

# NCARB BY THE NUMBERS



2020

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NCARB

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# Welcome to the 2020 NCARB by the Numbers

When *NCARB by the Numbers* was first published in 2012, the architecture profession was recovering from the impact of the Great Recession. Over the years, the trends highlighted in *NCARB by the Numbers* have helped demonstrate the health, resilience, and future of the architecture profession.

As we release the ninth edition of our annual data publication this year, the architecture profession faces another period of dramatic change. Changes brought about by the COVID-19 pandemic—as well as pre-existing shifts in technology, firm structure, employment, mobility, work process, and beyond—may quickly alter the practice of architecture and recent trends seen on the path to licensure.

The data reported in this publication was captured at the end of the 2019 calendar year, and much of the information gathered demonstrates growth and positive evolution: continued increases in the number of U.S.-licensed architects, higher demand for additional out-of-state licenses, increased diversity and gender parity at many career stages, and a slight decrease in the time it takes to earn an architecture license. While some of these trends may change in the year ahead, there is reassurance in knowing the profession was in excellent health going into this challenging time, and we hope it emerges stronger and more dynamic than ever before. With this publication as a baseline for the state of licensure, we can monitor the impact and identify opportunities to provide support in the years to come.

We are excited to report on several new areas this year, including breakdowns of race and gender representation at various career stages, a detailed exploration of exam pass rates and retakes, and further insight into when candidates stop pursuing a license.

In addition to data gathered from NCARB Record and Certificate holders, this year's *NCARB by the Numbers* also features a sneak peek of results from a survey on equity, diversity, and inclusion in licensure conducted in partnership with the National Organization of Minority Architects (NOMA). Insights from the survey, combined with NCARB's own data, will help shape ongoing improvements to the Architectural Experience Program® (AXP®) and the Architect Registration Examination® (ARE®), as we work to ensure the licensure process is fair and equitable for all individuals.

The *2020 NCARB by the Numbers* offers a great deal of insight into the evolution of architectural licensure, and I hope you enjoy reading it as we anticipate the changes the future will bring.



Michael J. Armstrong  
Chief Executive Officer  
National Council of Architectural Registration Boards

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# State of Licensure

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The number of U.S. architects continued to rise in 2019, suggesting that the profession heading into 2020 was healthy and growing. At the start of 2020, there were over 116,000 licensed practitioners across the 55 jurisdictions, a 1 percent increase from 2018. Architects also collectively hold over 137,000 out-of-state (reciprocal) licenses. This is evidence that the profession has an effective path to mobility.

Nearly 4,000 individuals completing their final core licensure requirement in 2019, taking an average of 12.7 years to do so. This is a 20 percent drop in the number of candidates who reached this milestone compared to 2018. 2019's decrease in candidates is significant but expected following several years of high completion volumes. In addition, the 6 percent drop in the number of individuals actively working toward licensure during the year indicates that candidates may be under less pressure to finish quickly following ARE 4.0's retirement in June 2018.

Although 2019 saw an increase in time to complete both the individual experience and examination programs—an impact often seen after programmatic changes—the total time to finish earning an architecture degree, gaining experience, and taking the examination fell by about four months compared to 2018.



**116,242** +1%  
CHANGE

Architects in the United States

**137,639** +10%  
CHANGE

Reciprocal licenses

**3,986** -20%  
CHANGE

Number of candidates who **completed core requirements** in 2019

**38,287**

Active licensure candidates

-6% change



**12.7 YEARS**  
Time to **complete**  
core requirements  
for licensure (-2%)



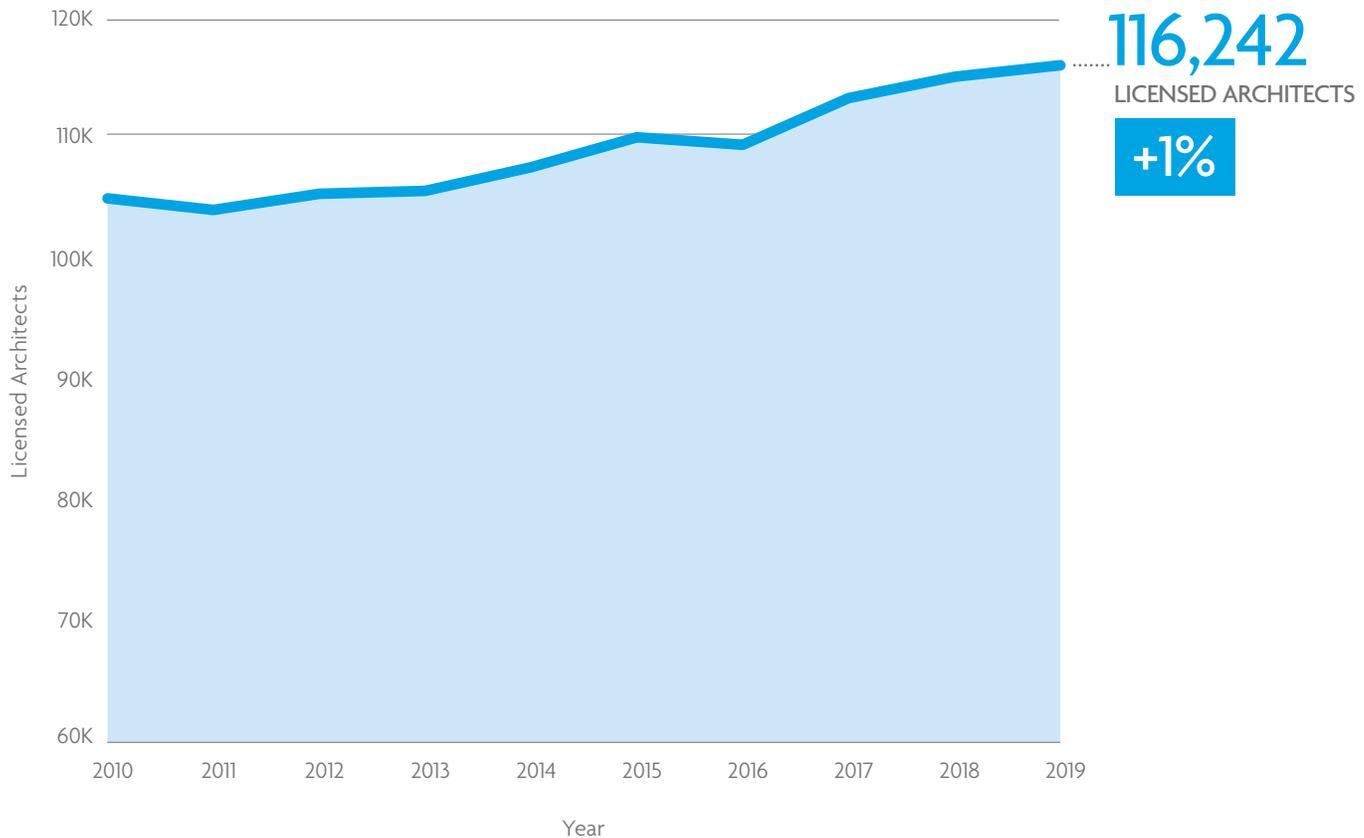
**32.6 YEARS**  
Average age at  
AXP and ARE  
completion

**63,855**  
Licensure candidates  
with **NCARB  
Records** (-1%)

## Number of U.S. Architects Continues to Increase

The number of architects licensed in the United States rose to 116,242 in 2019, according to the annual Survey of Architectural Registration Boards. This is a 1 percent increase from 2018 and represents a 10 percent increase compared to the number of U.S. architects seen a decade ago. This suggests that the pipeline of new architects continues to offset the number of retiring architects. The steady growth seen in recent years addresses a previous concern that the number of practitioners would dwindle as baby boomers (who made up a large proportion of the architect population) began to step away from the profession. However, many architects maintain their professional licenses into retirement, which could also impact this data.

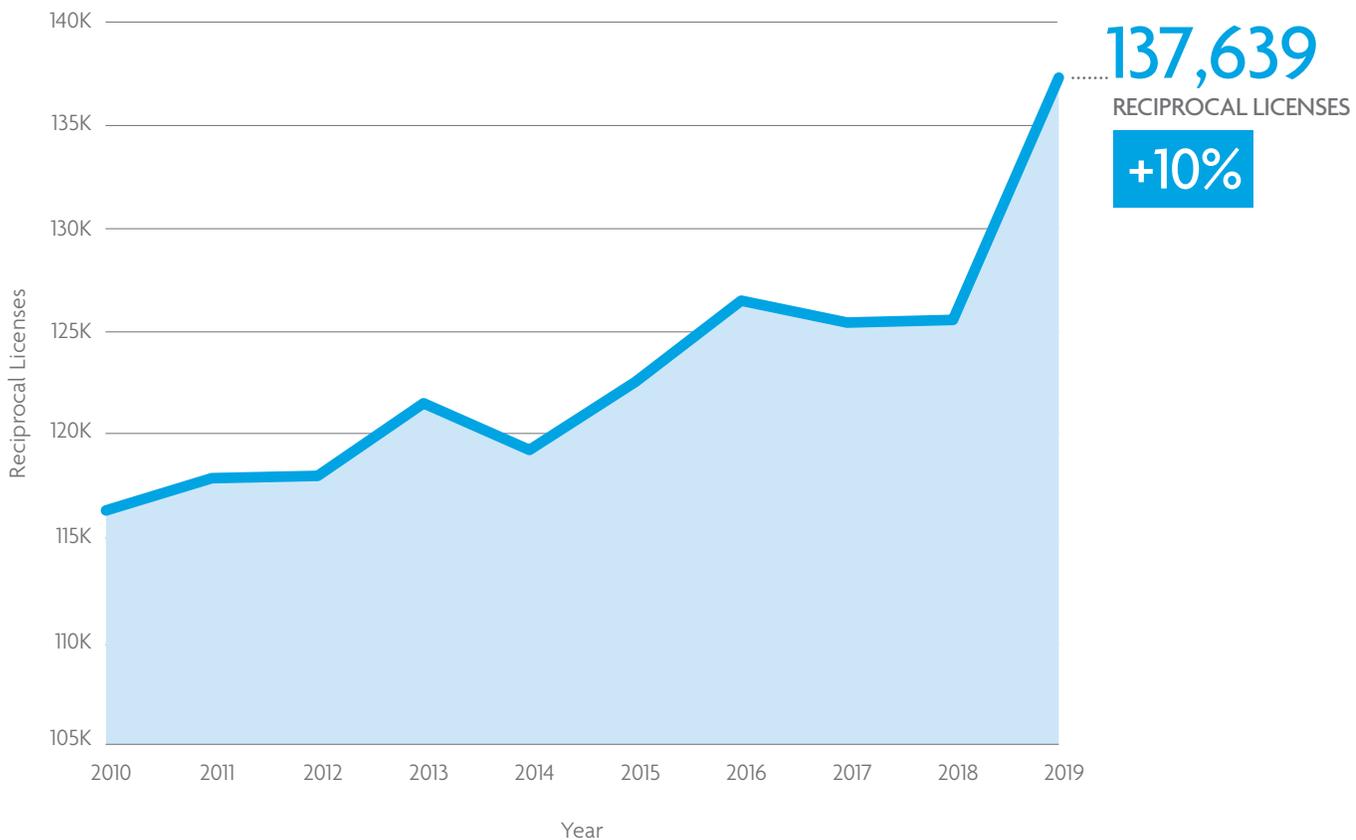
Each year, NCARB collects this data from its 55 Member Boards, which include the 50 states, the District of Columbia, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands.



## Mobility in Architecture on the Rise

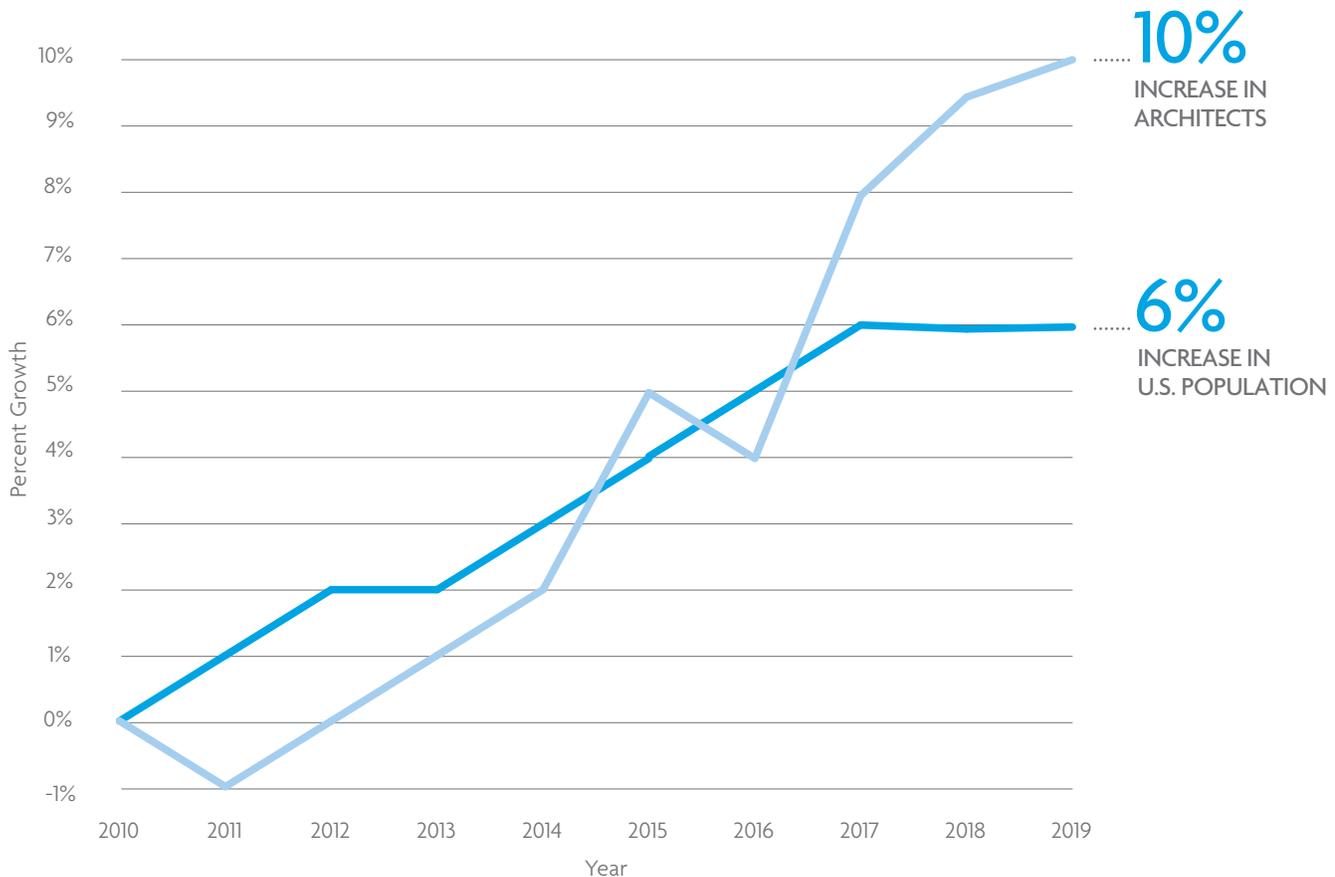
The 2019 Survey of Architectural Registration Boards also revealed that there continue to be more reciprocal (out-of-state) licenses than resident licenses issued in the United States. Regulators and legislators frequently use data related to reciprocal licenses as an indicator of mobility in licensed professions.

There were 137,639 reciprocal licenses reported in 2019, approximately 10 percent more than in 2018 and over 20,000 higher than the number of individual architects. This marks the largest increase seen in recent years and could be a result of many factors, including market needs and efforts to publicize pathways to reciprocity for architects. The total number of reciprocal licenses suggests that the average architect is licensed in at least two U.S. jurisdictions, and that the current path to mobility in the profession is effective.



# Architects Rise in Comparison to U.S. Population

While the number of architects licensed in the United States has risen over 10 percent in the last decade, the total U.S. population has risen just 6 percent, according to data from the U.S. Census Bureau. There are now slightly more architects per capita (roughly 1 architect to every 2,800 people) than there were in 2010 (roughly 1 architect to every 2,900 people). Many architects maintain their professional licenses into retirement, which could also impact this data.



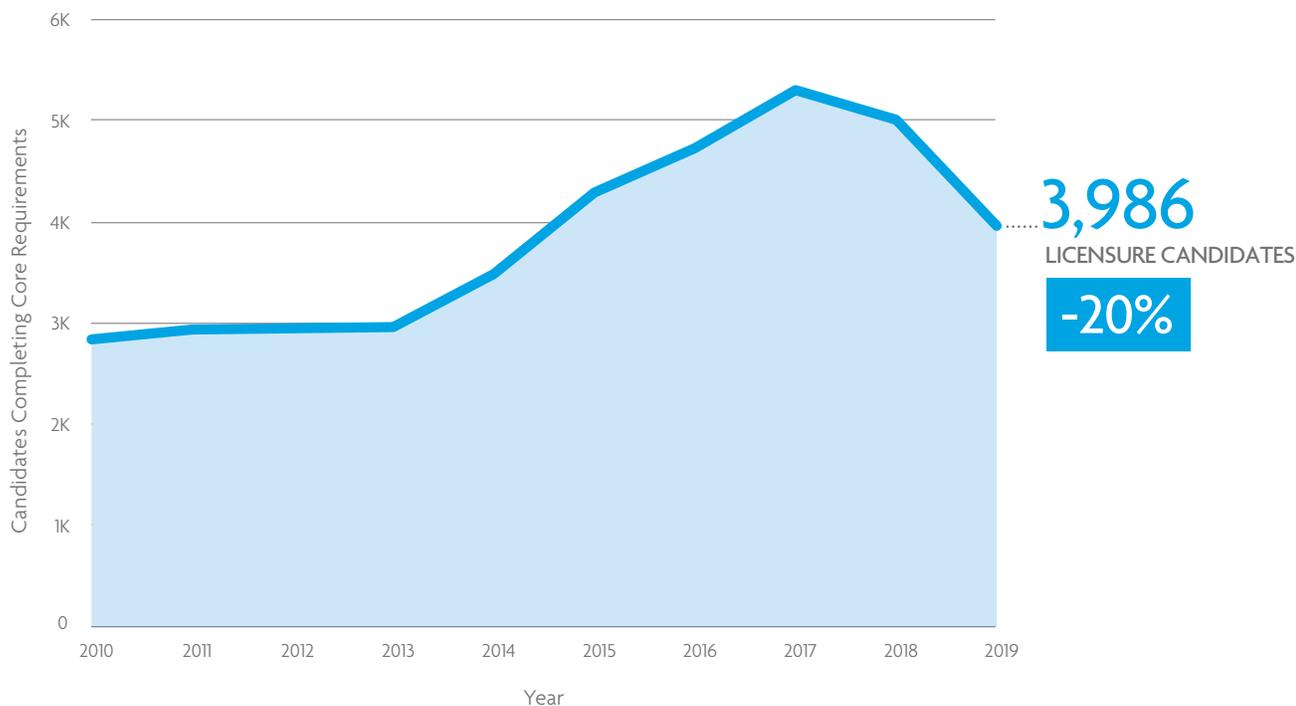
# Number of Candidates Completing Core Licensure Requirements Falls

In 2019, nearly 4,000 candidates finished their final core requirement for licensure—a step that indicates an individual has completed the national experience and examination programs. This is a reliable indicator that an individual has become (or soon will become) licensed in a U.S. jurisdiction.

The number of candidates completing their final core requirement fell by 20 percent compared to 2018. This decline was expected following the record high seen in 2017, which was a result of recent experience and examination program changes. For reference, the number of candidates who completed their final core requirement in 2019 is just above the decade's average of 3,852.

As candidates become familiar with the new experience and examination requirements, the number of candidates completing core requirements is expected to stabilize at a new “normal” level.

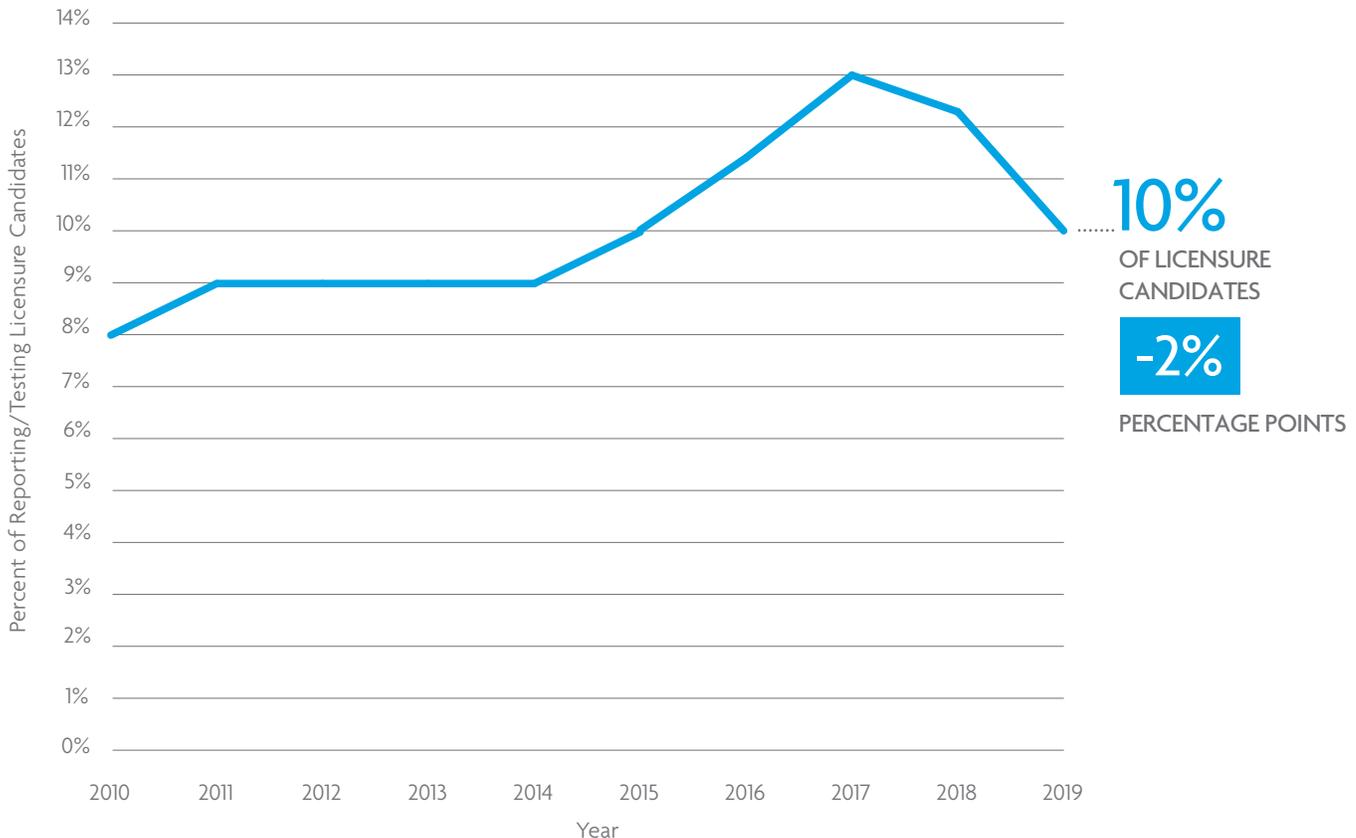
*Note: The core requirements for licensure in the United States include gaining an education (typically a degree from a NAAB-accredited program), completing the AXP, and passing the ARE. Some jurisdictions have additional requirements that fall outside this “core,” such as a supplemental exam.*



## Percentage of Candidate Pool Completing Core Requirements Dips

The 3,986 candidates who completed their final core requirement for licensure in 2019 equated to approximately 10 percent of all individuals actively working toward earning a license in 2019. This is a 2 percentage point decrease compared to 2018, but still well above the percentages seen from 2010-2015.

While the number of candidates who completed the path to licensure in 2019 was significantly smaller than in recent years (See Number of Candidates Completing Core Requirements Falls) the candidate pool itself is also smaller. This is a result of the high number of candidates who completed the path—and therefore left the pool—in 2016-2018.

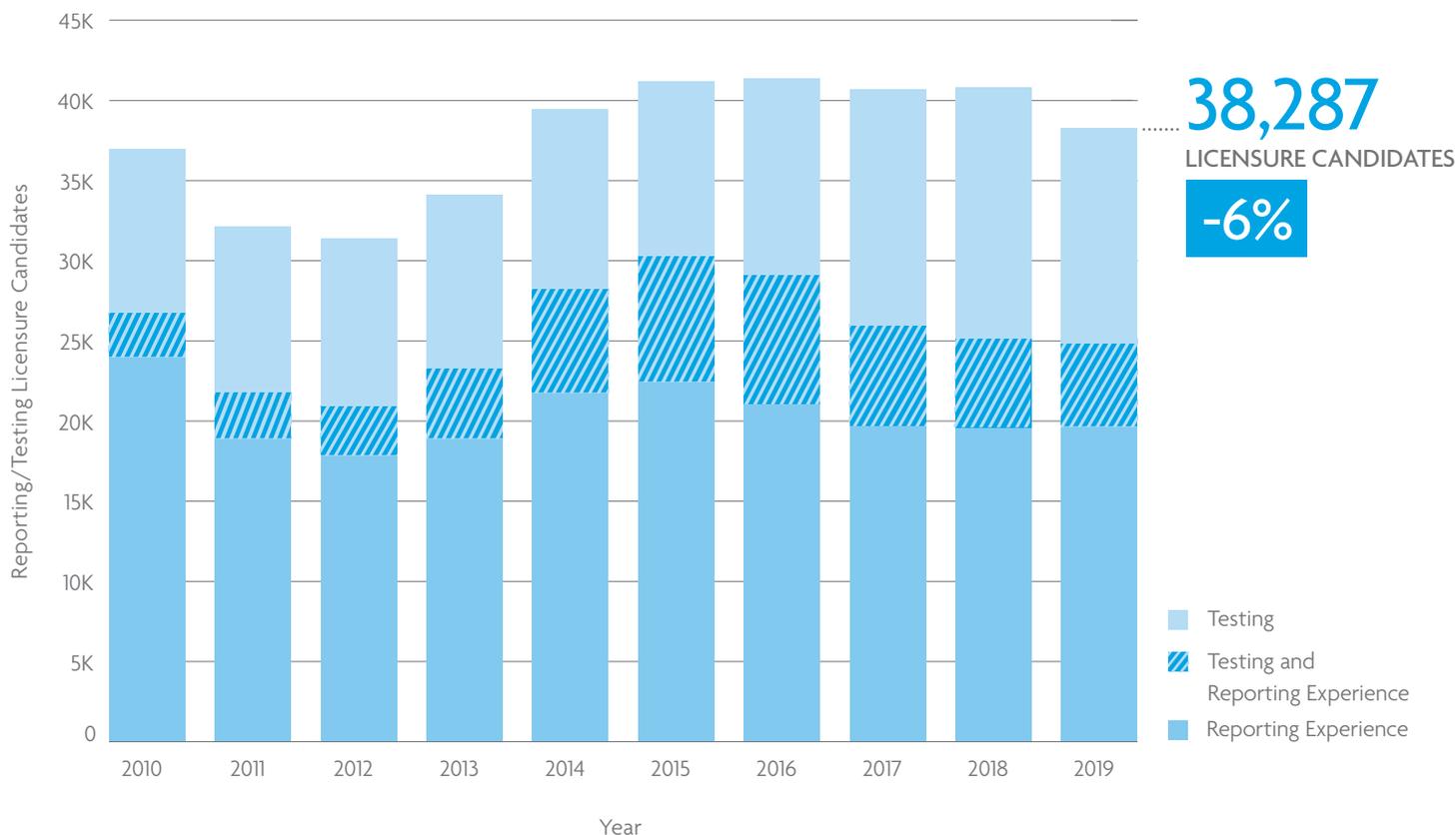


## Number of Licensure Candidates Decreases

In 2019, just over 38,000 individuals actively worked toward licensure by reporting experience, taking the examination, or both. This is a 6 percent decrease in the number of candidates making AXP and/or ARE progress compared to 2018.

The increase in candidates with active Records who are not making experience or examination progress indicates that candidates may be under less pressure to finish the licensure process quickly following the June 2018 retirement of ARE 4.0, but still intend to earn a license.

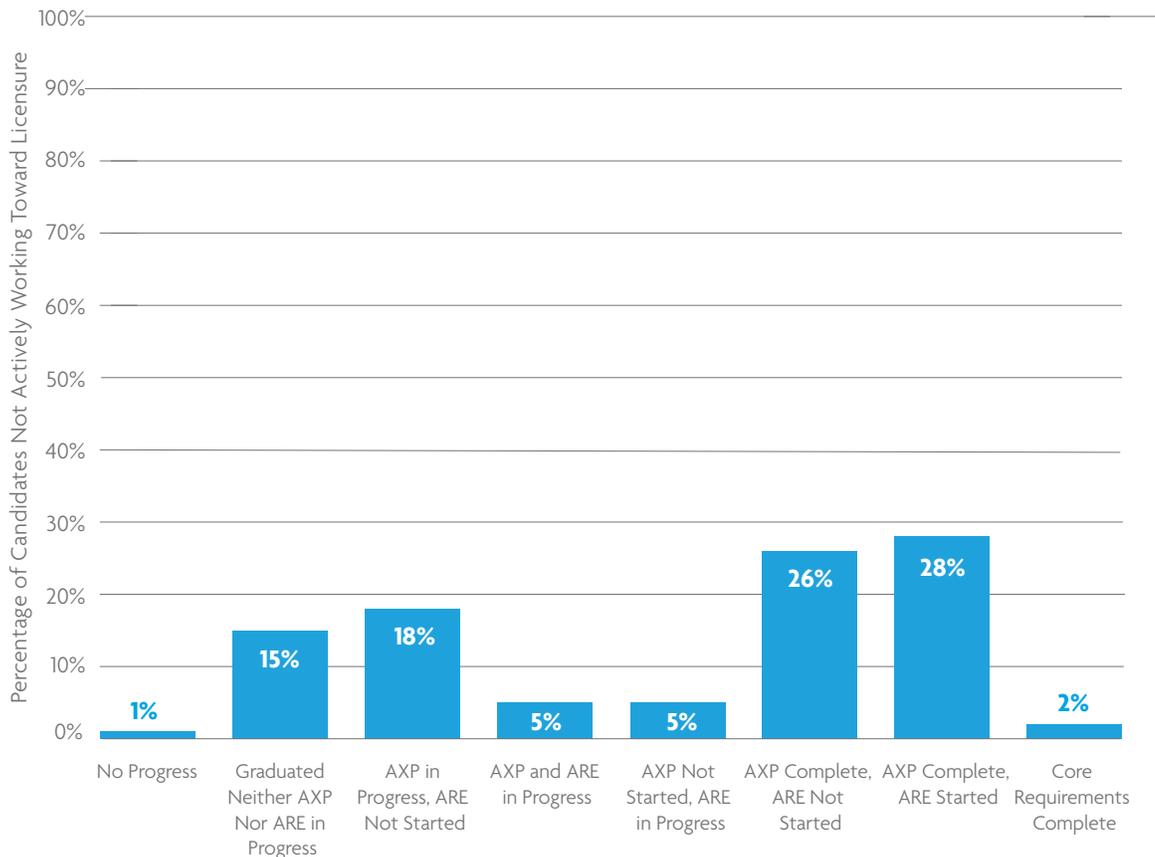
Of the pool of candidates making progress in 2019, just over 5,100 overlapped programs by taking at least one ARE division while reporting AXP experience. This marks the third year in a row the number of candidates overlapping has shrunk; however, the majority of candidates still overlap these core requirements at some point during their licensure pathway (see Most Candidates Overlap the ARE and AXP).



## Majority of Candidates Not Actively Working Toward Licensure Are AXP Complete

In 2019, over 25,500 candidates maintained an active NCARB Record, but didn't report any experience or take a division of the ARE. While these candidates did not make progress toward licensure in 2019, their active NCARB Record indicates that they intend to return to the licensure path in the future.

Of candidates who maintained an active Record but didn't work toward licensure, over half (54 percent) have completed the AXP—28 percent of these individuals have started the ARE, but 26 percent have not. This suggests that over a quarter of licensure candidates choose to take a break between completing their experience requirement and starting the exam.

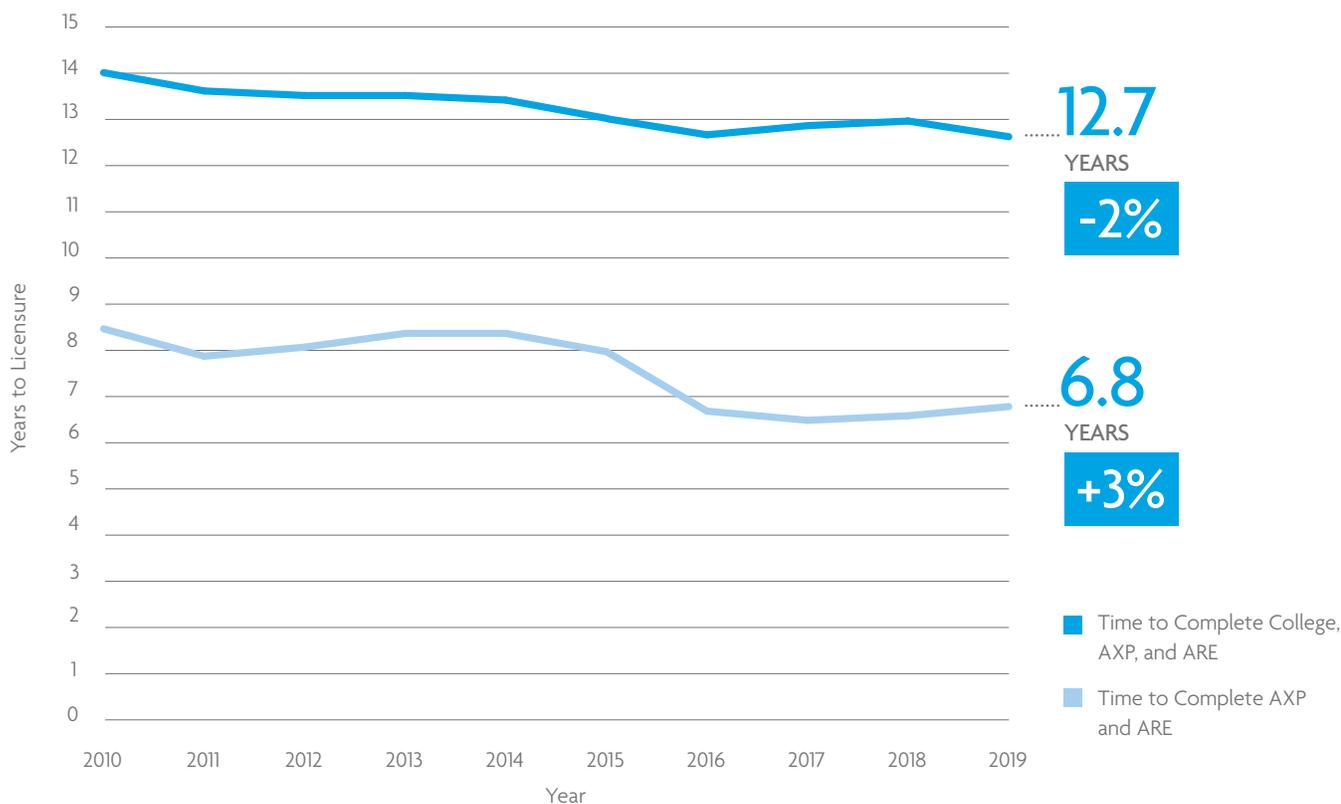


# Candidates Complete Core Licensure Requirements Sooner

The average licensure candidate who completed their final core requirement for licensure in 2019—including education, experience, and examination—took 12.7 years. This is 2 percent less time (about four months) than candidates who completed their final core requirement in 2018.

On average, 6.8 of those years were spent completing NCARB's experience and examination programs, an increase of 3 percent (about two months) compared to 2018. This corresponds with slight increases in the average time to complete each program, likely driven by the launch of the AXP and the transition to ARE 5.0.

*Note: Historical data can shift because licensure candidates can backdate experience up to five years.*



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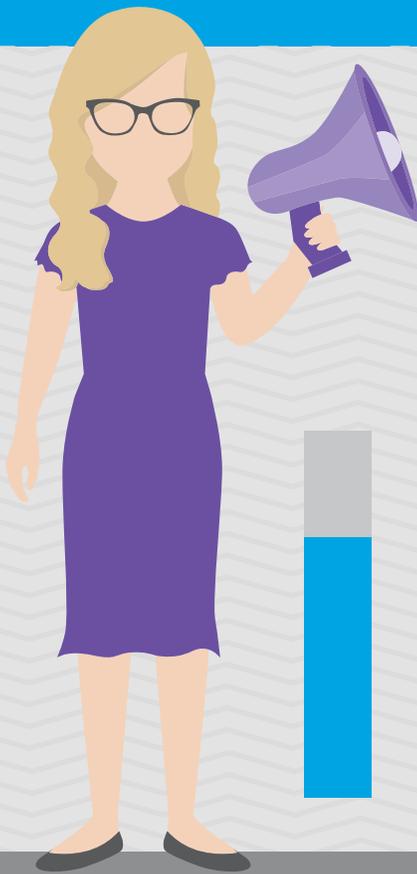
# Public Perception of Licensure

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In January 2019, NCARB partnered with Benenson Strategy Group to better understand the public's perception of licensure and regulation—revealing that most voters feel that professional licensure for architects is an important factor in protecting the public health, safety, and welfare.

Building on this initial study, the Alliance for Responsible Professional Licensing (ARPL) and Benenson Strategy Group conducted a follow-up survey in fall 2019 to get a better understanding of the public's position on current licensing standards and requirements. The survey received nearly 1,000 responses from registered voters, representing a diverse mix of genders, ages, races, and political ideologies.

The study indicates that while voters are open to changes in the regulatory system, most voters believe minimum competency requirements are important, and support the current regulatory model used by architecture and other professions. In addition, most respondents would prefer to require licensure as the default system, and value the current role of regulatory boards.



**90%** OF VOTERS

feel licensing board's responsibilities are **important**



**71%** OF VOTERS

feel **professional licensing should be required** unless it's proven that eliminating licensure doesn't put the public at risk.



**67%** OF VOTERS

**support** requiring specific education, experience, and examination **qualifications** with oversight by a **state licensing board**



**75%** OF VOTERS

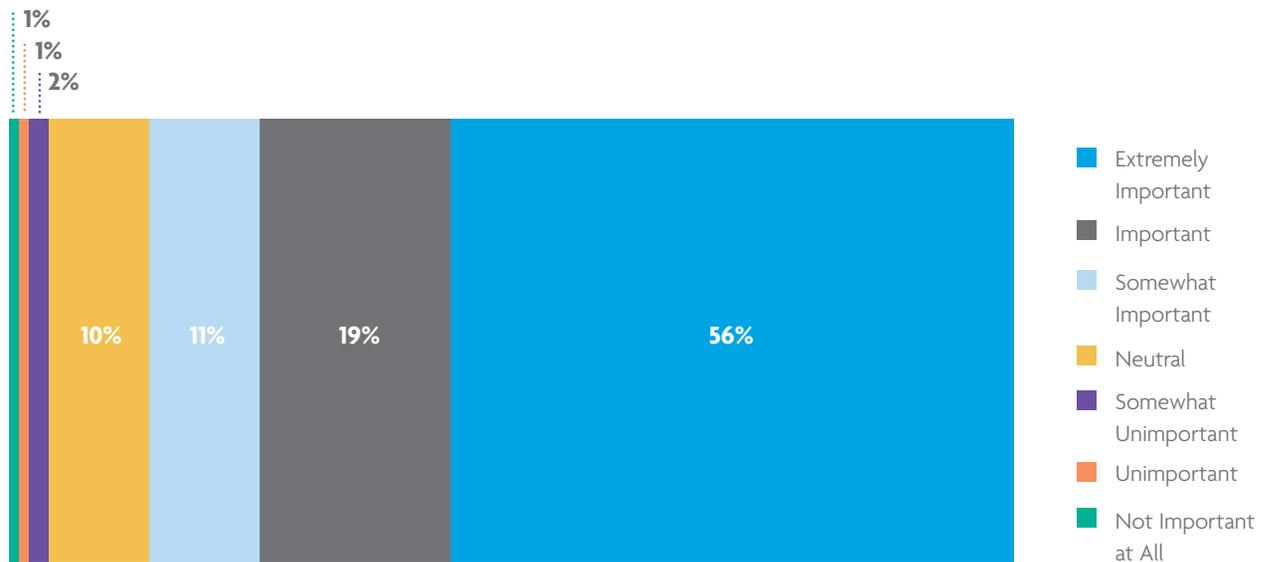
feel **minimum qualifications** for practice are **important**.

# Voters Support Minimum Competency Requirements

When asked how important is it that complex, highly technical professions ensure a person working in that field has met, and continues to meet, minimum qualifications to perform their work, 75 percent of surveyed voters indicated it is important or extremely important. Twenty-one percent indicated it is neutral or somewhat important, and only 4 percent indicated that holding practitioners to minimum qualifications in certain professions is not important.

Industries that voters considered complex and highly technical—with a direct impact on public health, safety, and welfare—include accounting, architecture, and engineering.

This demonstrates that the public recognizes the need for minimum competency requirements and supports licensing regulations for architecture and other professions like it.

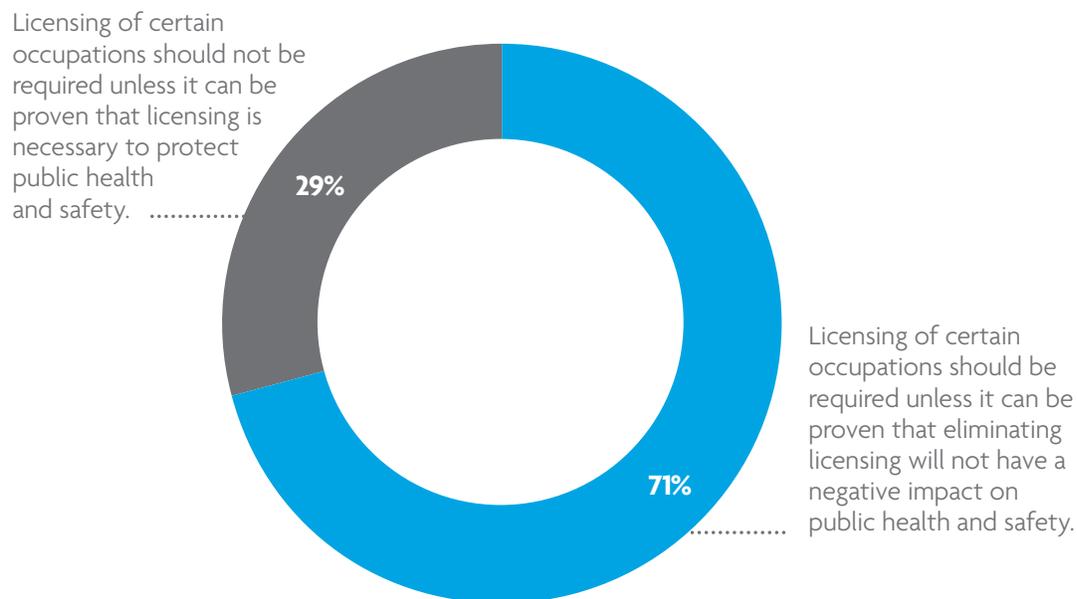


# Public Prefers Licensing Standards

When asked to select a statement that aligns with their views on professional licensing in the United States, over two-thirds (71 percent) of respondents indicated that professional licensing should be required unless it can be proven that eliminating licensing will not have a negative impact on public health and safety.

The remaining 29 percent indicated that they believe professional licensing should not be required unless it is proven necessary for public protection.

This highlights that a significant majority of the public prefers requiring professional licensing as the default approach toward regulation.



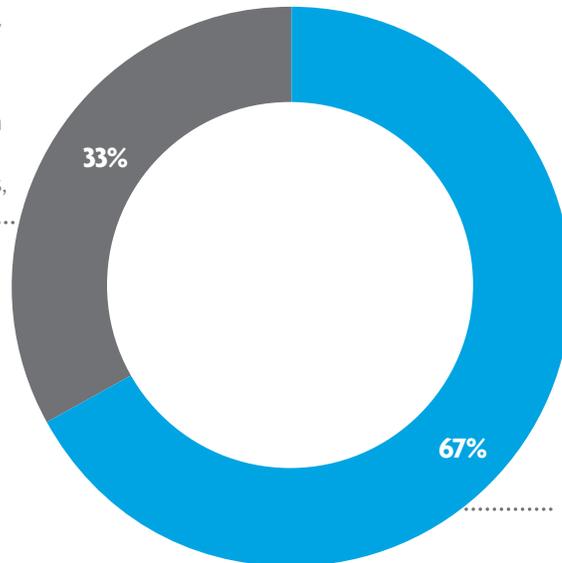
# Voters Prefer the Current Regulatory Model

When asked which regulatory model provides the best protection to consumers, two-thirds of surveyed voters indicated that practitioners should complete education, experience, and examination requirements set out by a professional licensing board—the model currently used by the architecture profession in all 55 U.S. jurisdictions.

