



# The IDP Supervisor Guidelines

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This document, effective October 2010, supercedes all previous editions of the *IDP Supervisor Guidelines*.

Please check NCARB's web site, [www.ncarb.org](http://www.ncarb.org), regularly for updates to this publication and for the most current information regarding the IDP. ©October 2010

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## Introduction

The **Intern Development Program (IDP)** is a comprehensive training program created to ensure that interns in the architecture profession gain the knowledge and skills required for the independent practice of architecture.

The IDP was created jointly in the 1970s by the **National Council of Architectural Registration Boards (NCARB)** and the **American Institute of Architects (AIA)** and is administered by NCARB.

The IDP is an essential step in the path to become an architect. The journey typically begins in a school of architecture; however it does not end there. Through the IDP, an intern will apply their formal education to the daily realities of architectural practice, acquire comprehensive experience in basic practice areas, explore specialized areas of practice, develop professional judgment, and refine their career goals.

Each jurisdiction establishes criteria for legally practicing architecture independently. In most jurisdictions, completion of the IDP is a requirement for initial registration. The IDP provides the structure and content for an intern's experience prior to registration and **NCARB certification**. Participation in the IDP targets the comprehensive training

that is essential for competent practice.

Direct supervision of an intern is the primary and most effective method to guide an intern's professional development.

These guidelines have been developed in conjunction with the **IDP Guidelines** to assist the IDP supervisor in their critical role. They are offered as a starting point to help develop and implement a successful supervisory relationship between interns and supervisors. The IDP cannot be completed by the intern alone. It is the intent of this document to strengthen the relationship between interns and supervisors and help them work together to fulfill the requirements of the IDP.



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# What is an IDP Supervisor?



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<i>"Supervisor"</i>	<i>"Intern"</i>
generally means one who reviews and directs the work of others and ensures that work is done within acceptable levels of quality.	is any person who by means of their education or experience has qualified to enter the Intern Development Program (IDP).

What follows will give you direction and insight into the crucial role an IDP supervisor serves during the IDP.

To earn training hours in workplace settings described in this document, the intern must work under the direct supervision of an IDP supervisor. The supervisor shall verify the training activities of the intern and foster a professional relationship that is grounded in a direct professional association between the intern and the supervisor.

'Direct supervision' of interns shall occur either through personal contact or through a mix of personal contact and remote communication (e.g. e-mail, on-line markups, webinars, internet) such that the IDP supervisor has control over the work of the intern and has sufficient professional knowledge of the supervised work so that the IDP supervisor can determine that the intern understands and is performing his or her work experience within the professional standard of care.

NCARB considers one who exercises direct supervision as an individual within the firm or organization who:

- supervises the intern on a daily basis,
- has control over the work performed,
- provides reasonable opportunities for the intern to gain experience in each IDP training area,
- regularly assesses the quality of the intern's work, and
- periodically certifies the intern's experience reports.

For an intern to receive IDP training hours, the architect who serves as an IDP supervisor must hold a current registration in the jurisdiction where their office is located.

In many firms, the IDP supervisor will oversee all or almost all of the intern's work. In some cases an intern may work for different registered architects (in Work Settings A-C) in the same office. If the intern's work shifts such that the intern is working predominantly for another registered architect, the other architect should become the IDP supervisor.



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# Benefits of Supervising an Intern



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## Make a Difference

Your knowledge, guidance, and support will add to the long-term quality of the profession.

- Benefits the morale of the firm; interns understand their firm supports them becoming licensed.
- Improves your communication, management, and leadership skills.
- Allows you to articulate through words, teaching, and actions how the profession protects the health, safety, and welfare of the public.
- Teaches you something along the way. You may learn from the intern.
- Builds trust and commitment.
- Establishes an environment of information sharing within your firm.
- Produces success. What interns learn from you now will establish your success as a team later.
- Continues the historical tradition of training architects in which the architect/apprentice relationship was an integral factor to the development of the profession.
- Provides a way to “pay it forward” for the training you once received as an intern.
- Assists in staff retention.
- Develops leaders that will drive the future of your practice and the profession.



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All supervisory experiences are different. The process of supervising is customized and often guided by the established principles, judgment, and interpersonal skills of the IDP supervisor. However, core guidelines must be adhered to in order to achieve the optimum experience for both the IDP supervisor and intern.

