

EVOLVING INTERNSHIP: IDP 2.0

Training hours rather than units, a new definition of direct supervision, and more ways to earn experience when not employed are just a few of the major improvements underway for the Intern Development Program through IDP 2.0. These changes will help make the program more “user-friendly” for interns and allow IDP to keep pace with the profession. IDP 2.0, will help ensure that interns acquire the comprehensive experience that is essential for competent practice by aligning the IDP training requirements with the current practice of architecture.

THE ORIGINS OF IDP

Did you know that interns themselves requested a structured internship program as IDP is today? Prior to 1976, interns had to work under the guidance of an architect for three years to meet the experience requirement in most jurisdictions. Often, interns spent the entire three-year period doing the same task, such as drawing the same specific details, with little or no exposure to the other important aspects of architectural practice. Interns and other professionals in the industry felt that simply working in an architectural office for three years did not provide adequate opportunities to gain the knowledge and skills necessary to practice independently.

In response to their concerns, NCARB and the AIA worked together in the 1970s to develop a more structured program for interns. In 1976, NCARB introduced the Intern Development Program (IDP). Administered by NCARB, the program established specific training requirements, provided a uniform system for documentation, and required periodic assessment of internship activity. Interns

There have been only minor tweaks to the IDP since its inception in the 1970s. The program needed an overhaul to keep pace with the profession.

were excited that the IDP provided a clear path for gaining the experience necessary to competently practice architecture. Over the next 30 years, most U.S. jurisdictions adopted the IDP as their experience standard for registration.

Since the IDP was developed, the only significant change to the program came in 1996 when interns were required to record actual training units earned rather than the percent of time spent in a training area. Other minor changes made to the program over the years were based on the Committee on the IDP's interpretation of the current practice of architecture.

KEEPING THE IDP CURRENT

The practice of architecture has changed a great deal since the 1970s, and the IDP needed to be updated to keep pace with the profession. NCARB recognized that any changes made to the program should be based on up-to-date, empirically derived data.

Since 2005, NCARB has conducted six studies to inform the IDP and align it with current practice. These included the IDP Final Evaluation Report in 2005, the IDP Core Competency Study in 2006, the Direct Supervision Study in 2007, and the *2007 Practice Analysis of Architecture*. The studies provided an opportunity for NCARB to receive input from members of the profession who had not been heard from before.

2007 PRACTICE ANALYSIS OF ARCHITECTURE

The largest and most revealing study was the *2007 Practice Analysis of Architecture*. More than 50,000 architects from across

the United States and Canada were invited to participate, and a record 9,835 practicing architects responded by completing an extensive electronic survey. They identified 88 tasks and 100 areas of knowledge or skills that are important for competent performance by recently licensed architects practicing independently.

The *2007 Practice Analysis* is the most in-depth study of its kind conducted by NCARB. Previous versions of the *Practice Analysis* have been used to develop test specifications for the Architect Registration Examination® (ARE®). For the first time, it is being used to update both the ARE and the IDP.

"NCARB looked to the *2007 Practice Analysis* for direction when updating the IDP to ensure that the intern experience is connected to today's practice," said Dale McKinney, AIA, NCARB Region 4 Director and 2009 chair of the Committee on the IDP. "IDP 2.0, which will be implemented in three phases, aligns the program with current practice and makes reporting experience fundamentally easier."

IDP 2.0 PHASE ONE

The first phase, which went into effect on 1 July 2009, allows interns, whether employed or not, to earn IDP training units by completing LEED accreditation and specified architecture-related certificate programs offered by the Construction Specifications Institute. They can also earn training units by reading the NCARB *Professional Conduct* monograph—available free to interns—and passing the related quiz.

IDP 2.0 PHASE TWO

The second phase of IDP 2.0 will take

effect on 1 January 2010. In this phase, the definition of "direct supervision" will be updated to reflect current architectural practice, and will allow IDP supervisors to supervise their interns through a mix of personal contact and remote communication (e.g. e-mail, online markups, webinars, and internet).

In phase two, the IDP training requirement will change from "700 training units" to "5,600 training hours." The actual number of hours required to satisfy the IDP training requirement remains the same; however, interns will no longer have to convert the hours they spend in each training area into training units. This should make reporting work experience easier and more accurate.