The remaining third indicated that professionals should be allowed to practice unlicensed as long as they inform consumers that they do not hold a license, leaving responsibility for public protection up to the consumer.

The two-thirds majority suggests that professional licensing boards are viewed favorably by the public, and that the three “E’s” of education, experience, and examination remain critical components of the licensure process.

A professional must inform a consumer if they are unlicensed. The consumer can then choose to hire the person or not based on word of mouth, recommendations, and reviews. ....

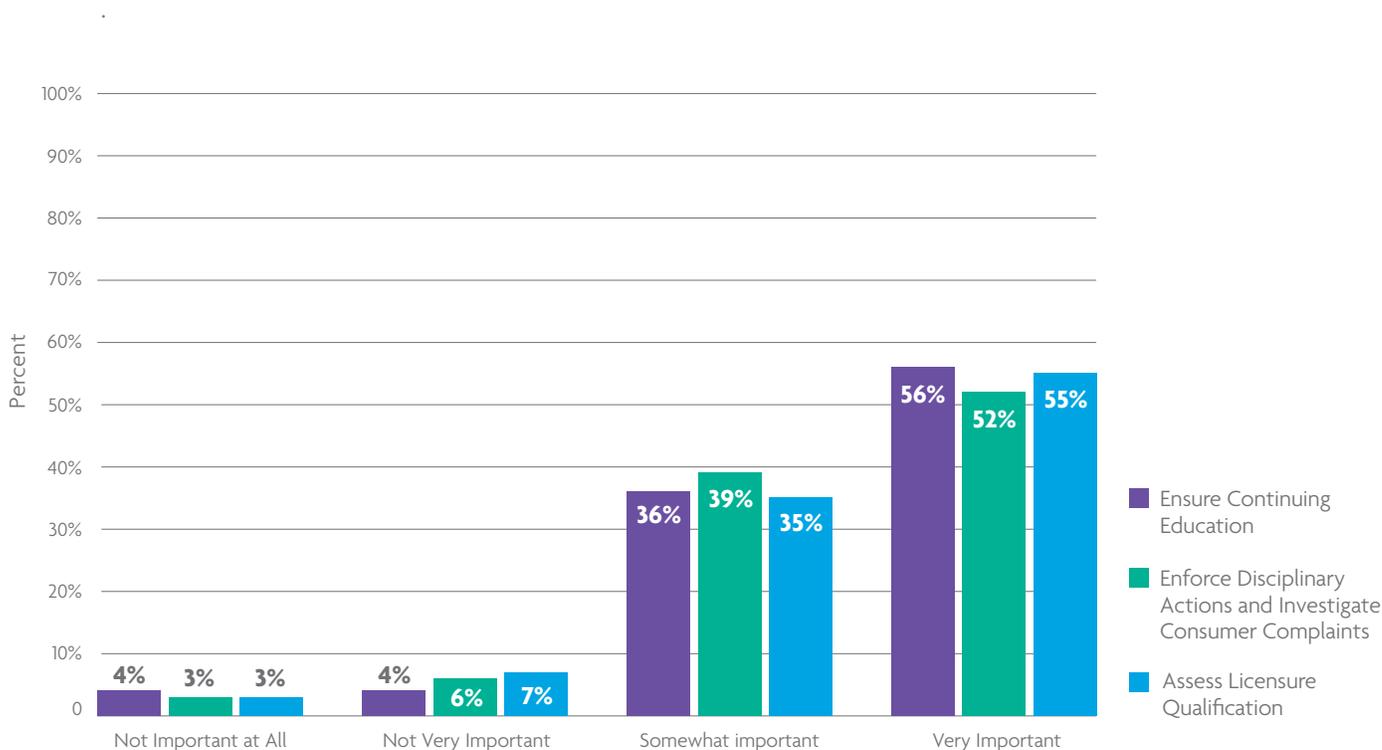


A professional must pass exams and meet requirements for education and experience as overseen by a professional licensing board.

# Public Believes Licensing Boards' Role Is Important

While most respondents were aware licensing boards exist, many were unaware of the specific duties they perform in order to protect the public. After being made aware of these responsibilities, most respondents indicated that the functions a board carries out on behalf of the public are important.

Ninety percent of surveyed voters indicated that the board's responsibility to assess professionals' qualifications is important, 91 percent indicated the board's role in enforcing disciplinary actions and investigating consumer complaints is important, and 92 percent indicated the board's responsibility to ensure professionals maintain continuing education is important—with over half of respondents indicating "Very Important" for each item.

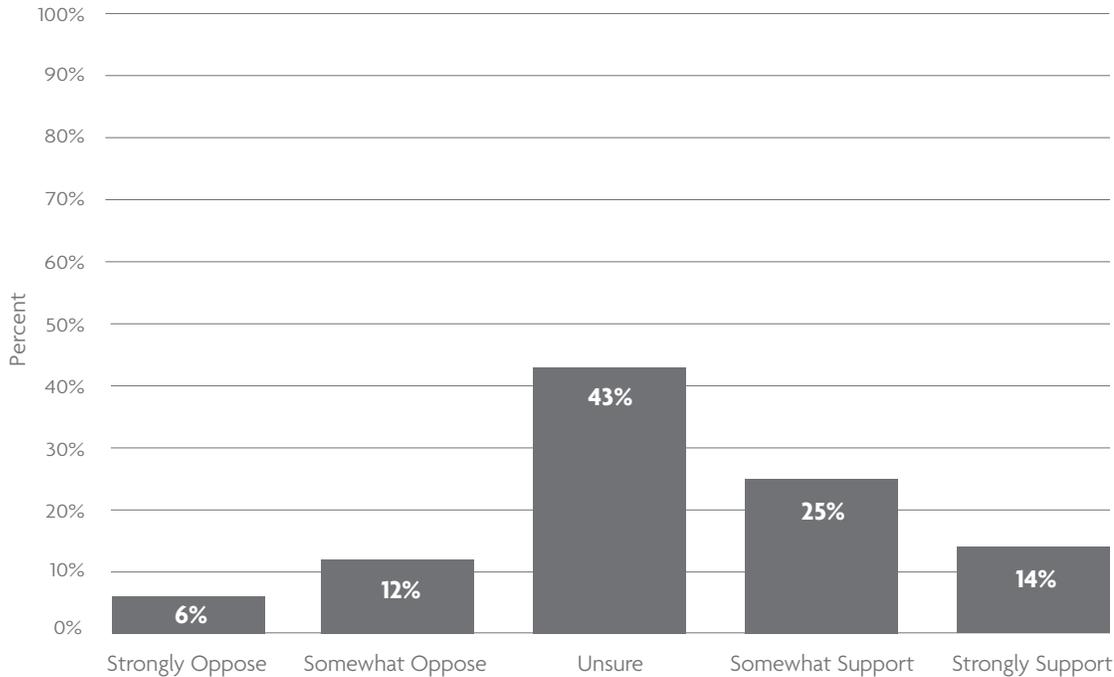


# Voters Are Open to Regulatory Reform

In recent years, many states have proposed legislation that would reform the current regulatory process for architecture and other professions—these proposals include consumer choice acts, “right to earn a living” bills, and interstate licensing compacts, among others.

When asked if they would support potential legislation to change professional licensing laws regardless of their current awareness level of that legislation, over 40 percent of voters indicated that they were unsure whether they would support or oppose regulatory reforms. Thirty-nine percent of respondents said they would support changes to professional licensing laws, and just 18 percent said they would oppose changes to current licensing laws.

This suggests that while many are undecided, the average voter is open to the idea of changing current regulatory requirements.

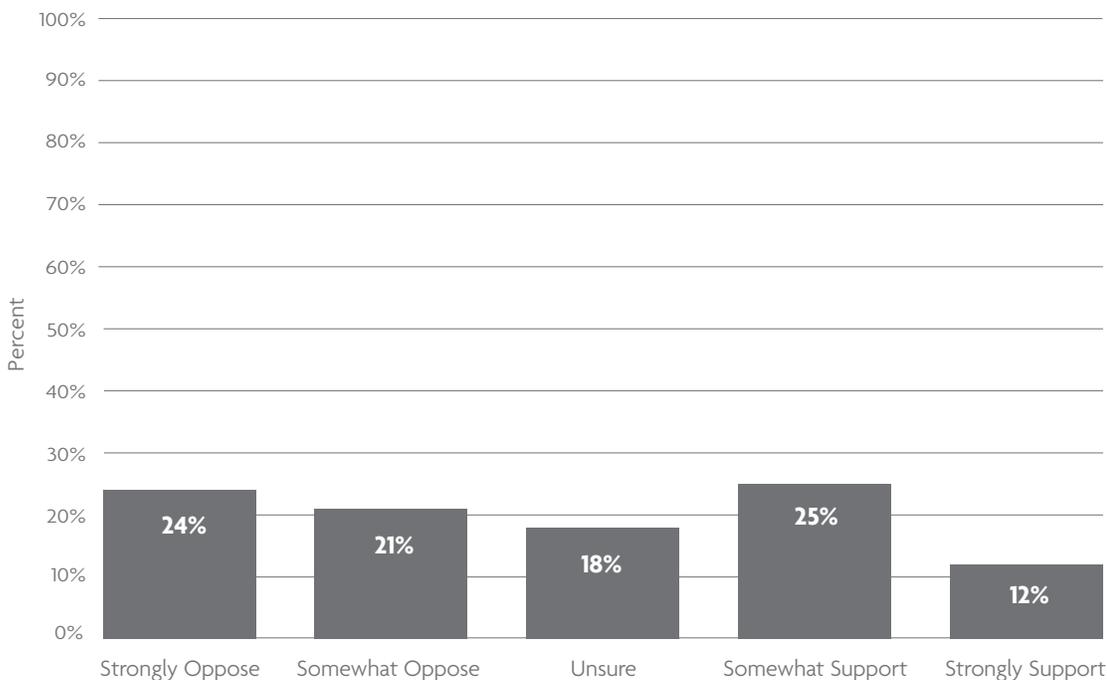


# Informed Voters More Likely to Oppose Regulatory Reform

However, after learning about the benefits of licensing and the potential impact of proposed changes to professional licensing, 45 percent of respondents indicated they would oppose regulatory reforms.

The proportion of undecided voters fell by 25 percent—increasing the proportion who indicated strongly or somewhat oppose.

This suggests that informed voters are more likely to oppose potential regulatory reforms than uninformed voters, highlighting the importance of public awareness regarding potential local legislation.



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# Education

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The most common—and the most widely accepted—path to becoming licensed in the United States includes earning a degree from an architecture program accredited by the National Architectural Accrediting Board (NAAB). On average, licensure candidates with a degree from a NAAB-accredited program have greater success when taking the ARE. The NAAB's 2019 data also reveals that both new and total enrollment in accredited programs is increasing, although the number of graduates remains steady.

In 2019, just over half of newly licensed architects started their NCARB Record while in school, indicating that the majority of students are now overlapping experience with education. Growth in the proportion of individuals starting their Record in school suggests NCARB's efforts to raise awareness of the licensure process are helping students make early progress on their experience and examination requirements for licensure.

During the 2018-2019 school year

**26,061** STUDENTS

were **enrolled** in NAAB-accredited programs

NAAB

**25** IPAL PROGRAMS

accepted, with **480** students  
enrolled at **17** schools



**5,985**

Graduates

**47%**

Were women



**82%**

of licensure candidates  
**graduated** from an  
**accredited program**



On average, graduates  
from accredited  
programs **achieve**  
**higher pass rates (6%)**



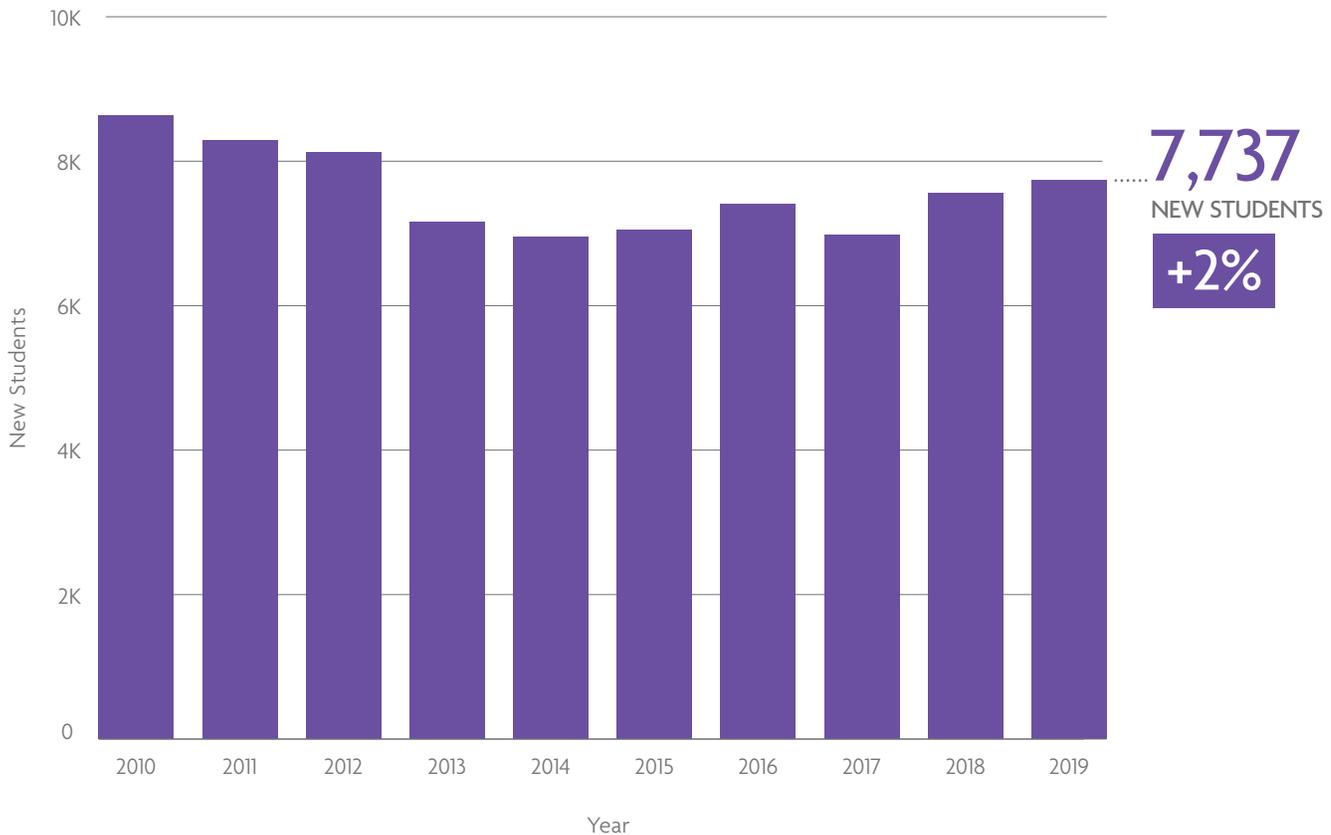
Graduates from  
non-accredited  
programs **finished** the  
**ARE 4 months sooner**

## New Enrollment Improves

According to data from the NAAB, over 7,700 new students enrolled in a NAAB-accredited program in 2019—a 2 percent increase from the previous school year. Of these new students, 48 percent are enrolled in Bachelor of Architecture programs, and 51 percent are enrolled in Master of Architecture programs. Less than 1 percent are enrolled in Doctor of Architecture programs.

The total population of new enrollees continues to be split evenly between men and women, aligning with the near-gender parity seen for candidates beginning the experience program and a sign that equity may increase in later career stages in the coming years.

*Note: This data is provided to the NAAB by accredited programs and was published in the 2019 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

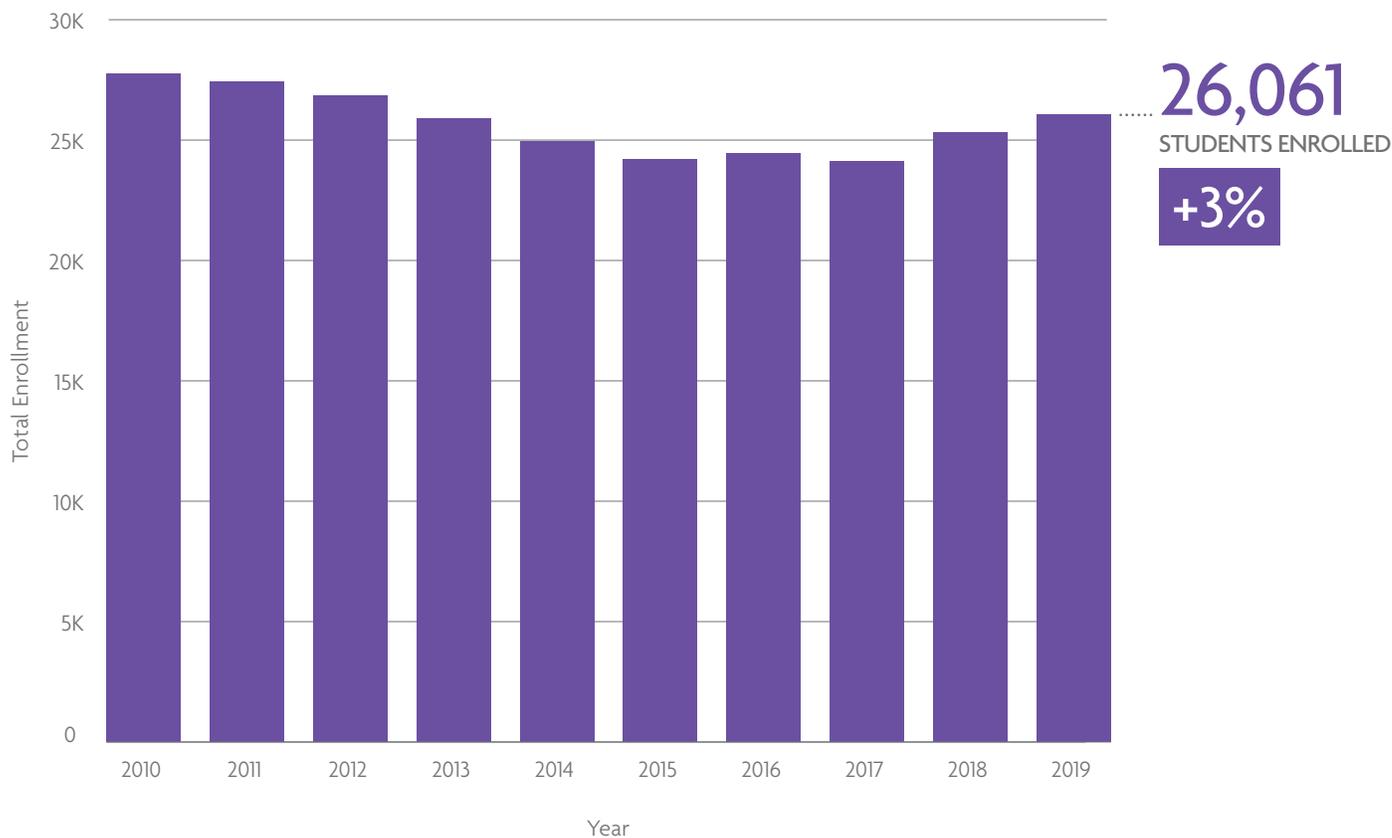


## Total Enrollment Improves

Just over 26,000 students were concurrently enrolled in a NAAB-accredited program in the 2018-2019 school year, up 3 percent from the 2017-2018 school year. This is the highest total enrollment seen since 2013.

Of these students, 58 percent are enrolled in Bachelor of Architecture programs, 42 percent in Master of Architecture programs, and less than 1 percent in Doctor of Architecture programs. Fifty-one percent are men, and 49 percent are women.

*Note: This data is provided to the NAAB by accredited programs and was published in the 2019 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

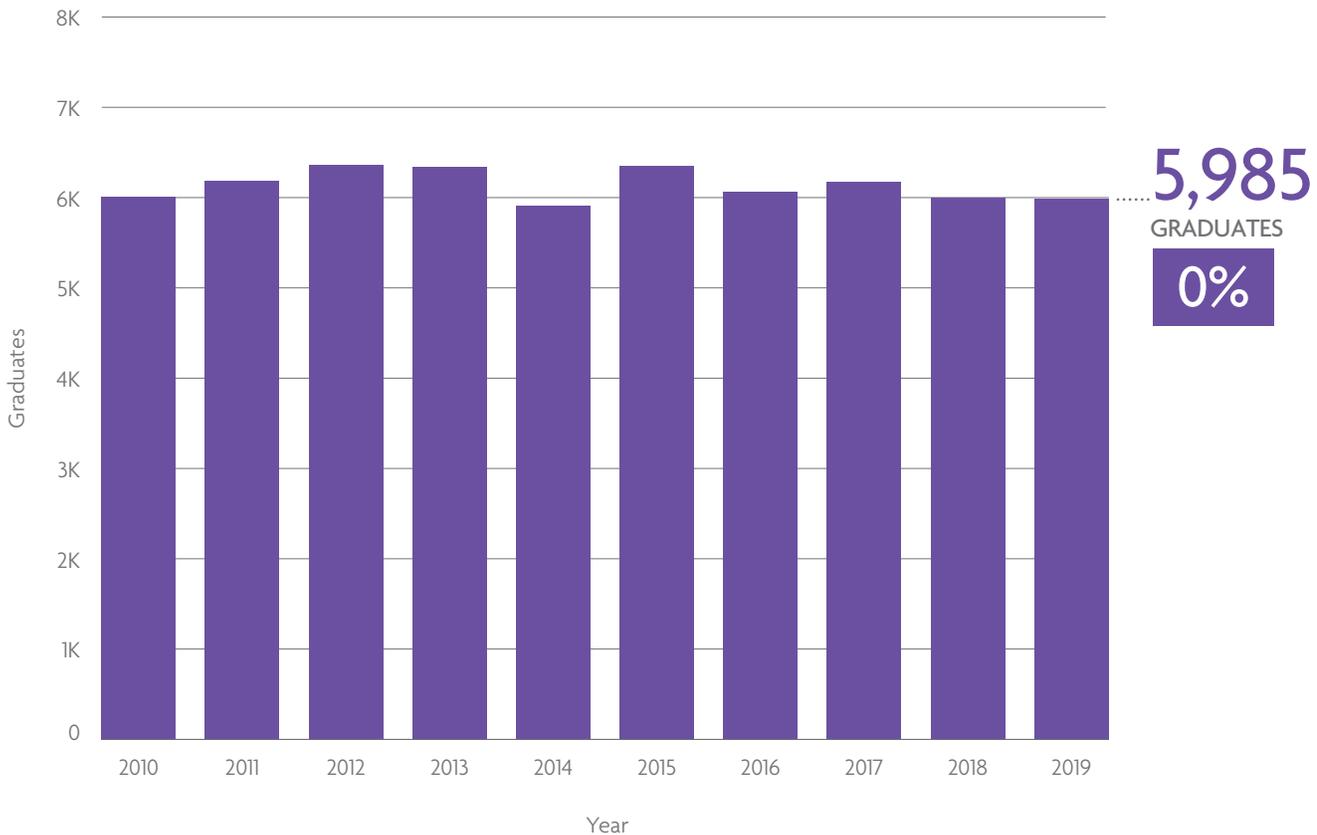


## Number of Graduates Holds Steady

In 2019, 5,985 degrees were awarded by NAAB-accredited programs across the country, virtually the same amount of degrees awarded in 2018. This is slightly lower than the average number of graduates seen across the decade, which is 6,138. This drop could correspond to the gradual decline in total enrollment seen between 2013 and 2017.

Of these graduates, 53 percent were men and 47 percent were women—a 1 percentage point decrease in gender equity compared to 2018, when women represented 48 percent of graduates.

*Note: This data is provided to NAAB by accredited programs and was published in the 2019 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

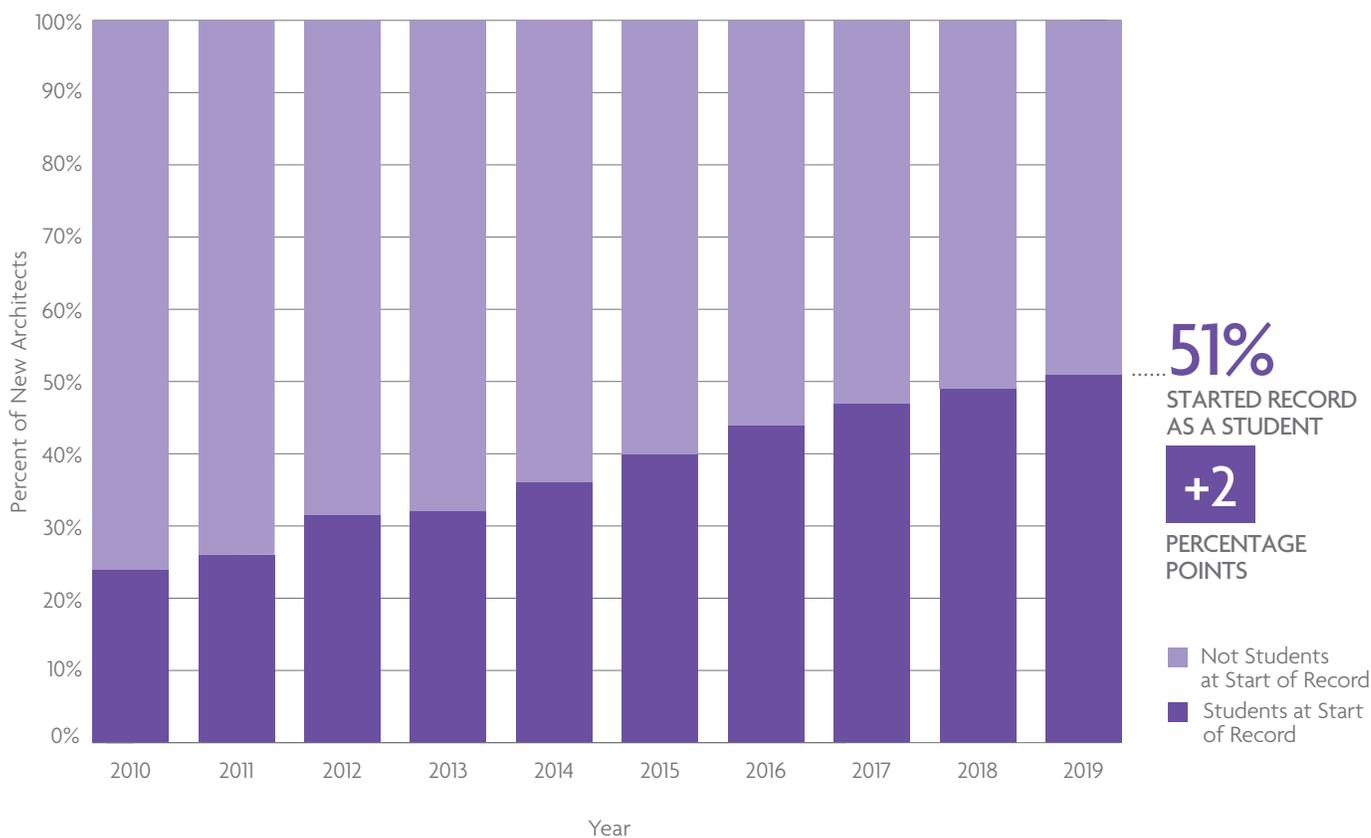


# Half of Newly Licensed Architects Start Record in School

Of all architects who earned their initial license in 2019, just over half started their NCARB Record while in school—a two percentage point increase compared to 2018. This proportion has seen steady growth over the past decade, more than doubling from the proportion seen in 2010.

Creating an NCARB Record is considered one of the first steps on the path to licensure because it enables students to begin reporting experience. Growth in the proportion of architects who started their Record in school indicates a better informed student population, and an increased overlap between education, experience, and examination—potentially shortening the time to licensure in future years.

*Note: This data can shift as individuals sometimes update their registration information months or years after earning a license.*

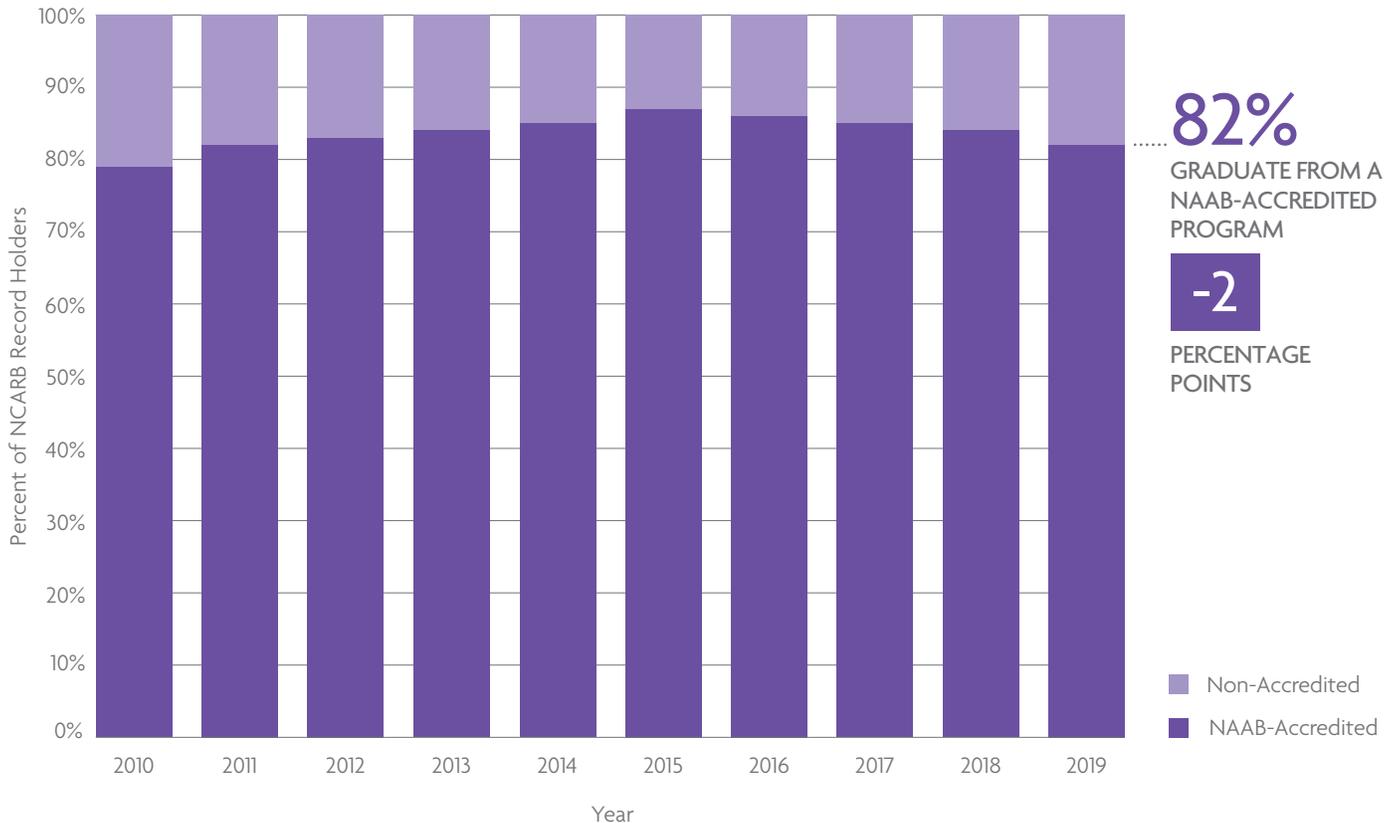


# Most Licensure Candidates Attend NAAB-Accredited Programs

Of all licensure candidates who completed the AXP in 2019, 82 percent held a degree from a NAAB-accredited program. This is two percentage points fewer than the percent of candidates who held a degree from a NAAB-accredited program completing the AXP in 2018.

While this percentage has varied only slightly from year to year (the 10-year average is 84 percent), the proportion of candidates who hold a degree from a NAAB-accredited program has been on a slight declining trend since 2015. However, the majority of candidates continue to earn a degree from a NAAB-accredited program in order to complete the education requirement for licensure.

*Note: Historical data can shift because licensure candidates can backdate AXP experience up to five years.*

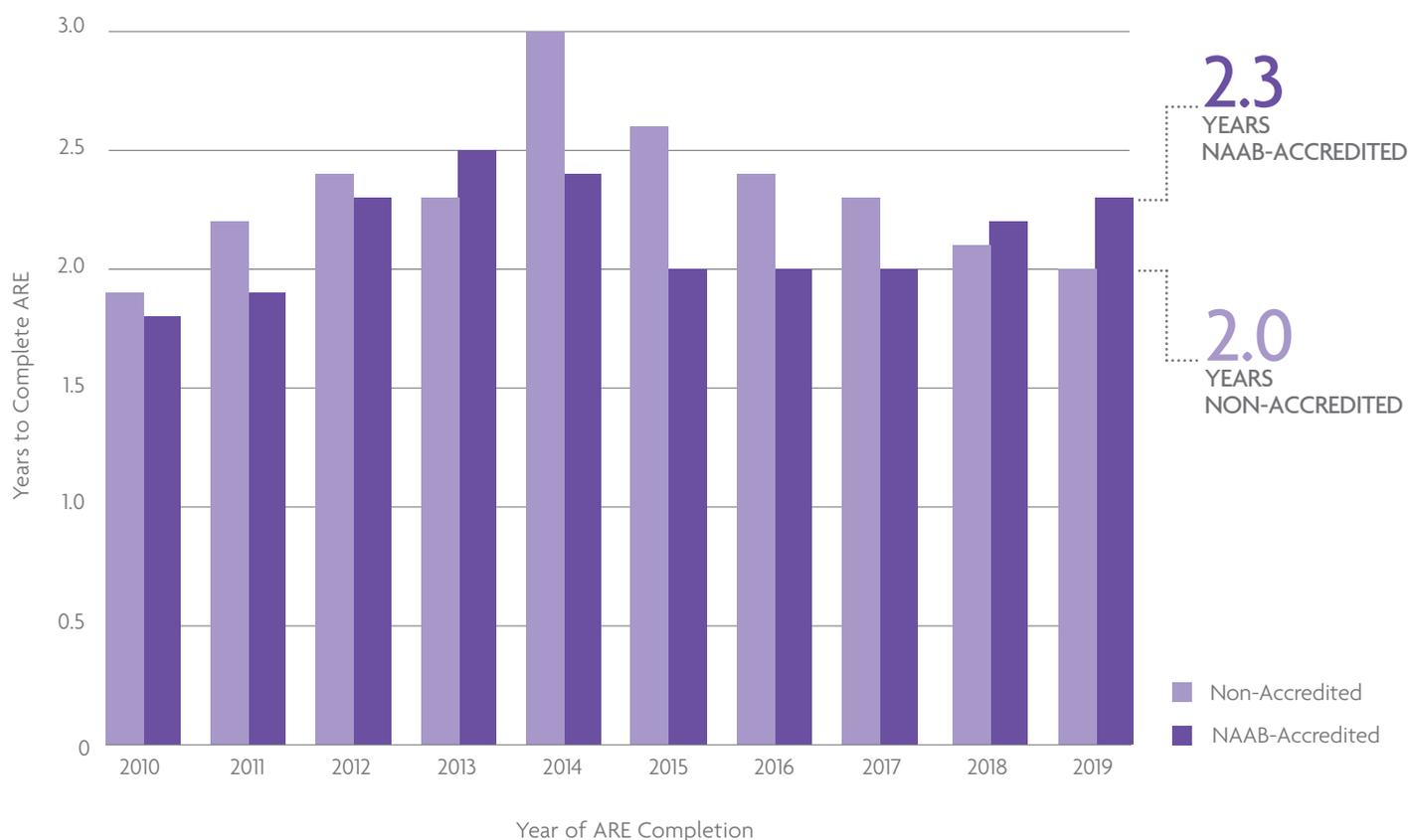


## Graduates From Non-Accredited Programs Complete the ARE Sooner

In 2019, individuals who don't hold a degree from a NAAB-accredited program finished the national licensing exam approximately four months sooner than individuals who graduated from NAAB-accredited programs.

This is a reversal of the historical trend, which has typically seen graduates from accredited programs complete the exam several months sooner.

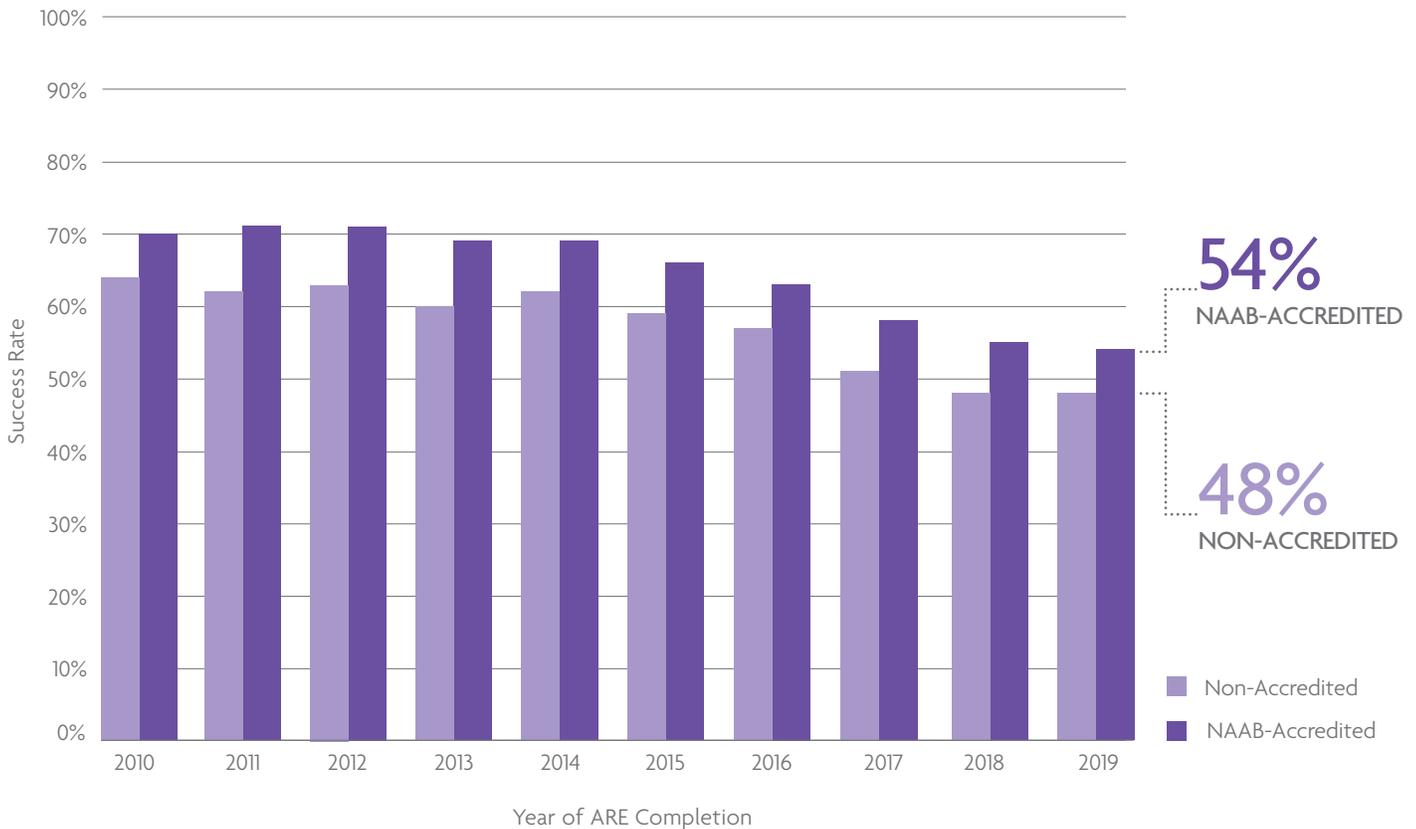
Because the majority of candidates hold a degree from a NAAB-accredited program, this shift could be due to the overall increase in time to complete the exam seen in 2019 as a result of low pass rates (see Time to Complete Exam Increases).



## Graduates From Accredited Programs Have Higher ARE Success Rates

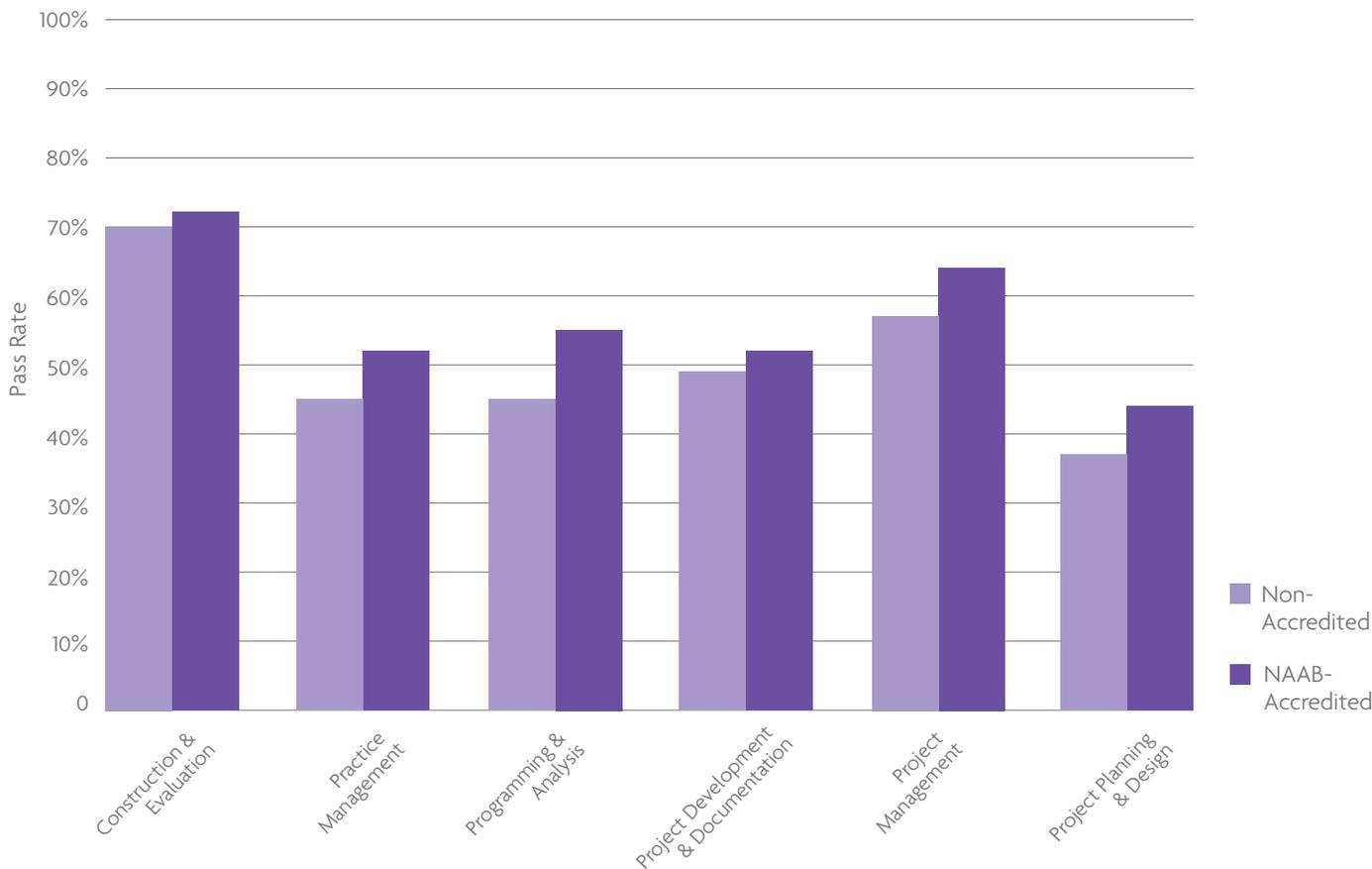
Although individuals who don't hold a degree from a NAAB-accredited program finished the ARE sooner than individuals who do hold a degree from a NAAB-accredited program in 2019, graduates of accredited programs continue to perform better on the exam. Graduates from NAAB-accredited programs had an average 54 percent success rate (the average pass rate across all ARE 5.0 divisions), compared to 48 percent for graduates from non-accredited programs.