1. Know the **IDP training requirements** outlined in the **IDP Guidelines**.
2. Provide reasonable opportunities to gain adequate experience in each training area.
3. Meet regularly with the intern:
  - to give and receive fair and constructive feedback.
  - to discuss career goals and progress prior to certifying the NCARB experience report.
  - to review and discuss some of the intern's work samples.
  - to provide assistance, advice, and support, especially if the intern is experiencing difficulty in obtaining certain required training experience.
  - to provide feedback between scheduled meetings.
4. Hold an active architecture registration in the jurisdiction where their office is located except in those work settings where not required (refer to the **IDP Work Settings**).
5. Be knowledgeable of state title and practice acts, registration requirements, and requirements for **NCARB certification**.
6. Be familiar with **The Emerging Professional's Companion (EPC)** and other supplementary education activities.
7. Maximize all learning opportunities for the intern, including (but not limited to) attending continuing education opportunities and being available for discussion afterward; client meetings; site meetings; and/or community involvement activities etc.
8. Understand and support the intern through the use of **NCARB's electronic Experience Verification Reporting (e-EVR) system**.
9. Provide a timely and fair assessment of the intern's work. Refer to the section entitled "**Six-Month Rule**" in this document for more information.
10. Review the intern's experience report and verify the accuracy of the training hours reported.
11. If you must reject an intern's training hours (THs) share an objective justification with the intern.
12. Be familiar with the current **Architect Registration Examination® (ARE®)**.

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13. Foster leadership opportunities by encouraging community service and participation in civic activities.
14. Be an active listener by checking with the intern to determine that a statement has been correctly heard and understood. This requires the ability to stay focused and the willingness to withhold judgment and build trust.
15. Be receptive to new ideas.
16. Be encouraging, supportive, and realistic in expectations.
17. Identify and understand the motivational needs of the intern.
18. Give constructive feedback, and be sure to:
  - Use specific examples of performance or behavior.
  - Use non-arguable terms (for example, phrases like “you don’t care” are arguable).
  - Give specific constructive or positive feedback within 24-48 hours of observation or receipt of information.
  - Use a non-derogatory tone of voice.
  - Ask the intern for suggestions as to what could have been done differently and what was learned.
19. Adhere to the supervisor expectations in the *IDP Supervisor Guidelines*.



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## For Introductory Meetings

This checklist was developed to give the IDP supervisor a template for a successful introductory meeting with the intern and to establish clear expectations for subsequent meetings.

- Find out if the intern has established an **NCARB Record**.
- Tell a short version of your career.
- Invite the intern to share his or her story regarding their career decisions and directions.
- Discuss how the firm supports/facilitates completion of the IDP.
- Confirm that you and the intern are aware of all reporting requirements necessary to complete the IDP Training Requirements.
- Communicate your expectations regarding deadlines, experiences, and quality.
- Establish the intern's plan of action for completing the IDP training requirements.
- Discuss methods for tracking experience, including the **e-EVR** and **IDP TH Workbook**.
- Discuss and determine the work setting where the work is being performed.
- Discuss how to identify a mentor and his/her role.
- Encourage participation in community service and make intern aware of opportunities.
- Review jurisdictional requirements and plan for the **ARE**.
- Schedule future meetings.

## For Subsequent Meetings

At these meetings, the intern and IDP supervisor should discuss the progress being made toward completing the IDP, areas of concern, and original goals and objectives.

- Evaluate the work experience gained and work samples produced.
- Verify the intern is working the minimum hours per week required to earn training hours. The minimum requirement is 15 hours per week for part-time work and 32 hours per week for full-time work.
- Review the intern's experience report for the current period and certify the form to acknowledge that the training requirements are being met.
- Review the **e-EVR** and/or the **IDP TH Workbook** if required experience is not being obtained and discuss what other steps can be taken. Explore opportunities afforded by **supplementary education**. See the **FAQ** section for more options.
- Review and discuss successes and challenges.
- Establish goals to be completed by the next meeting.
- Discuss career-related issues and objectives.
- Inquire about the mentor relationship.
- Review ARE progress.
- Encourage participation in community service and make intern aware of opportunities.
- Schedule future meetings.



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**Q:** *What is NCARB?*

**A:** NCARB is a federation of all the architectural registration boards in the United States. NCARB sets the standards for architectural registration. It also interprets these standards, maintains records, and acts as the central clearinghouse, and contact point for all interns, architects, and registration boards when dealing with issues concerning registration reciprocity and the professional conduct of architects. The IDP was created jointly by NCARB and AIA. NCARB administers the program and maintains a record of the intern's experience.

