACB).
Proposed	No Certification Required for Canadian professional degrees. Reasoning: CACB accredits the architecture programs at the schools, so individual certification is duplication of effort.

Intern Initiative Survey Results

Demographic Breakdown



April 2008

Comments Review

PROPOSAL 1: Architectural Degree Certification: Canadian

The vast majority of comments were in complete agreement with this proposal. Some comments said that a national registry is necessary but that the certification for Canadian degrees should be automatic when the degree is awarded and at no extra cost. There was also the suggestion that the CACB should be responsible for sending lists of certified degree holders to the Associations rather than have the Intern responsible for certification

There were a few comments suggesting that the CACB should expand its list of accredited schools to include international schools or at the very least British and US schools

SAMPLE COMMENTS:

“There should be a final check from the governing body to verify that the intern has graduated from the specified program, but a full review of the credits is redundant.”

“No duh - you just answered your own question. Redundancy is never to anyone's benefit, and is always a waste of time, money, and lots of trees.”

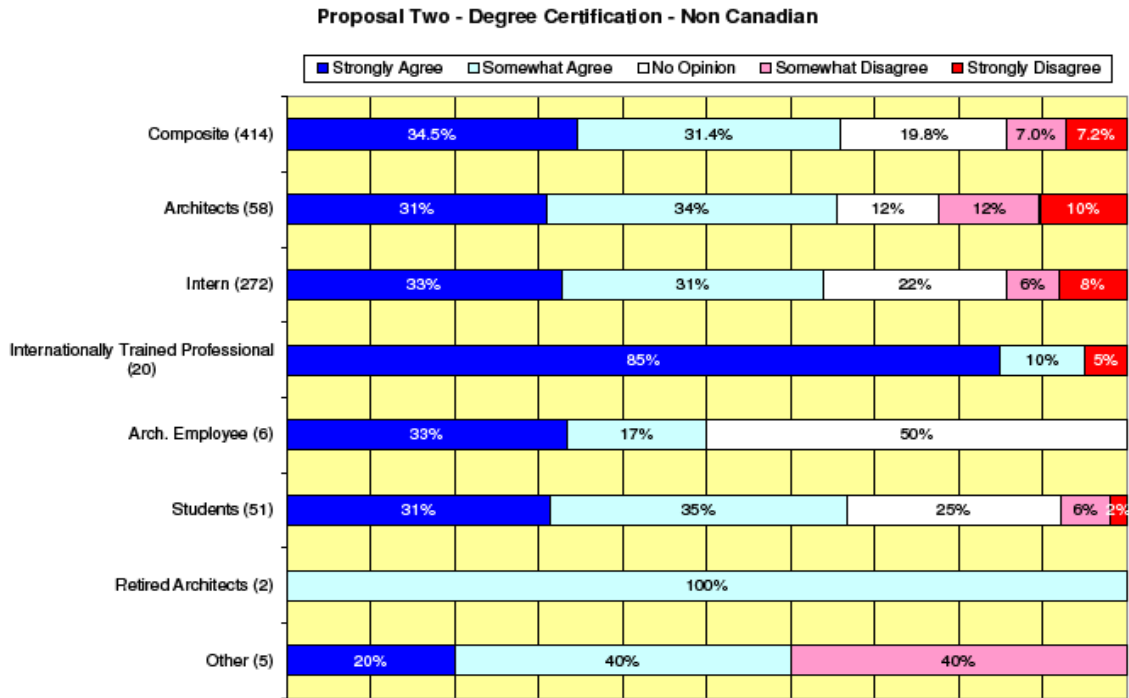
“This should be obvious.”

Proposal Two

Architectural Degree Certification: Non-Canadian	
Now	The CABC certifies Non-Canadian architectural degrees. However, at \$1300 certification costs significantly more than certification of Canadian degrees. In addition, applicants may also have to pay for translation.
Proposed	Contract with a recognized University certification service that can meet our requirements at a reduced cost, and/or certify foreign schools to Canadian standards. Reasoning: Universities (for example the University of Toronto) certify degrees for entry to the school's programs or for employment. They have knowledge of international universities, have established contacts, and have the necessary language skills. We could take advantage of this and reduce costs while maintaining quality.

Intern Initiative Survey Results

Demographic Breakdown



April 2008

Comments Review

PROPOSAL 2: Architectural Degree Certification: Non-Canadian

While there were some comments saying that the costs should be born by the applicant, the general consensus seemed to be that the current process is too costly and needs to be changed. However, people weren't fully enthusiastic about the proposal to contract the certification of foreign education to our universities. There was some question as to how realistic this proposal actually is and some suspicion that the universities would have a conflict of interest and might require extra courses as a tuition grab. There was also a degree of suspicion of the actual accountability of the universities and the level of care they would take given that they don't have a vested interest in our profession.

The alternative comments suggested that the CACB should have a fairly extensive database by now so the costs for schools previously reviewed should be reduced. Other suggestions included having the RAIC do the certification or involving the Federal Government as part of the immigration process.

SAMPLE COMMENTS:

"Canadian Information Centre for International Credentials advocates about Assessment of Foreign Credentials: Fees: The fee for the evaluation of foreign credentials should be kept as low as possible. When possible, special measures aimed at persons with limited income and other disadvantaged groups should be considered in order to ensure that no applicant is prevented from seeking assessment or recognition of his or her foreign credentials because of the cost involved."

"\$1300 is an outrageous amount. It is already costly enough to have to have (in some case) all required documents translated and then wait, and wait, and wait some more. I think getting local universities involved in the process is a great idea."

"CABC is doing a fine job on this already. Translation costs should be at applicants' expense. However, CABC should be creating some sort of database of their own of foreign schools from whom most foreign applicants apply (i.e. the AA in London, or MIT in the states...these are well recognized English speaking schools whose standards are quite high)."