Historically, candidates from accredited programs outperform their peers by 6 to 9 percentage points. The average ARE 5.0 success rate fell by 2 percentage points in 2019 (see Exam Transition Sees Success Rates Drop).

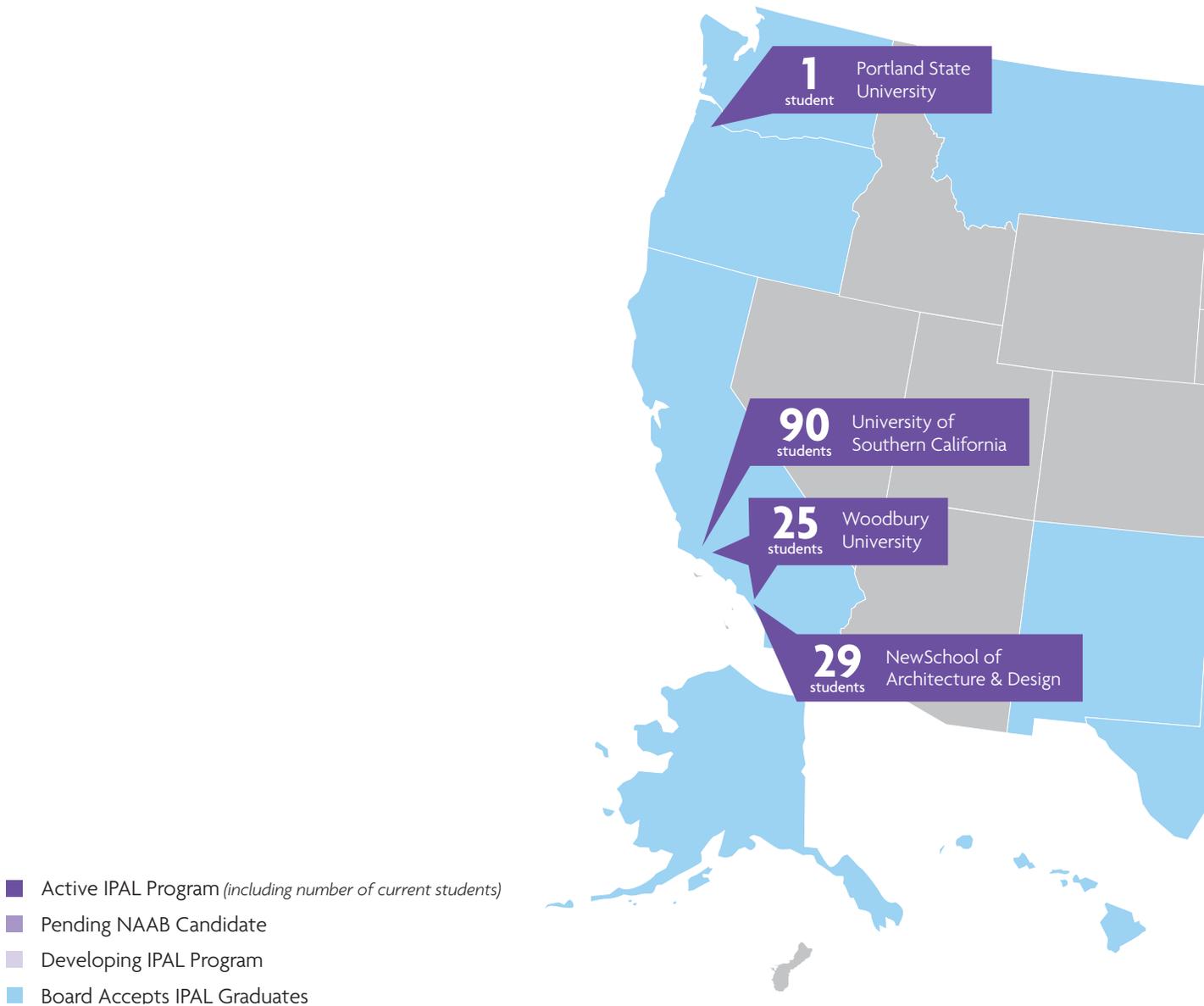


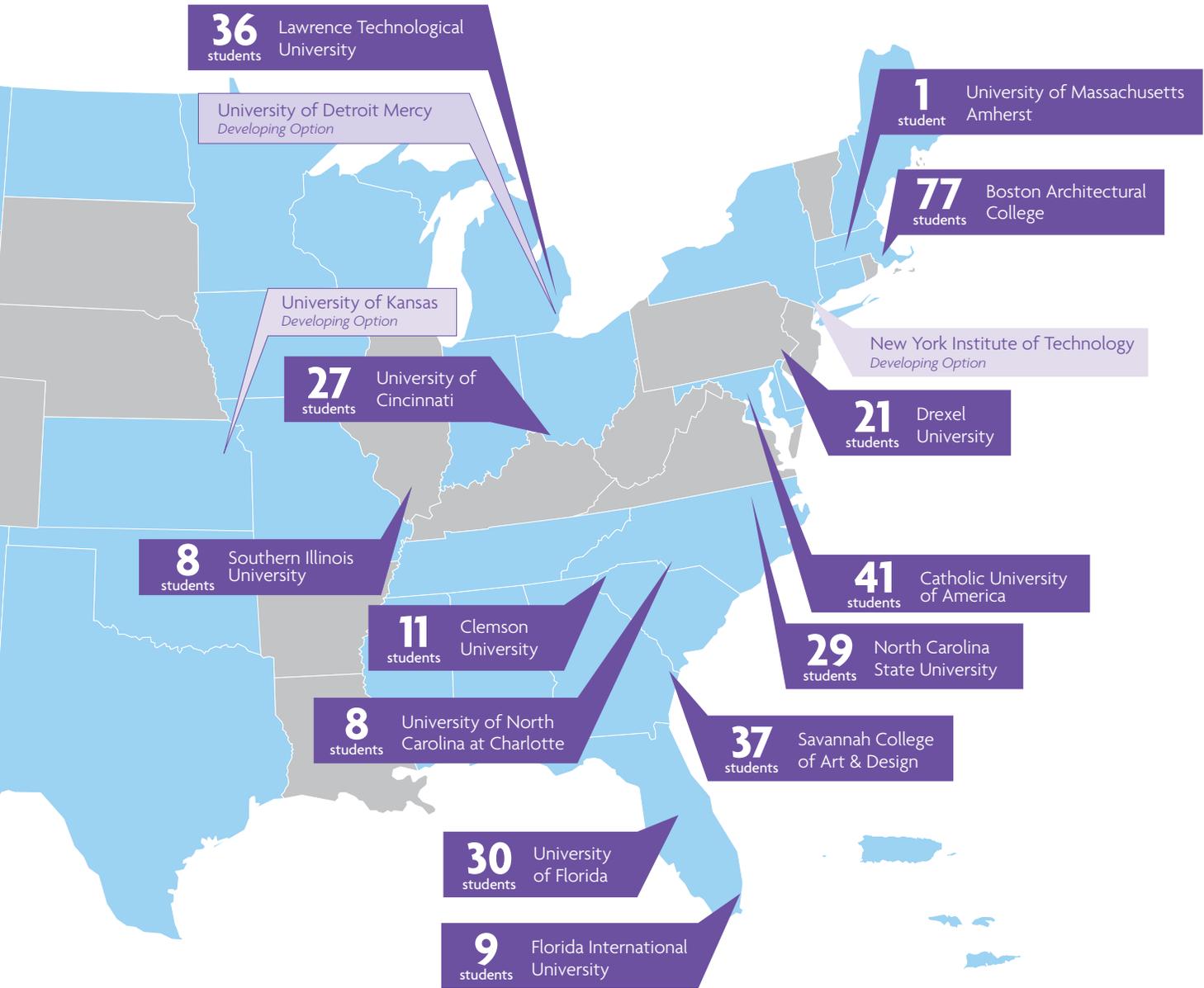
# Graduates From Accredited Programs Have Higher ARE Division Pass Rates

In 2019, candidates with degrees from NAAB-accredited programs outperformed their peers across all ARE 5.0 divisions. The difference in pass rates was greatest in ARE 5.0's Programming & Analysis division, with graduates from accredited programs outperforming graduates from non-accredited programs by 10 percentage points. The difference was least noticeable on the Construction & Evaluation division, with graduates from accredited programs performing just 2 percentage points better.



# IPAL Students Across the United States





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# Experience

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Gaining real-world experience is a long-standing component of the licensure pathway for architects. Designed to guide candidates through earning and reporting the experience needed to practice architecture competently, NCARB's Architectural Experience Program® (AXP®) is a required component of the licensure process in almost all U.S. jurisdictions.

The number of candidates who completed the AXP fell for the third successive year in 2019, an anticipated adjustment following the peak in 2016. Although 15 percent fewer candidates completed the experience program in 2019 compared to 2018, 2019's program completions remain above the decade's average of 5,308.

Candidates continue to earn and record experience earlier, often while in college—a trend NCARB expects to increase in the coming years. On average, candidates who finished the AXP in 2019 took one month longer than those who finished the program in 2018. The slight increase may indicate that time spent completing the experience component of licensure is stabilizing after the initial impact of program updates implemented in 2014-2016.

# 24,840

Candidates  
reported experience

-2% change



# 5,498

Candidates  
completed the AXP

-15% change



**3**  
DAYS

average time for  
supervisors to approve  
experience reports



**4.4** YEARS

It takes to **finish**  
the program



**25** YEARS

Age a candidate  
**starts** the AXP



**29** YEARS

Age a candidate  
**completes** the AXP

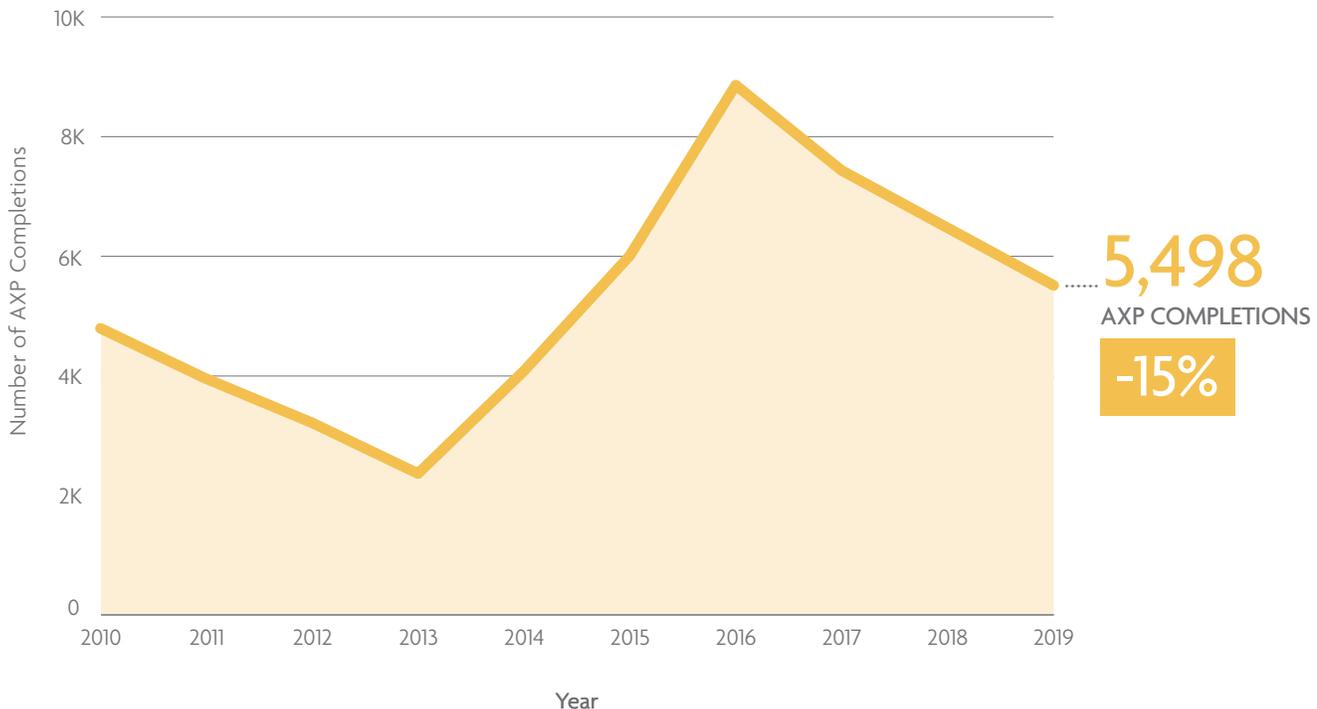
## Fewer Candidates Complete Experience Program

In 2019, nearly 5,500 candidates completed NCARB's experience program, which is required for architectural licensure in most U.S. jurisdictions. This is 15 percent fewer than the number of candidates who completed the AXP in 2018.

The decreasing trend seen over the last three years reflects a return toward normal, after a large number of candidates completed the program in 2016-2017 (leaving fewer candidates in the pool to complete the program in the following years). For reference, the number of AXP completions seen in 2019 is slightly above the decade's average of 5,308.

The number of AXP completions has shifted from year to year over the past decade as program updates and restructures influence candidates' progress—for instance, nearly 2,400 candidates automatically completed the program when experience areas were realigned in 2016. Additional program updates include removing elective hours (July 2015) and enabling candidates to earn 50 percent credit for experience more than eight months old (July 2014).

*Note: Historical data can shift because licensure candidates can backdate experience up to five years. For example, if someone submitted a final experience report today containing experience earned in 2017, their AXP completion date would be 2017.*

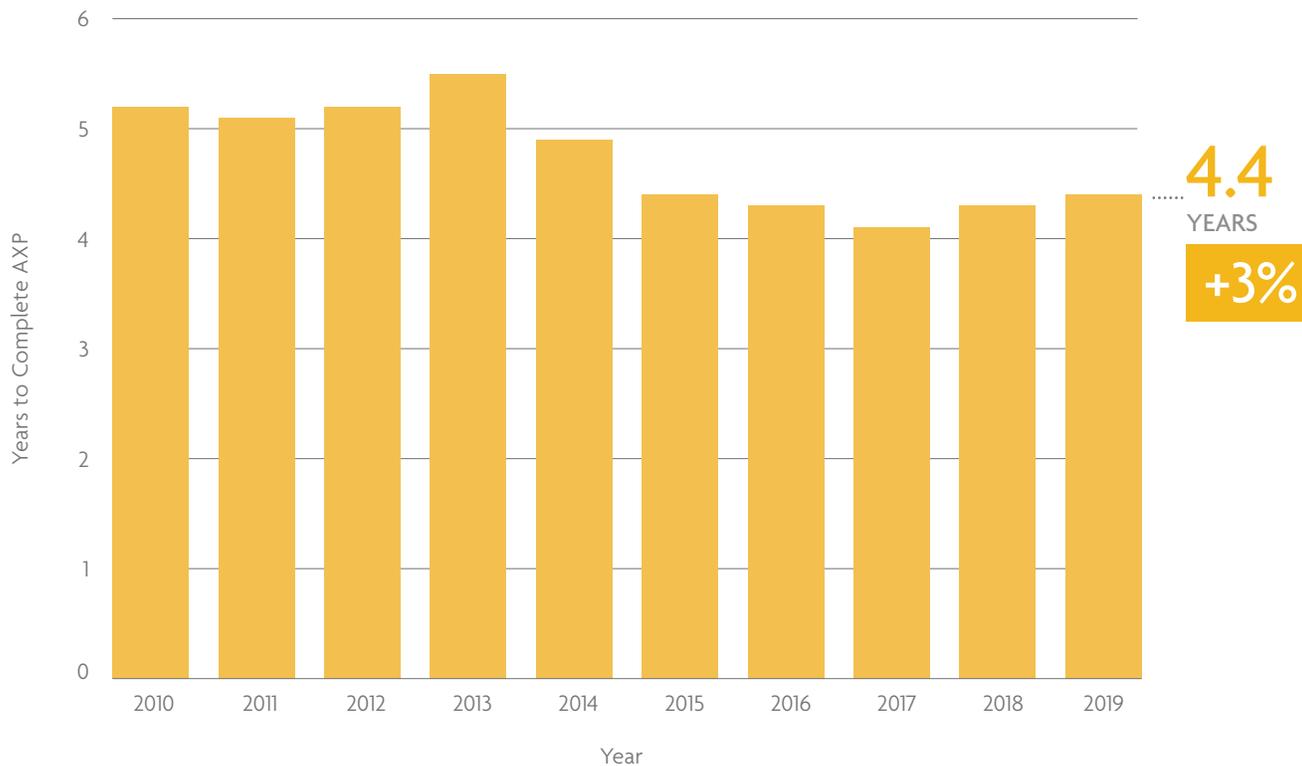


## Time to Complete Experience Increases Slightly

The average licensure candidate who completed the AXP in 2019 took 4.4 years, an increase of 3 percent—about one month—compared to 2018. The slight increase seen in 2018 and 2019 suggests that the time spent completing the experience requirement is stabilizing after the initial impact of several program updates.

The time it takes to complete the experience program has remained between 4.1 and 4.4 years since the removal of the program's elective hours in 2015, which reduced the number of required hours by about a third. Two additional program updates contributed to the overall drop in time to complete the program seen since 2014: allowing candidates to report experience older than six months (2014) and realigning experience areas (2016).

*Note: Historical data can shift because licensure candidates can backdate experience up to five years. For example, if someone submitted a final experience report today containing experience earned in 2017, their AXP completion date would be 2017.*

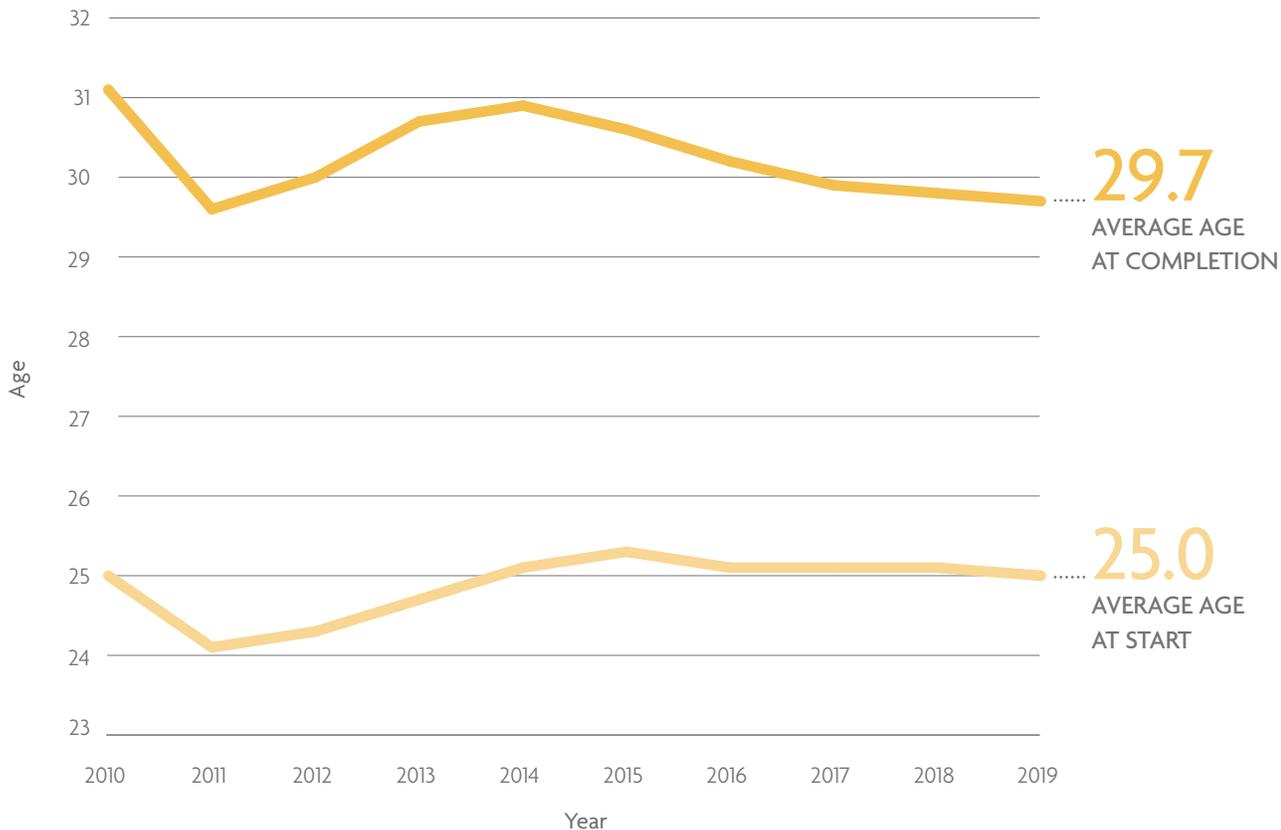


## Age at Experience Completion Decreases Slightly

The average candidate beginning the AXP in 2019 was 25 years old—approximately one month younger than the average candidate beginning the program in 2018. Licensure candidates who completed the experience program in 2019 were on average 29.7 years old when they finished, approximately one month younger than those who finished in 2018.

While neither age has shifted dramatically in the past several years, NCARB's ongoing outreach program to architecture students and the Integrated Path to Architectural Licensure (which allows students to complete the AXP and take the national licensing exam while in school) may encourage candidates to begin earning experience sooner.

*Note: Historical data can shift because licensure candidates can backdate experience up to five years. For example, if someone submitted a final experience report today containing experience earned in 2017, their AXP completion date would be 2017.*

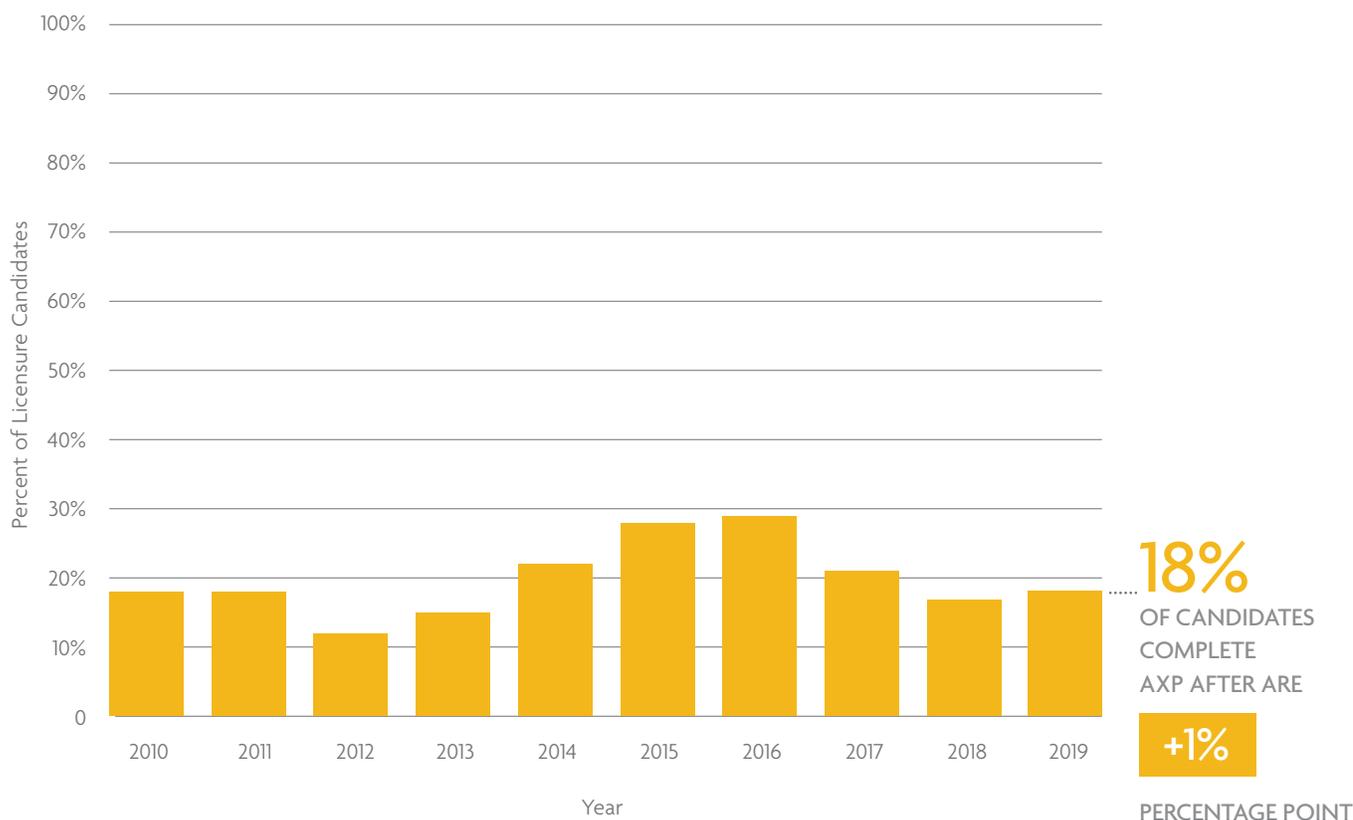


## Percentage of Candidates Completing Exam Before Experience Rises Slightly

Eighteen percent of licensure candidates who completed the path to licensure in 2019 finished the Architect Registration Examination® (ARE®) before they completed their experience—a 1 percentage point increase compared to 2018.

The overall decrease following 2016's peak at 29 percent (following a steady increase over the previous five years) is likely linked to the alignment of the AXP and ARE. Candidates may now be more likely to choose to complete experience areas before sitting for their corresponding exam divisions.

*Note: Historical data can shift because licensure candidates can backdate experience up to five years. For example, if someone submitted a final experience report today containing experience earned in 2017, their AXP completion date would be 2017.*

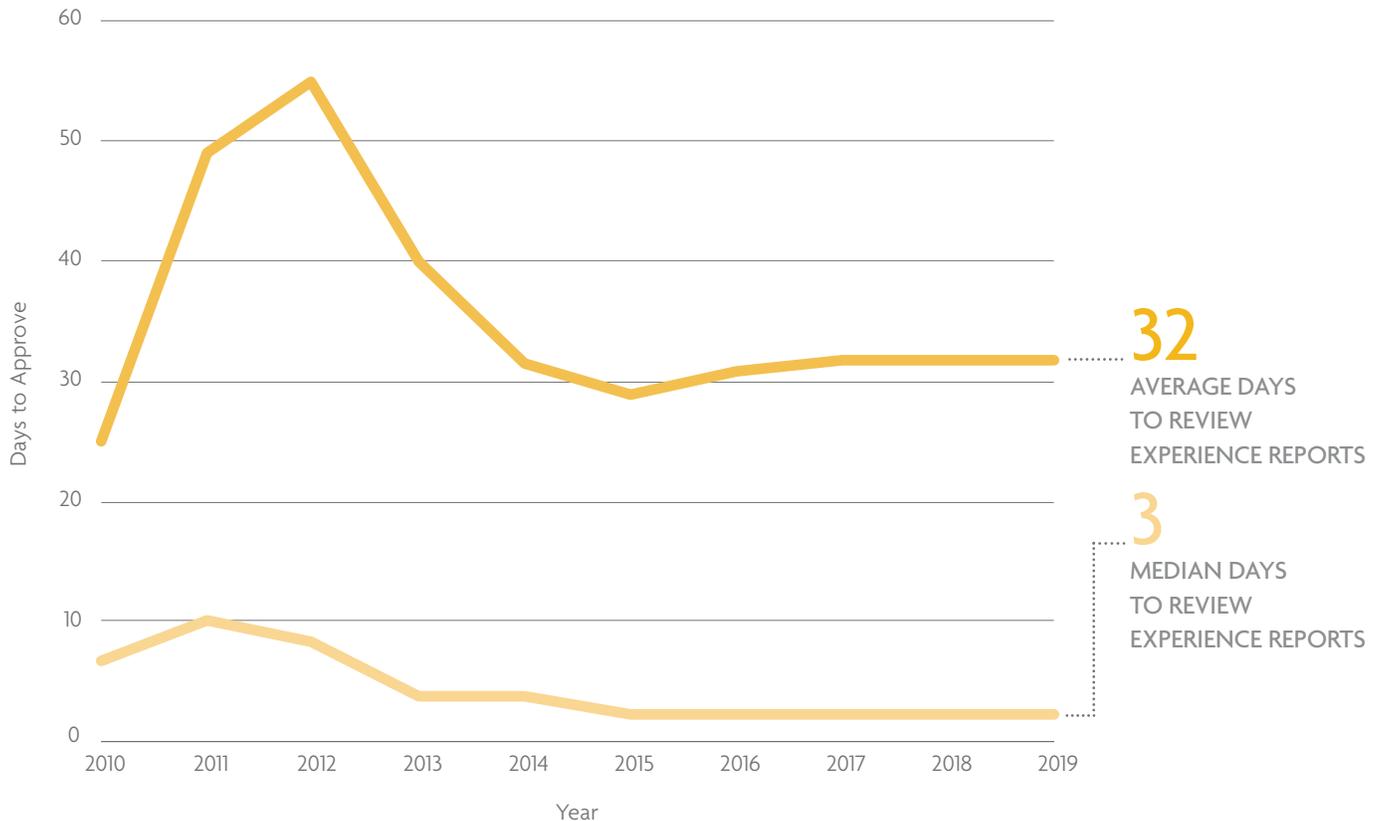


## Most Experience Reports Approved in Three Days

The majority of experience reports submitted in 2019 (57 percent) were reviewed and approved by a supervisor within three days of the report's submission. However, the much lengthier times taken in some circumstances drove the mean time for supervisors to review and approve a report in 2019 up to 32 days.

Prior to 2009, all experience was reported via mailed forms. The final day to report experience outside of NCARB's newly instated six-month reporting requirement was June 30, 2010, which likely caused the spike seen that year.

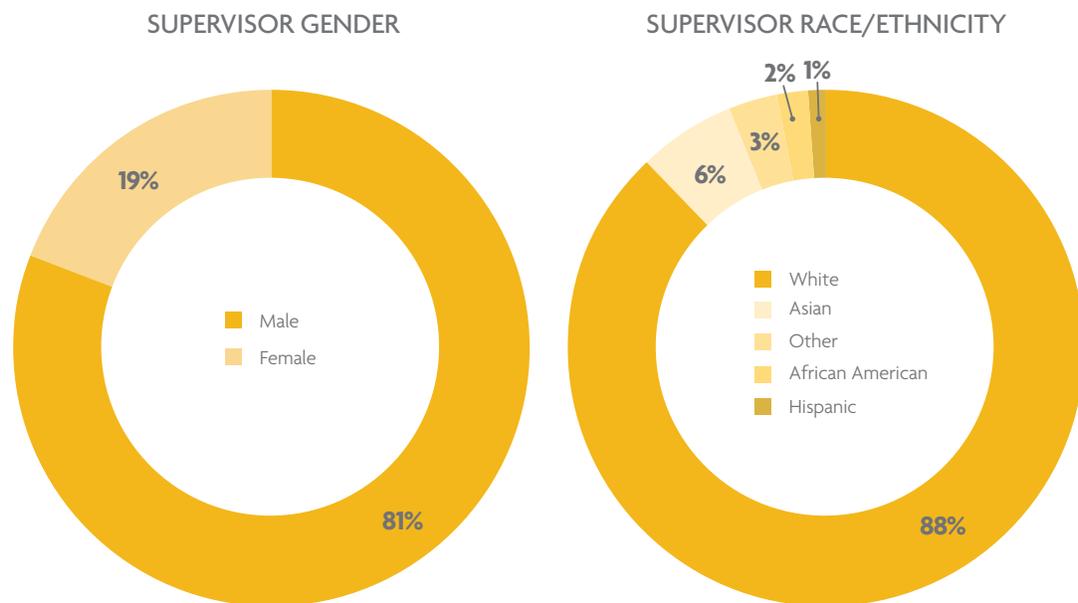
*Note: In the 2019 NCARB by the Numbers, NCARB reported this data based on year of report submission date. In this year's edition, the chart reflects year of report approval date, a change which allows NCARB to more accurately understand supervisor behavior and causes fewer shifts in historical data.*



## Supervisor Demographics Remain Unchanged

Of active AXP supervisors in 2019, 19 percent were women, the same proportion seen in 2018. This is 3 percentage points lower than the proportion of NCARB Certificate holders (an approximate representation of licensed architects) who are women, which is 22 percent.

The proportion of AXP supervisors who identified as either non-white or Hispanic did not change, remaining at 12 percent. This is 1 percentage point higher than the proportion of NCARB Certificate holders who are non-white or Hispanic. These data points highlight the ongoing challenge of providing a diverse set of supervisors and mentors to act as leaders and role models in the architecture profession.



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# Examination

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Just under 4,000 candidates completed the Architect Registration Examination® (ARE®) in 2019, a 21 percent drop compared to 2018. Required by all 55 U.S. jurisdictions, ARE 5.0 is a six-part exam taken by candidates seeking architectural licensure.

The average candidate took one month longer to finish the exam in 2019 compared to 2018—likely a result of the transition from ARE 4.0 to ARE 5.0. ARE 5.0's average pass rate fell by 2 percentage points in 2019.

NCARB's examination experts are constantly evaluating the exam to ensure it remains fair and appropriate.

As candidates continued to test more frequently in ARE 5.0's strategic divisions—divisions that allow a candidate to complete the exam in fewer divisions when combined with specific ARE 4.0 divisions—and adjust to the new exam format, the number of retakes made up nearly a third of all test administrations in 2019.

# ARE

## 18,614

**-15%**  
CHANGE

Candidates tested in 2019

## 3,909

**-21%**  
CHANGE

Candidates  
completed the ARE

## 45,526

Divisions taken  
in 2019

**-17%** change

## 14,234

were retakes



## 2.3 YEARS

Average time it  
takes to **finish**  
the exam



## 61%

Candidates  
**overlap** the ARE  
and the AXP



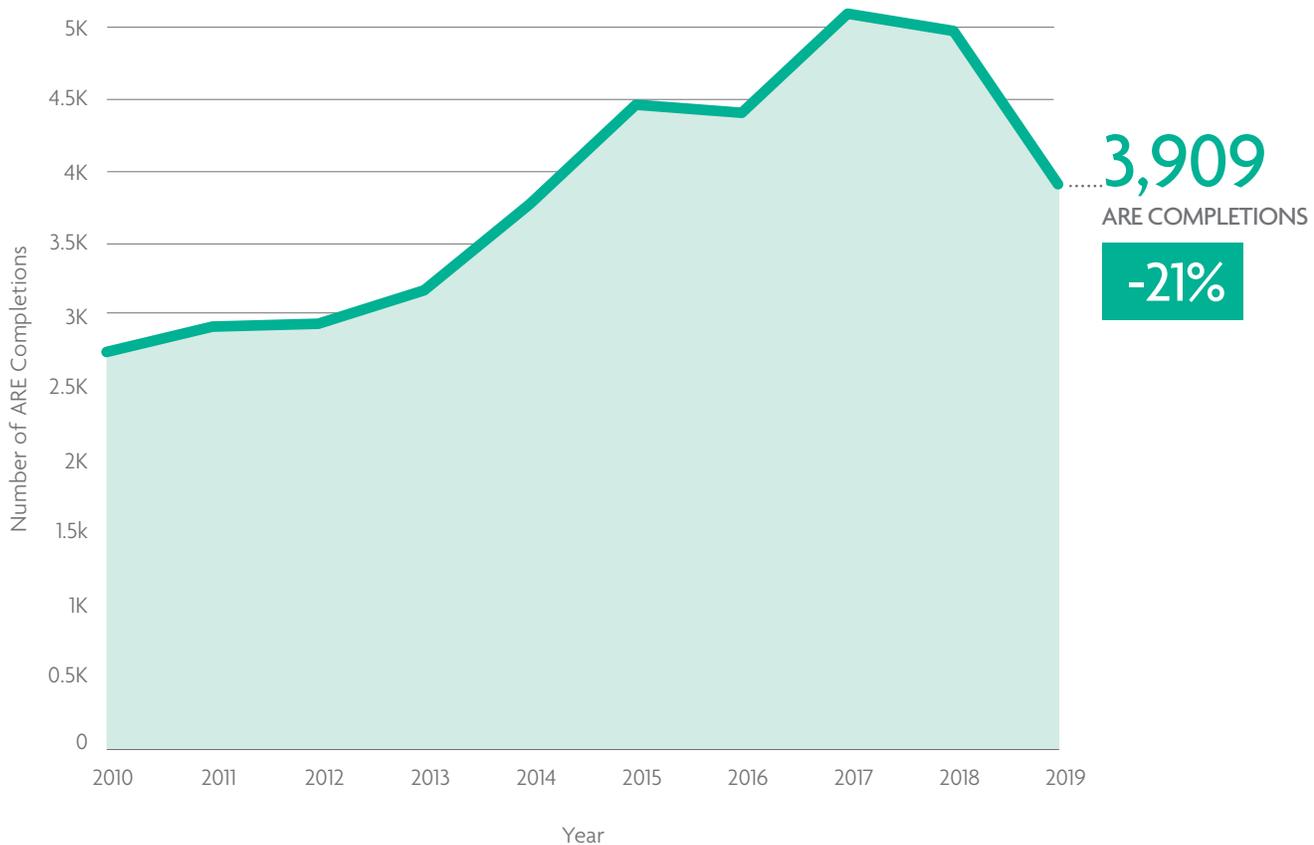
## 29 YEARS

Average age  
a candidate  
**starts** testing

## Number of Exam Completions Drops

In 2019, just under 4,000 candidates completed the Architect Registration Examination® (ARE®) 5.0, the national exam required for architectural licensure in all 55 U.S. jurisdictions. This is 21 percent fewer than the number of individuals who completed the exam in 2018.

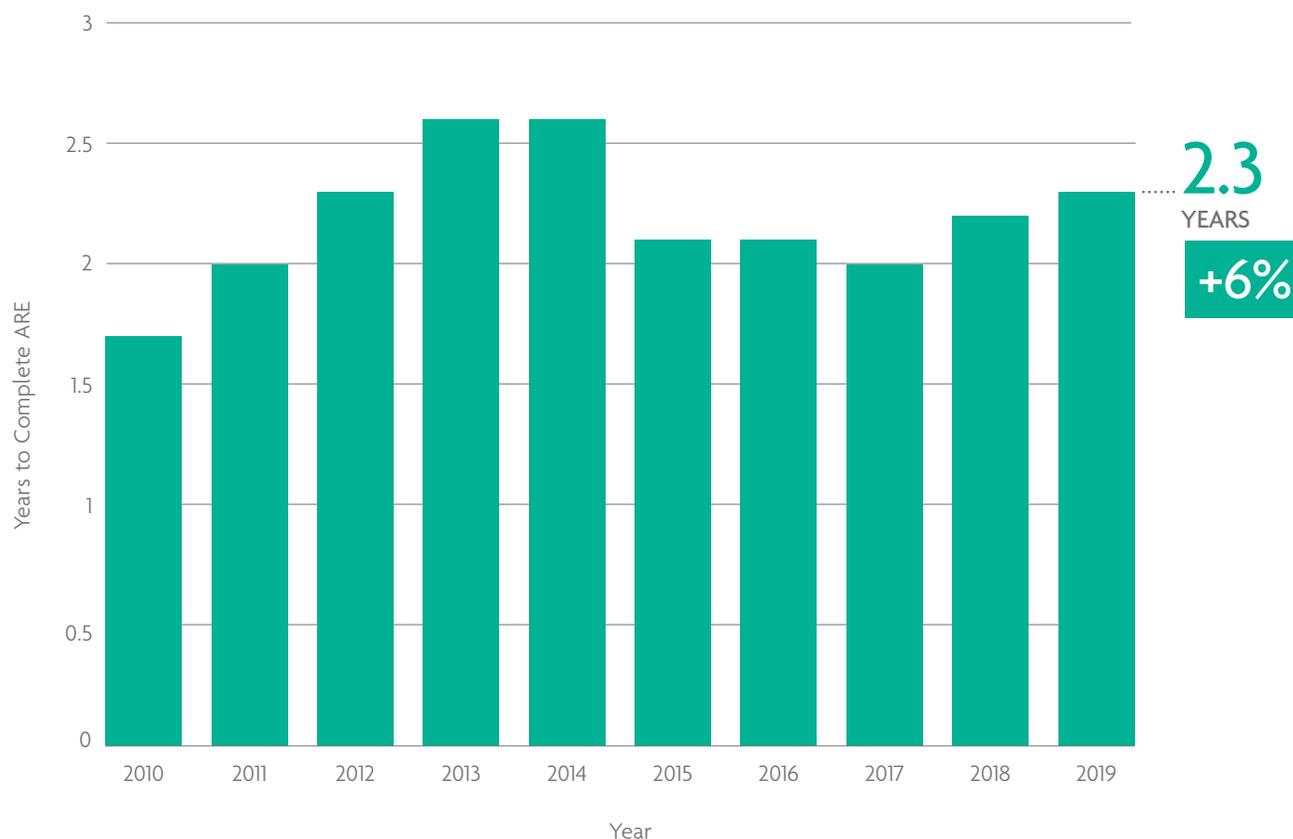
Though a significant drop, 2019's decline was expected following the well-publicized retirement of the previous version of the exam, ARE 4.0, on June 30, 2018. Without the rush to test caused by the exam transition, the number of candidates completing the ARE each year is expected to return to a level similar to those seen prior to ARE 5.0's launch in November 2016.



## Time to Complete Exam Increases

The average candidate who completed the ARE in 2019 took 2.3 years, an increase of 6 percent—about one month—compared to candidates who completed the ARE in 2018. This increase was likely caused by multiple factors related to the retirement of ARE 4.0: candidates may feel less pressure to complete the exam post-transition, and the reduction in pass rates seen in conjunction with ARE 4.0's retirement impacts overall testing timeline. Lower pass rates lead to more retakes, which extends the time it takes to complete the exam requirement.

After failing a division, a candidate must wait 60 days to retake that division, and they can take each division up to three times per 12-month period—a provision that is both necessary for exam security and encourages candidates to properly prepare before testing again. Prior to October 2014, candidates had to wait six months to retake a failed division.

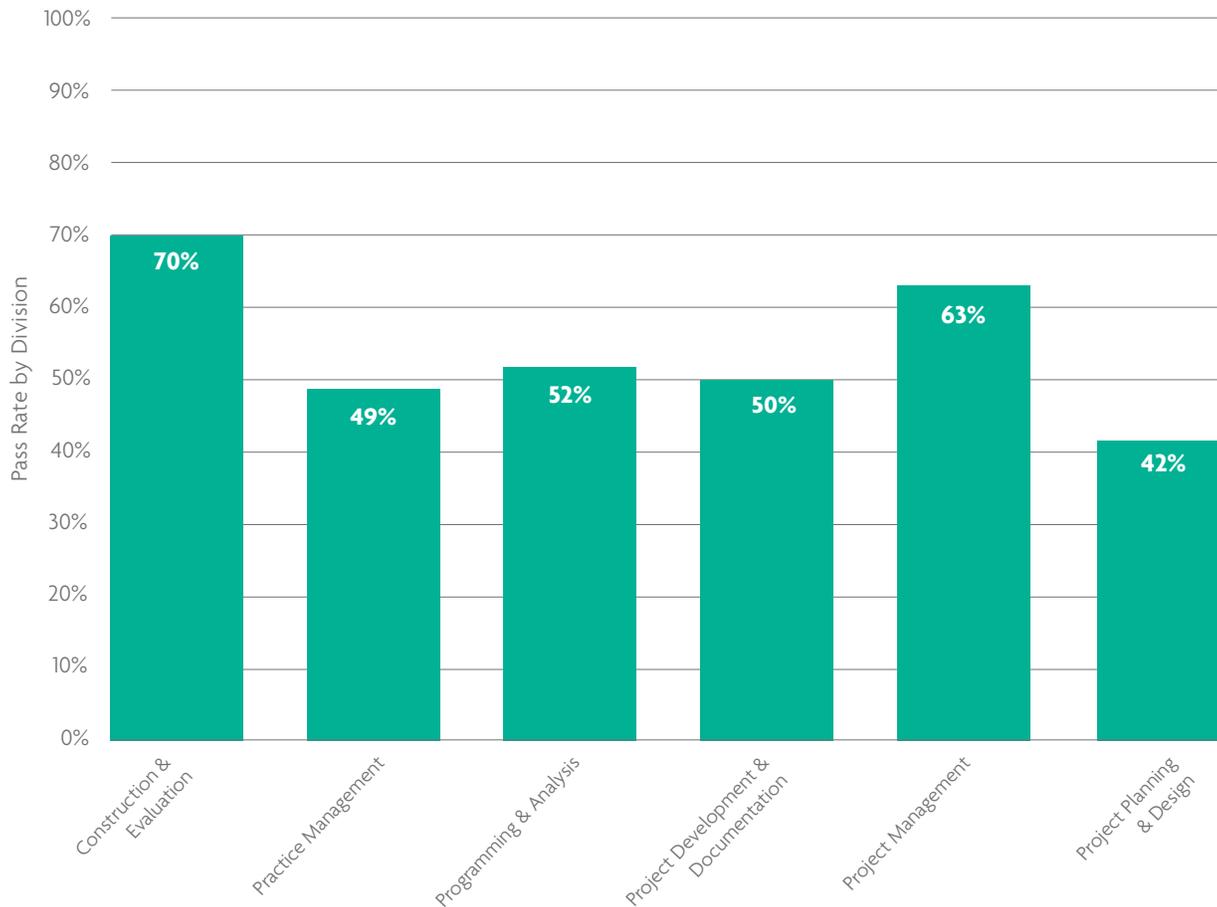


# Construction & Evaluation Has Highest Pass Rate

Construction & Evaluation (CE) had the highest pass rate of all ARE 5.0 divisions at 70 percent, and Project Planning & Design (PPD) had the lowest at 42 percent. For comparison, the average success rate across all six divisions was 52 percent.