**Q:** *Is the IDP required for licensure in my jurisdiction?*

**A:** The IDP is required in most of the 54 NCARB jurisdictions. Some jurisdictions currently do not require the IDP, but have similar training requirements that require documentation. The NCARB Certificate, which facilitates reciprocity in other jurisdictions, requires completion of the IDP in most circumstances. You must check with your jurisdiction for specific requirements.

**Q:** *Can interns sit for the ARE while completing the IDP in my jurisdiction?*

**A:** Possibly, many jurisdictions allow the ARE concurrently with the IDP.

**Q:** *What credentials do I need to be someone's IDP supervisor?*

**A:** All IDP supervisors must meet the requirements of direct supervision outlined in this document as well as the *IDP Guidelines*.

**Q:** *Do I have to be NCARB Certified in order to be an IDP supervisor?*

**A:** No.

**Q:** *If I am an architect, do I have to be registered in the jurisdiction where my office is located to be an IDP supervisor?*

**A:** Yes.

**Q:** *Will I be the intern's IDP supervisor for the entire program?*

**A:** You will be the intern's IDP supervisor for as long as you are responsible for direct supervision of the intern. It is not unusual for an intern to have several IDP supervisors over the course of their IDP experience.



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**Q:** How does an intern switch to a new IDP supervisor?

**A:** Interns may have many IDP supervisors throughout their internship. Each time the intern creates an experience report in the **e-EVR system**, he or she will identify their supervisor for that reporting period. They may enter a new supervisor or use one of the existing supervisors saved in their Record. New supervisors will receive an e-mail asking them to confirm they are the intern's supervisor.

**Q:** What resources are available to assist me in being a supervisor of an intern participating in the IDP?

**A:** The *IDP Supervisor Guidelines* outline specific IDP supervisor-related issues. The *IDP Guidelines* provide the details of the IDP. The *Handbook for Interns and Architects* further clarifies licensure requirements and outlines requirements for NCARB certification. All NCARB documents can be found on the **NCARB web site**.

**Q:** Do I need special training to be an IDP supervisor?

**A:** No. However, NCARB does provide resources and information for you.

**Q:** What's the difference between an IDP supervisor and a mentor?

**A:** An IDP supervisor falls into the strictly defined parameters of direct supervision and enacts his/her role under an approved work setting. An IDP supervisor also guides an intern through the IDP and certifies the intern's experience report.

A mentor provides periodic career advice, gives independent feedback, and coaches an intern through the registration process. A mentor can review any experience submitted for IDP credit; however, they can also certify certain supplementary education opportunities.

**Q:** How many American Institute of Architects (AIA) continuing education units may I receive for participating as an IDP supervisor for an intern in the IDP?

**A:** The AIA will award two learning units annually for participating as an IDP supervisor. The units should be self-reported under the Professional and Community Service category on the AIA Self-Report Form. The units are not HSW and are not recognized by all jurisdictions.



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**Q:** *What is the time limit for reporting IDP training hours?*

**A:** An intern must follow the parameters of the **Six-Month Rule** when documenting and submitting THs. The requirements of the **Six-Month Rule** can be found in the **IDP Guidelines** or online at the **NCARB web site**.

**Q:** *How long after I receive an experience report to review do I have to certify it?*

**A:** It is highly recommended that IDP supervisors review any submitted experience report promptly with the intern in order to accurately discuss the experience. However, there is no defined time limit for an IDP supervisor to approve or reject a submitted experience report. NCARB will continue to follow up with the IDP supervisor (and cc the intern) in the form of e-mail correspondence in an attempt to keep all parties on track. It is the responsibility of the intern and IDP supervisor to resolve all disputes independently of NCARB. The intern's mentor may also be able to offer advice in cases where disputes between the intern and the IDP supervisor arise. Should an IDP supervisor act in a grossly negligent fashion, NCARB does reserve the right to report such activity to the IDP supervisor's jurisdictional licensing board.

**Q:** *If I do not specialize or regularly practice in one or more of the 16 training areas—does this mean that someone else has to become the intern's IDP supervisor?*

**A:** No. The IDP supervisor needs to know their limitations and advise their intern accordingly. The IDP supervisor may direct their intern in other activities that would address all of the IDP training areas.

**Q:** *What areas of practice are interns having difficulty obtaining training in before licensure?*

**A:** The **2007 Practice Analysis of Architecture** and **Core Competency Study** identify areas of practice where interns are having the most difficulty gaining the required experience. The areas that were identified as most difficult for interns to gain experience in are **Building Cost Analysis, Specifications and Materials Research, and Bidding and Contract Negotiation**.