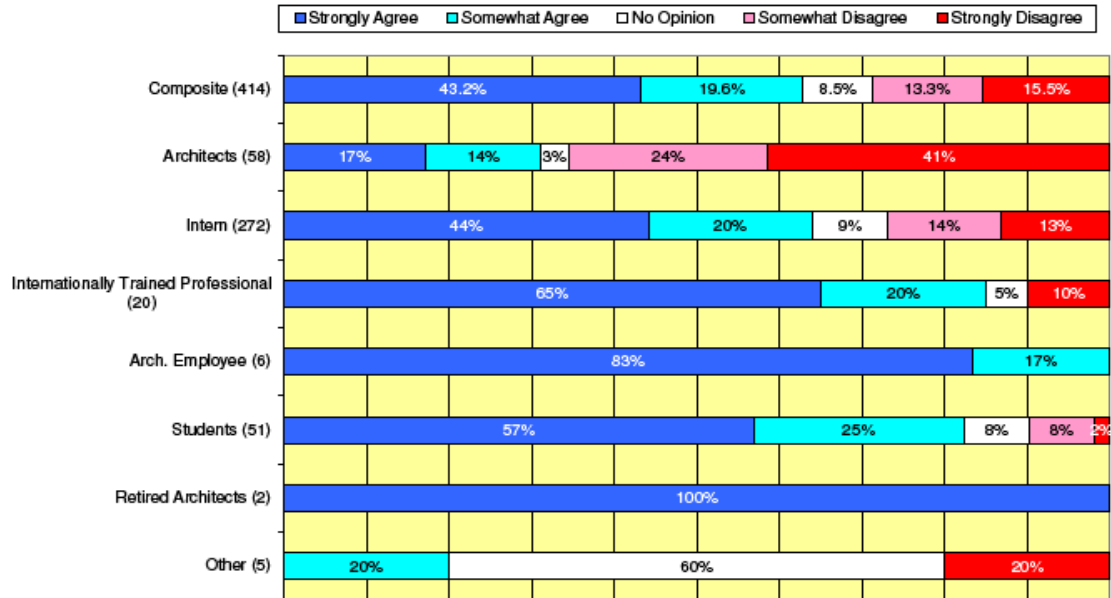
Proposal Three

Admission Course	
Now	<p>3 days covering:</p> <ul style="list-style-type: none"> • Building Code • Construction Lien Act • Contracts • Architects Act <p>Cost: \$375 plus travel and lodging</p>
Proposed	<p>Eliminate the OAA Admission Course as a mandatory course. Offer this material as an OAA Con Ed Course.</p> <p>Reasoning: This material is available as study material. Those who prefer to learn in a lecture format may still do so.</p>

Intern Initiative Survey Results

Demographic Breakdown

Proposal Three - Admission Course



April 2008

Comments Review

Comments

	No. of respondents	%
Admission Course should be eliminated completely. Not very useful.	10	10.10%
Cost and Time-Off are great burden for Interns	16	16.16%
Being held in Toronto makes it hard for people outside of Toronto to attend	11	11.11%
Material already covered in the professional practice course in university or ARE	17	17.17%
The Course is large source of revenue for OAA	3	3.03%
Admission Course is a great networking opportunity.	6	6.06%
Essential information for registration	36	36.36%

Suggestions

Make the admission course part of the OAA Conference or Con Ed.	6	6.06%
Make it an on-line course.	6	6.06%
Alternate location where the course is held (same as conference). Hold it in other cities.	4	4.04%
Offer the course at the beginning of Intern's career so that they can take advantage of that knowledge.	3	3.03%

Total of 99 respondents

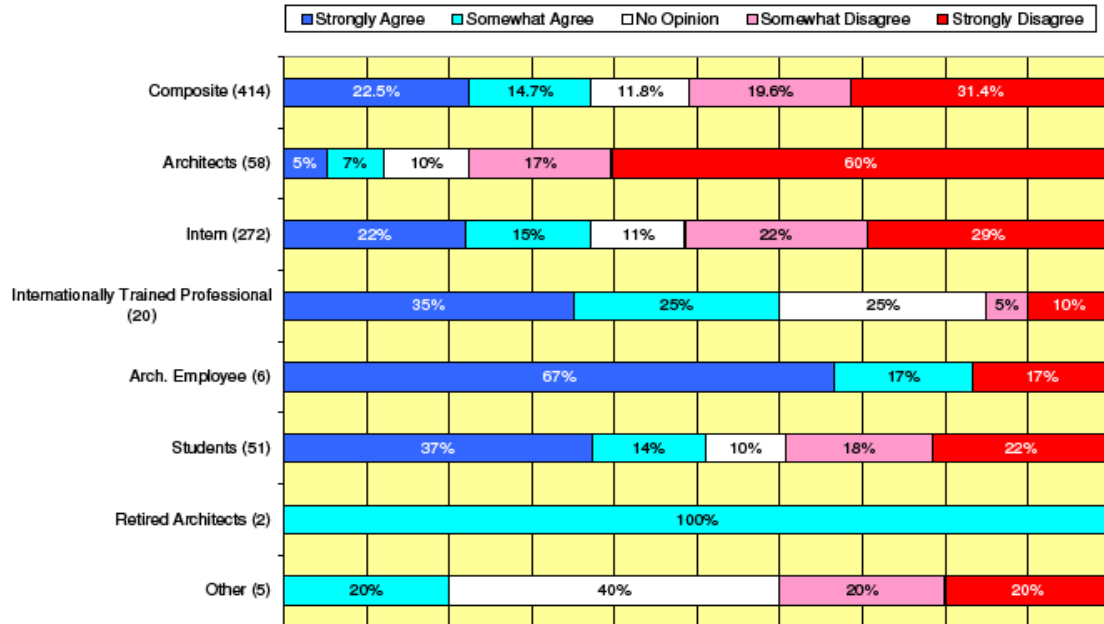
Proposal Four

Required Experience	
Now	3 years recorded experience with a minimum of 3 building types
Proposed	<p>1 year recorded or un-recorded experience, to be completed 5 years from enrolment as an Intern.</p> <p>Quality of experience to be maintained by signed Scope of Work Agreement between the Intern and employer, approved by the OAA.</p> <p>Reasoning: Some firms cannot offer different building types or have large projects and prefer not to move Interns before project completion. The range of experience is not as important as approach and responsibility. This system allows more flexibility with Interns' assignments while ensuring a meaningful probation period before entry to the profession, and involves commitment on the part of the employing firm.</p>