The passing standard for each division has remained constant since ARE 5.0 launched in 2016.

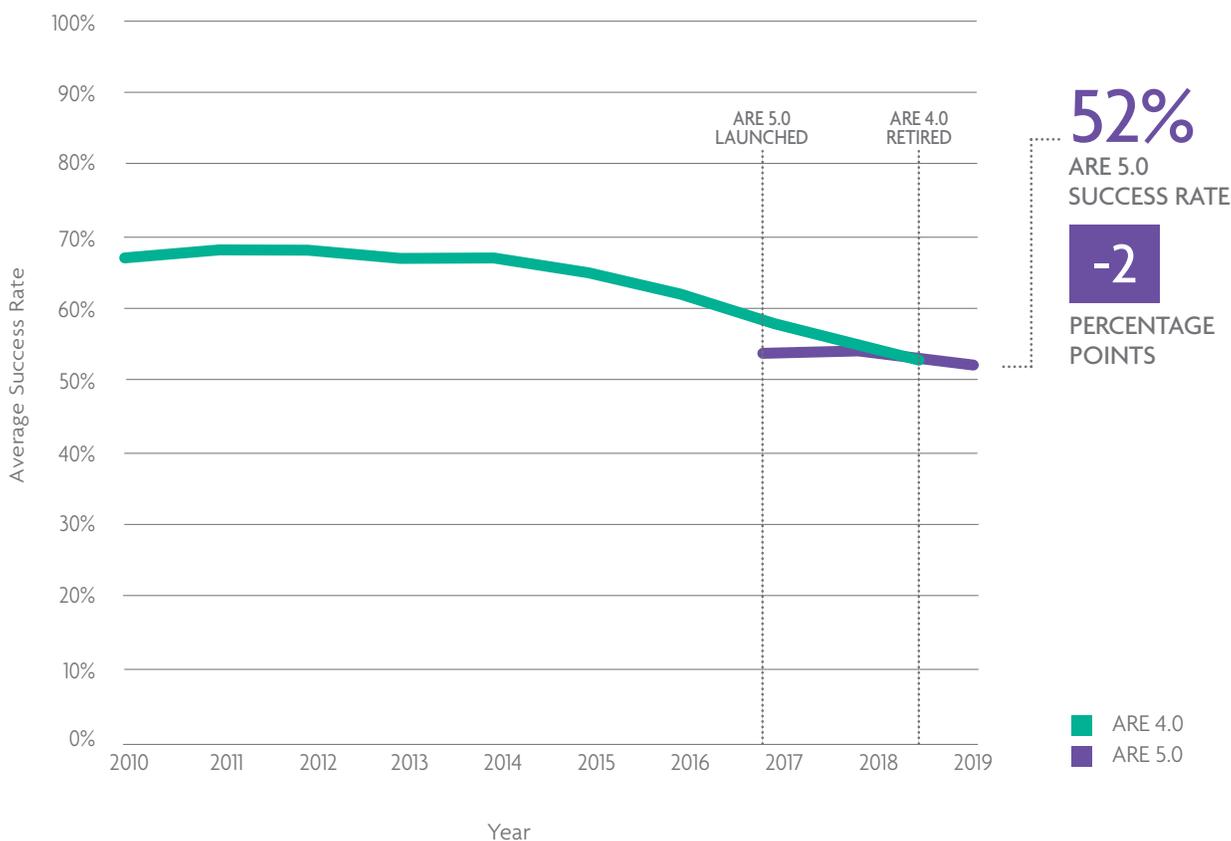
*Note: Pass rates reflect the percent of candidates who successfully receive a passing score on a specific ARE division. Success rates reflect the average pass rate of all ARE divisions.*



## Exam Transition Sees ARE Success Rates Drop

ARE 5.0 success rates (the average of all division pass rates) fell 2 percentage points between 2018 and 2019. Although historical trends show that ARE success rates typically drop around the launch of a new exam, 2019's downward trend may indicate that candidates are finding the format of ARE 5.0 more challenging than anticipated or may misunderstand the expected level of knowledge covered in the exam.

This proved especially true for strategic testers, who opted to combine ARE 4.0 and 5.0 divisions and finish testing in as few as five divisions. 2019 saw a continued reduction in pass rates for ARE 5.0's strategic divisions, leading to the drop in overall success rate. This is the first decline seen in ARE 5.0's success rate since its launch in November 2016.

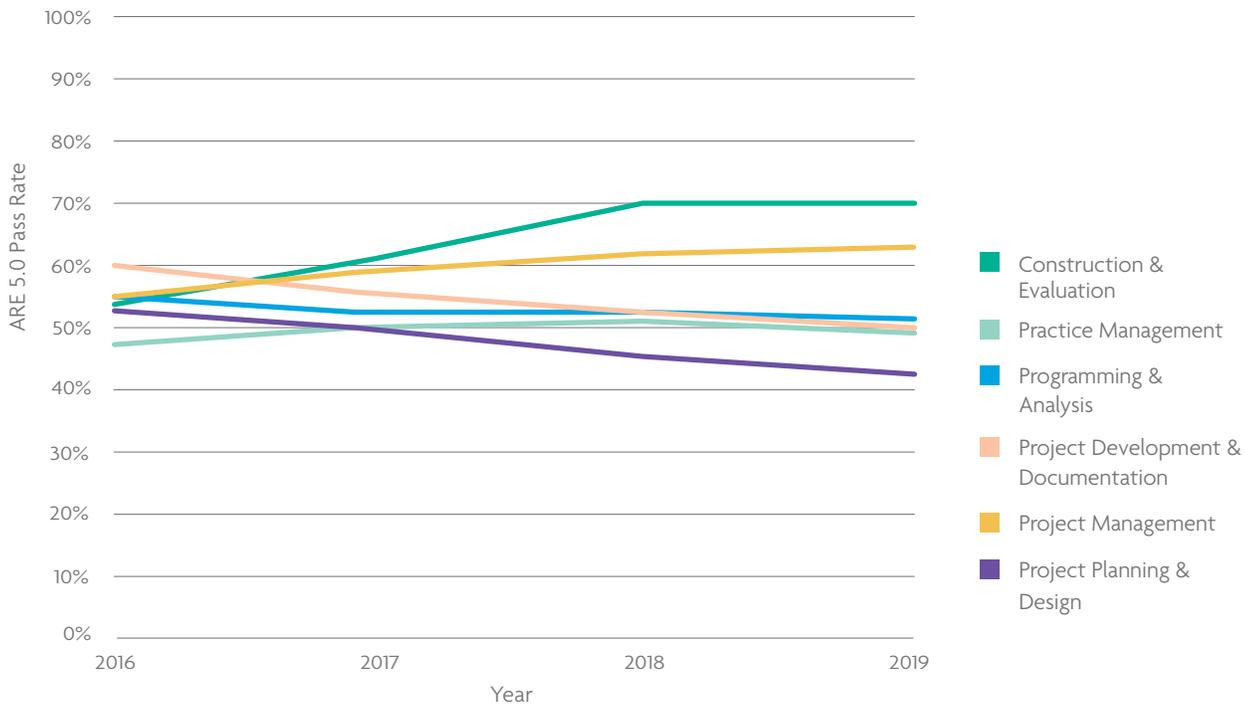


## Pass Rates for Strategic Testing Divisions on a Declining Trend

An assessment of ARE 5.0 division pass rates reveals a continued decline in strategic testing divisions, which impacted the overall exam success rate. Strategic divisions are those which, when combined with strategic ARE 4.0 divisions, enabled candidates to complete the ARE in as few as five tests.

ARE 5.0's strategic testing divisions each saw the following drop in pass rates: Programming & Analysis (PA) fell by 1 percentage point, Project Planning & Design (PPD) by 4 percentage points, and Project Development & Documentation (PDD) by 3 percentage points. Of the remaining three divisions, Construction & Evaluation (CE) saw no change, while Project Management (PjM) increased 1 percentage point and Practice Management (PcM) fell 2 percentage points.

NCARB's staff, expert volunteers, and testing consultants continuously evaluate ARE 5.0 results to ensure that the exam is fair, valid, and measures an appropriate level of competency.

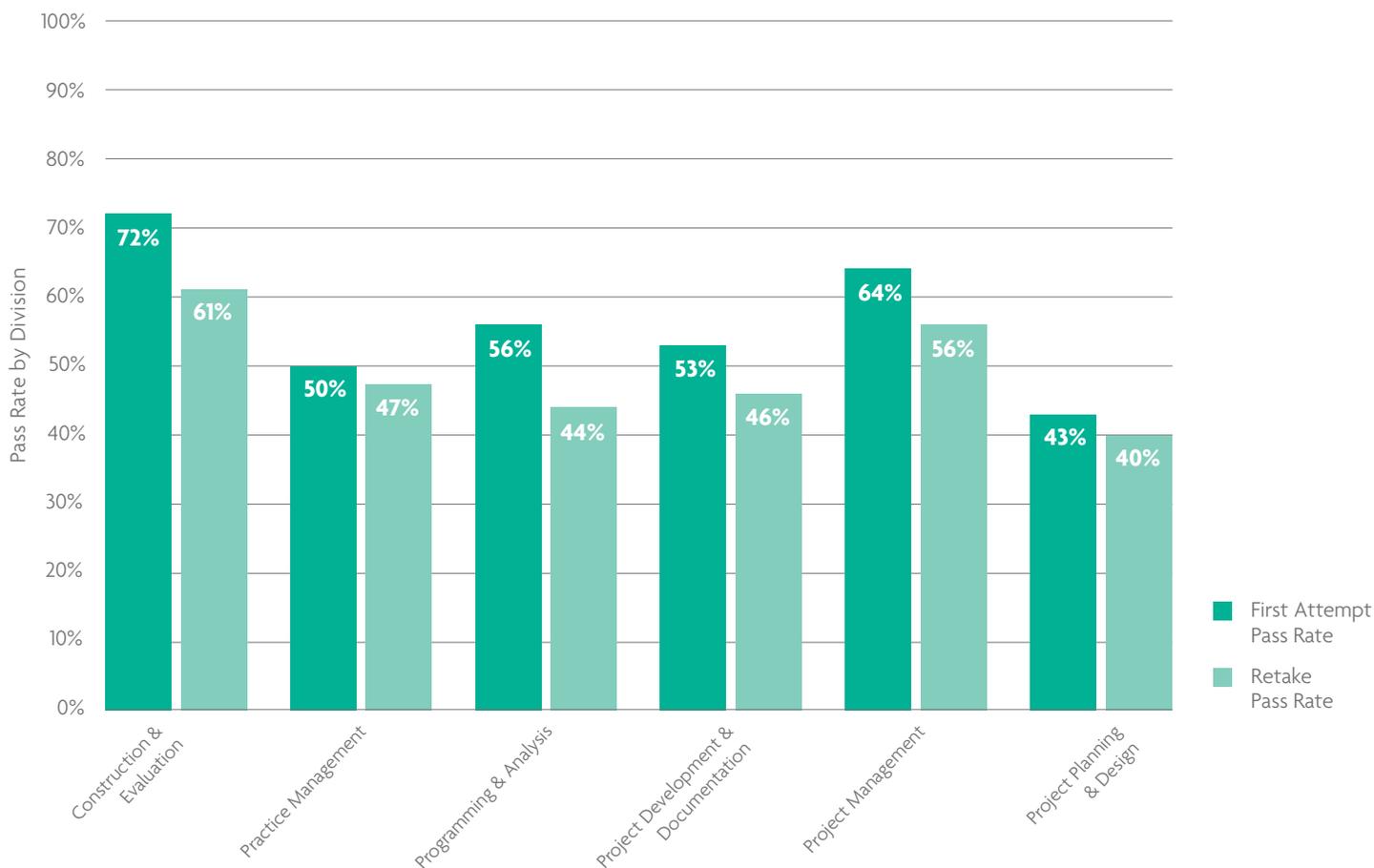


## Pass Rates for Retakes

The average pass rate for all ARE 5.0 divisions is higher for first attempts than it is for retakes—divisions administered after a candidate fails their first attempt on the same division.

The largest difference in pass rates for retakes compared to first attempts was seen on the Construction & Evaluation division, which saw an 11 percentage point decrease in average pass rates.

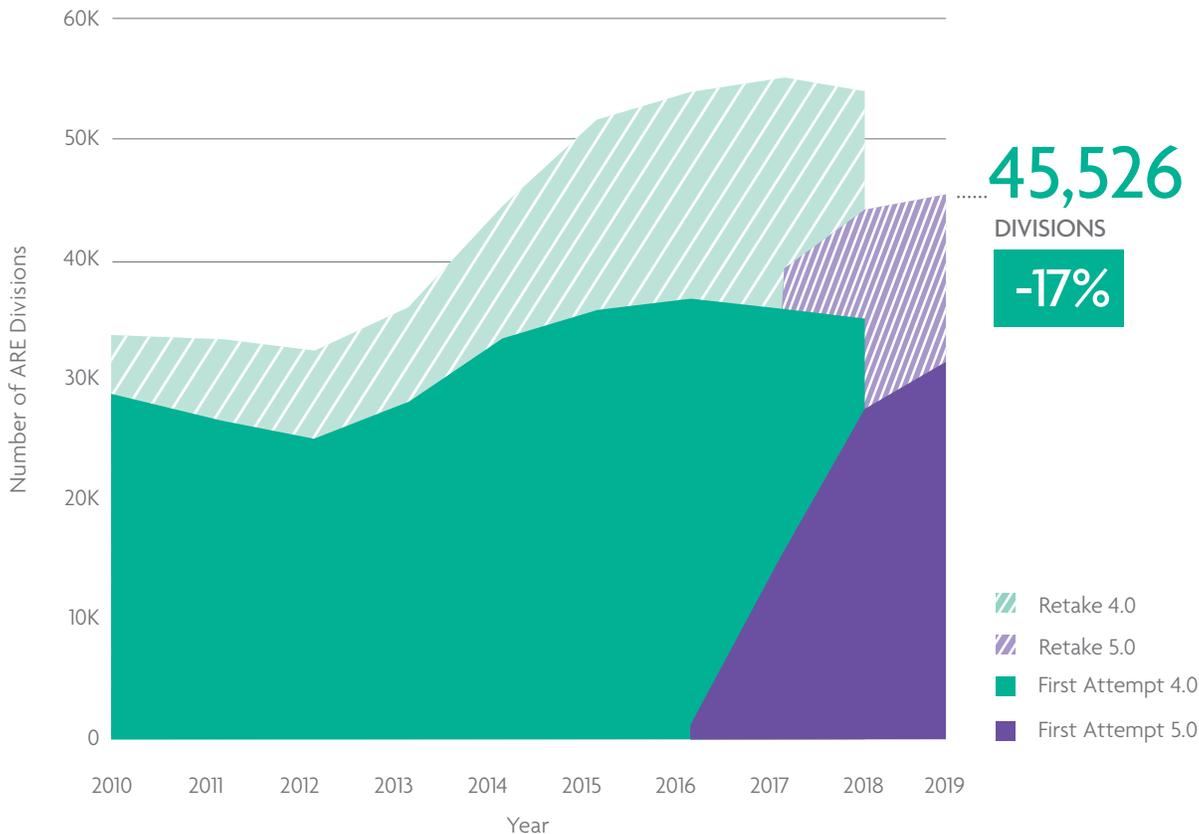
The smallest difference in pass rates was seen on the Practice Management and Project Planning & Design divisions, each of which saw a 3 percentage point decrease in average pass rates following the first attempt. Interestingly, these proved to be the hardest divisions to pass on the first attempt.



# Number of Tests Decreases Following ARE 4.0's Retirement

The total number of tests administered fell in 2019, as candidates took a total of 45,526 divisions—a 17 percent drop compared to 2018. Reasons for the decrease could include fewer candidates in the testing pool after the record number of exam completions in 2017, and less pressure to test following ARE 4.0's retirement in 2018 (an anticipated result of the exam transition).

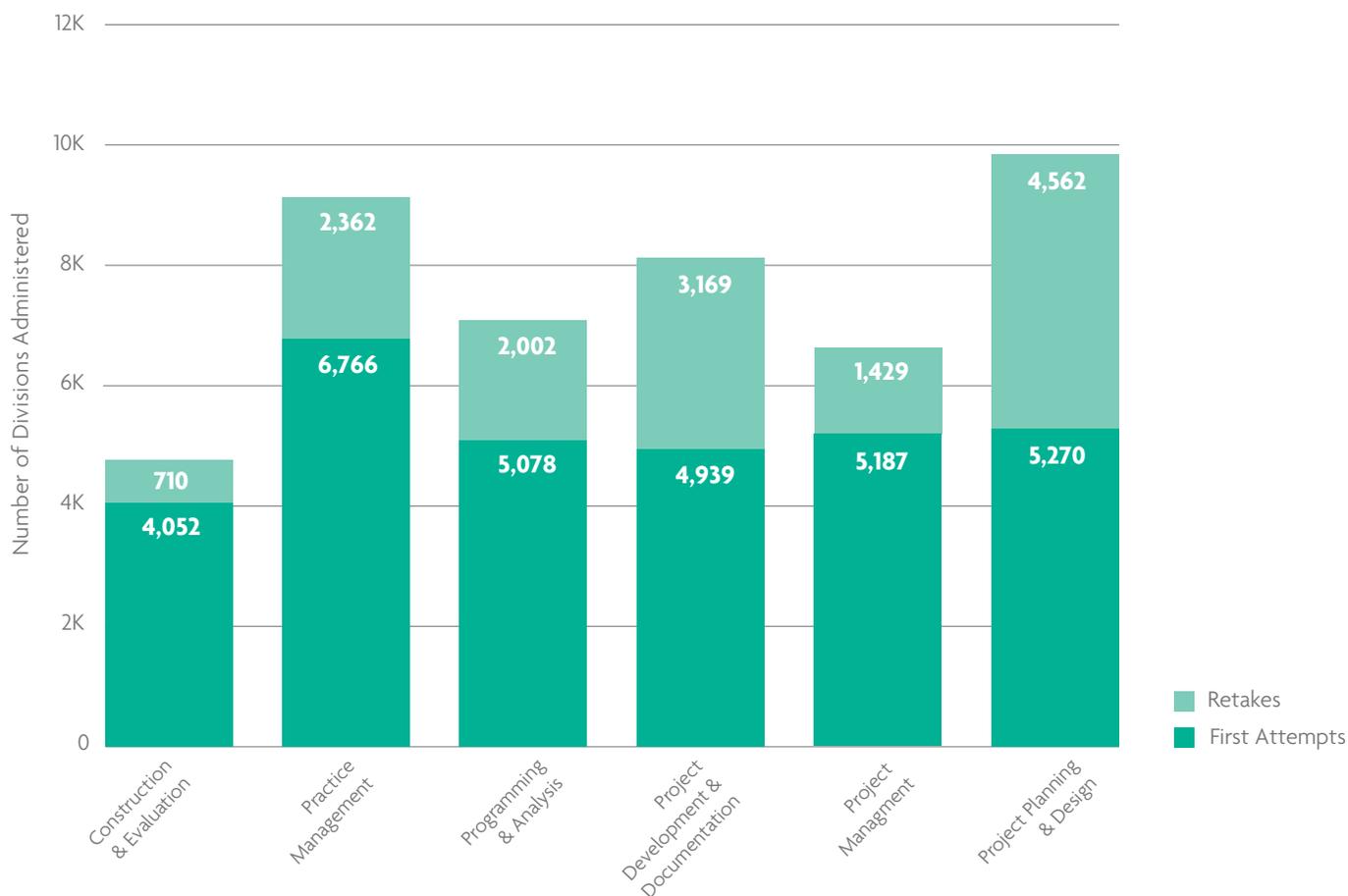
Over two-thirds (31,292) of the tests administered in 2019 were first-time attempts. The remaining third (14,234) were retakes—divisions administered after a candidate fails their first attempt on the same division.



## Project Planning & Design Has Highest Administrations

Of the 45,526 ARE 5.0 tests administered in 2019, nearly 10,000 of them were for the Project Planning & Design division—including 5,270 first attempts and 4,562 retakes. Practice Management saw the largest number of first attempts, with 6,766 candidates taking this division for the first time in 2019.

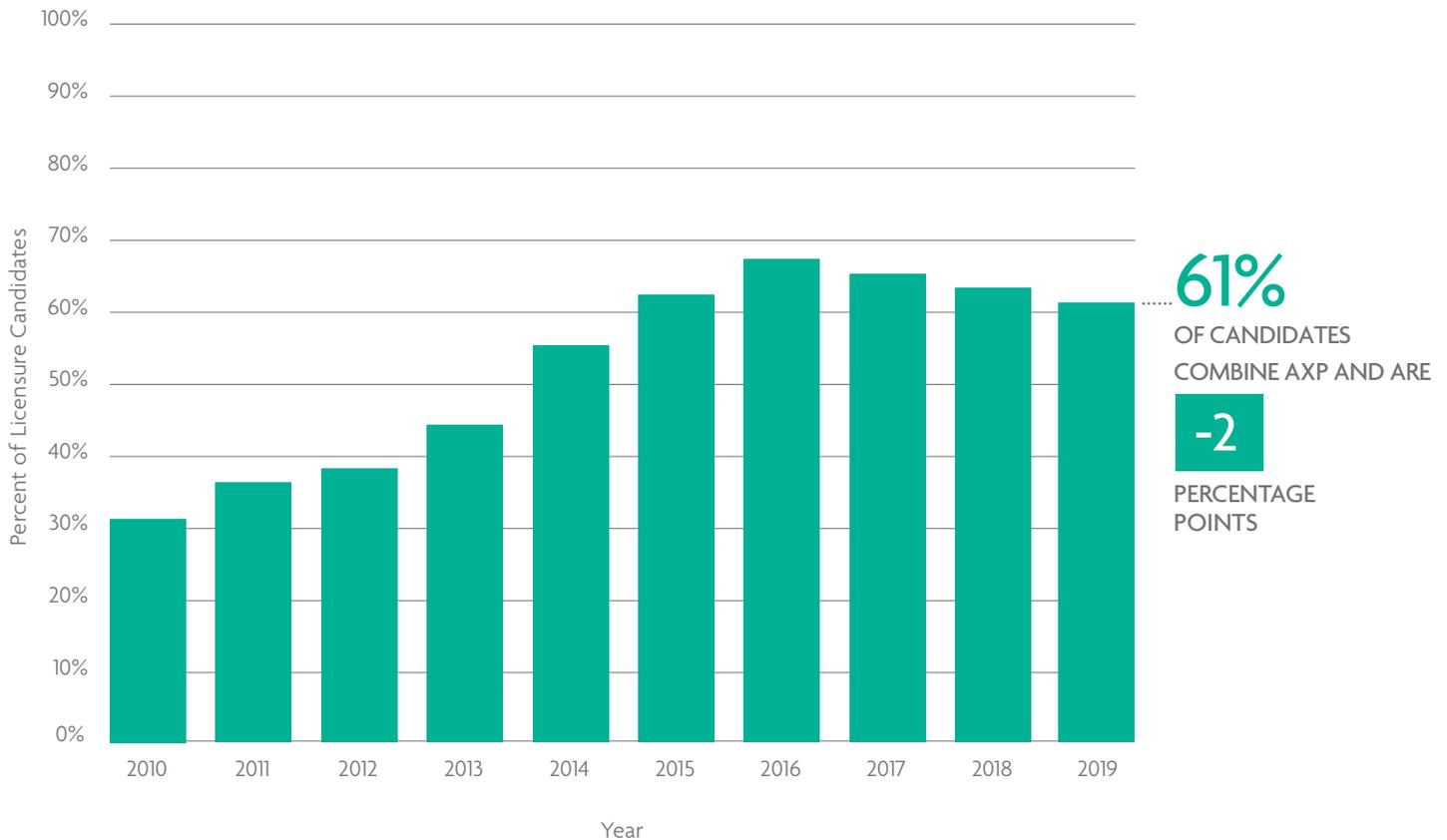
Construction & Evaluation had the fewest administrations in 2019, its distinction from the other divisions influenced by high pass rates that limited the number of retakes necessary.



## Most Candidates Overlap the AXP and ARE

Of the licensure candidates who completed the ARE in 2019, 61 percent took at least one division while completing their experience. This is a 2 percentage point decrease compared to 2018, and marks the third year of decline in a row. The drop could be a result of the alignment between the AXP and ARE, which could encourage candidates to defer testing until they've completed the related experience.

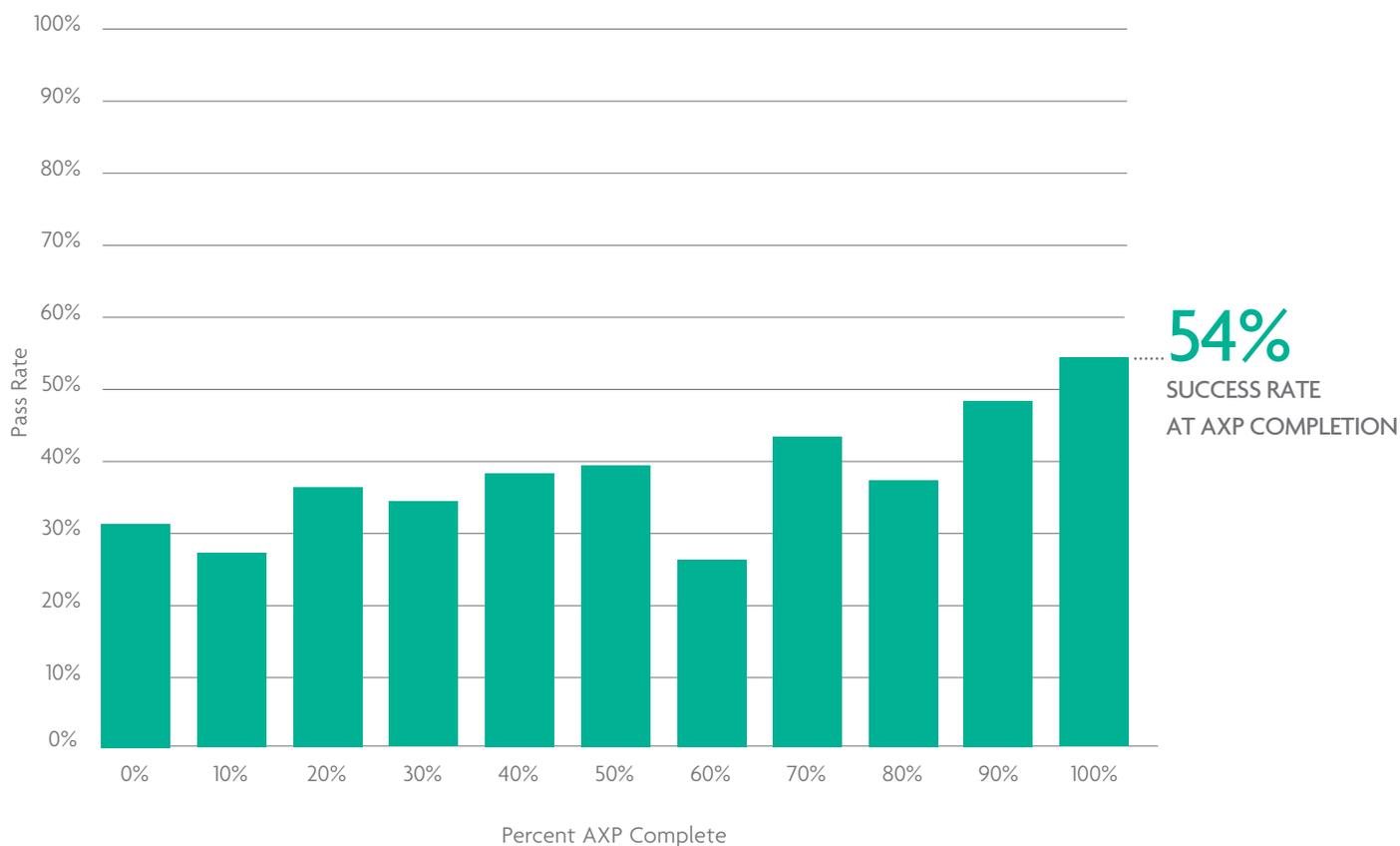
Currently, 52 of the 55 licensing boards allow candidates to overlap gaining experience with taking the ARE.



## ARE Success Rates Increase With AXP Experience

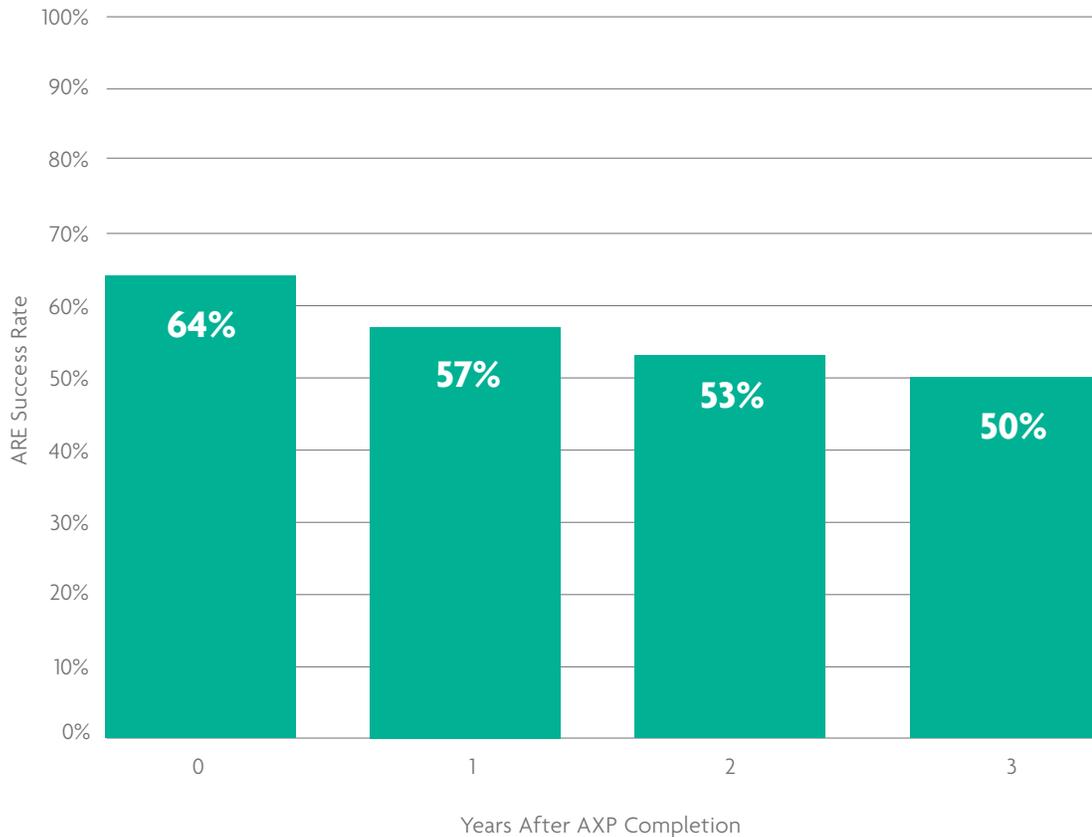
Candidates' average ARE success rates increase as they get closer to completing the experience program, and peak shortly after completing the experience area.

This indicates that beginning the ARE before earning a significant amount of professional experience will decrease a candidate's likelihood to pass. While most candidates overlap the AXP and ARE at some point during their licensure process, the vast majority of ARE divisions are administered after a candidate has completed the required hours for the experience program area.



## ARE Success Rates Highest While Completing AXP

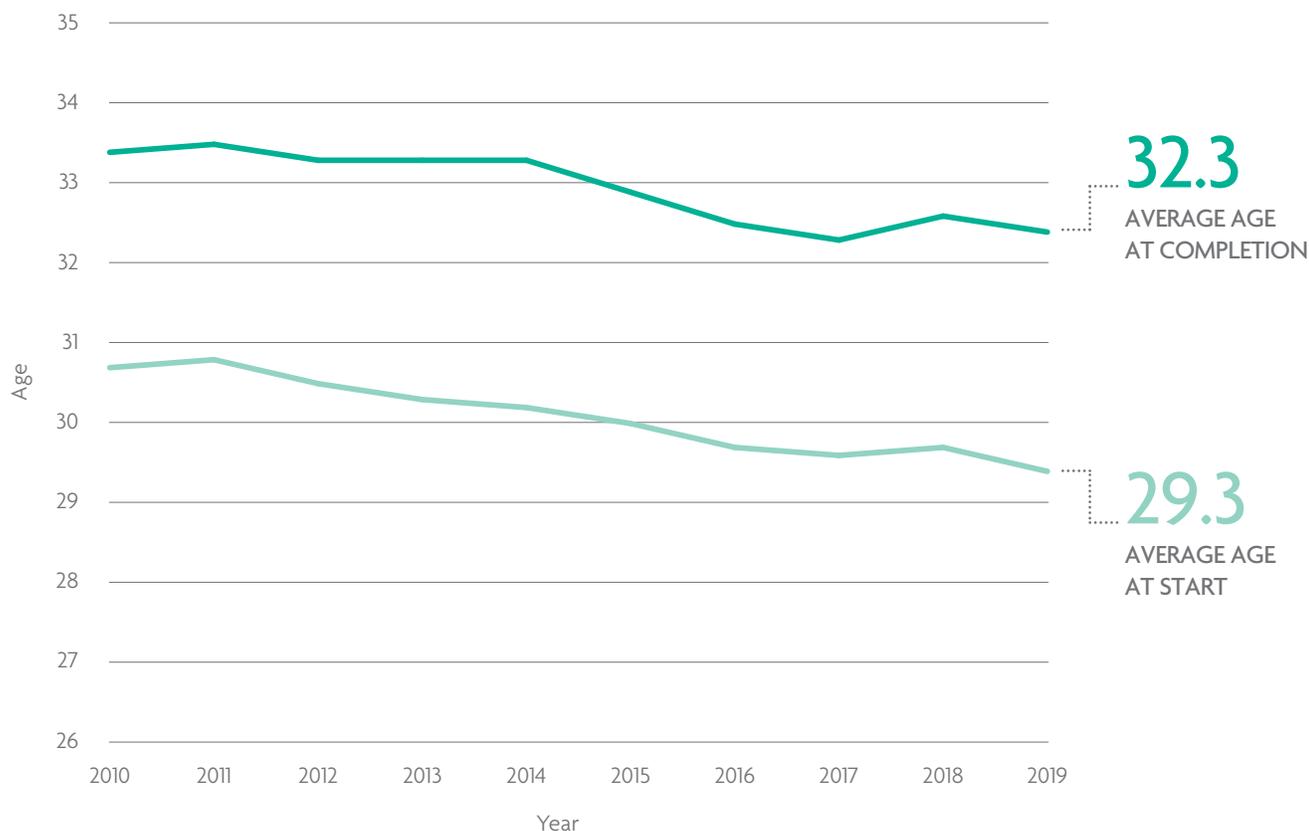
Candidates who take the exam shortly before completing the experience program tend to have the highest ARE success rates. With the coordination between the six realigned experience areas and ARE 5.0's six divisions, the higher pass rates near the culmination of the experience program suggest an overlap in subject-matter expertise is beneficial to candidates. Plus, candidates invested in wrapping up the AXP may be more focused on completing the path to licensure.



## Age at ARE Completion Decreases Slightly

On average, licensure candidates who began the ARE in 2019 were 29.3 when they started testing, and licensure candidates who completed the ARE in 2019 were 32.3 when they finished testing—a two-month decrease compared to candidates who finished testing in 2018.

While the ages candidates start and finish the ARE have not shifted dramatically, these two points have gradually decreased over the last decade: candidates are now a year younger when they start and finish the ARE than they were in 2010.



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# Demographics

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Gender representation and racial and ethnic diversity both increased in 2019 at several key stages on the path to licensure. An area of progress for both metrics was the proportion of candidates completing the experience program in 2019.

Early on the path, near-gender parity was maintained, with women accounting for 49 percent of individuals starting the experience program. There was also continued improvements in gender representation along many later career stages, including candidates completing core licensure requirements and becoming NCARB Certificate holders.

Racial and ethnic diversity also increased across most career stages, including a 3 percentage point jump in people of color completing the AXP and a 4 percentage point increase in people of color starting the ARE. However, this growth is largely restricted to the Asian and Hispanic/Latino population, with no change seen in the proportion of African American individuals in the profession.

While women and people of color remain underrepresented within the profession, this year's data suggests that the gradual improvements in early career stages are starting to impact post-licensure career stages—a signal that the profession may be changing, if slowly.



**NEARLY 2 IN 5**  
new architects are **women**

Over half of new female NCARB  
Record holders are **people of color**

**LESS THAN 1 IN 5**

new architects identify as  
a **racial or ethnic minority**

In the last 10 years, racial and ethnic  
**diversity** has **improved 16%**  
for candidates **finishing experience**



**44%**

of candidates  
**starting** the AXP are  
**people of color**



**49%**

of candidates  
**starting** the AXP  
are **women**



Women **complete**  
licensure requirements

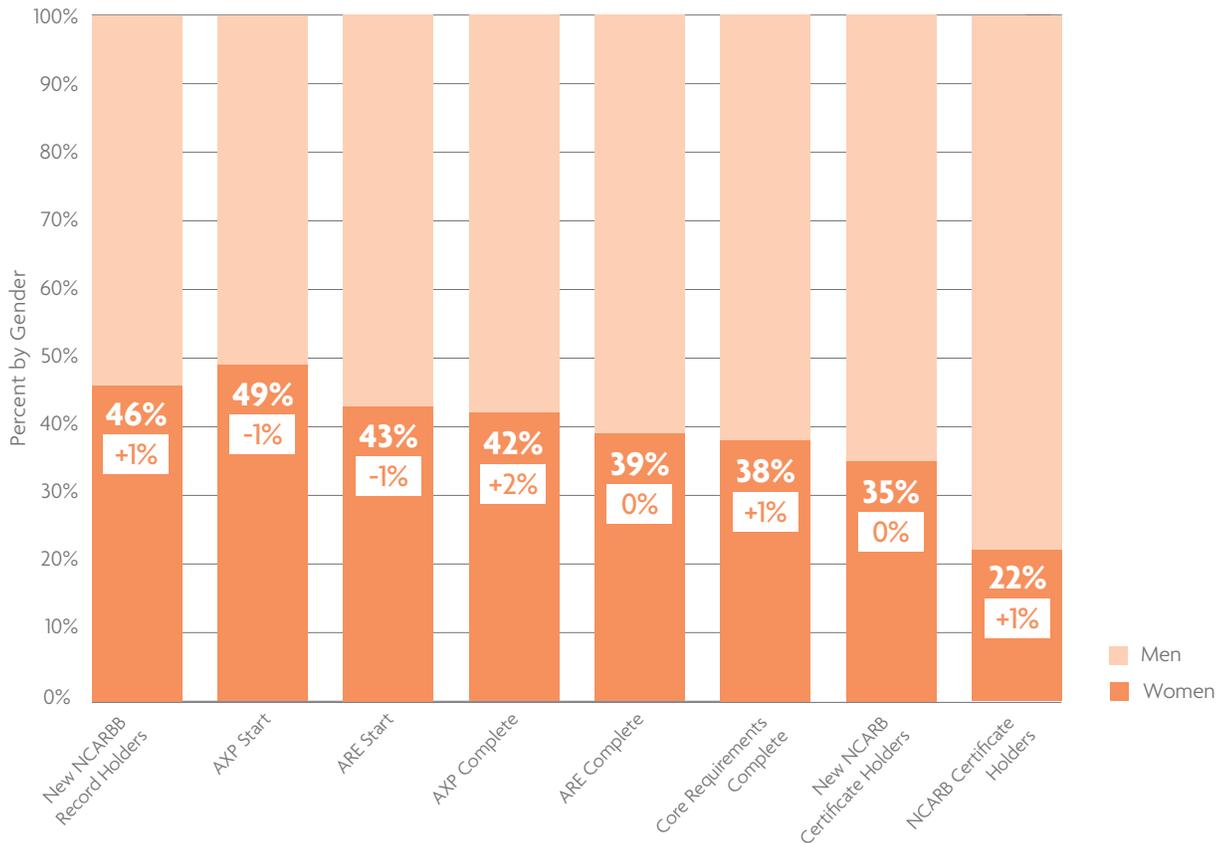
**1.3 YEARS**  
sooner than men

# Gender Representation Improves at Several Career Stages

Gender equity improved or held steady at most career stages in 2019, although slight decreases were seen in the proportion of women starting the experience and examination programs. The largest increase was seen in the proportion of women who completed the AXP in 2019, which increased 2 percentage points in comparison to 2018.

NCARB is not currently seeing equal proportions of men and women any career stage, as was seen in the cohort of candidates starting the experience program in 2018. However, the continued growth in the proportion of women at later career stages, including finishing all core licensure requirements (now 38 percent) and holding an NCARB Certificate (now 22 percent) indicates that although women remain underrepresented in the profession, the gap continues to close.

*Note: NCARB recognizes that not all individuals identify as male or female. However, NCARB's data currently uses the same sex categorization as the U.S. Census Bureau.*

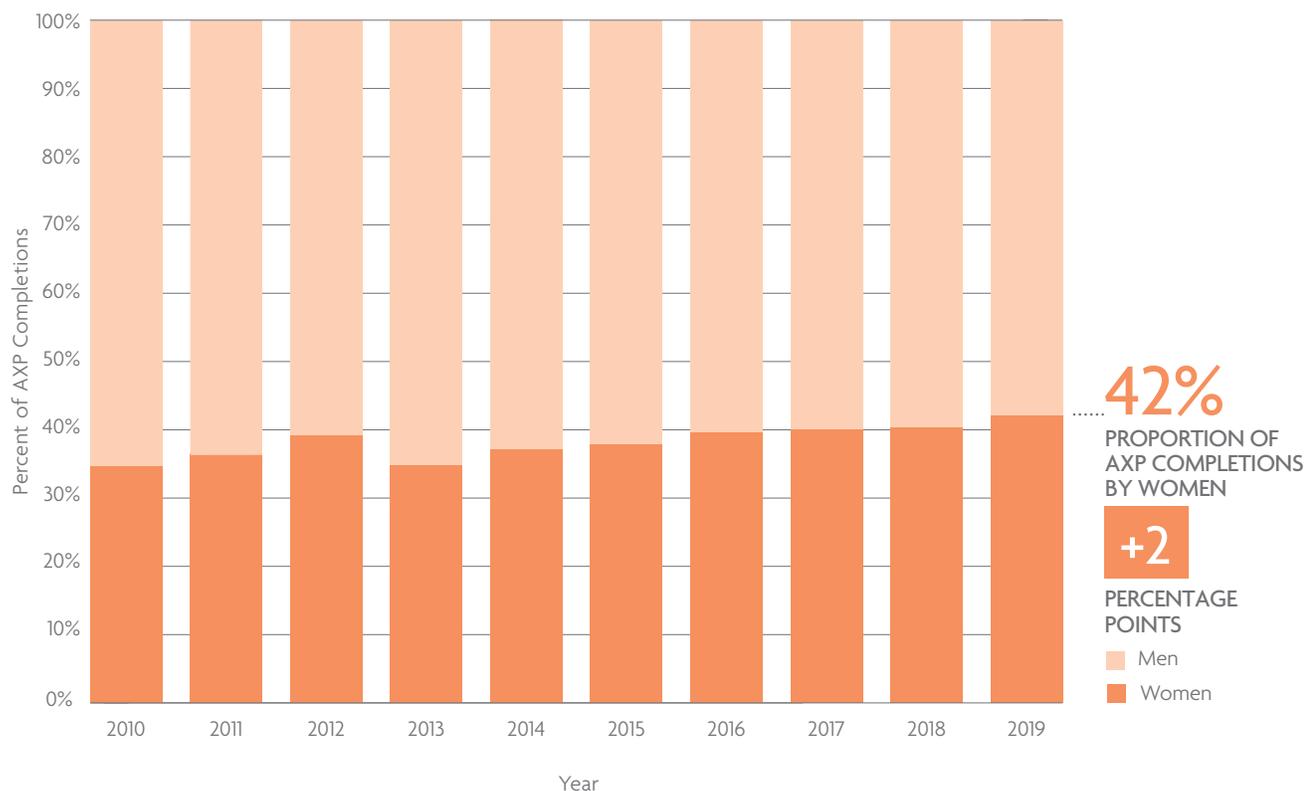


## Proportion of Female Candidates Completing Experience Increases

The proportion of women who completed the AXP increased by two percentage points in 2019; women made up 42 percent of this cohort in 2019. This was the largest increase seen at any individual career stage in 2019, and the first improvement in gender representation at the point of AXP completion since 2016.