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**Q:** *What are some of the options/ways interns can gain experience in the difficult areas?*

**A:** Interns may complete supplementary education, including activities and exercises in the **Emerging Professional's Companion (EPC)**. The EPC chapters are aligned with the IDP training areas 1-16. Each chapter includes practice exercises and application activities. Each exercise and activity is worth eight training hours. Only activities can be applied toward minimum (core) training hours required. Exercises may be completed for supplementary education credit. Refer to the **IDP Guidelines** for information on the EPC and the other supplementary education opportunities. It is recommended that interns retain copies of the work product associated with the EPC for a period of at least three years beyond completion of any activity or exercise.

**Q:** *Is there a rolling clock for the IDP?*

**A:** No, the rolling clock refers to the **ARE** only. There is no time limit on how long an intern may take to complete the IDP.

**Q:** *Where can I find out more about being a supervisor?*

**A:** See the **Supervisor Resources** section of this document for more information.

**Q:** *What is the average time it takes for an intern to complete the IDP?*

**A:** The program is set up to require 5,600 training hours, which is equivalent to approximately three years. However, because of the broad nature of the profession, the variety of employment opportunities available, and professional and personal choices, the duration of time that it takes to complete the program often varies significantly from individual to individual. It is also important to note that many jurisdictions have a duration requirement in addition to the IDP. For instance, some states may require 5,600 training hours and three years of experience.

**Q:** *Are pending changes to the program reflected in this document?*

**A:** No, only the current regulated program is detailed in this document. All pending changes will be covered in future revisions.

**Q:** *Where can I find information on the IDP Outstanding Firm Award's Program?*

**A:** The AIA administers the IDP Outstanding Firm Awards Program in cooperation with NCARB. Please see the **Career Stages portion of the AIA web site**.



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# Work Settings and Maximum Training Hours Allowed



Interns earn training hours when they are employed<sup>1</sup> in work settings recognized by their state registration board. The following table sets forth the work settings recognized by NCARB, the maximum number of training hours that can be acquired in each setting, and the related IDP training conditions. The IDP supervisor and the intern should compare their board's training requirements with the NCARB conditions. Where differences exist, the intern must first comply with their board's conditions.

WORK SETTING	MAXIMUM TRAINING HOURS ALLOWED
<b>A</b> Training under the direct supervision <sup>2</sup> of a registered architect <sup>3</sup> , and when the organization's practice (a) is in the charge of a person practicing as a principal <sup>5</sup> and (b) encompasses the comprehensive practice of architecture, including each of the categories found in the IDP training requirements. <b>An intern must earn at least 1880 training hours in Work Setting A.</b>	No limit
<b>B</b> Training under the direct supervision <sup>2</sup> of a registered architect <sup>3</sup> , but when the organization's practice does not encompass the comprehensive practice of architecture, including each of the categories found in the IDP training requirements.	3,720 training hours
<b>C</b> Training in a firm engaged in the practice of architecture outside the United States or Canada, under the direct supervision <sup>2</sup> of a person credentialed <sup>4</sup> to practice architecture who is not registered in a U.S. or a Canadian jurisdiction.	1,880 training hours
<b>D</b> Experience directly related to architecture under the direct supervision <sup>2</sup> of a registered engineer (practicing as a structural, civil, mechanical, or electrical engineer in the field of building construction) or a registered landscape architect.	1,880 training hours Training Categories B, C, and D
<b>E</b> Experience (other than that noted above) in activities involving the design and construction of the built environment (such as analysis of existing buildings, planning, programming, design of interior space, review of technical submissions, engaging in building construction activities, and the like) when under the direct supervision <sup>2</sup> of a person experienced in the activity.	936 training hours Training Categories C and D
<b>F</b> Full-time teaching or research in a NAAB-accredited or CACB-accredited professional degree program.	1,960 training hours Training Categories D
<b>FF</b> Performing professional and community service when not in settings described in A through F.	80 training hours Training Area 16



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## Footnotes

- 1 Unpaid internships are not eligible to earn experience hours with the exception of the approved community-based design center/collaborative as defined in Supplementary Education.
- 2 “Direct supervision” of interns shall occur either through personal contact or through a mix of personal contact and remote communication (e.g. e-mail, online markups, webinars, internet) such that the IDP supervisor has control over the work of the intern and has sufficient professional knowledge of the supervised work so that the IDP supervisor can determine that the intern understands and is performing his or her work experience within the professional standard of care.  
  