Intern Initiative Survey Results

Demographic Breakdown

Proposal Four - Required Experience



April 2008

Comments Review

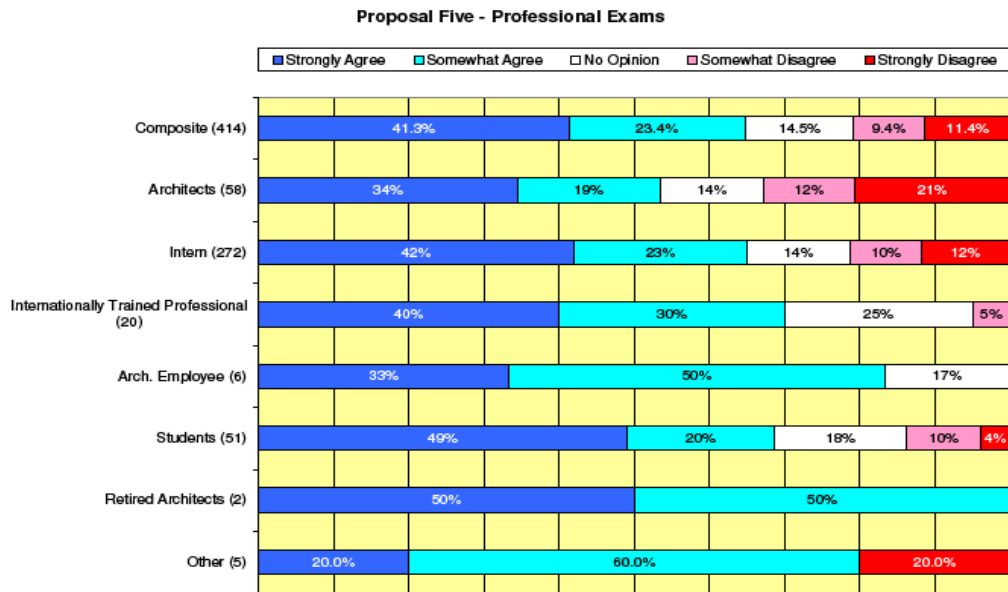
The responses to proposal # 4 "Required Experience" were intense and interesting.

Comments reflect the following tones of Agreement, Disagreement and Caution:

- (1) One year of experience is short, depending on where one works. (1 year in a small firm working on all aspects of a project sometimes gives more experience than working on a large project at a large firm.) Involvement in one building type within one firm is enough provided interns are to follow the project from start to finish. **2 years are widely suggested.** The OAA might start with cutting out the discretionary hours, as this could cut down total required hours.
- (2) **Almost all ridicule the "3 Building type requirement" and opinion that the number of required major building types be eliminated.**
- (3) More emphasis on the employer and the intern to take responsibility for the intern's development and minimizes the 'paper' exercise. OAA should take more responsibility in educating owners of firms of the opportunities they miss by not investing in their employees and point out the detriment they cause to their business and the entire profession. It is recommended to revisit article written called "**How the Profession Eats Its Young**" to identify the real problems and find solutions
- (4) One respondent thinks that having a sense of taking part in a defined process with a time frame attached to it might make the whole thing less intimidating and could ensure that an intern would get quality experience while other thinks the "variety" of office experience is more important than "building type" experience. Building code, contract law, client / architect agreements and the business of architecture are missing from the architectural education system and are very important to acquire knowledge of prior to licensure.
- (5) Cautionary and suggestive comments include:
 - a) **Concerns on reciprocity** with the US for all the members. Provision should include to ease requirements from the once who have completed IDP in US and eliminate the minimum 2 years experience past registration in US.
 - b) **Architectural firms must work with the Intern system** to assist Interns in becoming good Architects as part of their professional obligations, and thus offer Interns the appropriate opportunities at the work
 - c) Forms of considerations to be made for those who have **extenuating circumstances** that prevents them from finishing on time? For example, maternity/paternity leave, opportunities overseas, relocation, being laid-off, returning to university, etc.
 - d) The new guidelines/goals/classifications should ensure that the probation period is "**streamlined**", "meaningful" and sufficiently prepares the intern for entry into the profession?

Proposal Five

Professional Exams	
Before	<p>Exams may be written anytime</p> <p>9 (soon to be 7) ARE exams on the following topics:</p> <ul style="list-style-type: none"> • Pre-design • Site Planning • Building Planning • Building Technology • General Structures • Lateral Forces • Mechanical & Electrical Systems • Materials & Methods • Construction Documents & Services <p>At a cost of \$1190</p>
Now	<p>CURRENTLY UNDERWAY:</p> <p>A group of Canadian Architectural Associations has jointly developed a Canadian professional entrance exam called ExAC. Most Canadian jurisdictions now recognize either the ARE or ExAC as fulfilling licensing requirements.</p> <p>Completion of the ExAC or ARE exams. ExAC may be commenced after 2 years of experience. ExAC will have 4 sections Cost to be determined. The objective is to keep the cost significantly lower than the ARE while ensuring it covers the costs of the ExAC.</p> <p>The option to take the ARE is maintained so that Interns may maintain Canadian / US reciprocity.</p> <p>As the creation of the ExAC was a unilateral undertaking by Canadian Associations, it is not recognized by NCARB as an equivalent for the purposes of US licensing. Canadian Associations will pursue equivalency should the opportunity arise.</p> <p>Reasoning: Many members expressed concerns that the ARE was costly, duplicated materials taught in Canadian Universities, and was not reflective of professional expectations in Canada. However, the Canadian Associations have little control over the modification of the ARE. The decision was made to create a new Canadian exam while continuing to recognize the ARE in order to offer Canadian Interns the option of an exam focused more on Canadian experience, or an exam that allows them to qualify more easily in the US.</p>



April 2008

Comments Review

Those who disagree generally emphasized:

- Importance of reciprocity
- Two sets of architects being created NCARB vs. ExAC
- Importance of writing the exam anytime, and technical advancement.