Gender representation in candidates finishing the experience program has increased 7 percentage points over the past decade. In 2010, women made up 35 percent of this group. Plus, with equitable or near-equitable proportions of men and women starting the experience program in 2018 and 2019, the proportion of women completing the AXP should continue to increase over the next several years (on average, it takes 4.4 years to complete the AXP).

*Note: Historical data can shift because licensure candidates can backdate experience up to five years. NCARB recognizes that not all individuals identify as male or female. However, NCARB's data currently uses the same sex categorization as the U.S. Census Bureau.*

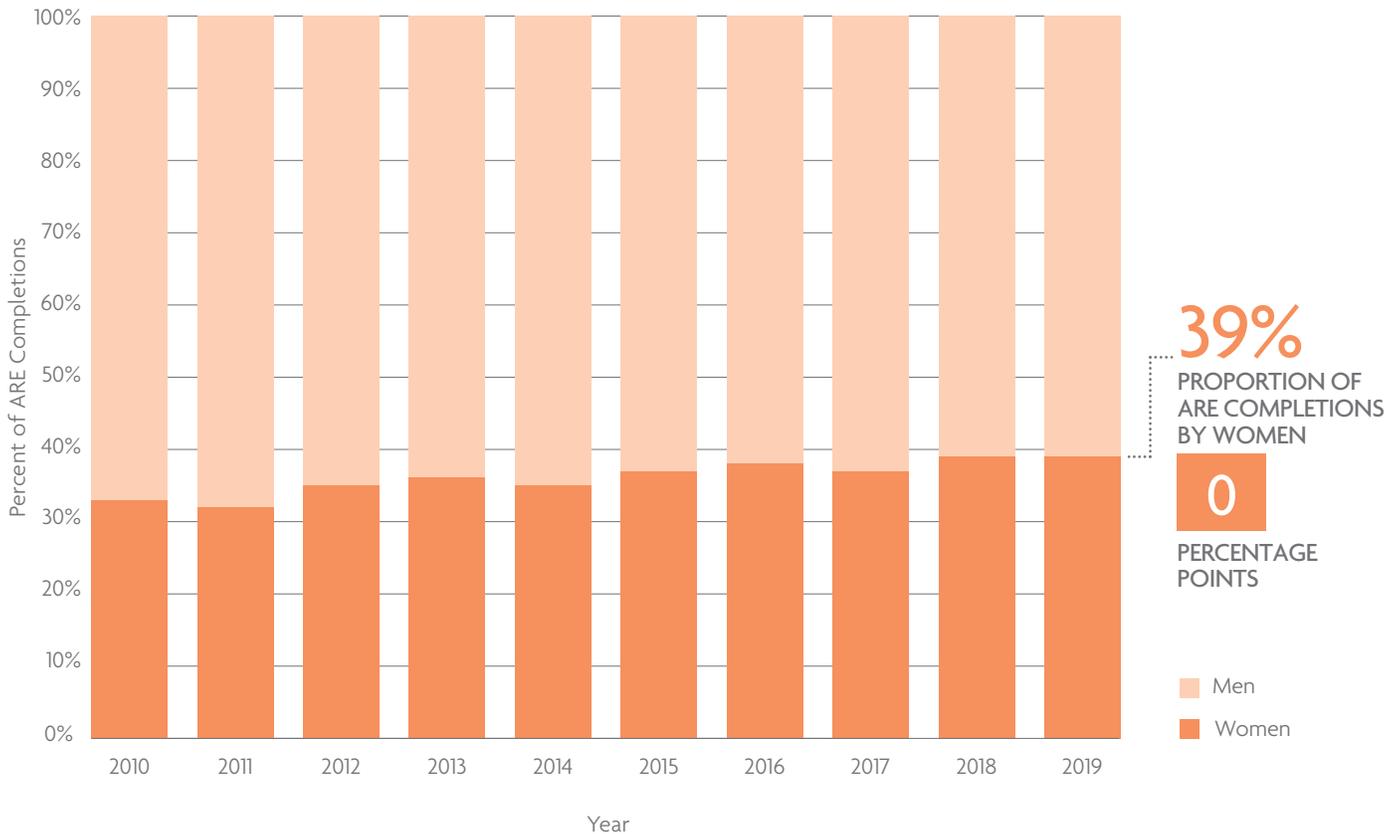


## Proportion of ARE Completions by Women Holds Steady

Women made up 39 percent of candidates completing the ARE in 2019, the same proportion seen in 2018 and the highest proportion on record.

Gender representation in candidates finishing the exam has increased 6 percentage points over the past decade. In 2010, women made up 33 percent of this group. NCARB expects to see further improvements in gender representation in the coming years, as increases in the proportion of women starting the path to licensure move down the pipeline.

*Note: NCARB recognizes that not all individuals identify as male or female. However, NCARB's data currently uses the same sex categorization as the U.S. Census Bureau.*

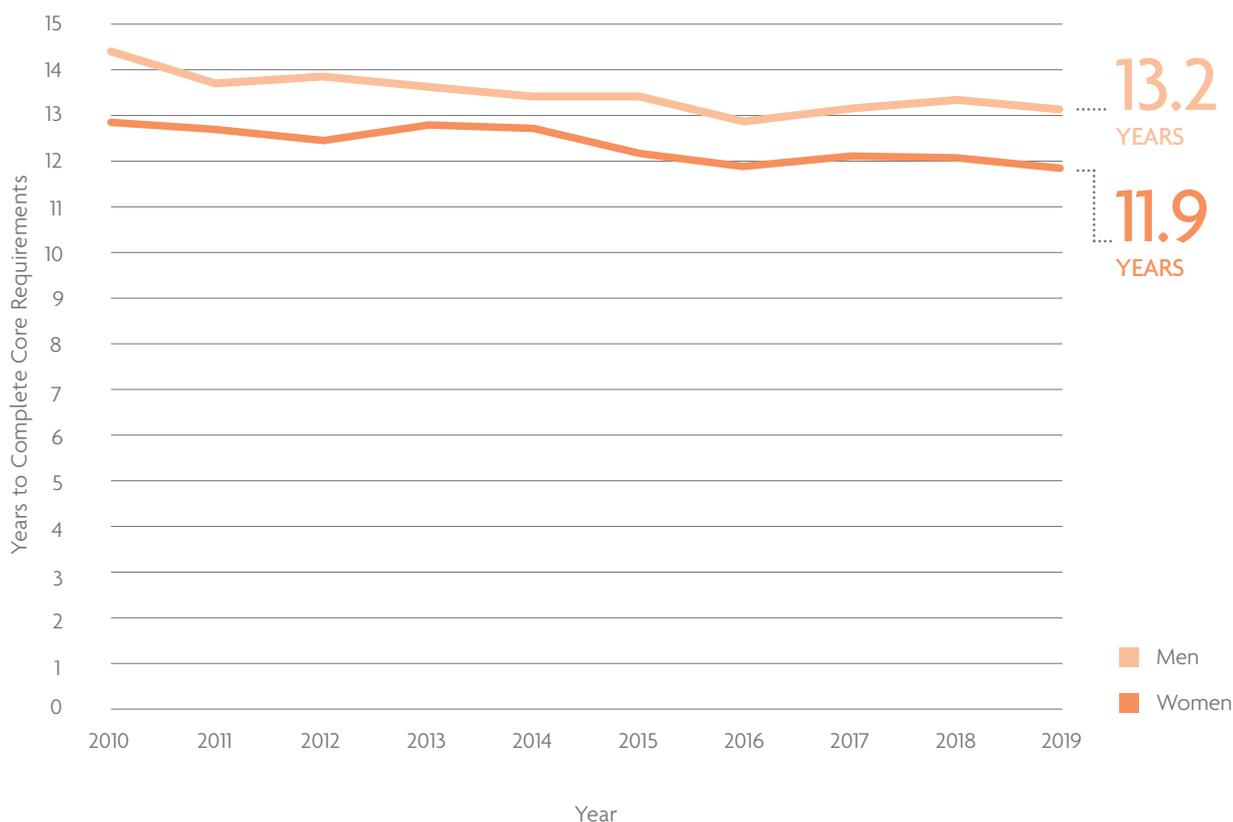


## Women Complete Requirements Sooner

On average, women consistently complete their education, experience, and examination requirements sooner than their male peers. In 2019, women finished the core licensure requirements in an average of 11.9 years, compared to 13.2 years for men and 12.7 years for all candidates.

The difference in time to complete requirements between these genders has steadily widened in recent years. The average female candidate who completed the licensure process in 2019 did so two months sooner than those in 2018. Meanwhile, the average male candidate who completed the licensure process in 2019 did so just one month sooner than the average male candidate in 2018.

*Note: NCARB recognizes that not all individuals identify as male or female. However, NCARB's data currently uses the same sex categorization as the U.S. Census Bureau.*



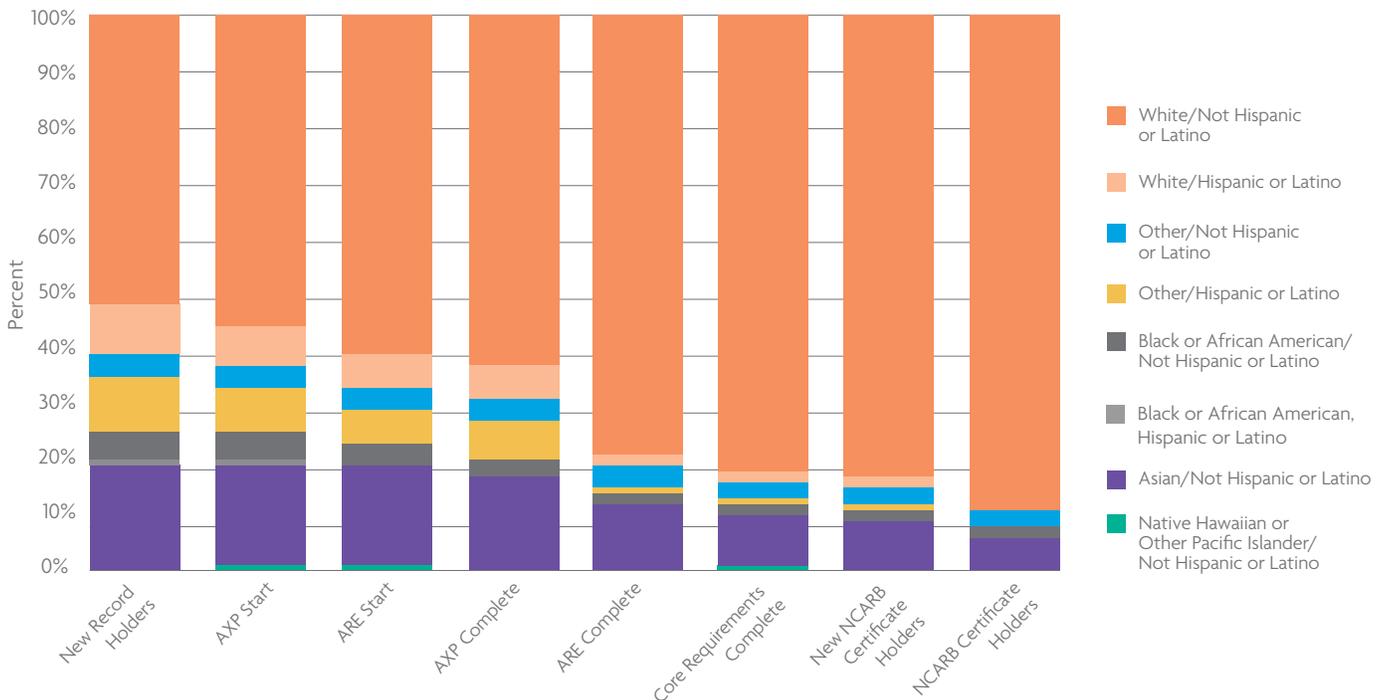
## Racial and Ethnic Diversity Increases at Most Career Stages

Racial and ethnic diversity increased at nearly every career stage in 2019, with the most growth being seen in the proportion of people of color who completed the experience program and began the examination. Thirty-seven percent of candidates who completed the AXP and 39 percent of those beginning the ARE in 2019 identified as non-white or Hispanic, increasing 4 percentage points each.

In 2019, the proportion of individuals who identify as non-white or Hispanic completing core requirements and becoming new NCARB Certificate holders both increased by 2 percentage points.

The majority of the growth in racial and ethnic representation at each career stage has been seen in the Hispanic/Latino and Asian populations. No increase was seen in the proportion of Black or African American individuals in the profession at any career stage. While the consistent growth in racial and ethnic diversity seen over the past several years indicates improvements in representation are slowly working down the licensure pipeline, the deeper demographic breakdown highlights that this is not equal for each race or ethnicity.

*Note: NCARB uses the same categories for race and ethnicity as the U.S. Census Bureau.*

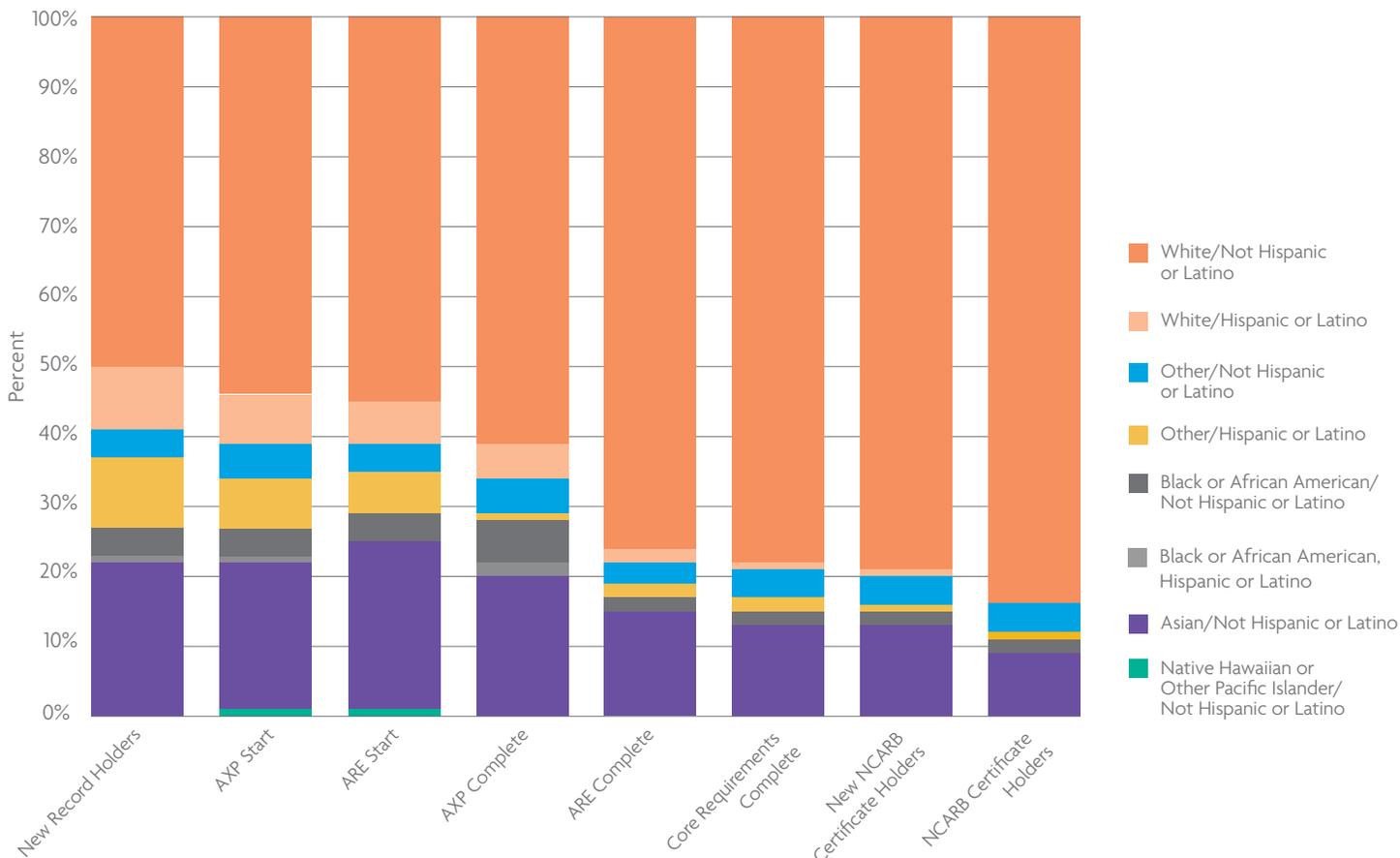


# Women in the Profession More Diverse Than Men

The proportion of women who identify as a racial or ethnic minority is higher than the proportion of men who identify as a racial or ethnic minority at every career stage. The key area of difference is in the Asian demographic—at any given career stage, the proportion of women who identify as Asian is 4 to 10 percentage points higher than the proportion of men who identify as Asian at the same stage.

Over half of women who started an NCARB Record in 2019 identified as a racial or ethnic minority, with 22 percent of new female Record holders identifying as Asian.

*Note: NCARB uses the same categories for race and ethnicity as the U.S. Census Bureau.*



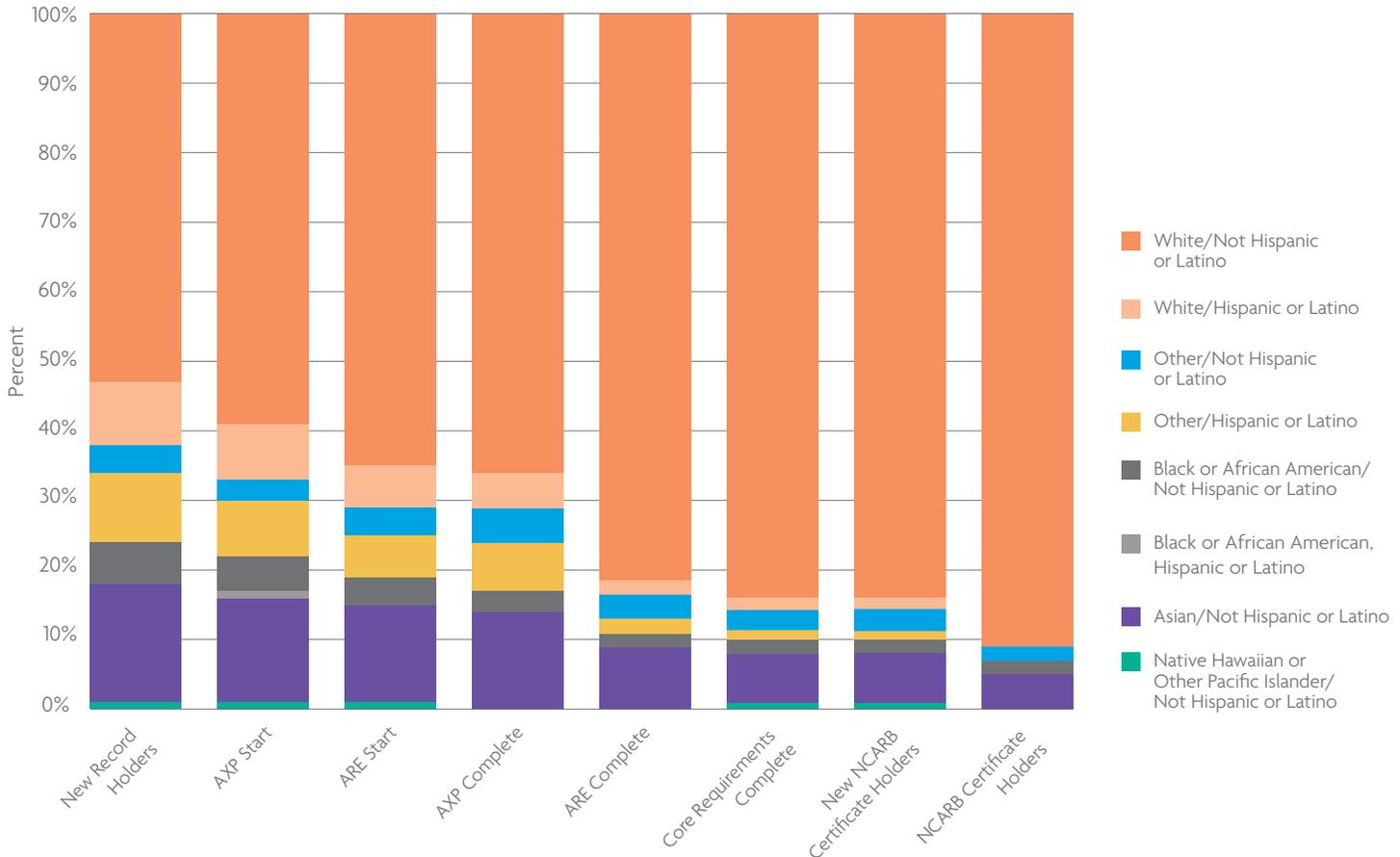
## Proportion of African American Men Higher Than African American Women

Although the proportion of men who identify as a racial or ethnic minority is lower than the proportion of women at each career stage, the proportion of men who identify as Black or African American is larger than the proportion of women—especially in early career stages.

Six percent of new male NCARB Record holders and 5 percent of men beginning the AXP identified as Black or African American, compared to 4 percent of women at each stage.

When compared with data from the joint NOMA and NCARB survey conducted in 2019, which highlighted disproportionate impediments for women of color in architecture, this suggests that there may be additional barriers preventing African American women from progressing in the profession.

*Note: NCARB uses the same categories for race and ethnicity as the U.S. Census Bureau.*

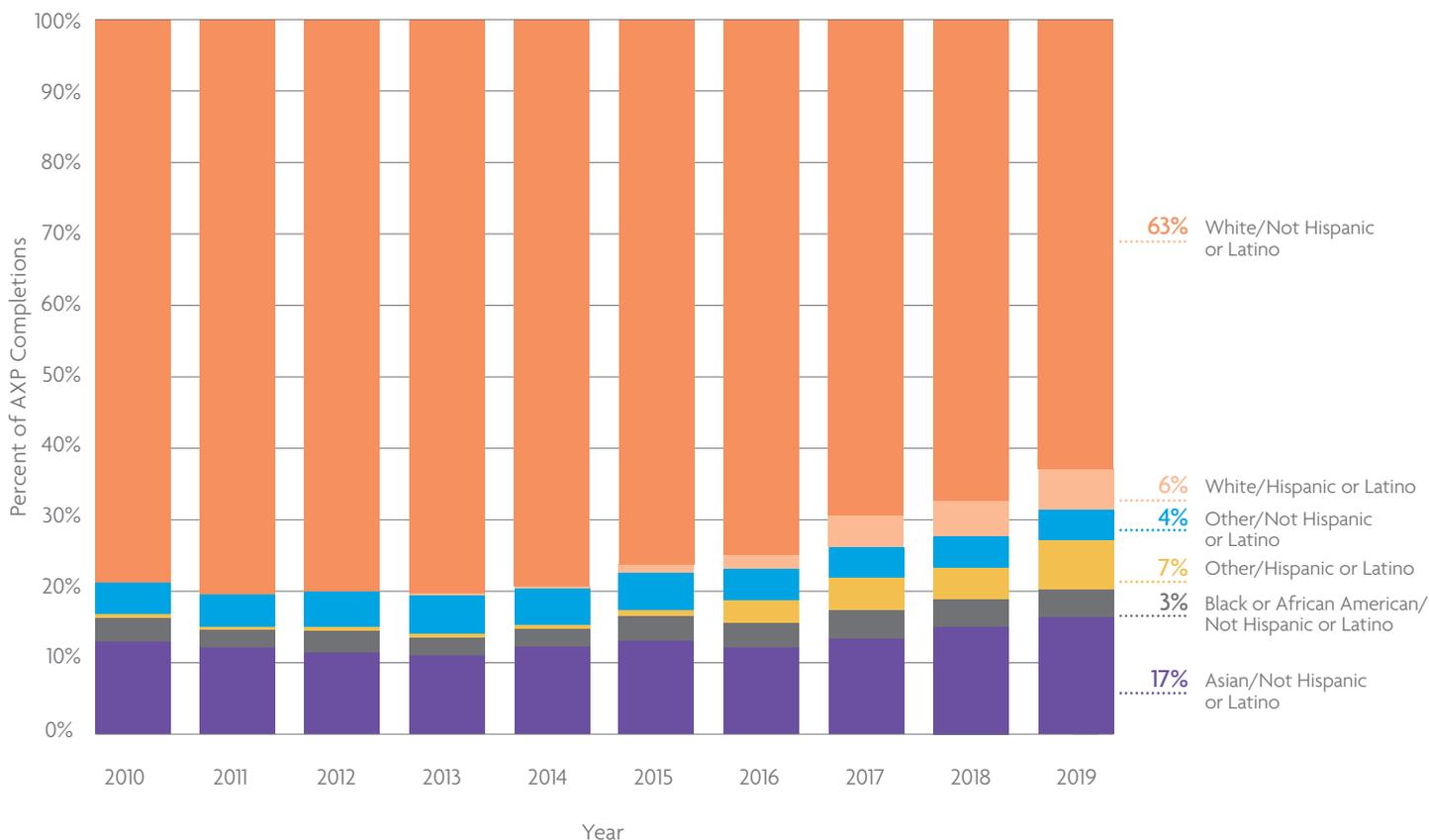


## Diversity Continues to Improve at Experience Completion

The proportion of individuals completing the AXP who identify as non-white or Hispanic has reached a record high at 37 percent—4 percentage points higher than in 2018 and 16 higher than in 2010. The growth since 2018 was primarily seen in the proportion of Asian and Hispanic/Latino candidates, which increased by 2 and 1 percentage points, respectively.

The proportion of people of color who complete the experience component has been steadily increasing since 2014, pointing toward future improvements in the representation of non-white individuals who are practicing architects.

*Note: NCARB uses the same categories for race and ethnicity as the U.S. Census Bureau.*

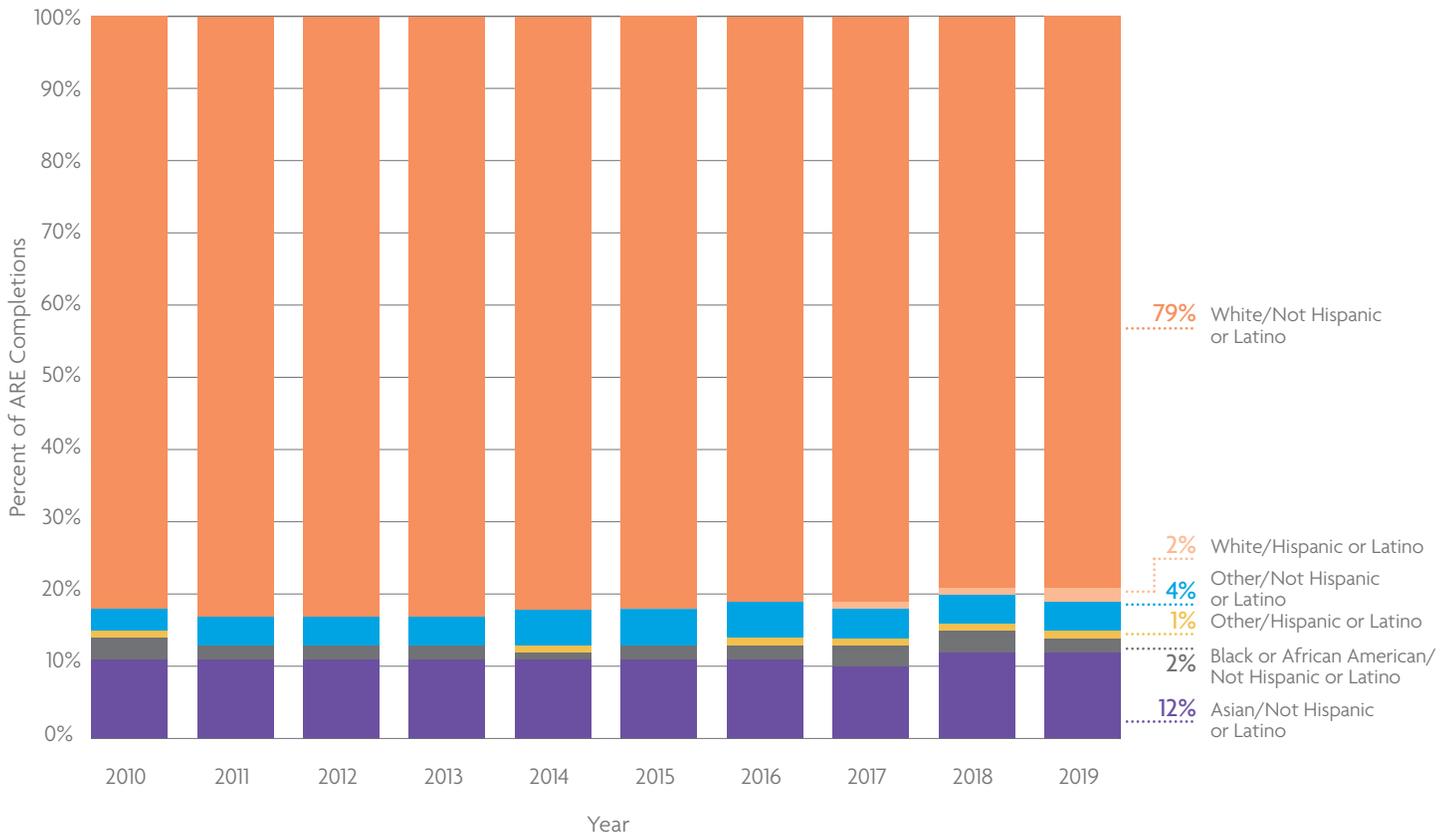


## Growth in Diversity Slows at ARE Completion

The proportion of individuals completing the ARE in 2019 who identify as people of color was 21 percent, unchanged compared to 2018 and only a 3 percentage point improvement compared to the racial and ethnic representation seen a decade ago.

Racial and ethnic diversity has been much slower to grow in this cohort than in AXP completions (which has seen a 16 percentage point improvement over the decade). While the disparity between white and non-white or Hispanic candidates has been gradually decreasing in other areas, this shift has not yet impacted the ARE.

*Note: NCARB uses the same categories for race and ethnicity as the U.S. Census Bureau.*



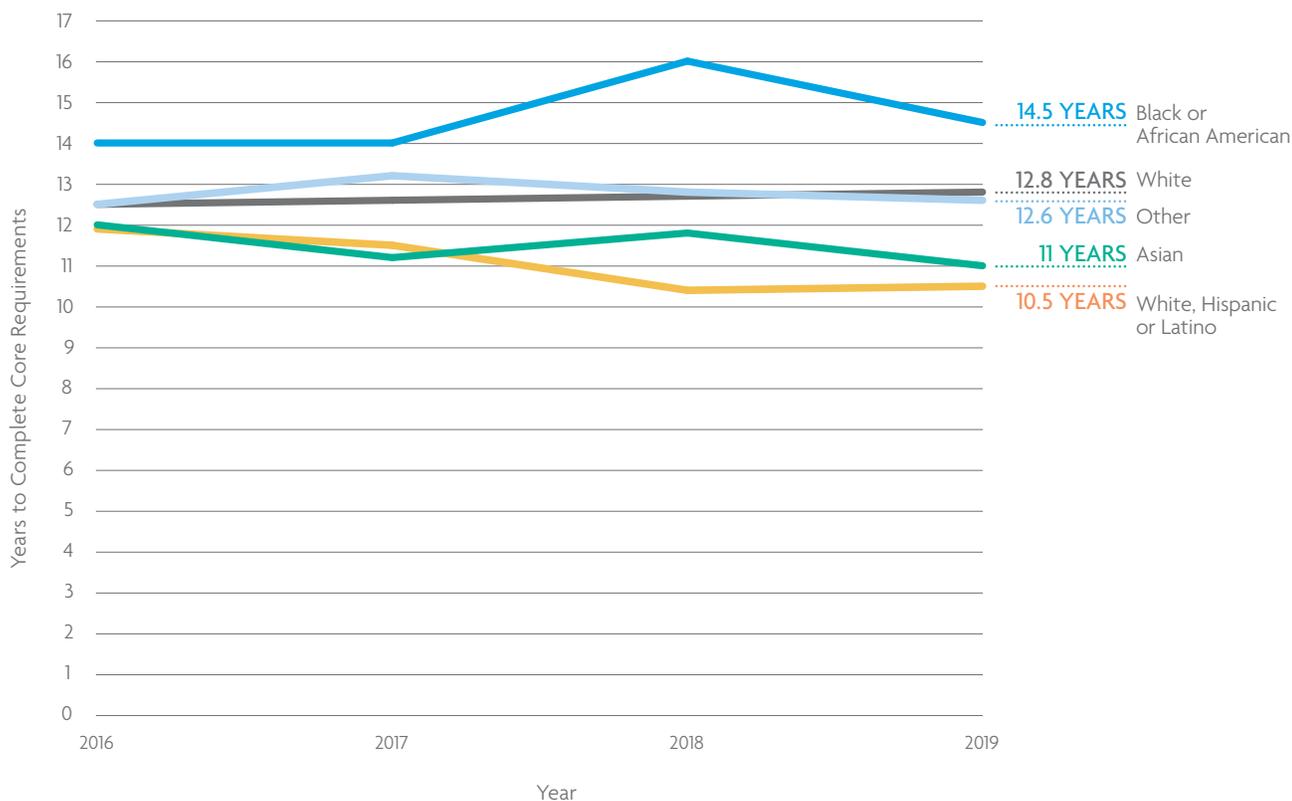
# Latino Candidates Complete Licensure Requirements Soonest

On average, Hispanic or Latino candidates consistently complete their education, experience, and examination requirements sooner than their peers. In 2019, Latino candidates finished the core licensure requirements in an average of 10.5 years, 2.2 years sooner than the overall average.

Candidates who identify as Black or African American took an average of 14.5 years to finish the licensure process—1.8 years longer than the overall average.

For comparison, Asian candidates took an average of 11 years, individuals who indicated their race/ethnicity as “other” took an average of 12.6 years, and white candidates took an average of 12.8 years.

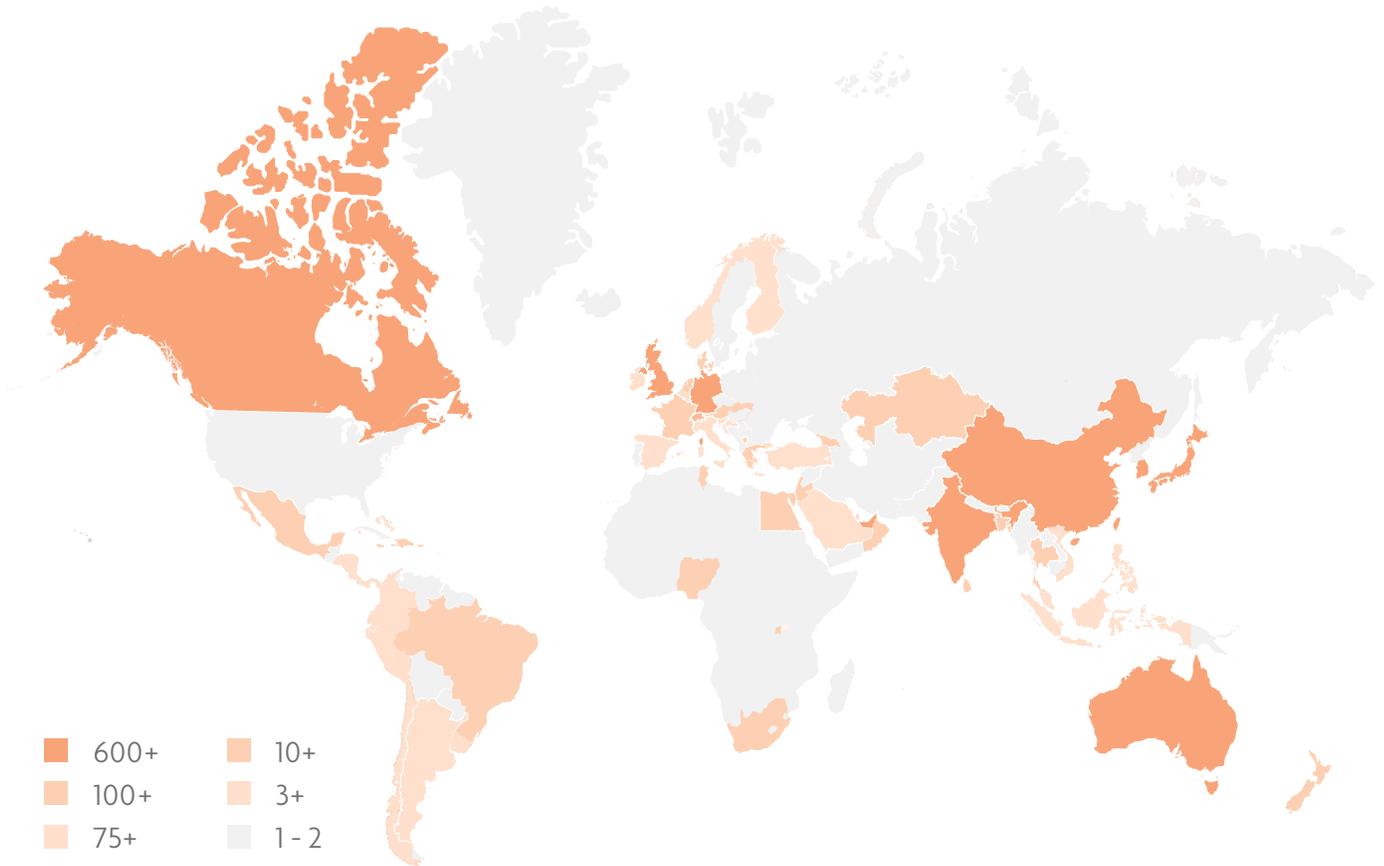
*Note: NCARB did not have sufficient demographic data to show the average time to licensure by race/ethnicity beyond 2016, or for candidates who identify as Native Hawaiian/Pacific Islander or Native American/Alaskan Native.*



## Record Holders Around the World

Licensure candidates and NCARB Certificate holders are located in countries across the globe. Outside of the United States, the largest population of Record holders are based in Canada (739), the United Kingdom (102), the Republic of Korea (95), and China (87)—these numbers have not shifted much over the past several years.

Through mutual recognition arrangements, NCARB Certificate holders can pursue reciprocal licenses in Australia, Canada, Mexico, and New Zealand. In 2019, NCARB also added new international testing locations. The exam is now offered at Prometric test centers throughout the United States and Canada, as well as Australia, Argentina, Brazil, England, France, Germany, Greece, Hong Kong, Italy, the Netherlands, New Zealand, Spain, Turkey, and the United Arab Emirates.





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# Navigating the Path

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Assessing when and why candidates stop pursuing a license is a crucial part of understanding the impact licensure requirements—specifically NCARB’s programs—have on emerging professionals in the architecture field. In addition, comparing the progress of different demographic groups allows NCARB to identify pinch points throughout the process of becoming an architect and examine how program adjustments might combat inequity in the profession.

By 2019, 38 percent of candidates who started the licensure path a decade ago had stopped pursuing a license, with 62 percent having completed, or still working on their licensure requirements—a slight improvement compared to the proportion of attrition seen in 2018.

Since 2012, the proportion of women who continue their pursuit of licensure has been equal to, or has surpassed, their male counterparts. The opposite is true for candidates who are people of color; on average, non-white candidates are 31 percent more likely to stop pursuing a license than their white peers.

Most candidates fall off the path while working to gain and report experience. Many candidates who stop pursuing a license are likely to continue working in the architecture industry, and could decide to resume the licensure process in the future. NCARB’s data shows that 57 percent of candidates who finished the licensure path in 2019 never fell off the path, and 31 percent returned within the first two years.

women are now  
**4%** MORE LIKELY  
to stay on the path than men



non-white candidates are  
**31%** MORE LIKELY  
to fall off the path to licensure



OVER 10 YEARS **3** OUT OF **5**  
candidates have stayed  
on the path to licensure

LICENSED  
ARCHITECTS

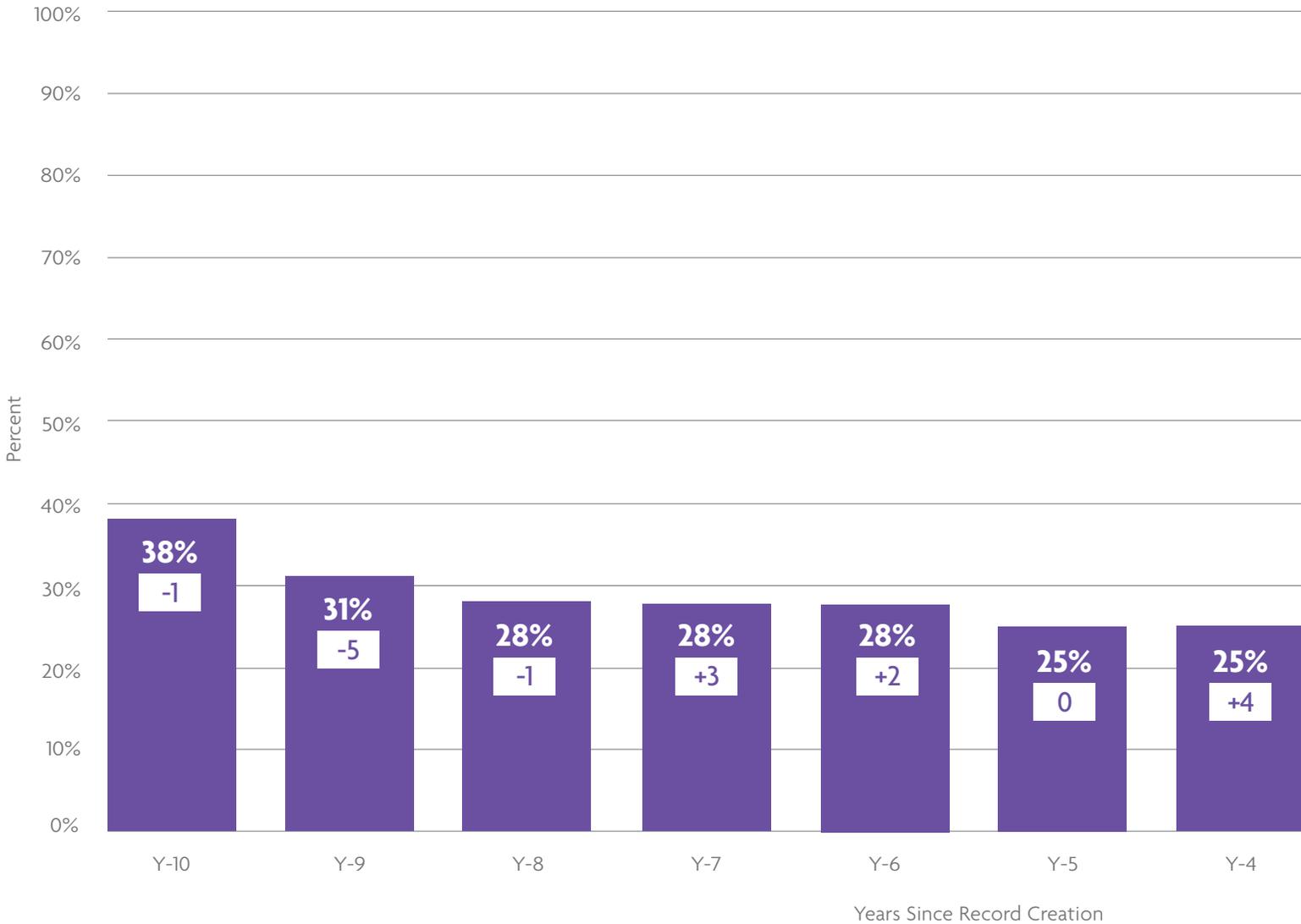


**54%**  
leave the path  
while **reporting**  
experience



**57%**  
of candidates  
**never leave** the path

## Over 10 Years, Two Out of Five Candidates Stop Pursuing Licensure

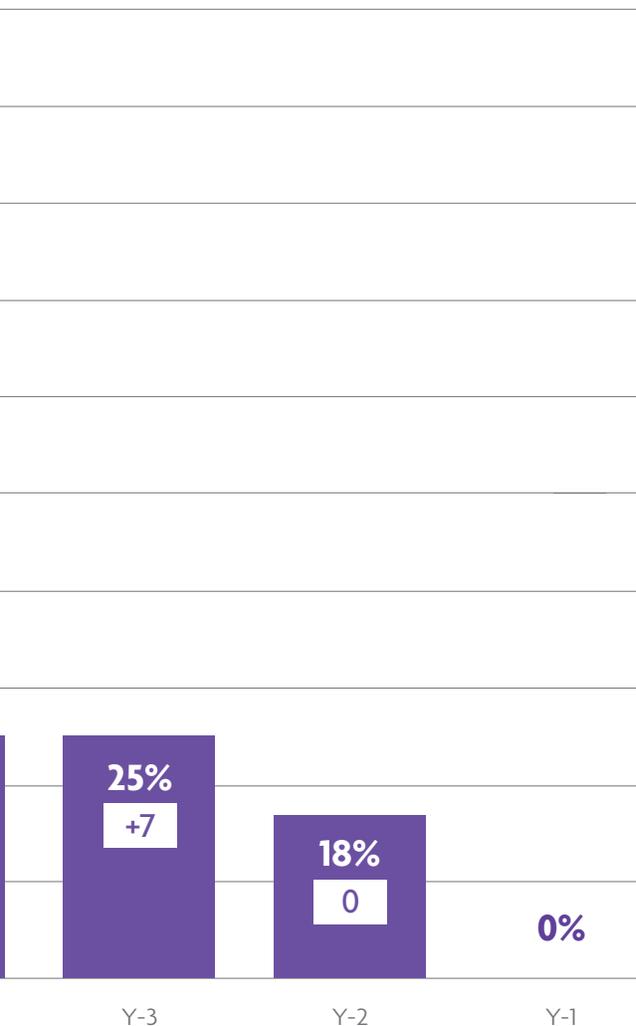


Of candidates who created an NCARB Record 10 years ago (Y-10), 38 percent are currently not working toward earning a license—suggesting that two out of every five candidates are likely to stop pursuing licensure over the course of a decade. Many of these candidates likely continue to work in the architecture industry, and could decide to resume the licensure process in the future.