IDP 2.0 PHASE THREE

Phase three of IDP 2.0, which will be implemented on 1 January 2011, will align the current IDP training areas with the new experience areas required for the competent practice of architecture as identified in the *2007 Practice Analysis of Architecture*. The four IDP 2.0 categories reflect the four domains of practice: Pre-Design, Design, Project Management, and Practice Management. Each category will have new "experience areas" that correspond to tasks identified in the study.

"There will be no impact on interns currently enrolled in the IDP," said Harry Falconer Jr., AIA, Director, IDP. "All hours previously earned will be automatically converted from the existing training areas to the new experience areas."

The minimum number of required core hours in IDP 2.0 will increase by 20 and the elective hours will decrease by 20. The amount of time required to complete the IDP will remain the same: 5,600 hours—or about two years and 10 months. The minimum hours required in each experience area were determined by how architects who participated in the 2007 *Practice Analysis* weighted the importance of each task to the independent practice of architecture upon licensure.

Also in phase three, the current seven “work settings” will be condensed to three “experience settings.” The IDP Core Competencies will be replaced with a list of tasks for each experience area that interns should be able to accomplish at the completion of their internship.

A JOINT EFFORT

IDP 2.0 is the result of many people from across the profession working together to strengthen the internship experience. Over the past four years, NCARB has committed more than 17,000 volunteer hours, 1,200 Board of Director hours, and 12,000 staff hours toward updating the IDP. The AIA and the IDP Advisory Committee (IDPAC), whose members include representatives from all the collateral organizations, have also been an integral part of the process.

For more information, visit the NCARB web site where you'll find a webcast and FAQs about IDP 2.0. **DC**

MORE WAYS TO COMPLETE IDP

Great news for interns! As of 1 July 2009, some IDP supplementary education activities can be completed whether or not you are employed. Plus, now it's more convenient for you to report supplementary education activities—through the electronic Experience Verification Reporting (e-EVR) system under the “My Supplementary Education” tab. Interns can earn training units for:

NCARB Professional Conduct Monograph and Quiz—Free to Interns

Training Area 15 - Office Management
Maximum training units allowed: 2 toward core minimum

Log into your “My NCARB Record” and download NCARB’s *Professional Conduct* monograph for free (a \$150 value)! When you pass the online quiz, you will be awarded two training units in Training Area 15. The units will show up in your e-EVR within 4-6 weeks. (Note: this can be combined with three EPC activities for satisfaction of a maximum of five minimum (core) training units in this area.)

AIA Continuing Education

Maximum training units allowed: 235 in supplementary education (.25 training units equal one learning unit.)

A copy of the AIA transcript must be submitted to NCARB to receive credit.

CSI Construction Documents Technologist (CDT) Certification

Maximum training units allowed: 5 in supplementary education

A copy of your certificate must be submitted to NCARB to receive credit.

CSI Construction Specifier (CCS) Certification

Training Area 9 - Specifications and Materials Research
Maximum training units allowed: 5 toward core minimum

A copy of your certificate must be submitted to NCARB to receive credit. (Note: this cannot be combined with EPC activities for satisfaction of minimum (core) training units in this area.)

CSI Construction Contract Administrator (CCCA) Certification

Training Area 12 - Construction Phase—Office
Maximum training units allowed: 5 toward core minimum

A copy of your certificate must be submitted to NCARB to receive credit. (Note: this cannot be combined with EPC activities for satisfaction of minimum (core) training units in this area.)

LEED Accreditation

Training Category D - Related Activities
Maximum training units allowed: 5 in supplementary education

A copy of your certificate must be submitted to NCARB to receive credit. (Note: to earn supplementary education training units for LEED Accreditation between 1 July 2008 and 1 July 2009, interns must have been employed in an IDP work setting.)

Emerging Professional’s Companion 2009

Beginning 1 January 2010, interns will be able to earn up to five training units toward the minimum required in each training area—whether or not they are employed—by completing qualified activities in the Emerging Professional’s Companion 2009 (EPC 2009). They will also be able to earn supplementary education training units by completing qualified EPC exercises. The intern’s EPC activities and exercises must be reviewed by a registered architect who is serving as either their IDP supervisor or IDP mentor and then reported through the e-EVR. Currently this option is only available to interns employed in a qualified work setting.