Those who agreed generally emphasized:

- Fear of doing double exams (writing ExAC and NCARB)
- Not duplicate material in university.
- Incorporating the standardized exams in university programs so that their applicants are automatically given credit as PEO does. Exams taken in universities.
- Be careful not to get into making another NCARB process. The exams are the greatest obstacle to licensure for interns.
- The cost is not the issue, but the time required. The ARE is very costly, and 9 exams is overwhelming for interns (especially those who have very demanding positions in their firms). Cutting down the costs and lessening the workload, I believe, would encourage us to take the final steps to completion of the internship.

Quotes:

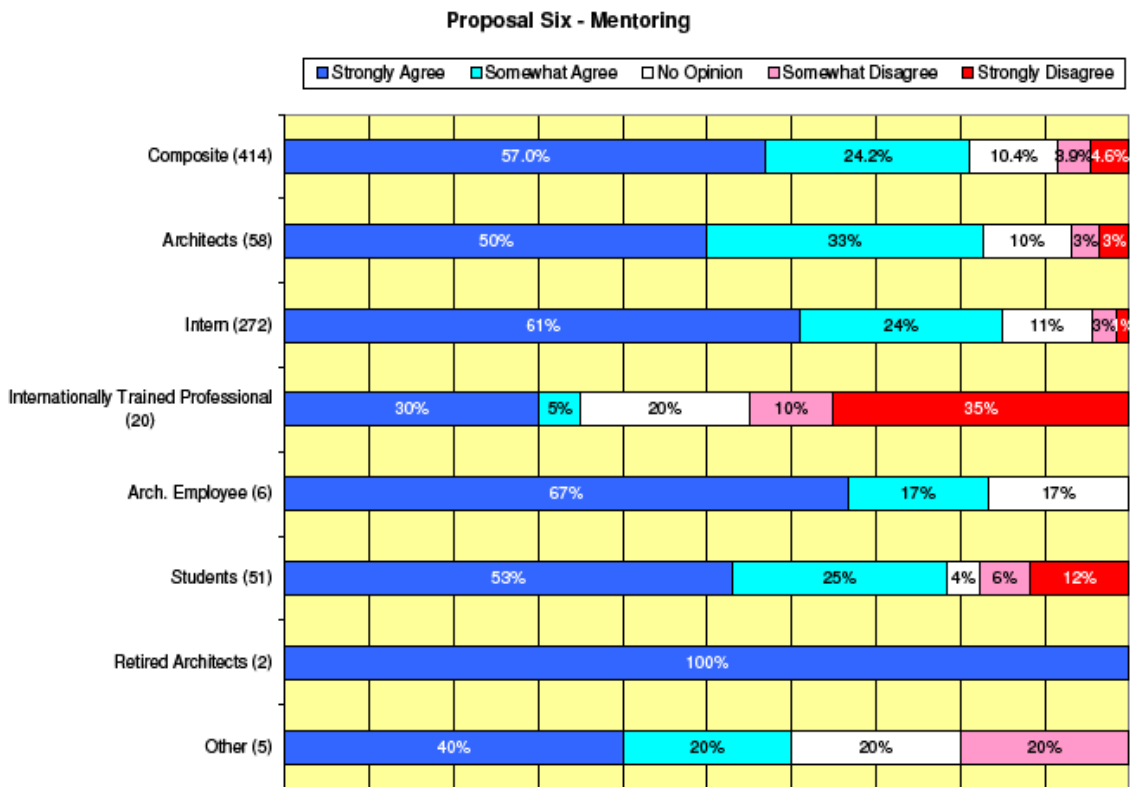
- “Let’s focus on how to improve our Architects skill set and knowledge.”
- “I don’t believe the exam per se does much to make better professionals.”
- It is unfair to compare these exams: 1. the new ExAC exam has not been held yet, neither is study material available yet, so we don’t yet know if it reduces the amount of duplicated testing, and we cannot compare the price of the ExAC to the ARE.

Proposal Six

Mentoring	
Now	Interns find a mentor and meet with them several times a year to sign experience and discuss the intern's progress.
Proposed	<p>Interns will still require a mentor, however, mentors will be provided with a guide or training to assist them and Interns may select a mentor from the firm by which they are employed. The OAA will develop an incentive program for mentors.</p> <p>Reasoning: Interns value the mentor advice but mentors are frustrated that they are not given information on current requirements.</p>

Intern Initiative Survey Results

Demographic Breakdown



April 2008

As of 4/17/2008 11:03

Age Range	Percentage	Responded	Generally Positive comments	Generally Negative comments	Mentor Inside Employment	Mentor Outside Employment	Both acceptable	Mentor Training Yes	Mentor Training No	Mentor Incentive Yes	Mentor Incentive No
21-30	21%	20	19	2	6	4	4	2	0	0	0
31-40	49%	46	41	5	15	13	5	8	0	6	0
41-50	19%	18	15	3	5	3	2	3	0	1	0
51+	11%	10	9	1	4	1	0	4	1	2	0
totals	100%	94	84	11	30	21	11	17	1	9	0
%		100%	89%	12%	32%	22%	12%	18%	1%	10%	0%

Other Comments

Con Ed points for Mentors
 Incentives for Interns?
 Equality of Access to Mentors via OAA?
 Existing system is a complete mess
 Minimize Rules
 Coordination required between Mentors and Tutors/Employers
 Need more Mentor/Intern Relationship and Informal Teaching
 Present system gives no support for mentors
 Need Matching System for Interns/Mentors
 Many Interns don't know other Architects except for School or Employer
 Trouble obtaining a Mentor
 Process of finding a Mentor seems overwhelming
 Need Mandatory Business Education for Partners running a Business on how to value employees
 Moving jobs to obtain experience can be stressful
 Need Guideline for Privacy Issues
 Existing Process a formality - not real mentoring
 Make the process simpler
 Mentorship is useless - I am 39 years old and have been working for 20 years - I could be a mentor - I don't need to have one - complete waste of time
 Mentors know a lot more than Interns - More interaction will benefit
Meeting with Mentor is like filing your income tax!