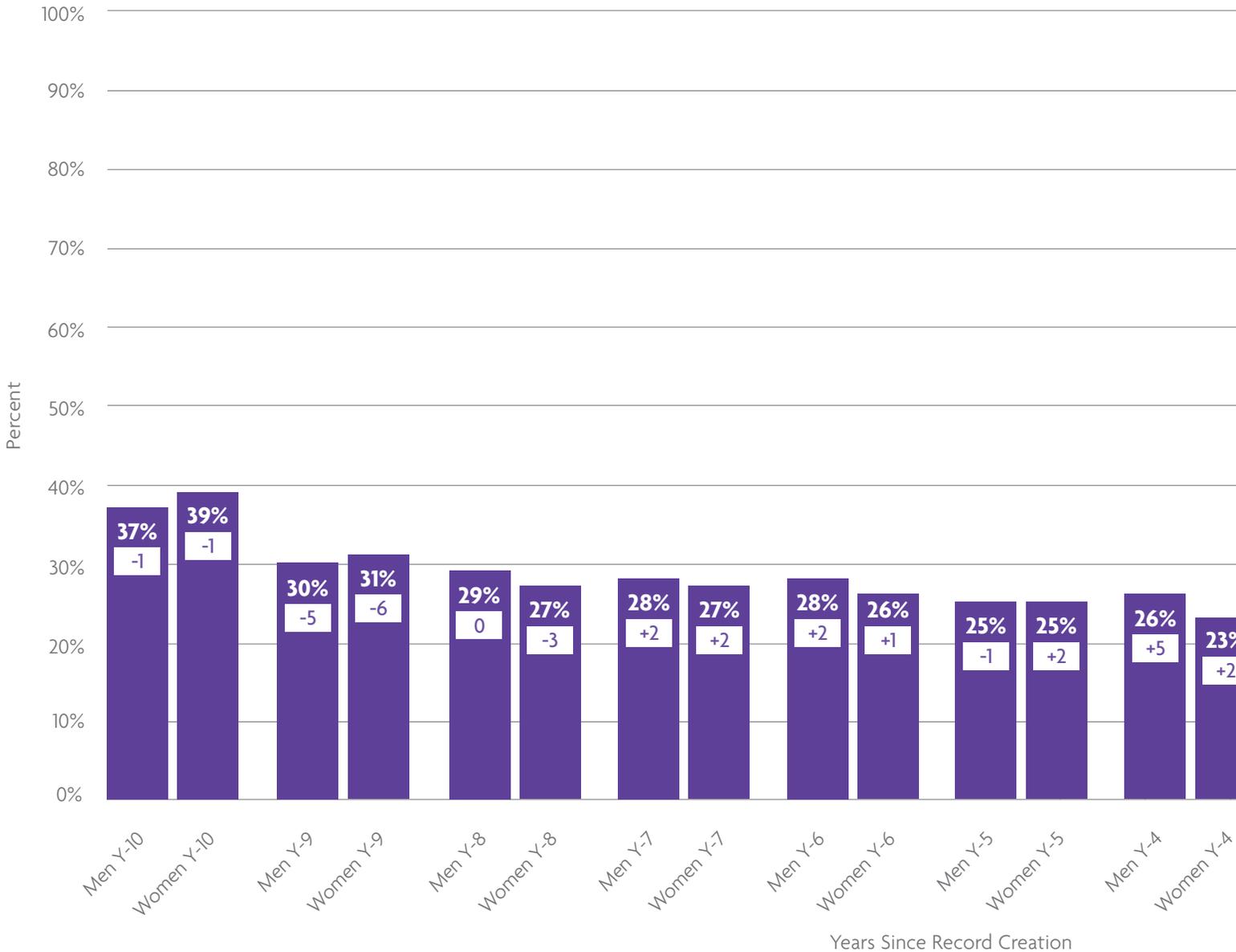
2019's attrition rate at the 10-year mark (candidates who started in 2010) is one percentage point below the rate of attrition seen after a decade in 2018. In addition, the percentage of candidates who started a Record in 2011 and have since left the licensure path is 5 percentage points below the rate seen for candidates at the nine-year mark in 2018. These small differences could indicate that recent programmatic changes are encouraging more candidates to stay on, and complete, the licensure process. Increases in attrition for candidates three and four years after starting their NCARB Record may be a result of ARE 4.0's retirement or other recent program changes.

The data shows that 25 percent of candidates leave the licensure path within the first three years after creating a Record, only increasing by 13 percentage points over the next seven years—indicating that the majority of candidate attrition is seen soon after beginning the licensure process.

By nature, candidates who started their NCARB Record in 2019 are all still active.



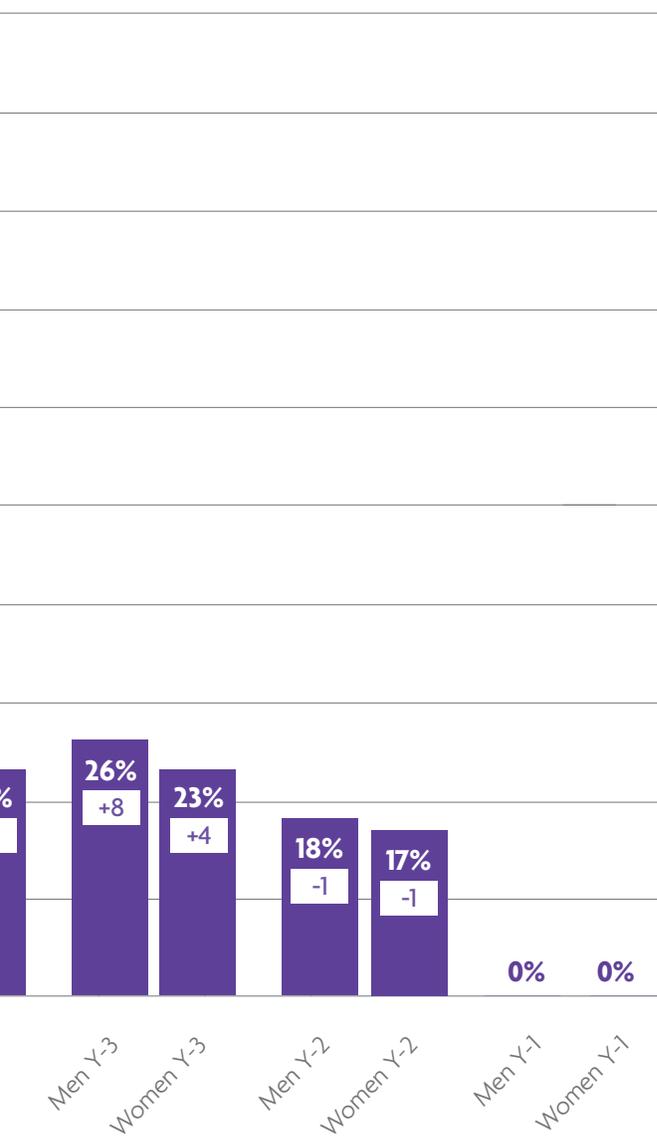
## Women Now More Likely to Maintain Licensure Goals



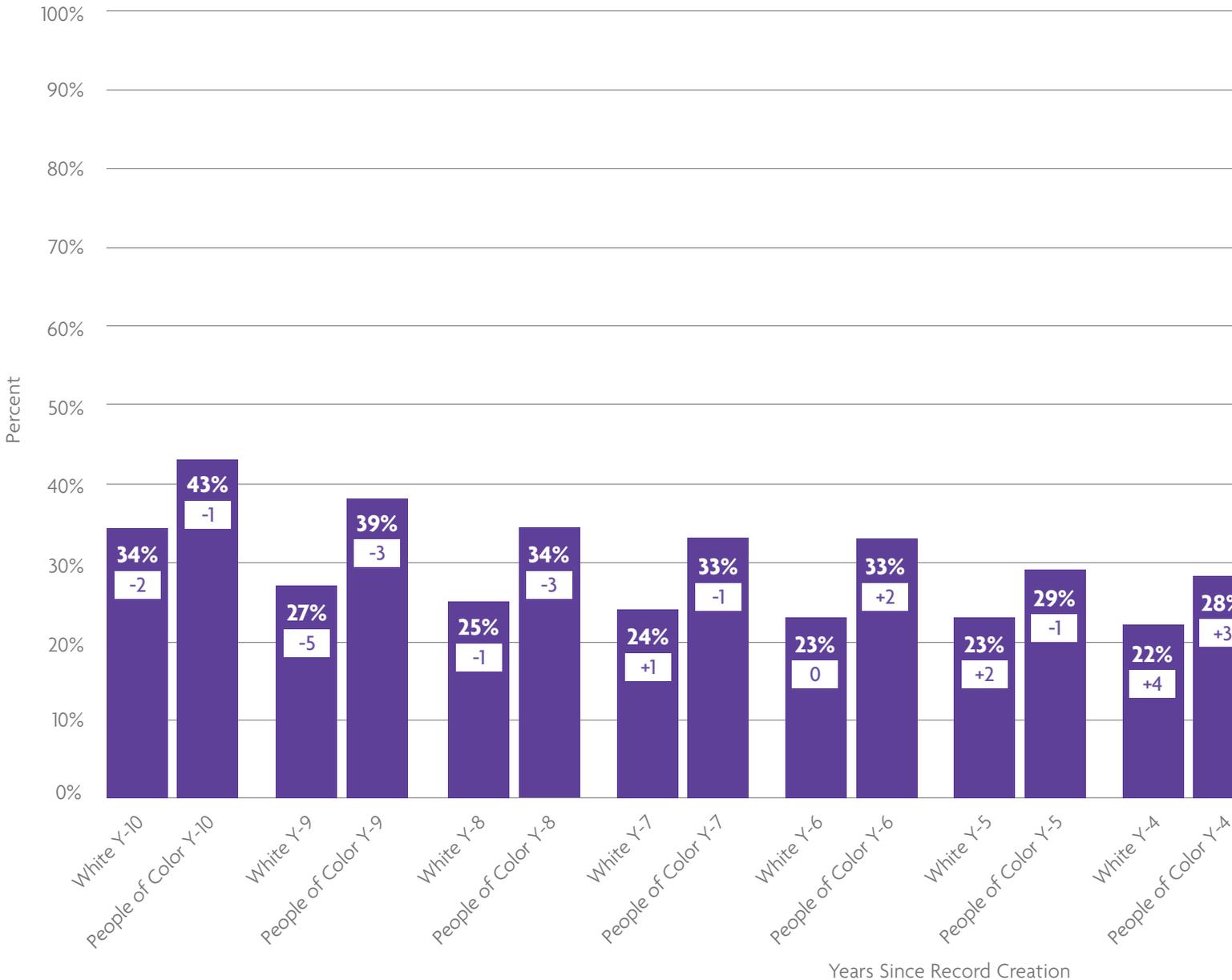
Prior to 2012, women stopped pursuing licensure at higher rates than men. However, women who started their NCARB Record in 2012 and onward reversed this trend. Of women who began the licensure process in 2012 (Y-8), 27 percent have since become inactive—2 percentage points fewer than their male counterparts.

This trend continues from 2013-2018, with women maintaining their focus on earning a license at equal or higher rates than men—including up to 3 percentage points lower attrition rates for women who started their NCARB Record in 2016 and 2017. The average female candidate who started an NCARB Record in the past decade is 4 percent less likely to stop pursuing licensure than the average male candidate.

While studies—including NCARB's 2020 joint survey with the National Organization of Minority Architects (NOMA)—and NCARB's demographic data show that there continues to be disparity between men and women in the profession, lower rates of female attrition on the path to licensure should help address this historical imbalance over time.



## People of Color More Likely to Stop Pursuing a License

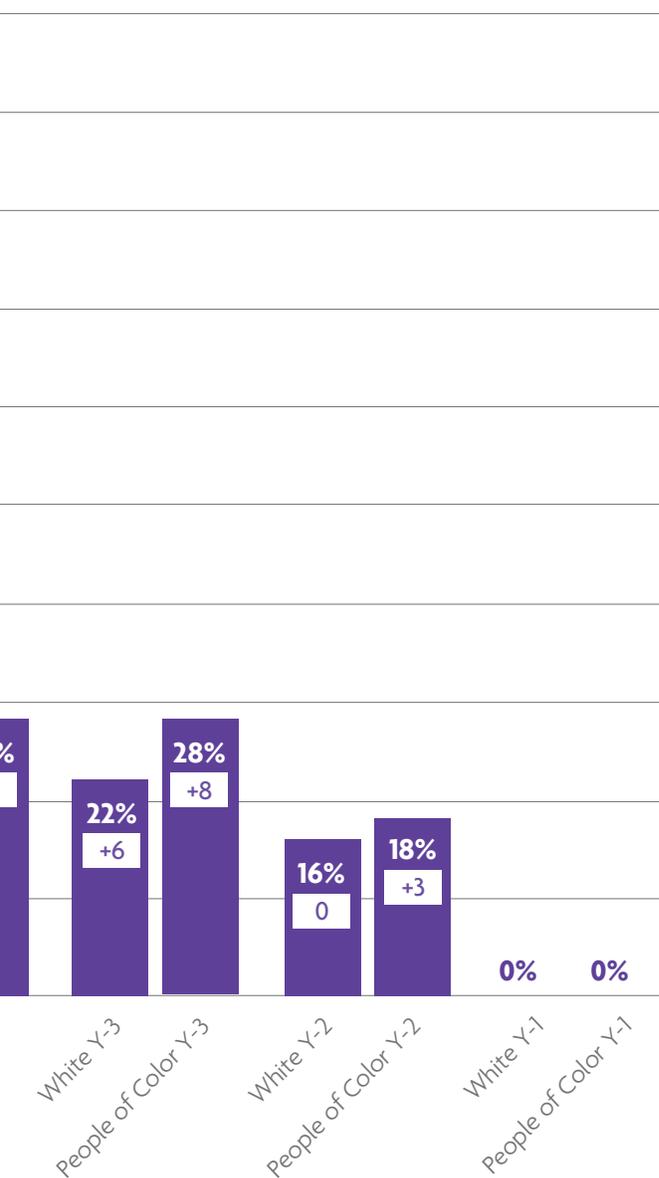


The average candidate of color who started an NCARB Record in the past decade is 31 percent more likely to stop pursuing licensure than the average white candidate.

Although NCARB's demographics data indicates that representation in the profession is increasing slowly along most career stages, candidates who identify as non-white or Hispanic experience higher rates of attrition. This trend appears largely unchanged compared to previous years.

Forty-three percent of candidates of color who started an NCARB Record in 2010 (Y-10) have since stopped making active progress toward earning a license, compared to 34 percent of their white counterparts—a 9 percentage point difference. This is 1 percentage point wider than seen in the previous year's data set, suggesting that the cause of this disparity is not being effectively addressed.

Combined with findings from NCARB's 2020 joint survey with NOMA and NCARB's own demographic information, this stark difference in attrition rates highlights the need to identify and remove barriers in the architecture profession and licensure pathway that disproportionately impact the career progression of minority candidates.

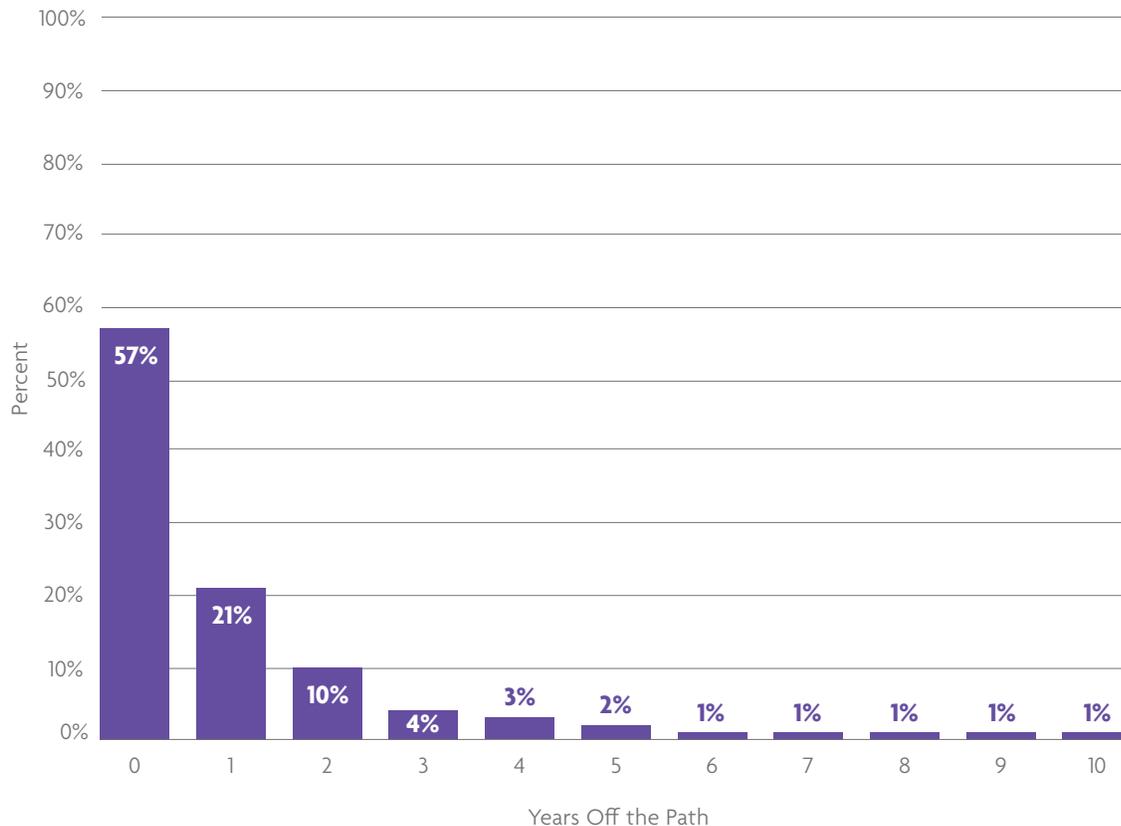


## Most Candidates Who Earn a License Remain Active Throughout the Licensure Path

Of candidates who finished their final core requirement in 2019, 57 percent spent less than a year not actively working toward licensure.

Twenty-one percent of candidates who finished the licensure process in 2019 spent approximately one year inactive, and another 10 percent spent two years inactive. The remaining 12 percent of candidates who finished their core requirements in 2019 spent between three and 10 years inactive.

Together, this data indicates that the majority of candidates who finish the licensure process demonstrate ongoing active work toward finishing the AXP and ARE. It also suggests that returning to the licensure process may be smoother within the first few years of falling off the path.

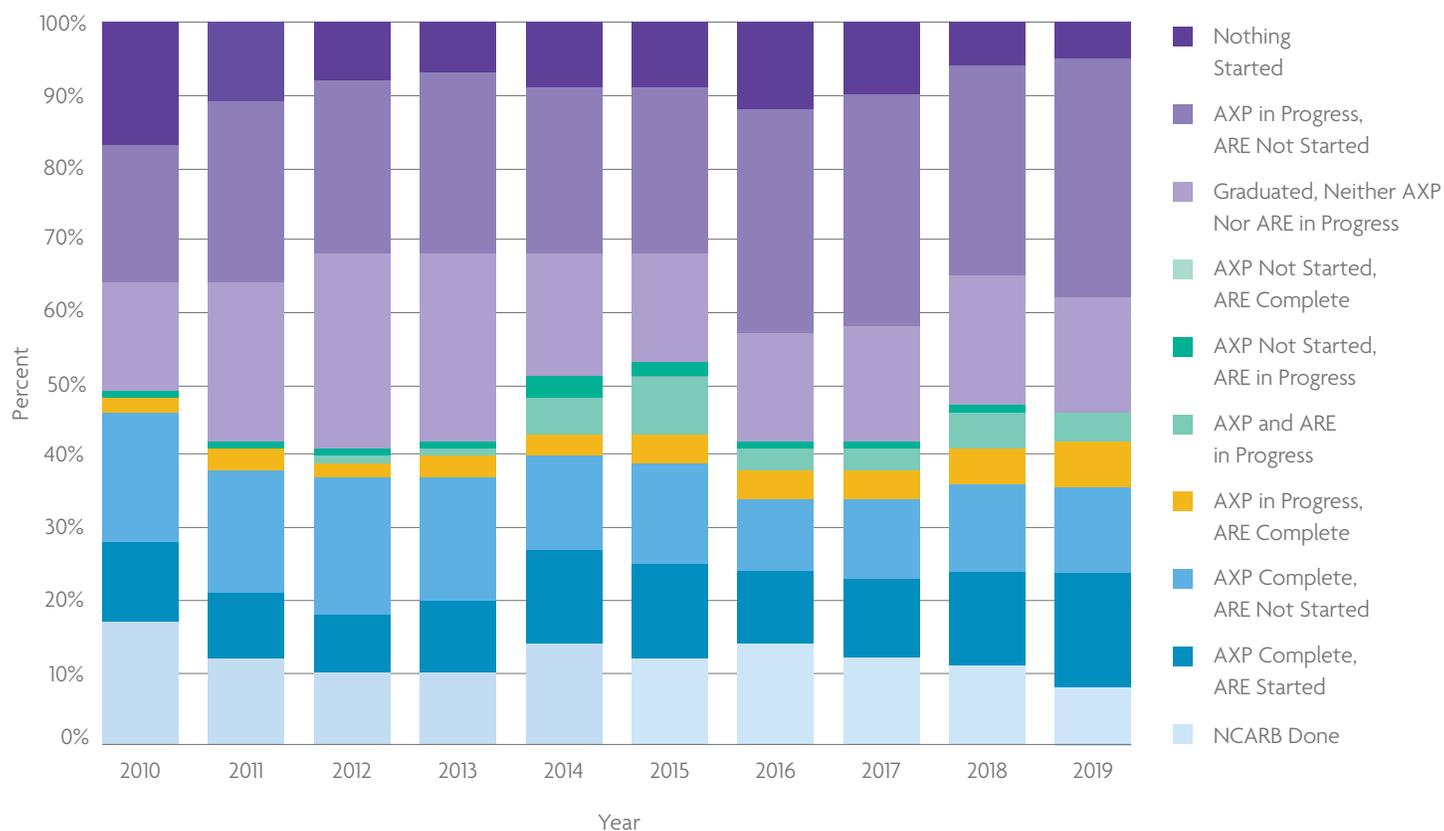


## Inactive Candidates Most Likely to Stop Pursuing Licensure While Earning Experience

Candidates who stop pursuing licensure are most likely to become inactive while reporting experience toward the AXP—whether solely reporting experience or reporting experience while testing.

Thirty-two percent of candidates who stopped pursuing licensure in 2019 were working toward completing the experience program (a 3 percentage point increase compared to 2018), and 6 percent were both reporting experience and testing (a 1 percentage point increase compared to 2018).

Sixteen percent of candidates who fell off the path in 2019 were testing and had finished the AXP, a 3 percentage point increase compared to 2018 that is likely due to the impact of ARE 4.0's retirement.



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# NCARB/NOMA Joint Survey

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It's essential that the path to becoming an architect is fair and equitable, and that the individuals who work in the architecture profession reflect the communities they serve.

In 2020, NCARB partnered with the National Organization of Minority Architects (NOMA) to conduct a joint survey exploring candidates' experiences while pursuing licensure, to assess whether there are impediments and pinch points that disproportionately affect minorities and other underrepresented groups.

The survey was sent to nearly 70,000 professionals, and received over 5,000 complete responses from licensure candidates, recently licensed architects, and individuals who stopped pursuing licensure. Over 2,300 of the responses were from people of color, and nearly 2,500 were from women.

The results suggest there is often slight, but widespread, disparity throughout the licensure process and in firm culture. While all people of color—especially women of color—are impacted by these disparities in some ways, African Americans report challenges at nearly every stage. In addition, the results revealed significant hurdles for older candidates pursuing the AXP, and highlighted ways the ARE may pose a more significant obstacle for women than for men.

Over the coming months, NOMA and NCARB will continue to analyze the survey results and release in-depth reports on key topic areas, including the AXP, ARE, and firm culture. As the findings are shared, NCARB and NOMA will determine next steps and propose solutions to address these disparities.



**52%** OF INDIVIDUALS  
AGED 55+

agree finding a supportive  
firm is easy—compared to  
78% of individuals aged 18-29

**66%** OF AFRICAN  
AMERICANS

don't see themselves  
reflected in firm leadership



**African Americans**  
are 5 percentage  
points **less likely** than  
their white peers  
to **agree finding a  
supportive firm is easy**



**People of color** are  
7 percentage points  
**more likely** than their  
white peers to **stop  
pursuing** licensure  
while working in a firm



**Women are twice  
as likely** as men  
to **stop pursuing  
licensure** after taking  
an ARE division

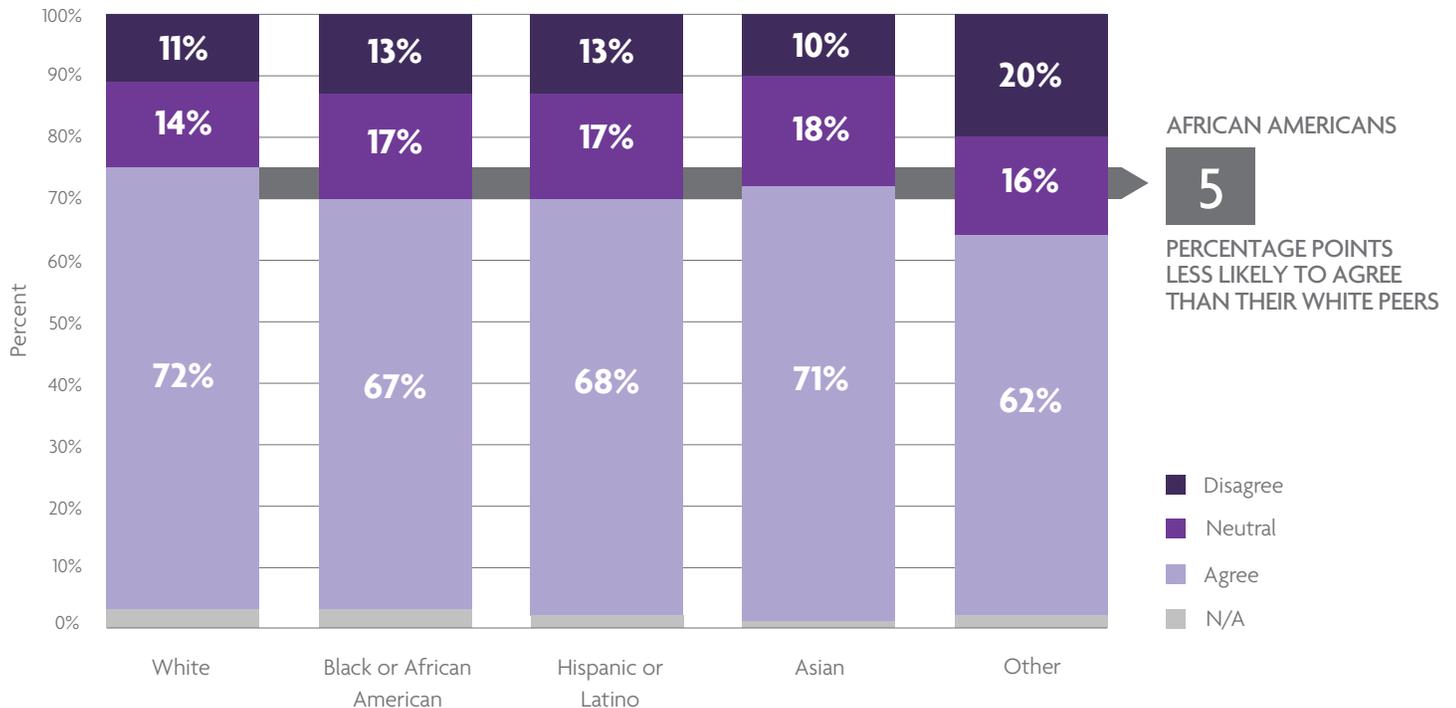
# African Americans Slightly Less Likely to Say Finding an AXP-Supportive Firm is Easy

Because the Architectural Experience Program® (AXP®) requires experience to be gained across six different areas, finding a firm willing to provide work opportunities in each practice area is critical to completing the program.

Most survey respondents—nearly three quarters—agreed that finding a firm to support their progress through the AXP was easy. However, licensure candidates and architects who identified as Black or African American were 5 percentage points less likely to agree than their white peers, and 4 percentage points less likely to agree than their Asian peers.

While this is a minor difference, difficulty in African American candidates' ability to find a supportive firm could draw out the time and effort needed to complete the experience program, potentially extending the licensure process and contributing to attrition on the licensure path.

*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*



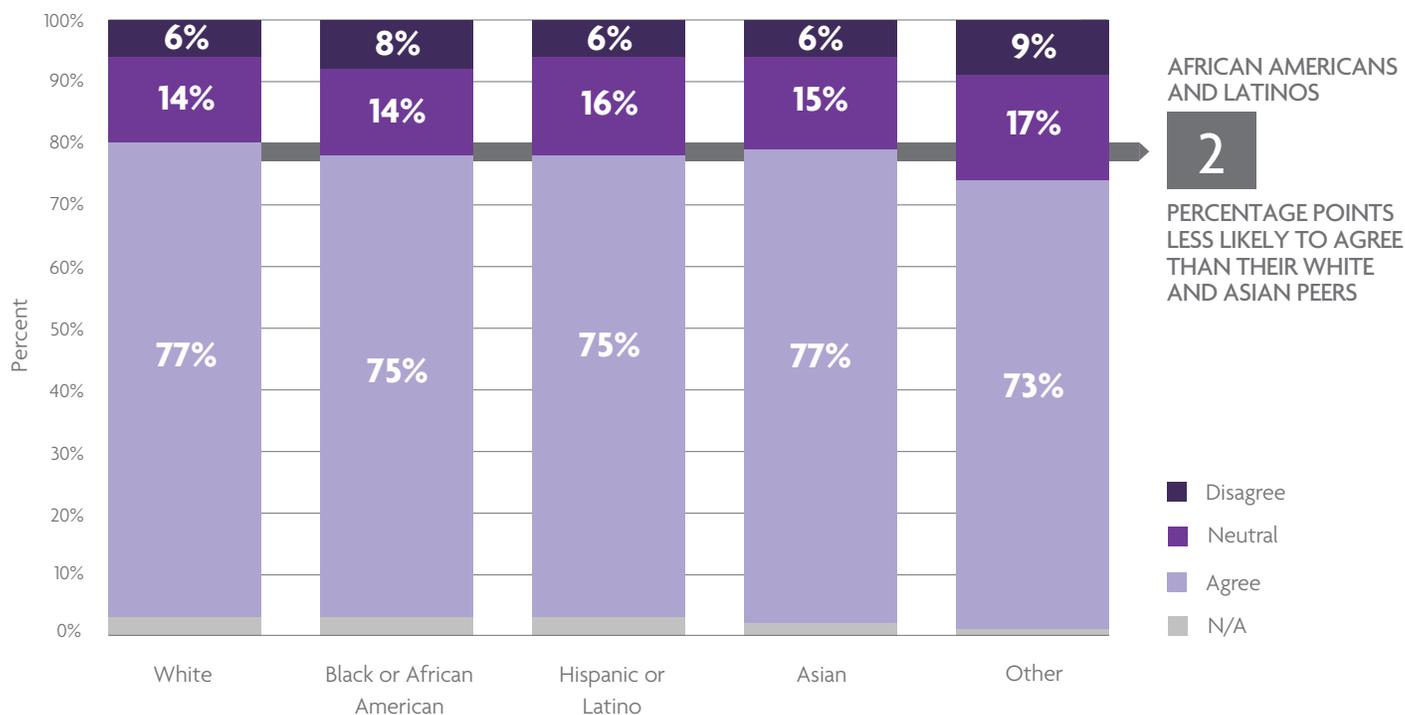
# White and Asian Candidates Most Likely to Agree AXP Supervisor Is Supportive

AXP supervisors play an important role in candidates' path to licensure by providing guidance, assigning experience opportunities, and reviewing experience reports.

At 77 percent, individuals who identified as White or Asian were the most likely to agree. Licensure candidates and architects who identified as Black or African American and Latino were slightly less likely to agree at 75 percent.

Though the percentage point difference is minor, the slight gap between African Americans and Latinos compared to their peers of other races/ethnicities is indicative of small but cumulative disparities for African American and Latino individuals throughout the survey results.

*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*



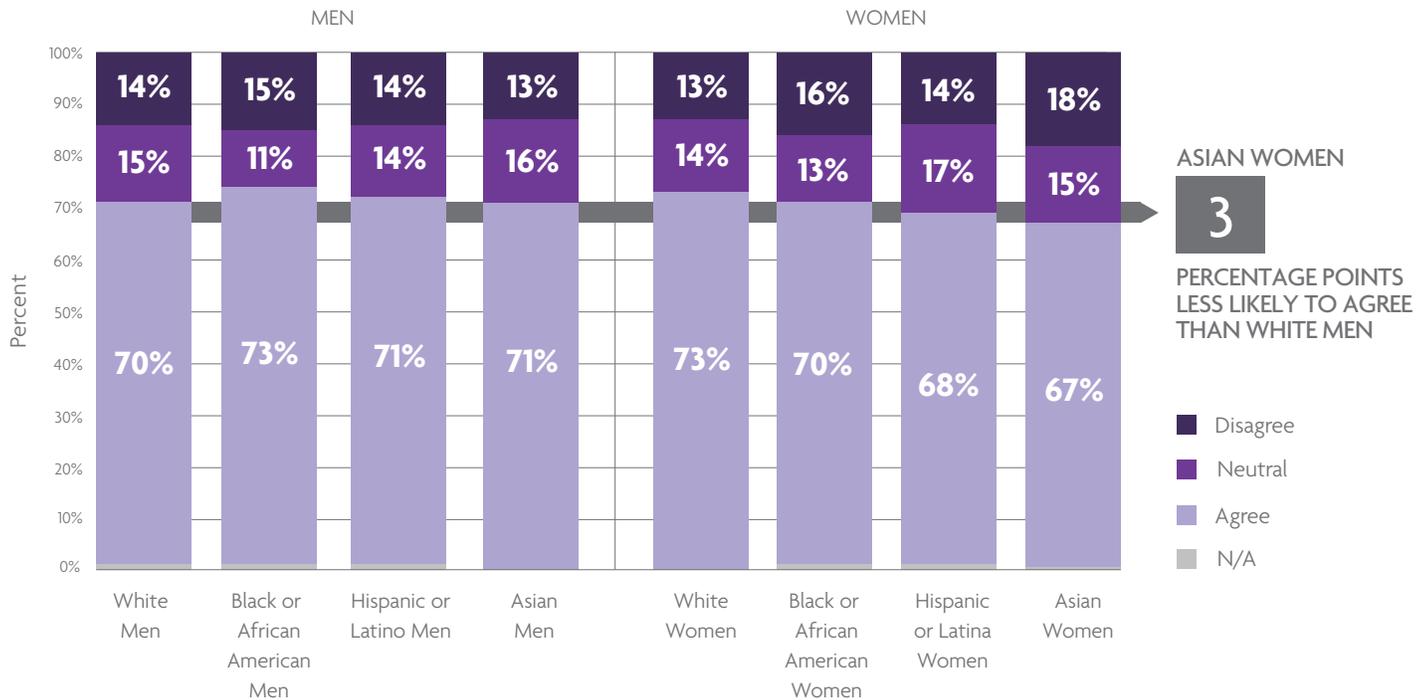
# Asian and Latina Women Less Likely to Receive Variety of Experience Opportunities

To complete the AXP, candidates must learn how to competently perform 96 key tasks spread across six experience areas. It is essential that firms offer individuals pursuing licensure a variety of work opportunities so they are able to gain the required experience.

While nearly three quarters of candidates agreed their firm provided them with a variety of opportunities to gain credit in all experience areas, breaking the responses down by race/ethnicity and gender revealed small disparities. At 67 and 68 percent (respectively), Asian and Hispanic or Latina women were the least likely to agree. This is 2 and 3 percentage points lower than white men and 5 and 6 percentage points (respectively) lower than white women and African American men, who were the most likely to agree they received a variety of opportunities.

White respondents were the only race/ethnicity where women were more likely to agree than men. For each other race/ethnicity, women were at least 3 percentage points less likely to agree that they received a variety of opportunities compared to the corresponding male respondents of the same race/ethnicity.

This suggests that earning the broad experience needed to earn an architecture license may be more difficult for women of color, specifically Asian and Latina women.



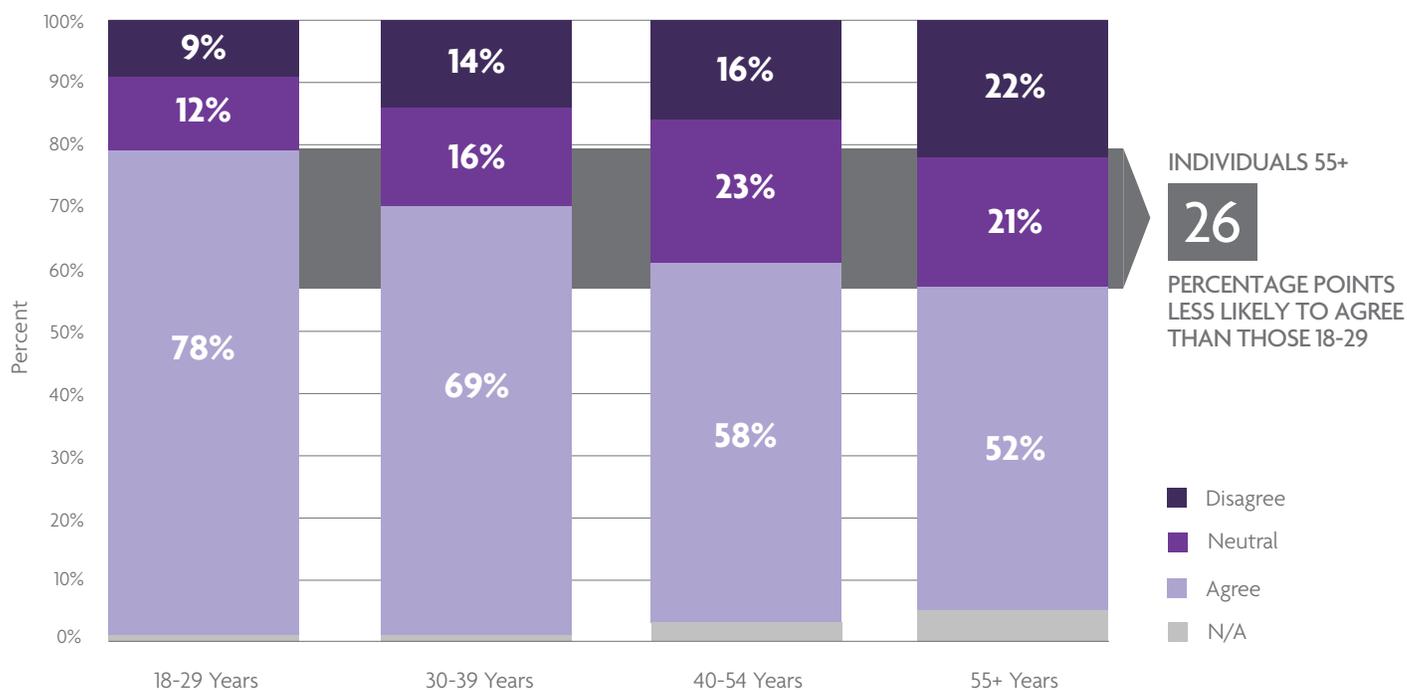
## Reported Ease of Finding AXP-Supportive Firm Decreases With Age

While the joint survey conducted by NOMA and NCARB is primarily exploring disparities based on race/ethnicity and gender, the results also highlighted other factors that may impact an individual's career progression, such as age.

Breaking down results based on respondents' ages revealed a large gap in areas related to the AXP. Just 52 percent of individuals aged 55 or older agreed that finding a firm to support their AXP progress was easy—26 percentage points less than individuals aged 18-29.

The percent of individuals who agree that finding a supportive firm is easy decreases with each age group, with those aged 30-39 9 percentage points less likely to agree than those aged 18-29, and individuals aged 40-54 20 percentage points less likely to agree.

These results indicate that despite efforts to create additional pathways to licensure, gaining the experience needed to earn a license is disproportionately difficult for older candidates.



# Latinos Least Likely to Feel Confident They Can Afford the ARE

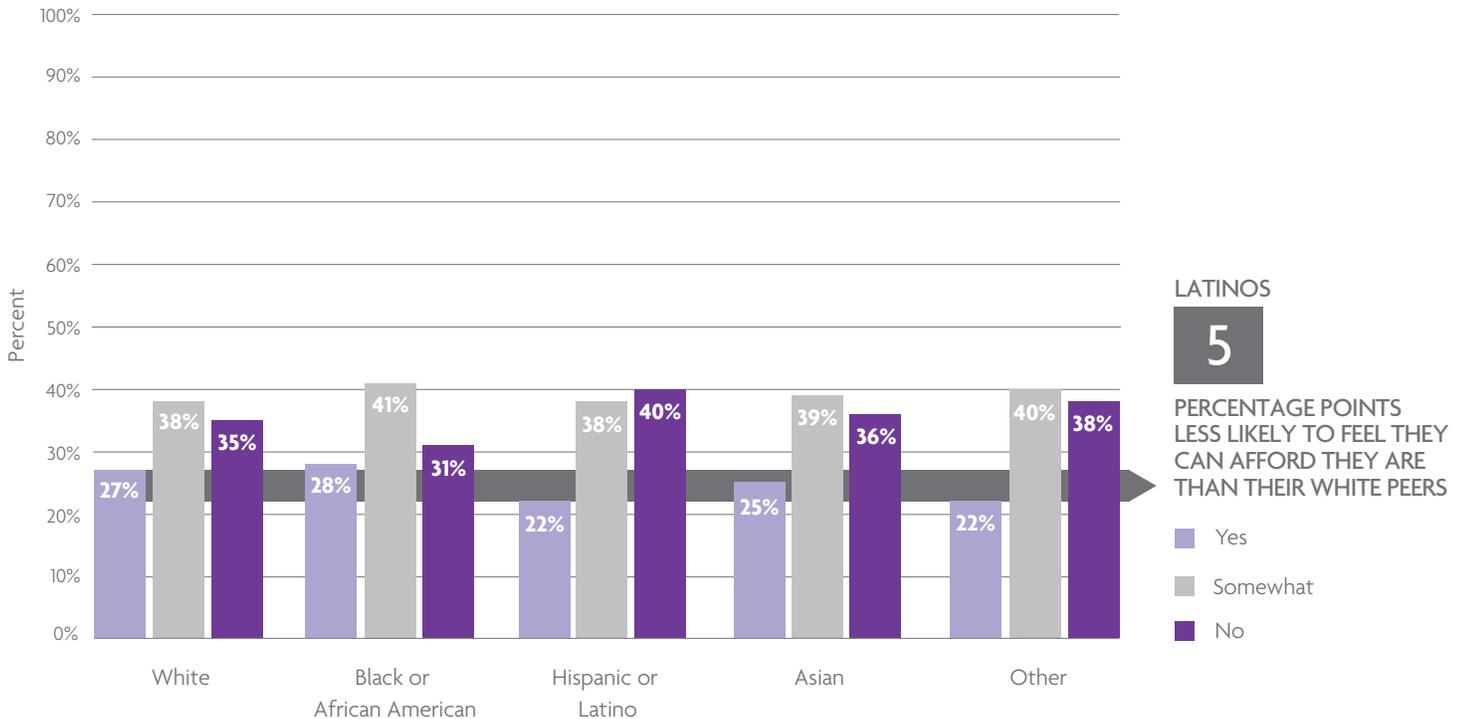
NCARB's current version of the exam, ARE 5.0, costs \$235 per division. To complete the exam, candidates must pass all six divisions.