To earn training hours in workplace settings described in this document, the intern must work under the direct supervision of an IDP supervisor. The supervisor shall verify the training activities of the intern and foster a professional relationship that is grounded in a direct professional association between the intern and the supervisor.
- 3 A “registered architect” is a person registered to practice architecture in the jurisdiction in which they practice.
- 4 A “person credentialed” is a person credentialed to practice architecture in the country in which they practice.
- 5 A person practices as a “principal” by being (a) a registered architect as defined above and (b) the person in charge of the organization’s architectural practice, either alone or with other registered architects.

Note: No experience may be earned for foreign training in work settings B, D, E, and F.



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Interns must acquire 5,600 training hours to satisfy the IDP Training Requirement. One training hour equals one hour of acceptable training in an acceptable work setting. The following chart lists the IDP training categories and areas and the required training hours for each.\*

## Category A: Design and Construction Documents

Training Area	Minimum Training Hours Required
1. Programming	80
2. Site and Environmental Analysis	80
3. Schematic Design	120
4. Engineering Systems Coordination	120
5. Building Cost Analysis	80
6. Code Research	120
7. Design Development	320
8. Construction Documents	1,080
9. Specifications and Materials Research	120
10. Document Checking and Coordination	80
<b>Core Minimum Hours Required</b>	<b>2,200</b>
Additional Core Hours required in Training Areas 1-10	600
<b>Core Minimum Hours Required</b>	<b>2,800</b>

## Category B: Construction Contract Administration

Training Area	Minimum Training Hours Required
11. Bidding and Contract Negotiation	80
12. Construction Phase—Office	120
13. Construction Phase—Observation	120
<b>Core Minimum Hours Required</b>	<b>320</b>
Additional Core Hours required in Training Areas 11-13	240
<b>Core Minimum Hours Required</b>	<b>560</b>

## Category C: Management

Training Area	Minimum Training Hours Required
14. Project Management	120
15. Office Management	80
<b>Core Minimum Hours Required</b>	<b>200</b>
Additional Core Hours required in Training Areas 14-15	80
<b>Core Minimum Hours Required</b>	<b>280</b>

## Category D: Related Activities

Training Area	Minimum Training Hours Required
16. Professional and Community Service	80
<b>Core Minimum Hours Required</b>	<b>80</b>
Additional Core Hours required in Training Areas 16	0
<b>Core Minimum Hours Required</b>	<b>80</b>

All Categories Minimum Total Training Hours Required	3,720
Elective Hours from Any Category (including supplementary education hours)	1,880

**TOTAL IDP TRAINING HOURS REQUIRED 5,600**

The required minimum in Categories A, B, C, and D totals 3,720 hours. The additional 1,880 training hours may be acquired in any of the listed categories.



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\* Prior to 1 January 2010, IDP experience was documented in training units. Eight training hours equal one training unit. Some jurisdictions may still reference training units in their requirements.

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The **e-EVR system** was developed to enhance the delivery of experience reports to NCARB in support of the **IDP**. This system will allow interns to document their experience in various training areas directly into their **online NCARB Record**. In this system, an intern will identify you as his/her supervisor in each report. When a report is submitted, a notification will be sent to you at the e-mail address provided by your intern.

**First Time Users:**

The first request you will receive from the **e-EVR system** will ask you to confirm that you are the intern's supervisor and verify an experience report. Here is how the system will work:

1. You will receive an e-mail from NCARB requesting that you review an intern submission noting you as the IDP Supervisor.
2. The e-mail will include the name of the intern that identified you as a supervisor and will provide a link to the **e-EVR system**.
3. Click the link and then select "Create an Account."
4. Fill out the supervisor registration page. You will only need to provide this information once (and update it if your employment or licensure status, etc. changes).
5. After you complete the registration page, you will be redirected to the intern's experience report.

**Returning Users:**

If you have previously received a request to verify experience and you have already set a up a supervisor account:

1. You will receive an e-mail from NCARB requesting that you review a new experience submission from your intern.
2. The e-mail will include the name of the intern and will include a link to the **e-EVR system**.
3. After you log in to the system, you will be directed to the experience report.