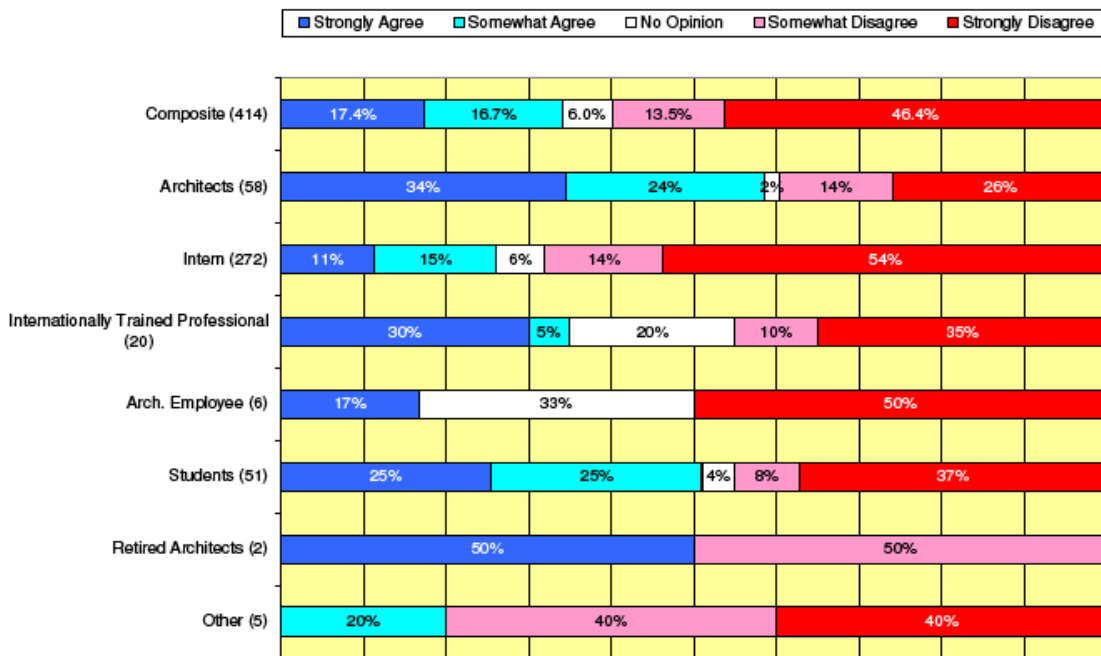
Proposal Seven

Intern Program Completion - Time Limit	
Now	Interns have unlimited time to complete licensure requirements.
Proposed	<p>Interns will have 5 years from the date of enrolment to complete all licensure requirements. Individuals may not reapply for Intern status. An exemption request may be made to Council to extend the time limit based on extenuating circumstances.</p> <p>Reasoning: We are looking for Interns who are serious about joining the profession as full members. This timeframe is fair and reasonable as it allows candidates to take the exam 3 times if required, and to easily complete 1 year experience.</p>

Intern Initiative Survey Results

Demographic Breakdown

Proposal Seven - IAP Time Limit



April 2008

Comments Review

Proposal #7 IAP Time Limit- *“Interns will have 5 years from the date of enrolment to complete all licensure requirements. Individuals may not reapply for intern status. An exemption request may be made to Council to extend the time limit based on extenuating circumstances.”*

This proposal elicited a strong reaction from the survey respondents and an extremely negative response from interns.

Survey results:

Blended Demographics:

60% disagree (46% strongly)

34% agree

Remainder were neutral

There was a fairly significant shift in agreement with the proposal based on demographics.

Demographic breakdown:

Interns (272) - 68% disagree (54% strongly), 26% agree-- remainder were neutral

Architects (58) - 40% disagree, 58% agree-- remainder were neutral

Students (51) - 45% disagree, 50% agree-- remainder were neutral

Comments:

127 comments were provided by survey participants.

104 disagree, 23 comments agree (approximately 18% of those who commented) - **however** over 90% of those who agreed with a time limit felt the proposed 5 year time frame was too short and that an appeal process is absolutely essential.

- **30+** comments related to concerns about **maternity leave** disrupting the 5 year time limit which will generate an unfair burden on female architects in particular
- **Many** comments related to **recession** conditions and the probability of architects not able to find work in a traditional practice for an extended period
- **Many** respondents found the **wording of the question insulting** in its implication that they were not serious about becoming architects based on the length of time they require to complete the licensure process
- **Repeated** comments were made about having **incentives not disincentives**. The OAA needs to work with architecture firms to ensure that there is good reason for interns to become registered
- **Repeated** comments that the **problem will shift elsewhere** in the system, i.e. graduates will not register as interns until they are absolutely sure that they are in a position to complete the requirements within the allowed time frame
- **Repeated** comments that the **OAA will be inundated with appeals**
- **Several** comments related to proposal #4 and the **length of experience required**. Many felt that the proposed 1 year experience requirement was too short and consequently 5 years was not enough time
- **Several** comments that those who complete the process quickly may in fact not be the most committed but potentially those who are likely to be immature and **impulsive**
- **Several** comments about this being another means to effect a **cash grab** by the OAA
- Several comments about developing **alternate titles/ status types** i.e. graduate architect...
- **Several** expressed concern that knocking interns out of the system negates 5+ years of expensive education and post graduate experience when some peoples' lives move at a different pace for any number of reasons
- **Several** suggestions that the **OAA encourage and recognize employers willing to help** interns through the process in some way

Several representative comments:

The burden of turning a serious intern into a licensed architect should be shared by the intern and the employer. It seems that currently the onus is mostly on interns to complete their internship, with little incentive for those not intending to practice independently. Other models do exist, for example, the articling period for law students. Their employer and their governing body work together with the students to ensure that the articling period is comprehensive and time-limited.

People have lots of reasons for not joining the OAA within the 5 years. These may include illness (which delayed my application), children, job choices, etc. The only reason I can see for the OAA to make people join in a set time frame is to get them paying the OAA fees! If the Con Ed is a big concern, then make a Con Ed requirement, not a licensing requirement. Let people join when they are ready!

5 years may be a bit short. 8 or 10 would be better. A time limit would ensure that those in the architectural field are of a certain quality, rather than just working in it because they have nothing better to do. This would ensure they have every intention of actually becoming certified, and that they have the dedication necessary in such a distinguished and culturally affecting field. Quality should prevail and can only be ensured when those creating buildings are dedicated. Those who wish to remain as interns forever would be better off as architectural technicians where they're not in perpetual limbo.