When asked whether they feel confident in their ability to afford taking the ARE, just 22 percent of Hispanic or Latino respondents said yes—6 percentage points fewer than Black or African American respondents.

For most races/ethnicities, the largest proportion of respondents selected “somewhat.” Hispanic or Latino respondents represent the only ethnicity where candidates were slightly more likely to select “no” when asked if they were confident in their ability to afford taking the ARE.

Many survey respondents across all demographics indicated the cost of the exam was a significant challenge to practice; however, this barrier may disproportionately impact Latino candidates.

*Note: “Other” includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*



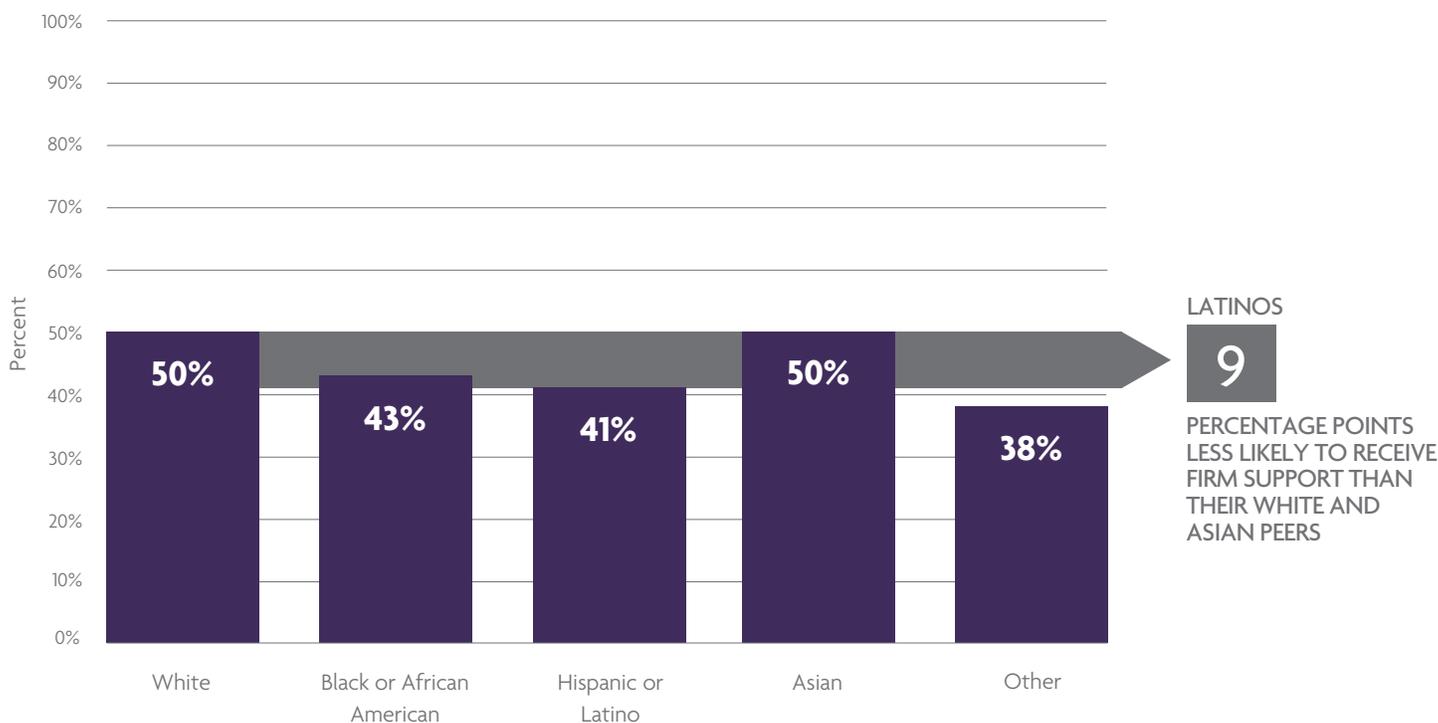
## Latino and African American Candidates Least Likely to Receive Firm Support Toward Cost of the ARE

Some architecture firms assist candidates in managing the financial burden of licensure by paying for the cost of the exam—although many respondents indicate this financial assistance is only available if they pass the ARE division.

However, just 41 percent of Latino candidates and 43 percent of African American candidates indicated that their firm would contribute to the cost of the ARE—9 and 7 percentage points (respectively) below their white and Asian peers.

This suggests that white and Asian candidates may receive better access to firm support while pursuing licensure.

*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*

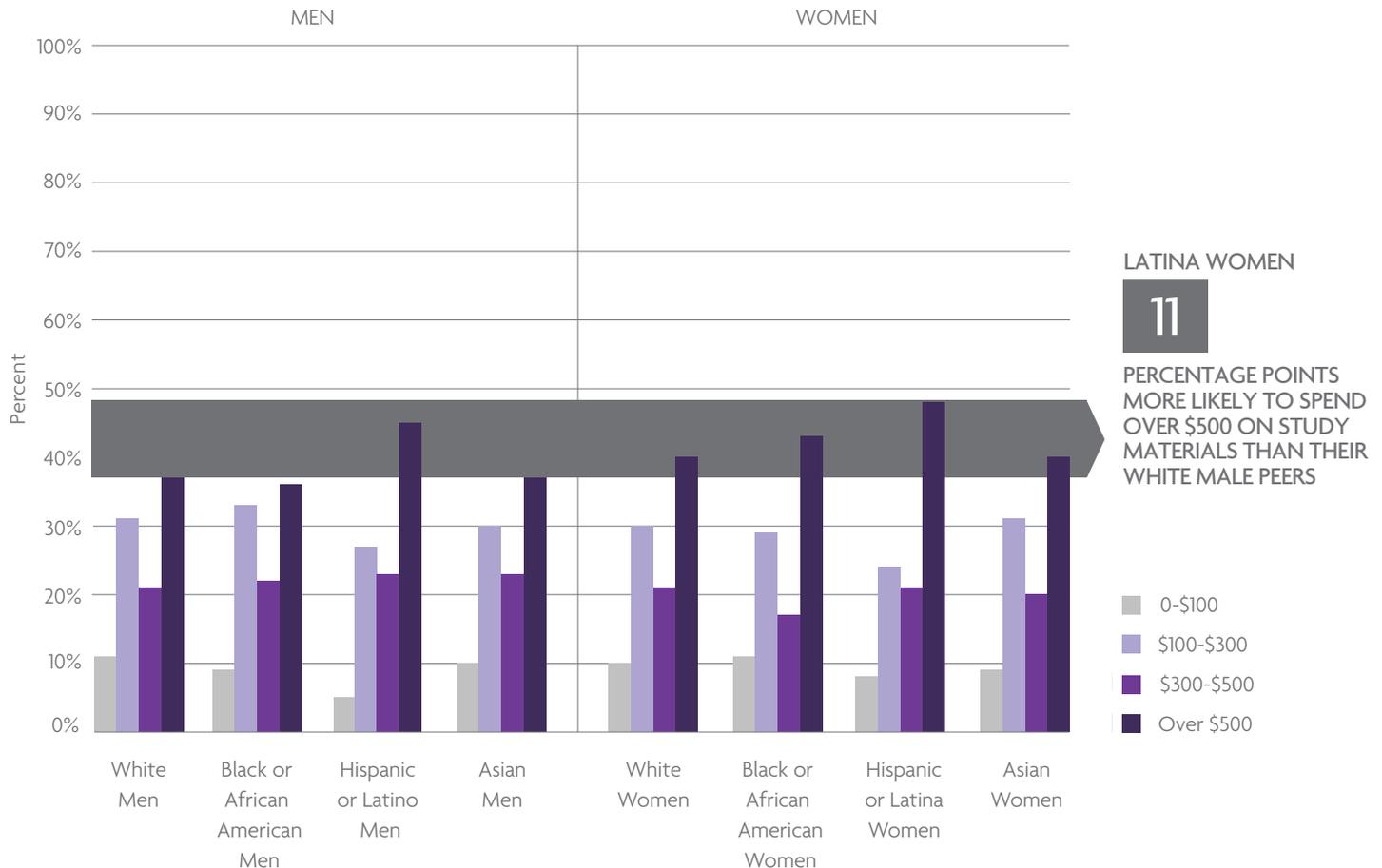


# Latinos and African American Women More Likely to Spend Over \$500 on Study Materials

In addition to the cost of scheduling an exam appointment, many candidates purchase study materials.

When asked roughly how much they had spent on study materials, 48 percent of Latina women and 45 percent of Latino men indicated they had spent over \$500, 11 and 8 percentage points higher (respectively) than their white male peers. African American women were the next most likely to spend over \$500 on study materials, with 43 percent selecting this option—6 percentage points higher than white men.

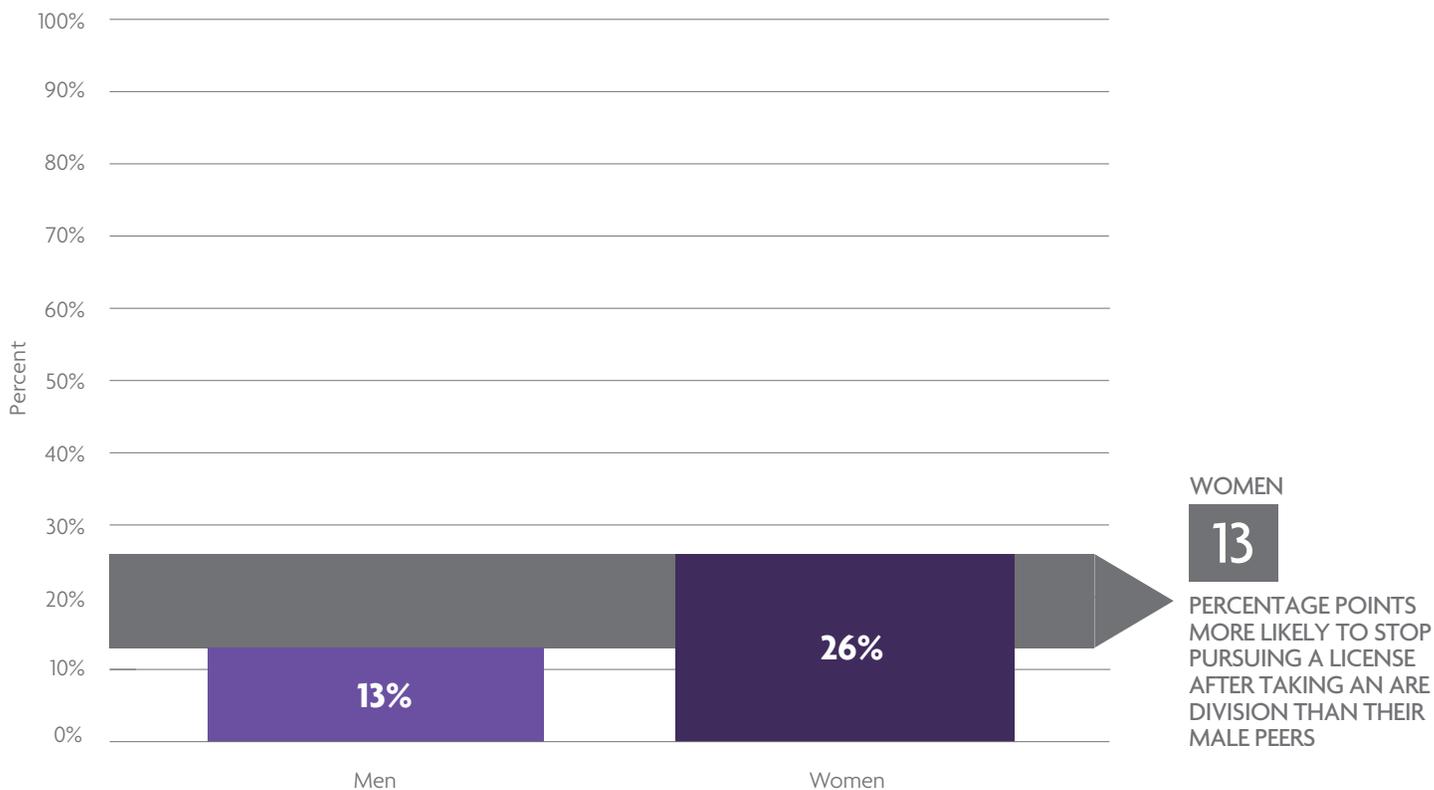
With Latino and African American candidates already among the least likely to receive firm support toward the cost of the ARE, this is an additional expense that could contribute to candidates' inability to afford the exam.



## Women Twice as Likely to Stop Pursuing a License After Taking ARE Division

In addition to licensure candidates and recently licensed architects, the survey was also shared with individuals who decided to stop pursuing an architecture license.

When asked at what point in their career they decided not to become an architect, 26 percent of women no longer pursuing licensure selected “after taking an ARE division.” This is 13 percentage points higher than their male peers.

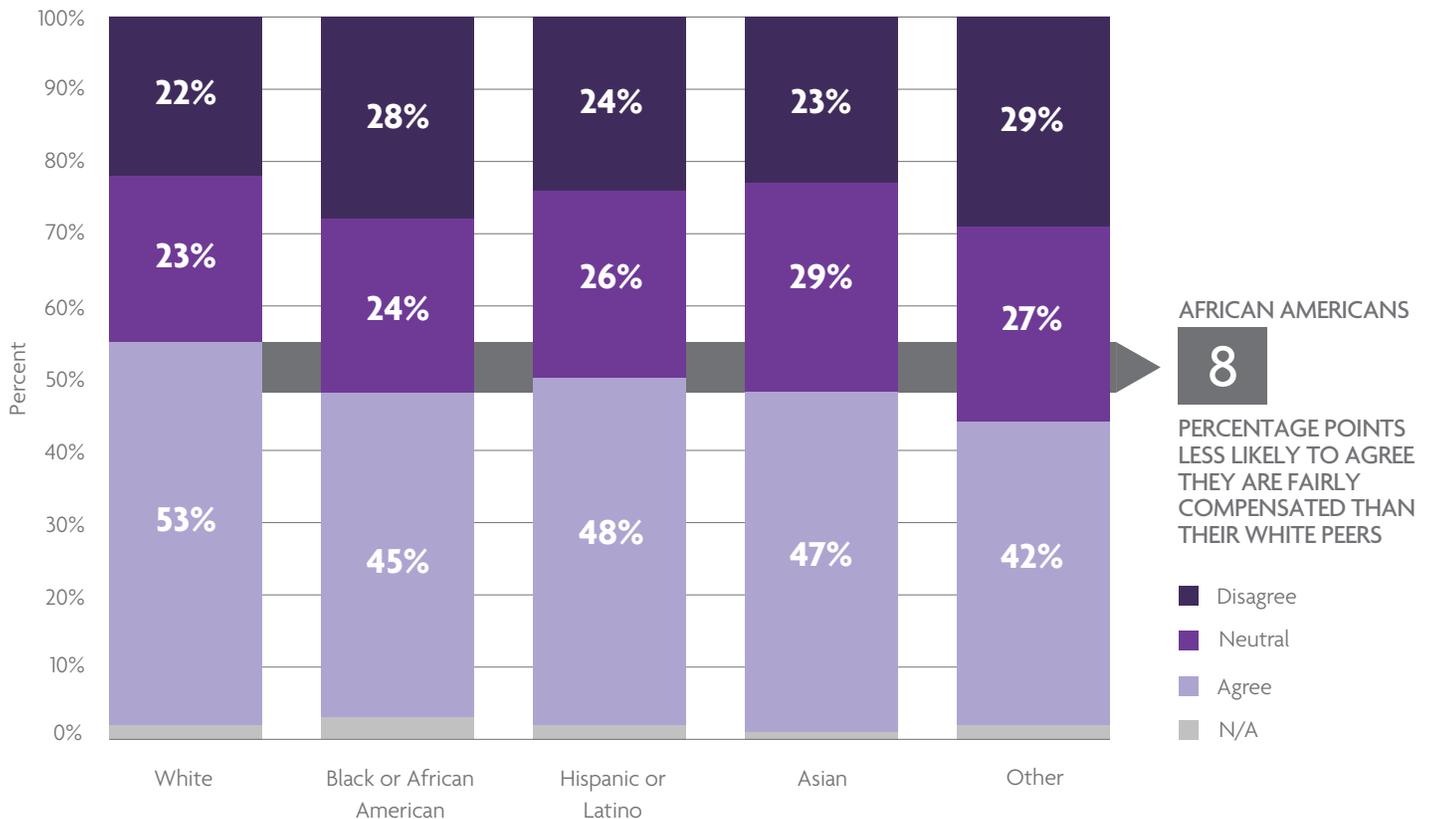


# African Americans Less Likely to Agree They Are Fairly Compensated Compared to Peers

In addition to exploring respondents' experiences navigating the licensure process, the survey also examined firm culture and career development.

At 53 percent, white respondents were the most likely to agree they feel compensated fairly compared to their peers. Comparatively, just 45 percent of Black or African American respondents and 47 percent of Asian respondents agreed to the same statement—8 and 6 percentage points fewer, respectively.

*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*

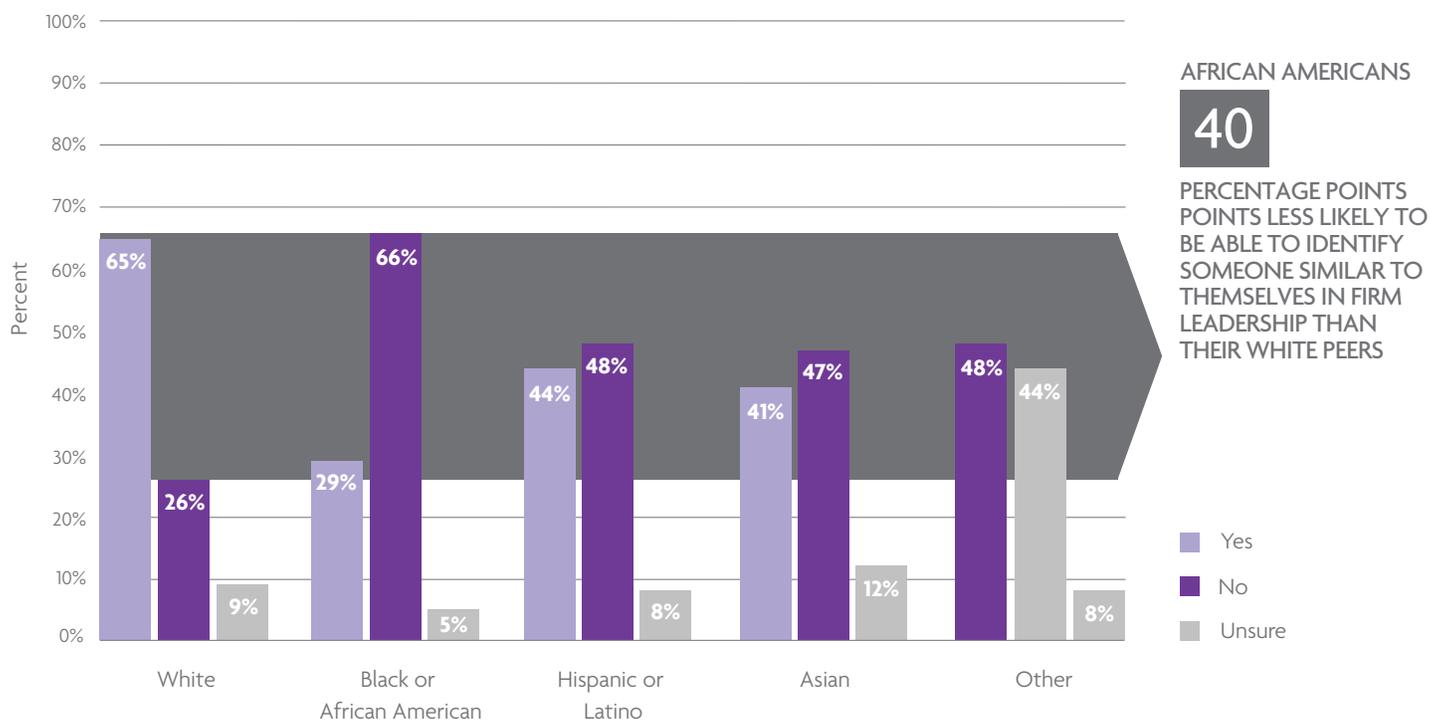


## Two-Thirds of African Americans Cannot Identify People Similar to Themselves in Firm Leadership

Representation in firm leadership is an important component of firm culture, and has been shown to lead to benefits such as higher employee retention and higher financial performance, among others.

When asked if they could identify people in leadership at their firm who are similar to themselves, two-thirds of African American respondents indicated they could not—40 percentage points higher than white respondents. In addition, Latino and Asian respondents were 22 and 21 percentage points (respectively) more likely to indicate they could not identify people similar to themselves in firm leadership, compared to their white peers.

*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*

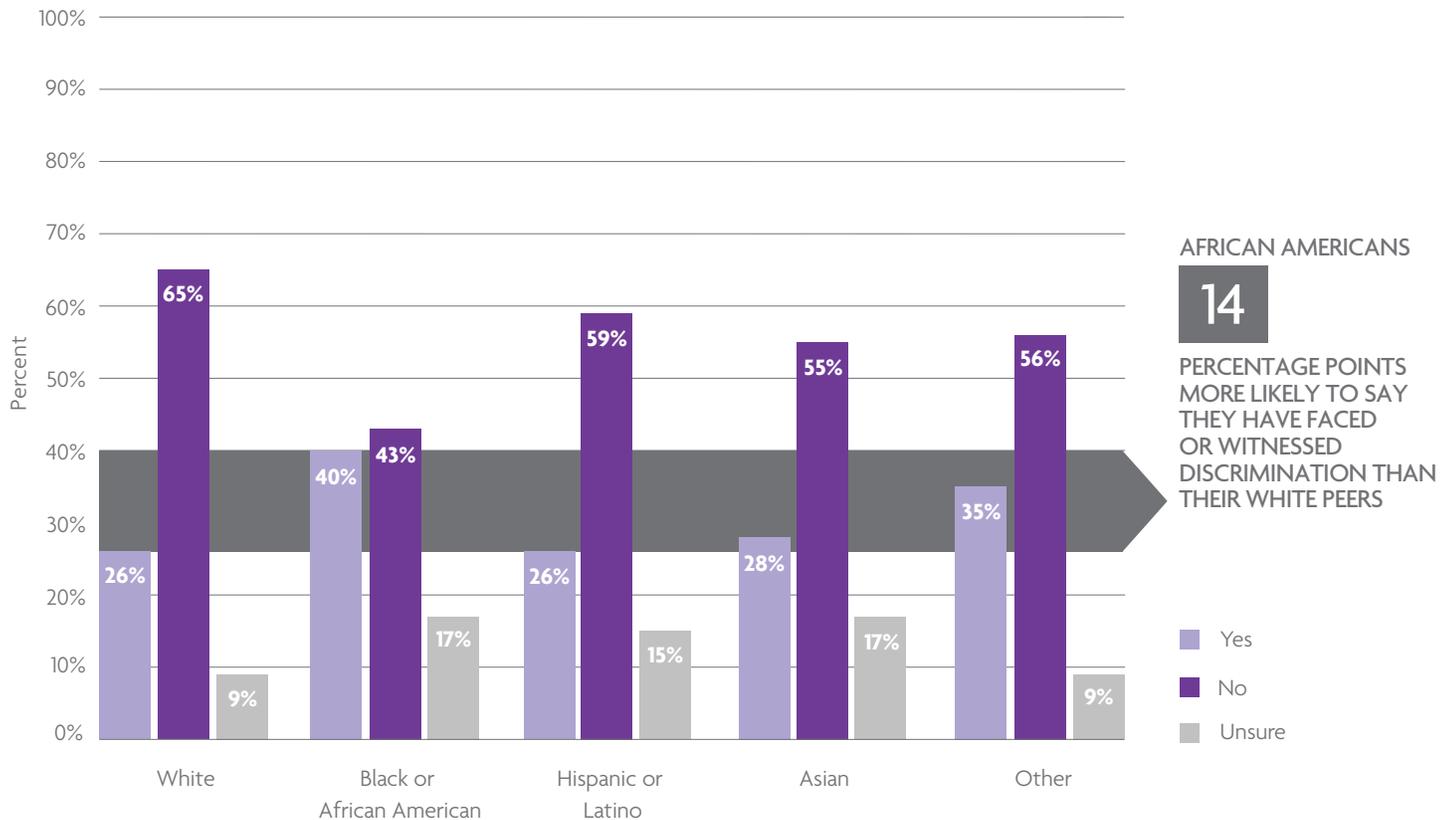


# African Americans Most Likely to Face or Witness Discrimination at Work

When asked if they had faced or witnessed discrimination in their work environment, 40 percent of African Americans said yes—14 percentage points higher than their white counterparts. Asians were the next most likely to report they had faced or witnessed discrimination at work, with 28 percent selecting yes—still 12 percentage points fewer than African Americans.

This statistic highlights the disparity in the profession, even among underrepresented groups.

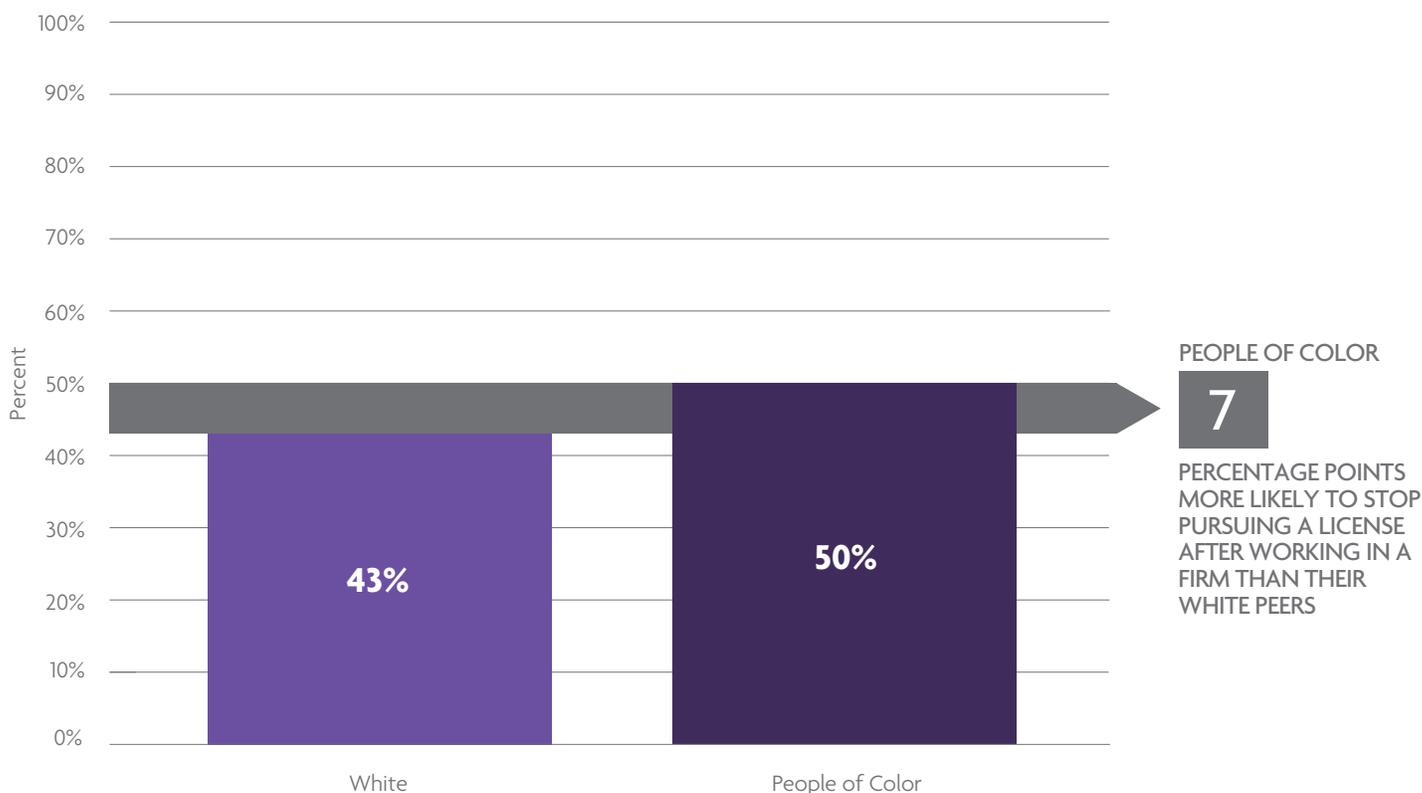
*Note: "Other" includes individuals who identified as a race/ethnicity other than white; Black or African American; Hispanic or Latino; or Asian, as well as those who wrote in an alternative response for their race/ethnicity.*



## People of Color More Likely to Stop Pursuing Licensure While Working at a Firm

When asked at what point in their career they decided not to become an architect, 50 percent of people of color who are no longer pursuing licensure selected “while working in an architecture firm.” This is 7 percentage points higher than their white peers, suggesting that people of color are more likely to fall off the path to licensure due to experiences at a firm.

Given the cumulative disparities apparent in the experiences of people of color at various points throughout the licensure process when compared to their white peers—in gaining experience, receiving firm support while taking the ARE, and in firm culture—the higher level of attrition is both understandable, and potentially preventable. These findings highlight the need for culture and systematic shifts throughout the profession.



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# Inside NCARB

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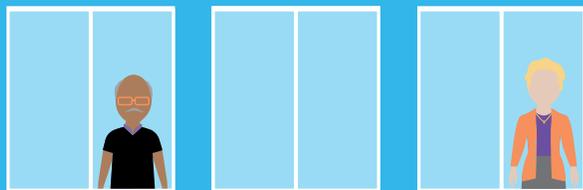
With over 116,000 Record holders, more than 400 licensing board members, over 400 volunteers helping shape our programs and initiatives, and nearly 21,000 active AXP supervisors, NCARB's community is larger and more robust than ever. In 2019, our volunteers—including architects, licensure candidates, educators, and experts from other professions—worked across 44 committees to write exam questions, explore the future of architecture, develop resources for licensing boards, and more.

With 55 architectural licensing boards in the United States, each with their own rules and requirements, NCARB works to provide board support, encourage program alignment, and assist individuals seeking licensure. Of the 433 members who serve on these boards, 224 are practicing architects, 132 are in related professions (such as engineering and landscape architecture), and 77 ensure the public consumer has a voice on the board.

# 116,501

NCARB Record holders

+1% change



NCARB



## 5,925

non-certified architects

## 46,721

NCARB Certificate holders



## 25,568

candidates not actively testing or reporting hours

## 38,287

candidates actively working toward licensure



## 20,777

active AXP supervisors



## 419

Volunteers



## 433

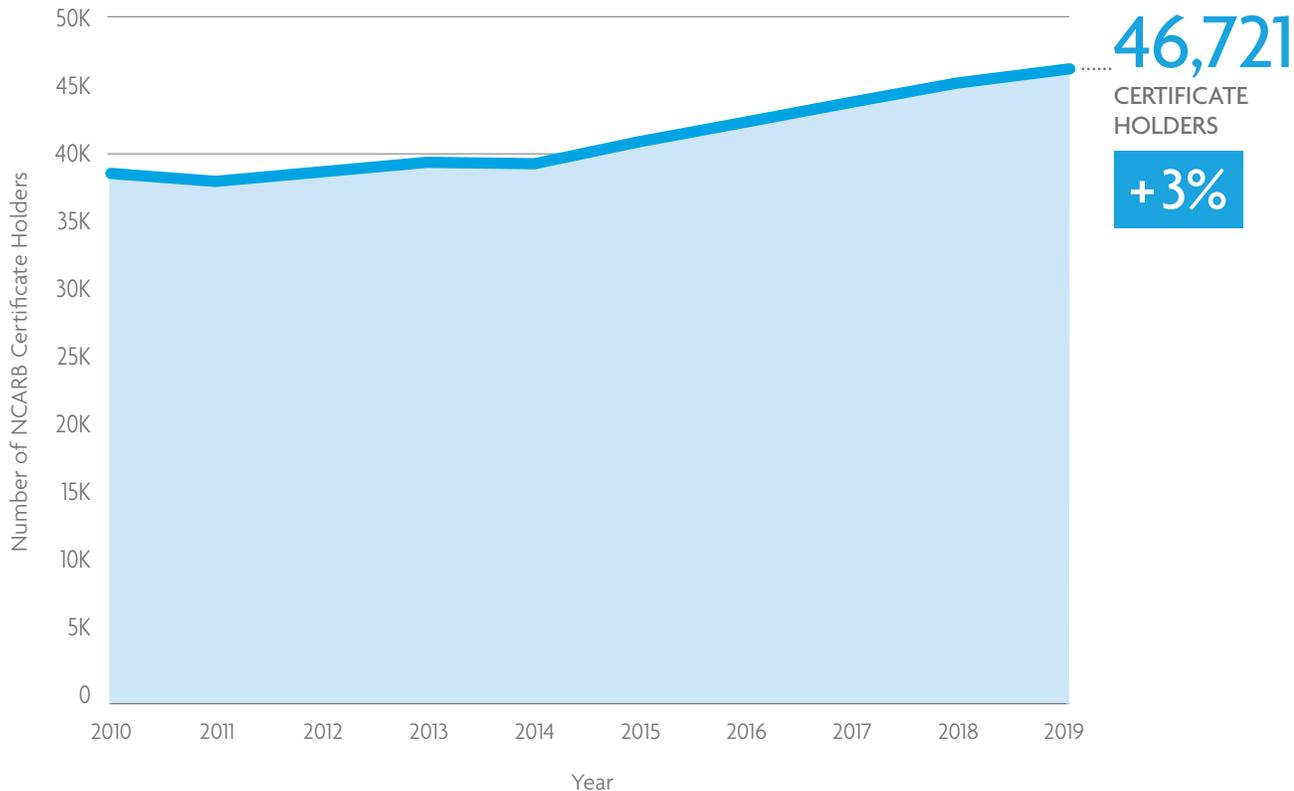
Member Board Members

## Number of NCARB Certificate Holders Continues to Rise

In 2019, over 46,000 architects held an active NCARB Certificate—an increase of 3 percent from 2018 and a new record high. The number of Certificate holders has been steadily increasing since 2014.

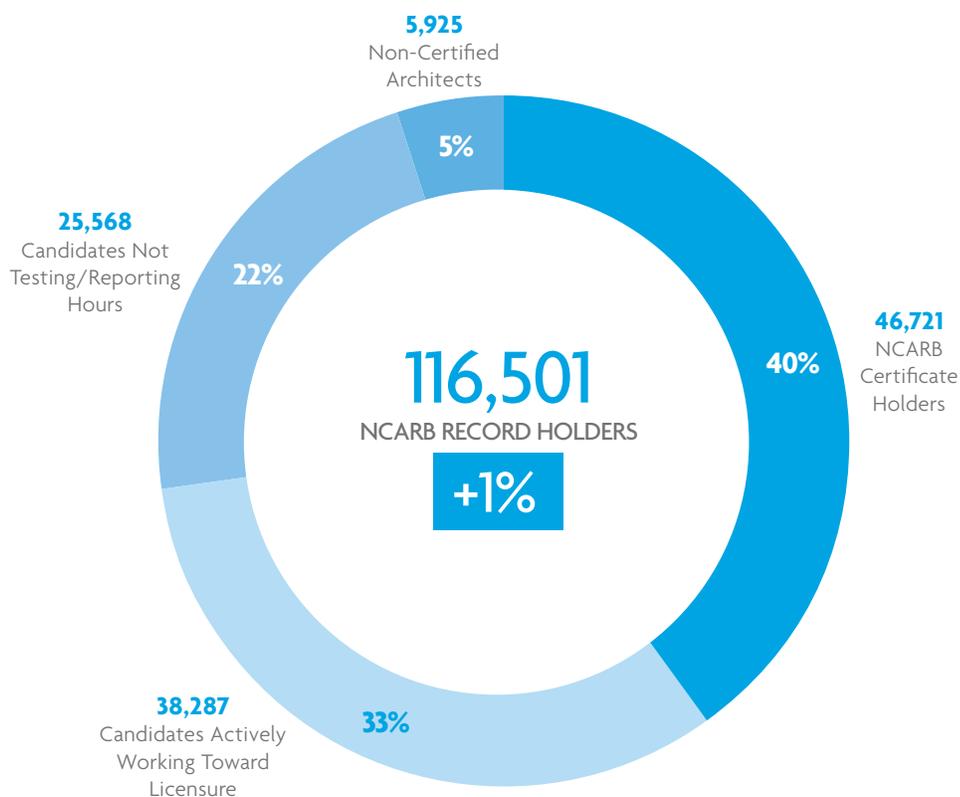
Because the NCARB Certificate's primary goal is to facilitate reciprocal licensure across the United States, the growing demand for the Certificate could be a sign that mobility in the profession is increasingly necessary. The rise in Certificate holders is likely also a result of the growing number of architects in the United States.

In addition to simplifying the process of earning additional licenses in U.S. jurisdictions, the NCARB Certificate enables U.S. architects to earn licenses in Australia, Canada, Mexico, and New Zealand. Certified architects have access to free continuing education opportunities through NCARB's newly renamed Continuum Education Program.



## NCARB's Community Continues to Grow

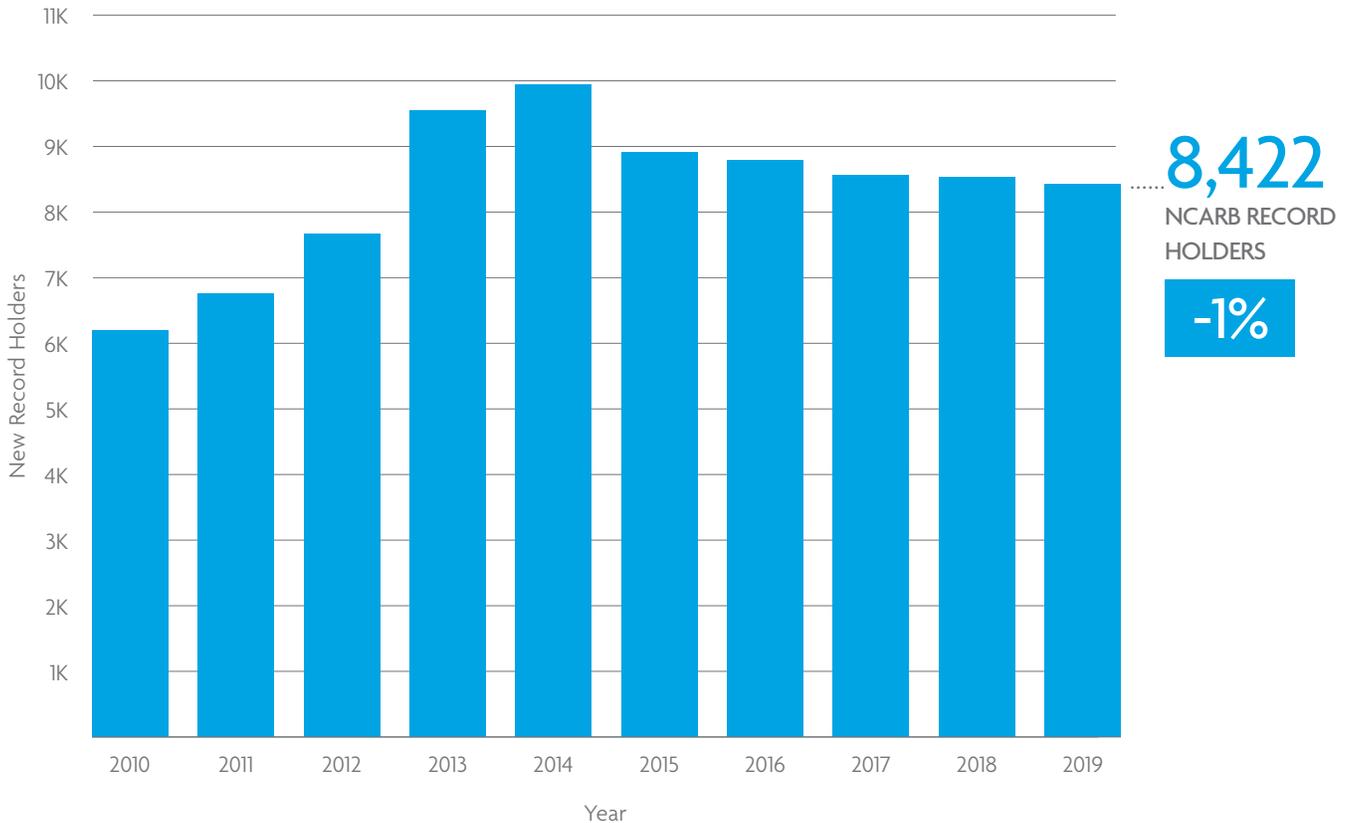
In 2019, over 116,000 individuals held an active NCARB Record, a 1 percent growth compared to 2018. Of those Record holders, 40 percent are architects with an NCARB Certificate (a 1 percentage point increase compared to 2018), 5 percent are architects without a Certificate (no change from 2018), and 33 percent are candidates actively working toward licensure (a 3 percentage point decrease compared to 2018). The remaining 22 percent are candidates who haven't taken a division of the ARE or reported AXP hours in the last year (up 1 percentage point from 2018).



## Number of New Record Holders Dips Slightly

Nearly 8,500 individuals started an NCARB Record in 2019, 1 percent fewer than the number who started a Record in 2018. While this number has been on a shallow decline since 2015, it has remained close to 8,500 for the past three years—a potential indicator that new Record applications have reached a new level of “normal.”

For reference, the average number of new Record holders per year over the past decade is 8,325.





## 419 NCARB Volunteers

44

Committees

100

Charges

27,795

Hours volunteers



## 55 Member Boards

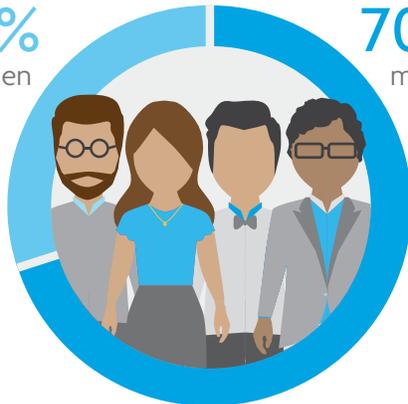
30

Multi-professional  
boards

25

Architecture  
boards

30%  
women



## 433 Member Board Members

224

Architect members

132

Members from  
other professions

77

Public members

---

# Jurisdictions

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The following section includes baseline comparisons for NCARB's 55 Member Boards, which include all 50 states, the District of Columbia, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands. Each page includes a 2019 snapshot of the jurisdiction's experience program completion rate, examination success rate, number of licenses, and completion time for the experience program and examination.