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**IDP**

Intern Development Program

**NCARB**

National Council of Architectural  
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### e-EVR: Steps to Reviewing

1. Schedule a meeting with your intern and review the report.
2. Select "Approve" at the bottom of the report if you agree with the information documented. Once you approve the report, the training hours will be moved from the intern's pending status to the supervisor-approved status. The system will send two e-mails to the intern. One will tell the intern you have confirmed that you are his/her supervisor, and the second will tell the intern you have approved their experience report.\*
3. If you do not agree with the information submitted in the experience report and want the intern to revise the report, select "Return for Edits" at the bottom of the report. Please discuss revisions with your intern directly. You will be required to enter a message explaining why you have returned the report that will be included in the intern's message center. An e-mail will be sent to the intern stating that the report is available for revisions.

Any revised reports that are submitted will be e-mailed to you with the subject line "IDP Experience Report Revised." If you are satisfied with the revisions, please approve the report. If not, you may continue to "Return for Edits" until the report properly reflects the training completed.\*

- Once the intern submits a report, it is protected from the reporting requirements of the **Six-Month Rule**. If you select "Return for Edits," the intern will not be impacted by the additional time required for the review and submission process.
4. If the training noted in the experience report did not occur, after meeting with your intern, select "Reject" at the bottom of the report. This action is permanent, and the report will not be available for resubmission.

\* After supervisor approval, reports are still subject to NCARB's review and approval.



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# Six-Month Rule



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## What is the Six-Month Rule?

NCARB's Member Boards passed a rule requiring interns to submit their experience in reporting periods of no longer than six months and within two months of completion of each reporting period. The Six-Month Rule, as it has been nicknamed, is in effect for all interns as of 1 July, 2010. All experience reports must be submitted electronically.

## Why is there a Six-Month Rule?

- To facilitate better and more frequent communication between interns and IDP supervisors.
- To receive timely feedback on the progress being made toward professional development.
- To identify and target training area deficiencies as early as possible so that the intern can request exposure to such experience promptly.
- To identify as early as possible those work settings that may not be acceptable toward satisfying the IDP requirements.

## As an IDP Supervisor, how will the Six-Month Rule Impact me?

- You are expected to support the intern in their efforts to comply with the Six-Month Rule.
- Ultimately the responsibility to report training hours in a timely fashion belongs to the intern.

For more information on the Six-Month Rule:

[Six-Month Rule Examples](#)



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# Supervisor Resources



Both NCARB and the American Institute of Architects (AIA) offer several resources to guide supervisors and interns through the IDP process.

## NCARB: [www.ncarb.org](http://www.ncarb.org)

Intern Development Program: <http://www.ncarb.org/IDP>

Architect Registration Examination: <http://www.ncarb.org/ARE.aspx>

Member Board Requirements: <http://www.ncarb.org/Reg-Board-Requirements>

Certification: <http://www.ncarb.org/certification>

e-EVR: <https://app.ncarb.org/recordsvc/logon.asp>

The Six-Month Rule: <http://www.ncarb.org/idp/SixMonRul.html>

**IDP Workbook**

Podcast & Webcasts: <http://www.ncarb.org/webcasts/index.html>

## NCARB Publications

*IDP Guidelines*: [http://www.ncarb.org/forms/idp\\_guidelines.pdf](http://www.ncarb.org/forms/idp_guidelines.pdf)

*Handbook for Interns and Architects*: <http://www.ncarb.org/forms/handbook.pdf>

*Direct Connection*: <http://www.ncarb.org/Publications/List.aspx?t=Direct-Connection>

*IDP e-News*: <http://www.ncarb.org/idp/enews/index.html>

*ARE e-News*: <http://www.ncarb.org/Publications/List.aspx?t=are-e-news>

## AIA: [www.aia.org](http://www.aia.org)

AIA Components: <http://www.aia.org/components/AIAD073892?dvid=&recspec=AIAD073892>

Emerging Professionals: [http://www.aia.org/ep\\_home\\_getlicensed](http://www.aia.org/ep_home_getlicensed)

Emerging Professional's Companion: [www.epcompanion.org](http://www.epcompanion.org)

AIA's "Working with Interns": [http://www.aia.org/ep\\_home\\_interns](http://www.aia.org/ep_home_interns)

IDP State and Educator Coordinators: <http://www.aia.org/professionals/idp/AIAS074893>

IDP Auxiliary Coordinator: <http://www.aia.org/professionals/idp/AIAS074893>

IDP Outstanding Firm Awards: [http://www.aia.org/idp\\_outstandingfirm\\_default](http://www.aia.org/idp_outstandingfirm_default)

IDP Mentors: <http://www.aia.org/professionals/groups/epn/AIAS074895>

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