There are so many circumstances (starting families is one of them) that it seems silly to me to suggest everyone get on with it within 5 years and to disallow someone to keep trying. It seems as well that many who decide late decide because they are the most serious after having explored other options in the interim. I was a mentor in the syllabus program for some time and met any number of "late bloomers" from Canada and abroad who were determined to get registered. Spending a decade at that pursuit sure indicated seriousness to me.

More extreme comments:

IT WOULD BE COMPLETELY UNFAIR TO CAP AN INTERN'S TIME TO COMPLETE THEIR INTERNSHIP!!!! NCARB already has a cap, why should the association who wants us to be lifetime professional members (and pay high membership fees) limit how long it takes to develop one's professional skills. Let's get to the root of this: Does the OAA hate babies? Come on, at some point, we may all get occupied with making babies....

Sorry but this is a joke, they would basically be putting a gun to your head to finish within the five years. I don't think this would increase the total licensed membership at all, and would just decrease the number of interns, causing further frustration within the profession.

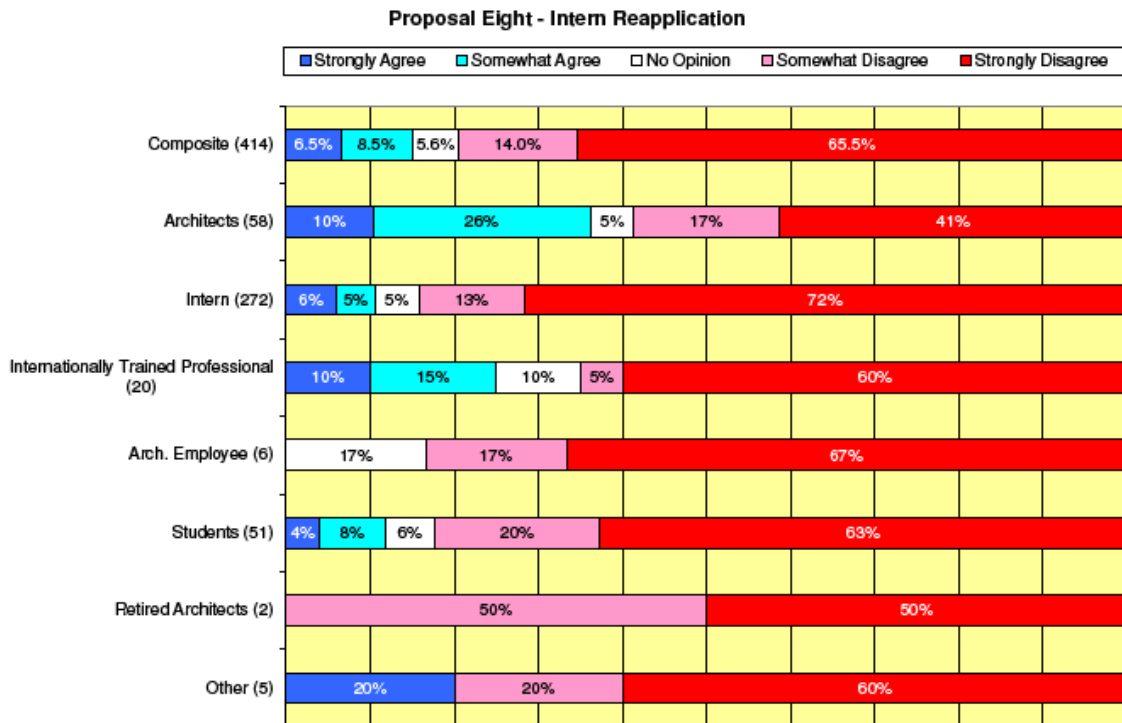
OAA simply has a transparent agenda of increasing its membership fees. It has become a body of questionable significance, especially in light of recent Bill 124 debate won for us by our colleagues ... the engineers. Many have wondered if an amalgamation of both bodies would serve well, as it exists in Schools (architecture is in Dept. of Eng.). Validation of OAA should begin by recognizing that an architectural graduate (with a professional degree) should be as respected as much as a grad from med. school or law school. The OAA should also recognize that some interns in some offices have more responsibility and professionalism than registered members in other offices. Architecture as a profession needs to be nurtured not treated as a cash grab.... why am I doing this survey???

Proposal Eight

Intern Status Reapplication	
Now	Because there is currently no time limit to complete the Intern process, there is no loss of intern status nor need to reapply.
Proposed	Individuals who fail to complete licensure requirements within the time limit may not reapply.

Intern Initiative Survey Results

Demographic Breakdown



April 2008

Comments Review

After going through the comments it appears that 98% disagreed.

Main comments, paraphrasing:

Life interferes, not exclusively, *but especially for women*

Should allow at least one time re-application, perhaps with penalties or waiting times

We'll not only lose interns but future architects.

Cruel, nasty, a waste, ridiculous, harsh, unnecessary, punitive etc

Boomers dying next 20 years, who will replace them?

Getting punished for lifetime work and commitment

Waste of education
What about late bloomers?
Firms are part of the problem

Good ideas

Allow with mentor approval
Set out rules clearly
Allow one time re-application, with penalties (including going back to beginning of process)
Women need more time – 10 years to raise children etc
Create separate status for career interns

