

For architects who are considering becoming an IDP supervisor . . . the role is more than approving and reviewing interns' work; you must be able to make a commitment and a guiding investment in their lives.

PAYING IT FORWARD: GUIDING ARCHITECTS OF THE FUTURE

The Intern Development Program (IDP) supervisor's goal is to help interns by providing them with knowledge, guidance, and support over the course of the beginning of their architectural careers. Those who participate in this opportunity find the experience both challenging and rewarding as they enjoy the fresh ideas and new perspectives interns bring to the profession and to their firm. *Direct Connection* talks with John Prokos and Holly Miller of GUND Partnership ARCHITECTURE | PLANNING, Noah Greenberg of the DLR Group, and Doug Lawton of Cambridge Seven Associates Inc., about their roles in preparing interns for a future in architecture.

GUND PARTNERSHIP ARCHITECTURE | PLANNING

"We want to put interns on the path to licensure and motivate them to take the ARE®,"

- John Prokos, FAIA, LEED AP, Principal and IDP supervisor at GUND Partnership ARCHITECTURE | PLANNING, Cambridge, MA.

"Younger people are delaying getting registered and we want to provide them with a structured program to get them licensed," says John Prokos. Prokos has been supervising interns for more than 20 years and works with the firm's IDP coordinator, Holly Miller, AIA, LEED AP to formalize their training.

"We make sure we meet with interns quarterly to go over their goals and to see what they have achieved during that time," Miller says. She adds they have also implemented weekly luncheons and study time for the Architect Registration Examination® (ARE®) as suggested in the *IDP Supervisor Guidelines* available on NCARB's web site. And, their firm provides financial assistance to interns who establish an NCARB Record and to candidates who take the exam. Miller says a structured internship policy ensures interns are exposed to all areas of the practice and facilitates getting them into the field, exposure that GUND Partnership understands is critical to the intern's development.

Prokos advises architects who are thinking of taking on the IDP supervisor role to "just do it—it will make your firm a better place." He also adds to be respectful of what the intern is going through and try to understand their career path and goals. "You don't want to force what you feel the intern should do, but you do want to give them an opportunity to explore and fulfill their professional goals."

His advice to interns seeking an internship, "Ask if they have an internship policy and then talk to young people in the firm to see if their company provides interns with opportunities, a well rounded experience and is committed to the IDP."

EDUCATIONAL BACKGROUND

Prokos received his B.Arch from Cornell University and his initial license in Massachusetts in 1983. He obtained his NCARB Certificate in 2002. Miller received her B.Arch from the Rhode Island School of Design and her initial license in Massachusetts in 2009.



IDP SUPERVISOR JOHN PROKOS (TOP) AND IDP COORDINATOR HOLLY MILLER (LEFT) BOTH WORK TO MAKE THE IDP A STRUCTURED PROGRAM.



LEFT IDP COORDINATOR FOR THE STATE OF WASHINGTON NOAH GREENBERG (CENTER) ENJOYS HEARING NEW IDEAS AND PERSPECTIVES. **RIGHT** IDP SUPERVISOR DOUG LAWTON AND HIS INTERNS.



DLR GROUP

“I think the best IDP supervisors are good listeners who are willing to put in the time and who advocate for their protégées,”

- Noah G. Greenberg, AIA, LEED AP, Principal at DLR Group, and State IDP Coordinator, Seattle, WA.

“The benefits of the supervisor/intern relationship are not merely for the intern,” says Noah Greenberg. Through the internship program at his firm every supervisor can be assured the personal rewards include professional growth, a broadening perspective, and a deeper connection to the people who are the future of architecture in this country—and the world. “It is rewarding to see the continued development of architecture as interns bring new-world views and their own meaningful agenda to the profession.” He thinks all levels of experience can benefit from conversation on topics such as what aspects of their work are most important and what the future holds.

Greenberg has seen interns become better educated about their opportunities and their responsibilities during their internships and the IDP. I think NCARB has really improved their outreach in recent years. “For a while, it seemed as though they needed to be coaxed to step up and take a hold of their futures. It’s possible that with unpredictable environmental and economic conditions people realize that no one

else is going to make positive changes on their behalf.”

Greenberg has been an IDP supervisor on and off for the last eight years. He is the official IDP coordinator for the state of Washington and has about six interns under his supervision.

Greenberg believes one challenge is communication. Many times interns are trying to convey a desire or concern, and it can be difficult to find and understand the underlying issues. He also feels the role of a supervisor is to open doors for the interns, and there can be challenges in finding or setting up opportunities for them.

He advises interns to aim high, try new areas of the profession, and try not to be burdened by traditional expectations.

EDUCATIONAL BACKGROUND

Greenberg received his bachelor of science degree from the Massachusetts Institute of Technology and his M.Arch from the University of Washington. He received his initial license in Washington in 2000 and became NCARB certified in 2000.

CAMBRIDGE SEVEN ASSOCIATES, INC.

“Being a mentor to young professionals gives me a sense of fulfillment and satisfaction,”

- Doug Lawton, AIA, Principal, and IDP Supervisor with Cambridge Seven Associates, Inc., Cambridge, MA.

Doug Lawton has been supervising interns for three years and currently has two interns under his wing. He says he enjoys working with enthusiastic and motivated young professionals and passing down to them some of the lessons he has learned through the years.

For architects who are considering becoming an IDP supervisor, Lawton says the role is more than approving and reviewing interns’ work; you must be able to make a commitment and guiding investment in their lives. He explains the supervising process as being willing to spend a little extra time with interns, having a little more patience, and sharing a little more knowledge with a little more

explanation. As to what attributes make a good IDP supervisor, Lawton says making a commitment to the responsibilities one has assumed and being available are very important qualities. He says one of the main challenges he encounters is being available to interns in a timely manner.

Lawton offers this advice to interns who are looking for an internship “Pick an internship that provides a quality supervisor.”

EDUCATIONAL BACKGROUND

Lawton received his B.Arch from the University of Houston and his initial license in Louisiana in 1973. He obtained his NCARB Certificate in 1973.

For more information on the IDP and the supervisor role, please go to:
<http://www.ncarb.org/en/Experience-Through-Internships/Supervisors-and-Mentors.aspx>