Five favourite comments

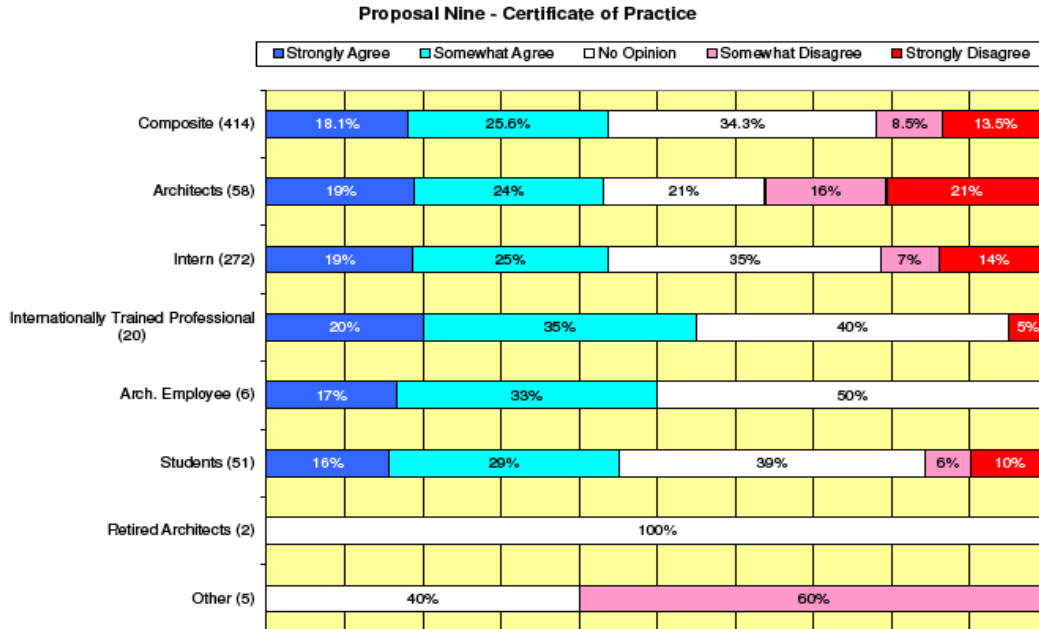
- #5 If you don't like process – become a designer
- #4 Life throws curveballs
- #3 Carrot and stick better than punishment
- #2 Profession not a race
- #1 Life interferes

Proposal Nine

Certificate of Practice	
Now	Any member with a current licence and 2 years of experience within the past 5 years, is entitled to a Certificate of Practice (CofP).
Proposed	<p>Any member with a current licence is entitled to a C of P but will have to sign an undertaking to complete additional requirements within a set time frame (estimate: 2 years), if not complete at time of application.</p> <ol style="list-style-type: none"> 1. Mandatory ConEd from a list of business-based courses (e.g. accounting, human resources, marketing, business structures) 2. Participation in a streamlined Practice Consultation Service (PCS). <p>Reasoning: In modifying the entire Intern process, it is likely that Interns will be licensed sooner. However, this may result in reduced exposure to non-professional, business related requirements of running a practice which are not explicitly addressed through licensure.</p> <p>This option for an undertaking to complete requirements in the future allows for a member to plan for a practice discreetly, while employed, if they so desire.</p>

Intern Initiative Survey Results

Demographic Breakdown



April 2008

Comments Review

PROPOSAL 9: Certificate of Practice

Current Situation:

Certificate of Practice.

In order to offer or provide architectural services, on your own, to the public in Ontario, an individual must be a holder of a Certificate of Practice with the OAA.

Architects may practice alone or as part of small, medium or large firms. Approximately 2,500 architects are employed in Ontario, mostly around Toronto and Ottawa. About 87% of these architects are self-employed as a principal in firms of 1 or 2 architects. Others work for architectural firms, government, real estate developers or large corporations.

Architects may specialize in contract administration, housing design, renovations or institutional buildings. They often lead teams of specialists including structural, mechanical and electrical engineers, and must therefore have strong project and contract management abilities.

Issue: The Ontario Association of Architects (OAA) is considering a proposal to permit **any member** with a current licence and 2 years of experience within the past 5 years to be entitled to a Certificate of Practice (CofP).

Survey Results: Recent Intern Initiative Survey Results based on more than 400 respondents show that 44% either “Strongly Agree” or “Somewhat Agree” with the proposal, while 35% had “No opinion.”

Pros: By providing a Certificate of Practice sooner, more architects would be able to have their architecture sole proprietorship or be a principle/owner in an architect corporation.

Possible Solution to make this Proposal work:

Any member with a current licence is entitled to a Certificate of Practice but will have to sign an undertaking to complete additional requirements within a set time frame (estimate: 2 years), if not complete at the time of application. The Member would have to commit to:

1. Mandatory Continuing Education from a list of business-based courses (e.g. accounting, human resources, marketing, business structures).
2. Participation in a streamlined Practice Consultation Service (PCS).

Reasoning: In modifying the entire Intern process, it is likely that Interns will be licensed sooner. However, this may result in reduced exposure to non-professional, business related requirements of running a practice which are not explicitly addressed through licensure.

This option for an undertaking to complete certain requirements in the future allows for a member to plan for a practice discreetly, while employed, if they so desire. Continuing Education courses in business ensure that architects with less experience do not rush out and start their own practice without the necessary business skills required to run a practice. These skills will lessen the chance of new practices going out of business.

Cons/Objections to the Proposed Solution: Many participants feel that the approach taken by the OAA on imposing mandatory business based courses is entirely inappropriate. The proposal steps outside the OAA mandate to regulate the profession and starts to encroach even further into the business aspect of architectural practice. They feel strongly that the OAA mandate is to license and monitor individual architects to ensure that high standards of practice are met. The imposition of business courses and / or regulations is not part of this mandate and will not be able to accommodate the wide range of professional areas in which architects practice. The proposal

will also not be able to account for the individual's background experience and professional aims; it oversimplifies both, the complexity of architecture as a business and the individual's exposure or interest in the business aspect of it. That said, the development of online resources that deal with business-related requirements in a format that can be easily accessible to all interns and licensed architects would be a positive development for the community as a whole.

For this possible solution to work, the programs need to be re-evaluated and modified at *the University level* to better supplement the goals of the licensing process.

Further Objections to the Solution: Other participants however argue that the current requirements are not sufficient; they feel that two years of experience do not provide many license holders with the necessary business skills that will lead to the successful establishment of their own professional practices. Their suggestion is aimed at making the business based courses mandatory for all Certificate of Practice applicants. Furthermore, they also feel that current license holders should only be permitted to apply for a CofP if they have far more experience in the industry (3-5 years).

In their view, the proposed changes will only affect the profession negatively. They argue that these reductions in time are also reduction in experience and exposure to the industry. The consequences could be an increase in lawsuits, deficient practices and public distrust in the capacity or competence of architects in general.

If the Committee is prepared to risk lowering the quality of the profession, that potentially increases OAA insurance fees (if early licensed architects make more mistakes) and muddies reciprocity.

Pros/Advocates of the Solution: Many architects presently practicing are seriously lacking in business-based education that is not provided with an architectural university degree: subjects such as accounting, HR, marketing, etc., are all very important in today's high-stakes world. Therefore, this solution is a good one and badly needed. Business education, especially human resources and business structure, should be part of the curriculum at schools and in Continuing Education. Business knowledge, communication skills, and human resources are the largest deficit in this profession.

Other alternatives/likely outcomes:

*Permit members with a current license and 2 years of experience within the past 5 years to be entitled to a Certificate of Practice, but scrap any undertaking to complete additional requirements.

*Get rid of Certificates of Practice entirely. License architects and monitor and police individuals, not businesses.

*The Intern program should still have a business practice learning component. This is currently offered through the OAA Admission course and would not require further modification to the process of obtaining a Certificate of Practice.

Continuing Education guarantees expenses to someone who may not want to open their own practice. If every 'future' registered architect were to open a practice, the market would be saturated with no one to produce drawings.

Solution: The Certificate of Practice should be tiered to accommodate heads of offices (employers), freelancers (one-person offices), and professionals within a large organization who would not play a large role in office / employee administrative duties.

Based on the results of the survey, OAA's proposal for reducing the burdens on the process of getting a Certificate of Practice was not considered by the majority of participants as necessarily

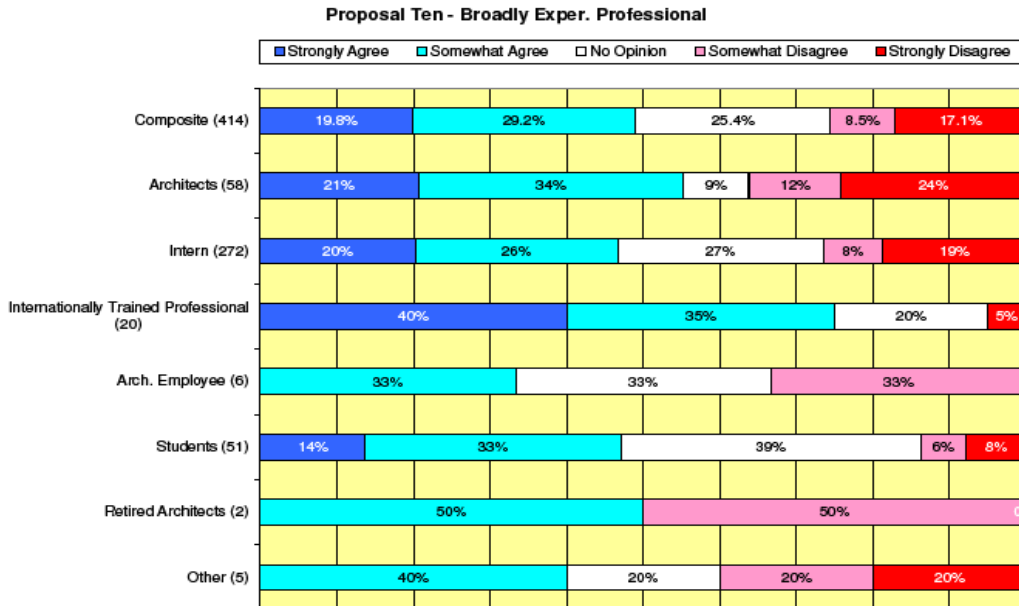
a positive move towards the betterment of the process. Even though about 44% were to some level agreed to the proposal, but having some 35% of participants with no opinion, speaks of the fact that the profession in large and the process of becoming an architect is a far more complex issue, that such proposal is probably just a scratch on the surface. However, having over doubled the number of people in agreement with the proposal, than those who disagree with it, the committee can move forward with the proposed changes, but we have to bear in mind that there are more important and certainly more complex issues that need attention and consideration from OAA and this committee.

Proposal Ten

Licensure without an Architectural Degree (Broadly-Experienced Professional)	
Now	OAA Council may waive requirements and grant a licence for Broadly-Experienced Professionals. This is rarely done.
Proposed	<p>The benchmark for admittance to the profession for these individuals is to demonstrate skills and knowledge in the areas of design, technology, legal skills and management equivalent to Licensed architects with 15 years experience beyond graduation.</p> <p>Those skills and knowledge would be demonstrated as follows:</p> <ul style="list-style-type: none"> • Show evidence of 20 years of experience employed by an architect in Ontario • Submit 2 letters of reference from architects licensed in Ontario • Submit a portfolio of architectural work, which would be the basis for the interview • Candidate and references to be interviewed to verify experience • Complete the ExAC or ARE <p>Reasoning: Although this issue has not been seen as critical by architects in Ontario, a national discussion has begun. British Columbia has already approved a process for licensure for those without an architectural degree which currently reduces reciprocity between the provinces.</p> <p>This initiative would recognize those individuals who achieved the necessary skill levels through experience.</p>

Intern Initiative Survey Results

Demographic Breakdown



April 2008

Comments Review

While some respondents were hardly divided on either side of the issue ('no- maintain the university degree requirement vs.' yes'- BEA and 20 years Ontario experience), there were some clear trends:

1. A general feeling that the degree and academic side is necessary to foster the 'profession' aspect rather than a 'trade' approach.
2. If a professional degree is not present, this then requires careful scrutiny and a candidate interview to determine the real experience and judgment of the candidate.
3. The RAIC syllabus program is already a possible solution in this option.
4. If field experience is required then possibly 20 years is excessive although simply logging in work experience is not enough. The quality of the education overall seems paramount- whether it was learned with a school component or solely on the job.

The audience felt that the BEA is a worthwhile question to look at and solve, but that it is not really part of the 'intern' issue of non licensure. The comment relating to the Syllabus program providing this 'alternate' form of registration is a good one- perhaps reinforcing my internal bias, but the overall tone of the comments does not give a firm response to endorse the BEA formula without some provision of formal education type training or exposure. Interesting comments overall.