## Experience Completion Rate



## Exam Success Rate

**52%**  
Success Rate

## Completion Timeline



## Licensure

**54%**  
Reciprocal  
Licenses

**46%**  
Resident  
Licenses

**4,616**  
Licenses per Jurisdiction

# 55 Jurisdictions

Alabama .....	98	Illinois .....	112
Alaska .....	99	Indiana .....	113
Arizona .....	100	Iowa .....	114
Arkansas .....	101	Kansas .....	115
California .....	102	Kentucky .....	116
Colorado .....	103	Louisiana .....	117
Connecticut .....	104	Maine .....	118
Delaware .....	105	Maryland .....	119
District of Columbia .....	106	Massachusetts .....	120
Florida .....	107	Michigan .....	121
Georgia .....	108	Minnesota .....	122
Guam .....	109	Mississippi .....	123
Hawaii .....	110	Missouri .....	124
Idaho .....	111	Montana .....	125

Nebraska .....	126	Rhode Island .....	140
Nevada .....	127	South Carolina .....	141
New Hampshire .....	128	South Dakota .....	142
New Jersey .....	129	Tennessee .....	143
New Mexico .....	130	Texas .....	144
New York .....	131	Utah .....	145
North Carolina .....	132	Vermont .....	146
North Dakota .....	133	U.S. Virgin Islands .....	147
Northern Mariana Islands .....	134	Virginia .....	148
Ohio .....	135	Washington .....	149
Oklahoma .....	136	West Virginia .....	150
Oregon .....	137	Wisconsin .....	151
Pennsylvania .....	138	Wyoming .....	152
Puerto Rico .....	139		

# Alabama

## EXPERIENCE

123

Licensure Candidates  
Reporting Hours

19

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



National Average: **2.3 years**



## EXAMINATION

136

Active Testers

215

Divisions Taken

16

Completions

59%  
Success Rate

National Average:  
**52%**

## LICENSURE

71%  
Reciprocal  
Licenses

29%  
Resident  
Licenses

2,939  
Total Licenses

National Averages:  
Reciprocal: **54%**  
Resident: **46%**

# Alaska

## EXPERIENCE

14

Licensure Candidates Reporting Hours

0

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

N/A

ARE

4.5 yrs

National Average: **2.3 years**



## EXAMINATION

14

Active Testers

25

Divisions Taken

2

Completions

52%  
Success Rate

National Average:  
**52%**

## LICENSURE

57%  
Reciprocal  
Licenses

43%  
Resident  
Licenses

550

Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Arizona

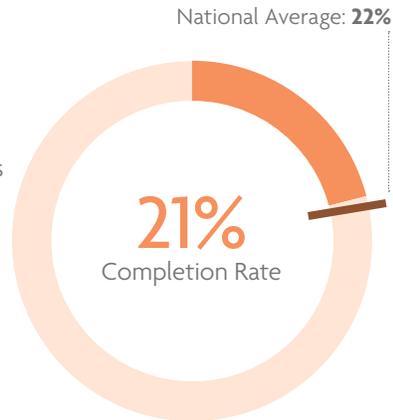
## EXPERIENCE

424

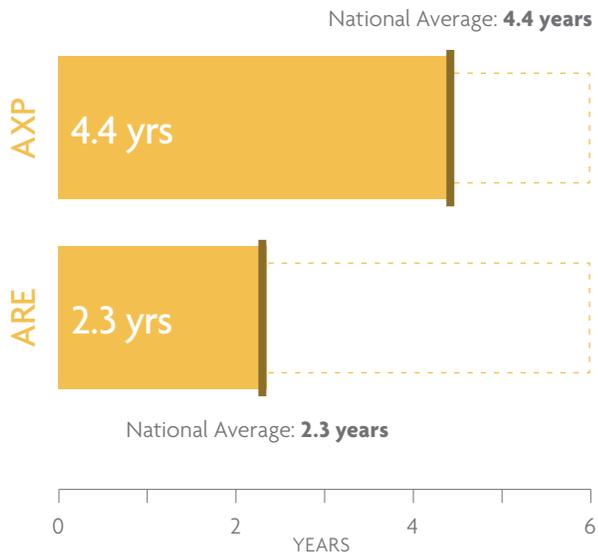
Licensure Candidates  
Reporting Hours

90

Completions



## COMPLETION TIMELINE



## EXAMINATION

492

Active Testers

724

Divisions Taken

48

Completions

National Average:  
**52%**

**47%**

## LICENSURE

62%  
Reciprocal  
Licenses

38%  
Resident  
Licenses

5,999  
Total Licenses

National Averages:  
Reciprocal Resident  
54% 46%



# Arkansas

## EXPERIENCE

81

Licensure Candidates Reporting Hours

6

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

4.8 yrs

ARE

2.5 yrs

National Average: **2.3 years**



## EXAMINATION

81

Active Testers

131

Divisions Taken

8

Completions

National Average:  
**52%**

51%  
Success Rate

## LICENSURE

68%  
Reciprocal  
Licenses

32%  
Resident  
Licenses

1,712  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# California

## EXPERIENCE

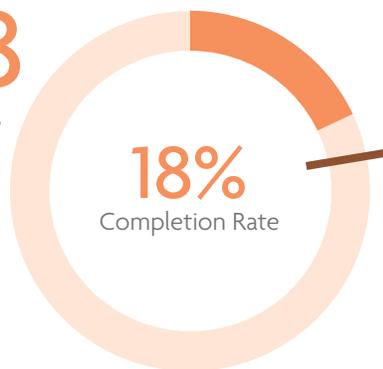
5,098

Licensure Candidates Reporting Hours

915

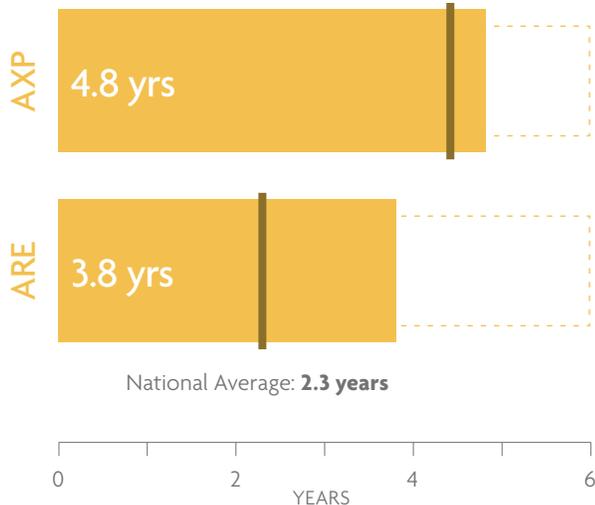
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



## EXAMINATION

6,204

Active Testers

7,688

Divisions Taken

446

Completions

National Average:  
**52%**

44%  
Success Rate

## LICENSURE

19%  
Reciprocal  
Licenses

81%  
Resident  
Licenses

21,528  
Total Licenses

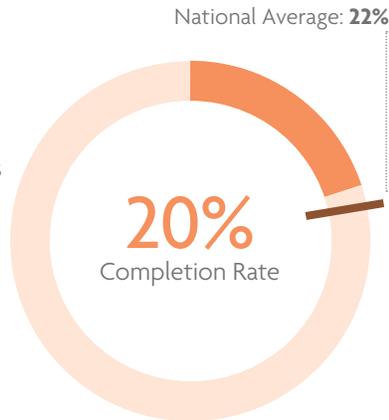
National Averages:  
Reciprocal Resident  
54% 46%

# Colorado

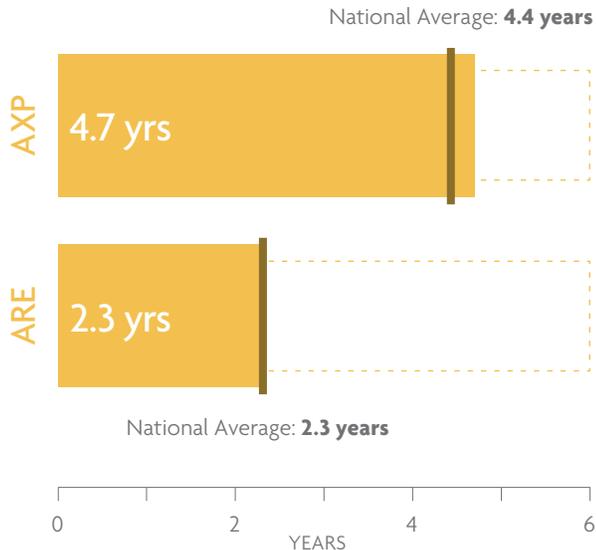
## EXPERIENCE

**657**  
Licensure Candidates  
Reporting Hours

**132**  
Completions



## COMPLETION TIMELINE



## EXAMINATION

**638**  
Active Testers

**1,033**  
Divisions Taken

**38**  
Completions

National Average:  
**52%**

**48%**  
Success Rate

## LICENSURE

**53%**  
Reciprocal  
Licenses

**47%**  
Resident  
Licenses

**7,804**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Connecticut

## EXPERIENCE

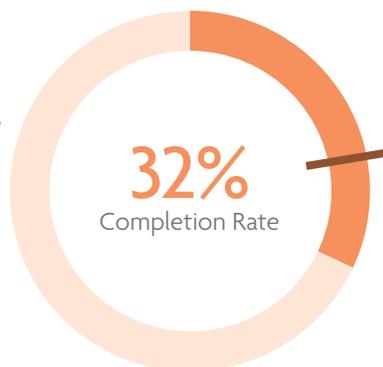
74

Licensure Candidates  
Reporting Hours

24

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

5.2 yrs

ARE

2.7 yrs

National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

140

Active Testers

220

Divisions Taken

10

Completions

61%  
Success Rate

National Average:  
**52%**

## LICENSURE

67%  
Reciprocal  
Licenses

33%  
Resident  
Licenses

4,295  
Total Licenses

National Averages:  
Reciprocal: **54%**  
Resident: **46%**

# Delaware

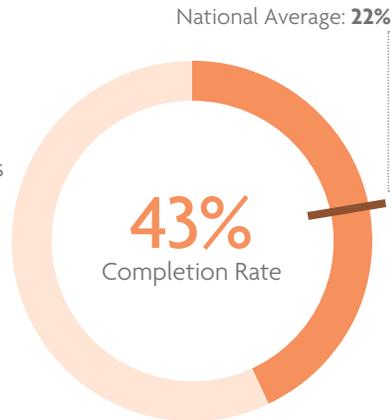
## EXPERIENCE

7

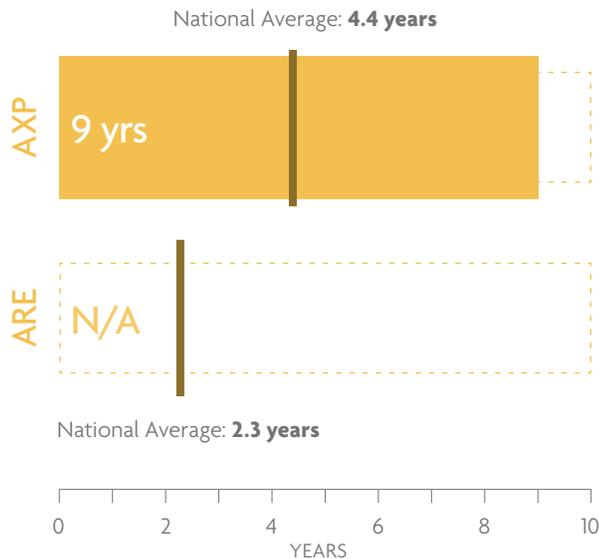
Licensure Candidates Reporting Hours

3

Completions



## COMPLETION TIMELINE



## EXAMINATION

14

Active Testers

11

Divisions Taken

0

Completions

National Average:  
**52%**

**36%**  
Success Rate

## LICENSURE

**92%**  
Reciprocal  
Licenses

**8%**  
Resident  
Licenses

**1,734**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# District of Columbia

## EXPERIENCE

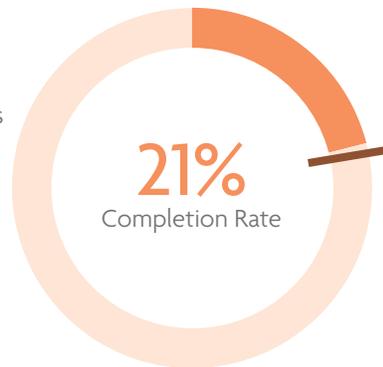
466

Licensure Candidates  
Reporting Hours

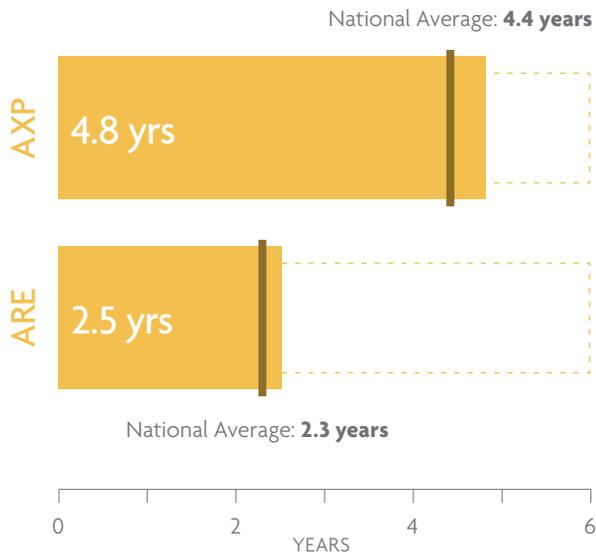
100

Completions

National Average: **22%**



## COMPLETION TIMELINE



## EXAMINATION

575

Active Testers

896

Divisions Taken

42

Completions

National Average:  
**52%**

49%  
Success Rate

## LICENSURE

78%  
Reciprocal  
Licenses

22%  
Resident  
Licenses

3,947  
Total Licenses

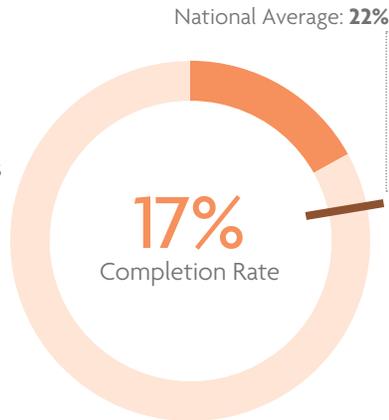
National Averages:  
Reciprocal Resident  
54% 46%

# Florida

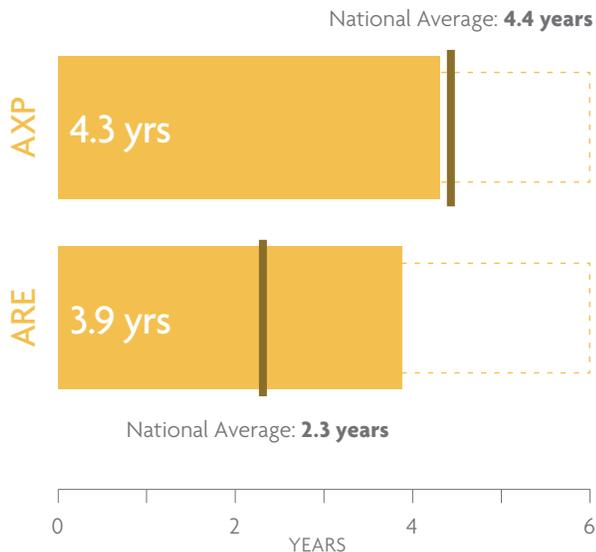
## EXPERIENCE

1,086  
Licensure Candidates Reporting Hours

181  
Completions



## COMPLETION TIMELINE



## EXAMINATION

1,490  
Active Testers

2,095  
Divisions Taken

68  
Completions

National Average:  
**52%**

**37%**  
Success Rate

## LICENSURE

50%  
Reciprocal Licenses

50%  
Resident Licenses

10,917  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Georgia

## EXPERIENCE

478

Licensure Candidates  
Reporting Hours

65

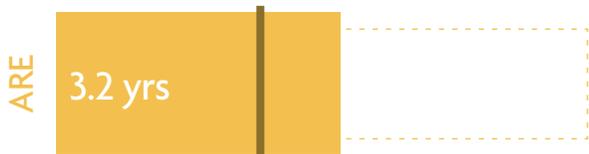
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



National Average: **2.3 years**



## EXAMINATION

533

Active Testers

751

Divisions Taken

25

Completions

National Average:  
**52%**

43%  
Success Rate

## LICENSURE

56%  
Reciprocal  
Licenses

44%  
Resident  
Licenses

5,845  
Total Licenses

National Averages:  
Reciprocal Resident  
**54% 46%**

# Guam

## EXPERIENCE

8

Licensure Candidates  
Reporting Hours

0

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

14

Active Testers

16

Divisions Taken

0

Completions

National Average:  
**52%**

**13%**  
Success Rate

## LICENSURE

70%  
Reciprocal  
Licenses

30%  
Resident  
Licenses

99  
Total Licenses

National Averages:  
**Reciprocal Resident**  
**54% 46%**

# Hawaii

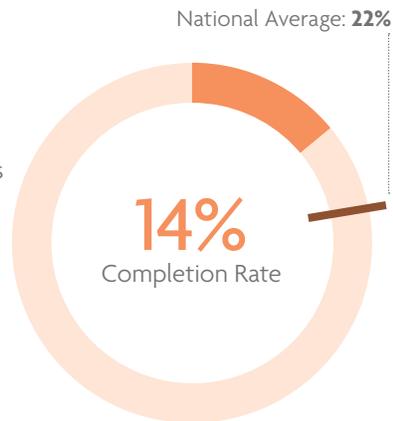
## EXPERIENCE

133

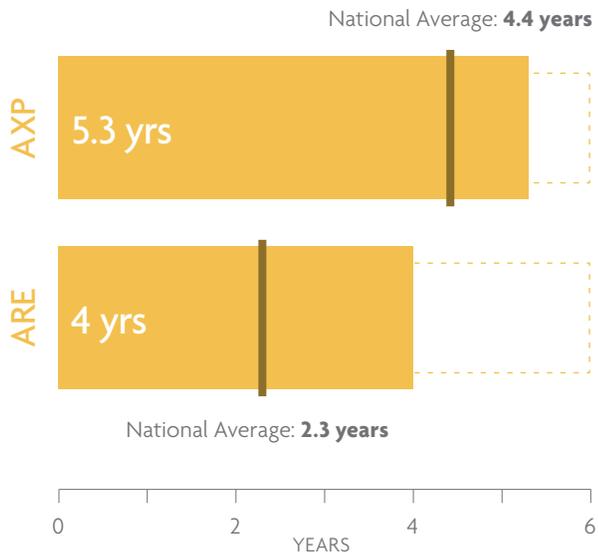
Licensure Candidates  
Reporting Hours

19

Completions



## COMPLETION TIMELINE



## EXAMINATION

164

Active Testers

240

Divisions Taken

12

Completions

National Average:  
**52%**

**44%**  
Success Rate

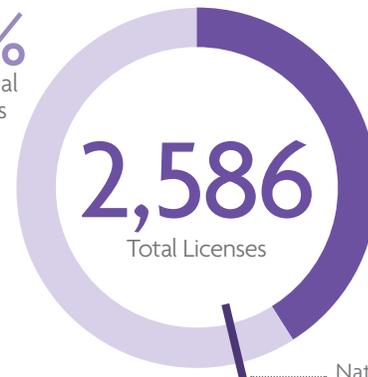
## LICENSURE

59%  
Reciprocal  
Licenses

41%  
Resident  
Licenses

2,586  
Total Licenses

National Averages:  
Reciprocal Resident  
**54% 46%**



# Idaho

## EXPERIENCE

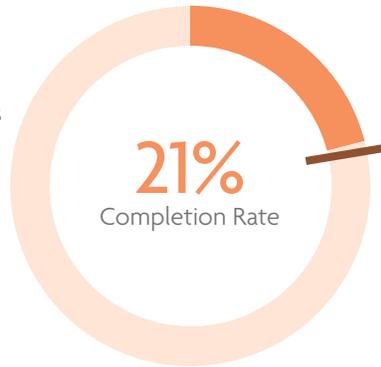
104

Licensure Candidates  
Reporting Hours

22

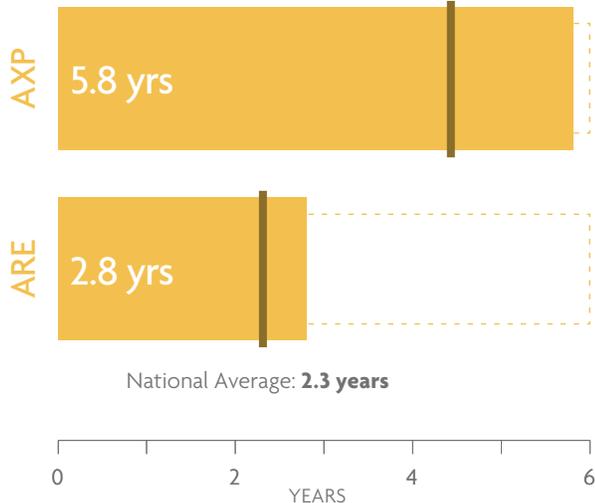
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



## EXAMINATION

106

Active Testers

177

Divisions Taken

10

Completions

54%  
Success Rate

National Average:  
**52%**

## LICENSURE

73%  
Reciprocal  
Licenses

27%  
Resident  
Licenses

1,969  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Illinois

## EXPERIENCE

1,040

Licensure Candidates  
Reporting Hours

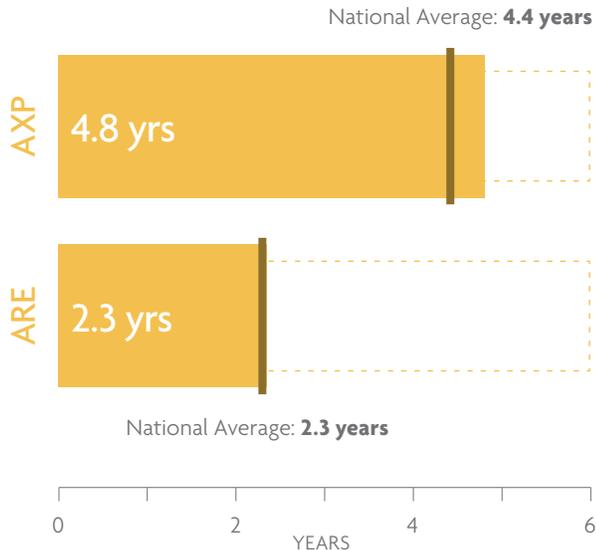
195

Completions

National Average: **22%**



## COMPLETION TIMELINE



## EXAMINATION

1,116

Active Testers

1,768

Divisions Taken

123

Completions

55%  
Success Rate

National Average:  
**52%**

## LICENSURE

40%  
Reciprocal  
Licenses

60%  
Resident  
Licenses

10,057  
Total Licenses

National Averages:  
Reciprocal Resident  
54% 46%

# Indiana

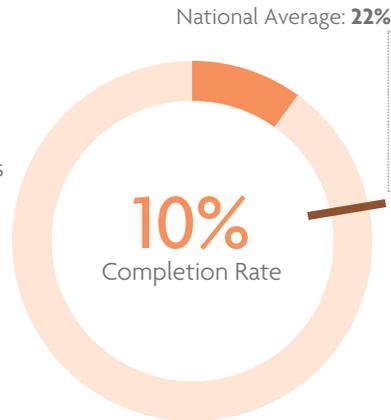
## EXPERIENCE

162

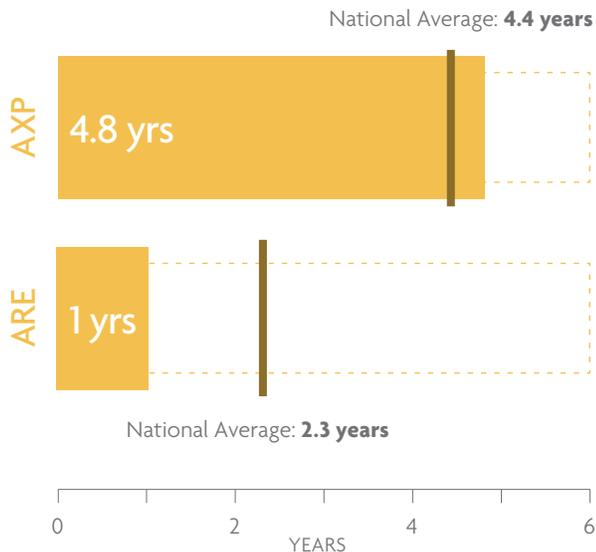
Licensure Candidates  
Reporting Hours

17

Completions



## COMPLETION TIMELINE



## EXAMINATION

126

Active Testers

173

Divisions Taken

6

Completions

**57%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**69%**  
Reciprocal  
Licenses

**31%**  
Resident  
Licenses

**3,319**  
Total Licenses

National Averages:  
**Reciprocal** 54%  
**Resident** 46%

# Iowa

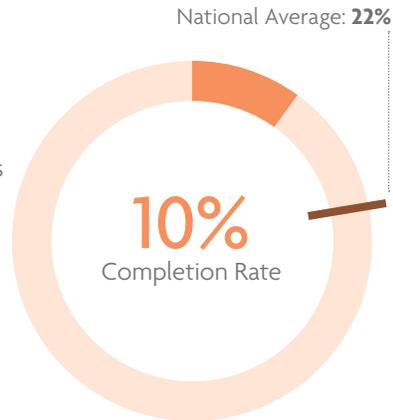
## EXPERIENCE

118

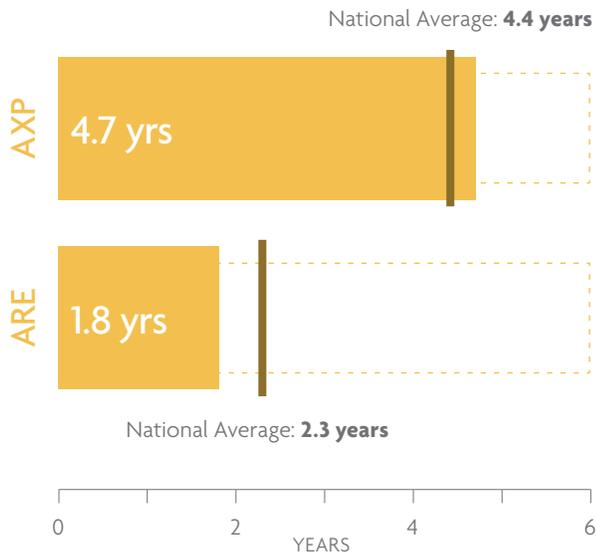
Licensure Candidates  
Reporting Hours

12

Completions



## COMPLETION TIMELINE



## EXAMINATION

104

Active Testers

139

Divisions Taken

6

Completions

**60%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**71%**  
Reciprocal  
Licenses

**29%**  
Resident  
Licenses

**2,194**  
Total Licenses

National Averages:  
**Reciprocal** 54% | **Resident** 46%

# Kansas

## EXPERIENCE

132

Licensure Candidates  
Reporting Hours

16

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

4.8 yrs

ARE

2.8 yrs

National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

140

Active Testers

193

Divisions Taken

13

Completions

55%  
Success Rate

National Average:  
**52%**

## LICENSURE

70%  
Reciprocal  
Licenses

30%  
Resident  
Licenses

2,823  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Kentucky

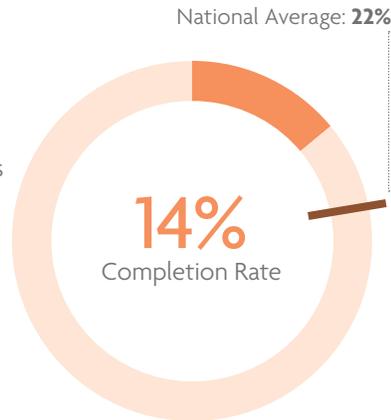
## EXPERIENCE

73

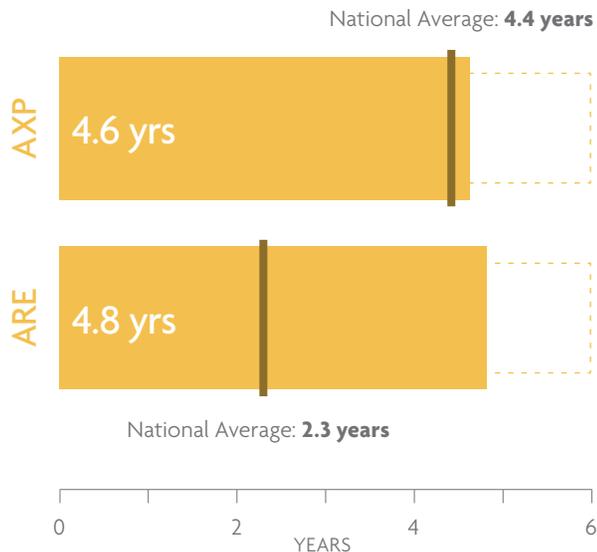
Licensure Candidates  
Reporting Hours

10

Completions



## COMPLETION TIMELINE



## EXAMINATION

121

Active Testers

169

Divisions Taken

6

Completions

**56%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**73%**  
Reciprocal  
Licenses

**27%**  
Resident  
Licenses

**2,697**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Louisiana

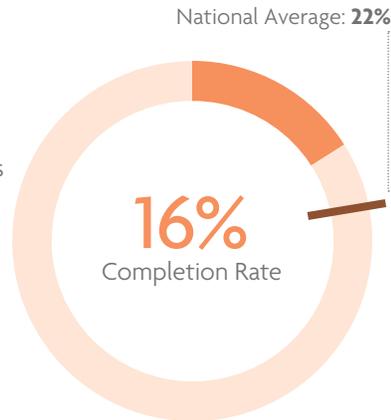
## EXPERIENCE

195

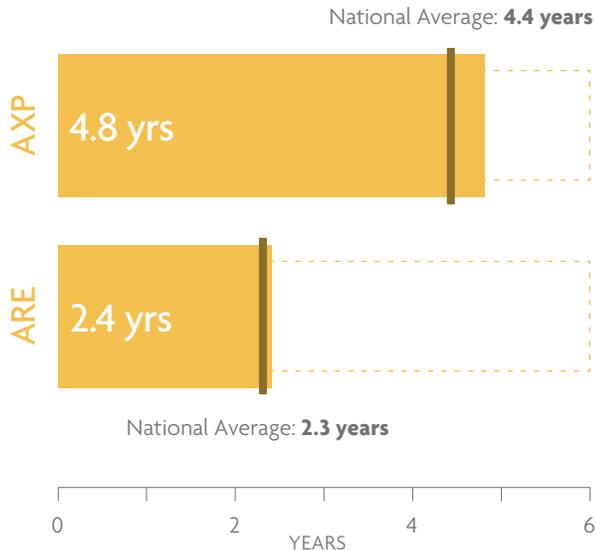
Licensure Candidates Reporting Hours

32

Completions



## COMPLETION TIMELINE



## EXAMINATION

242

Active Testers

287

Divisions Taken

8

Completions

National Average:  
**52%**

**49%**  
Success Rate

## LICENSURE

**61%**  
Reciprocal Licenses

**39%**  
Resident Licenses

**3,612**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Maine

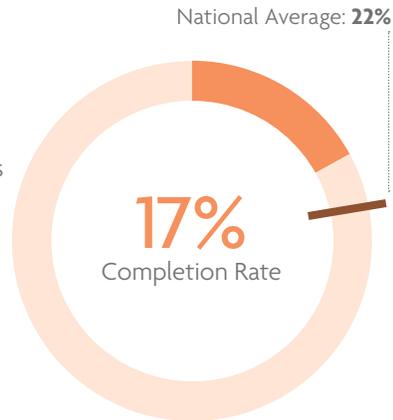
## EXPERIENCE

58

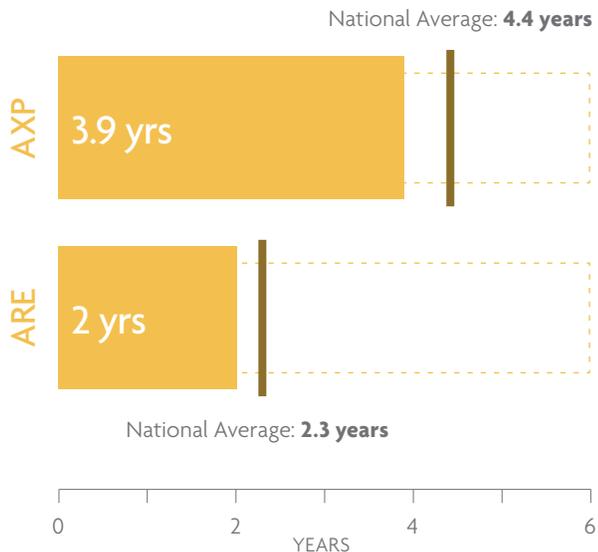
Licensure Candidates  
Reporting Hours

10

Completions



## COMPLETION TIMELINE



## EXAMINATION

73

Active Testers

89

Divisions Taken

2

Completions

National Average:  
**52%**

**49%**  
Success Rate

## LICENSURE

71%  
Reciprocal  
Licenses

29%  
Resident  
Licenses

**1,715**  
Total Licenses

National Averages:  
Reciprocal Resident  
**54% 46%**

# Maryland

## EXPERIENCE

500

Licensure Candidates  
Reporting Hours

94

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

5.1 yrs

ARE

2.5 yrs

National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

489

Active Testers

681

Divisions Taken

46

Completions

National Average:  
**52%**

52%  
Success Rate

## LICENSURE

57%  
Reciprocal  
Licenses

43%  
Resident  
Licenses

6,464  
Total Licenses

National Averages:  
Reciprocal Resident  
54% 46%

# Massachusetts

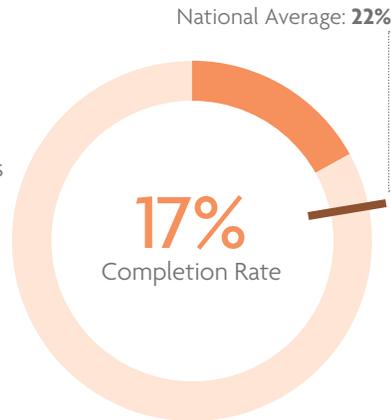
## EXPERIENCE

970

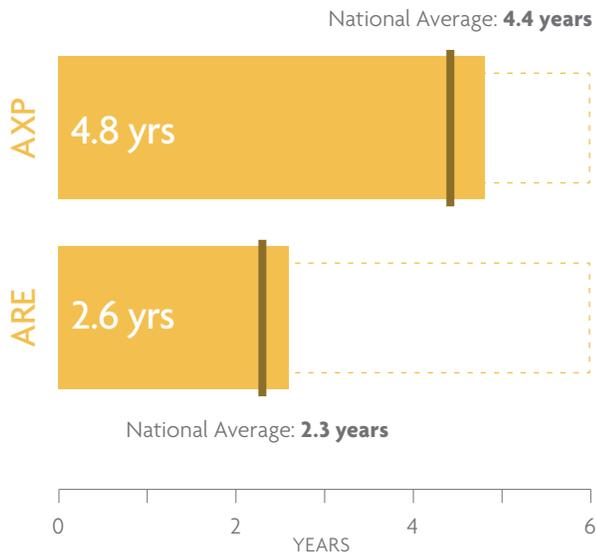
Licensure Candidates  
Reporting Hours

168

Completions



## COMPLETION TIMELINE



## EXAMINATION

1,163

Active Testers

1,907

Divisions Taken

115

Completions

**55%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**46%**  
Reciprocal  
Licenses

**54%**  
Resident  
Licenses

**7,646**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Michigan

## EXPERIENCE

398

Licensure Candidates  
Reporting Hours

64

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

4.5 yrs

ARE

2.2 yrs

National Average: **2.3 years**



## EXAMINATION

362

Active Testers

458

Divisions Taken

11

Completions

National Average:  
**52%**

50%  
Success Rate

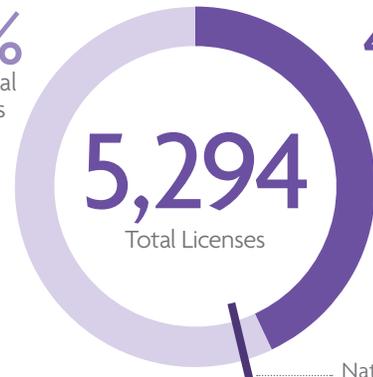
## LICENSURE

57%  
Reciprocal  
Licenses

43%  
Resident  
Licenses

5,294  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**



# Minnesota

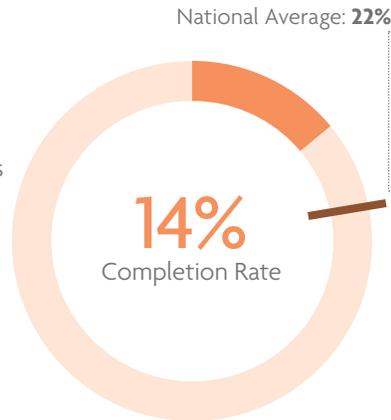
## EXPERIENCE

353

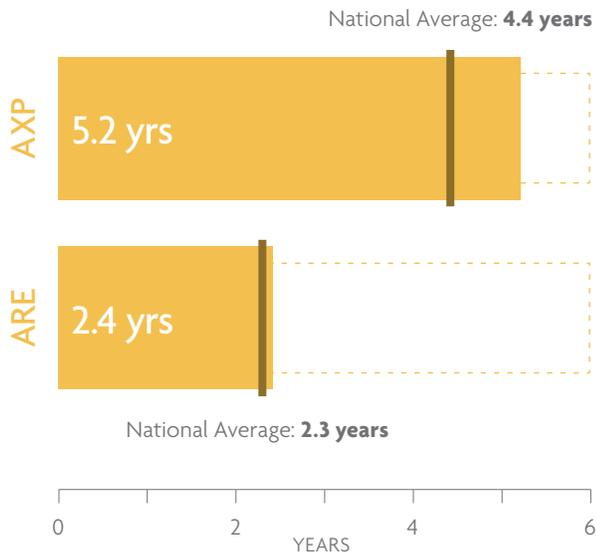
Licensure Candidates  
Reporting Hours

48

Completions



## COMPLETION TIMELINE



## EXAMINATION

344

Active Testers

507

Divisions Taken

37

Completions

**61%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**46%**  
Reciprocal  
Licenses

**54%**  
Resident  
Licenses

**3,876**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**54%** | **46%**

# Mississippi

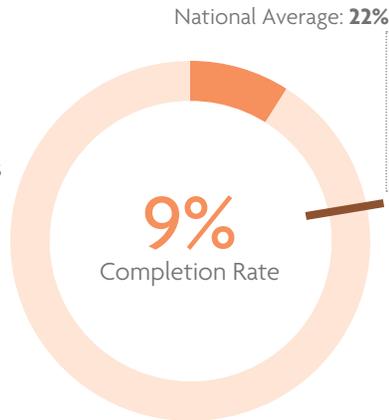
## EXPERIENCE

44

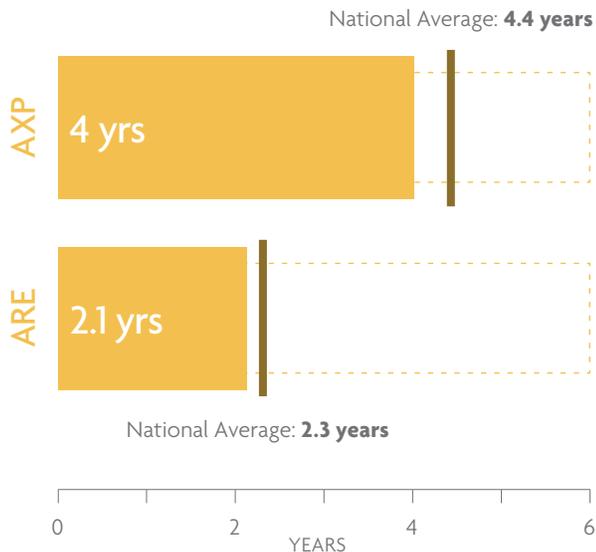
Licensure Candidates Reporting Hours

4

Completions



## COMPLETION TIMELINE



## EXAMINATION

57

Active Testers

77

Divisions Taken

7

Completions

National Average:  
**52%**

**45%**  
Success Rate

## LICENSURE

**79%**  
Reciprocal Licenses

**21%**  
Resident Licenses

**1,699**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Missouri

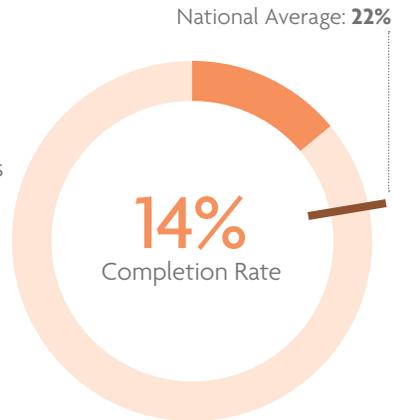
## EXPERIENCE

378

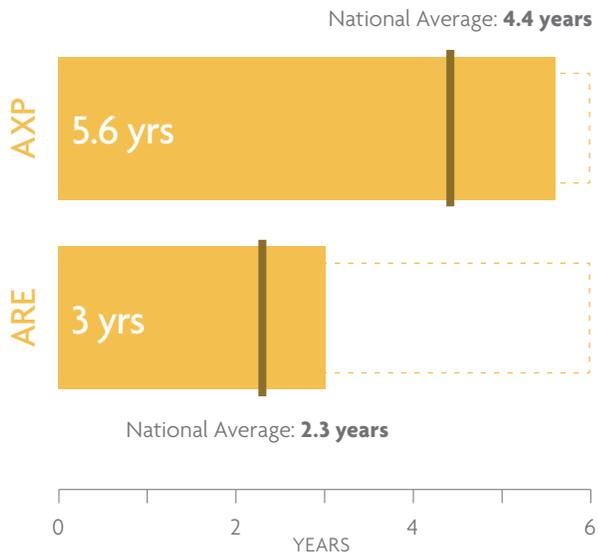
Licensure Candidates  
Reporting Hours

52

Completions



## COMPLETION TIMELINE



## EXAMINATION

450

Active Testers

599

Divisions Taken

32

Completions

National Average:  
**52%**

**52%**  
Success Rate

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

5,208  
Total Licenses

National Averages:  
Reciprocal Resident  
**54% 46%**

# Montana

## EXPERIENCE

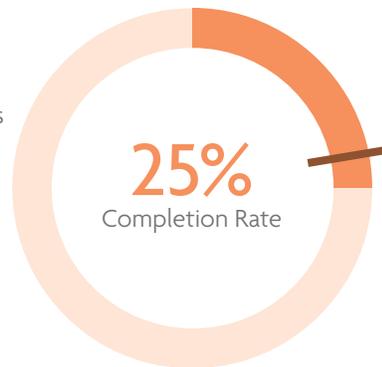
85

Licensure Candidates  
Reporting Hours

21

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

5.2 yrs

ARE

1 yrs

National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

85

Active Testers

122

Divisions Taken

3

Completions

63%  
Success Rate

National Average:  
**52%**

## LICENSURE

69%  
Reciprocal  
Licenses

31%  
Resident  
Licenses

1,564  
Total Licenses

National Averages:  
**Reciprocal** **Resident**  
**54%** **46%**

# Nebraska

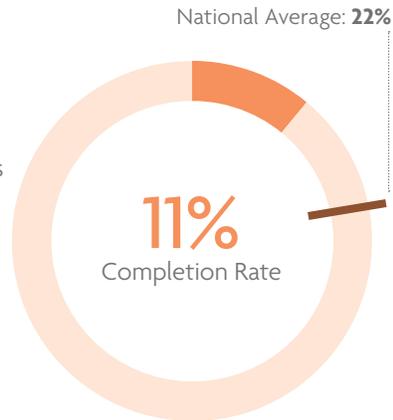
## EXPERIENCE

100

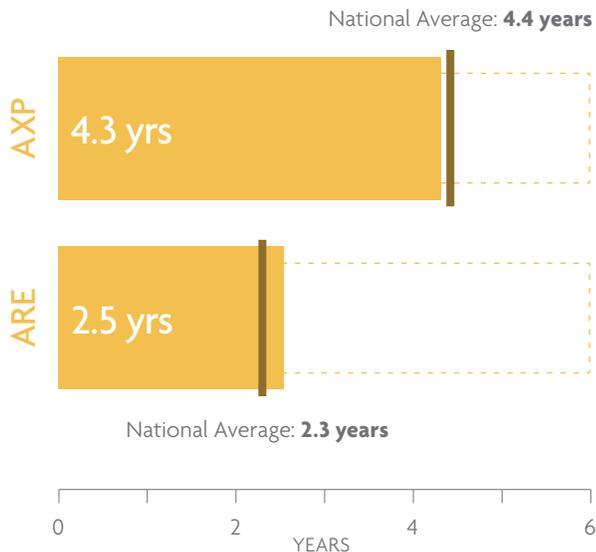
Licensure Candidates  
Reporting Hours

11

Completions



## COMPLETION TIMELINE



## EXAMINATION

66

Active Testers

89

Divisions Taken

2

Completions

55%

Success Rate

National Average:  
**52%**

## LICENSURE

69%  
Reciprocal  
Licenses

31%  
Resident  
Licenses

1,862  
Total Licenses

National Averages:  
Reciprocal: **54%**  
Resident: **46%**

# Nevada

## EXPERIENCE

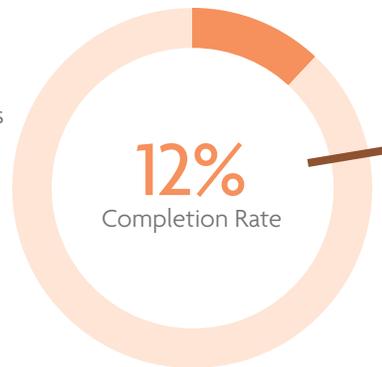
114

Licensure Candidates  
Reporting Hours

14

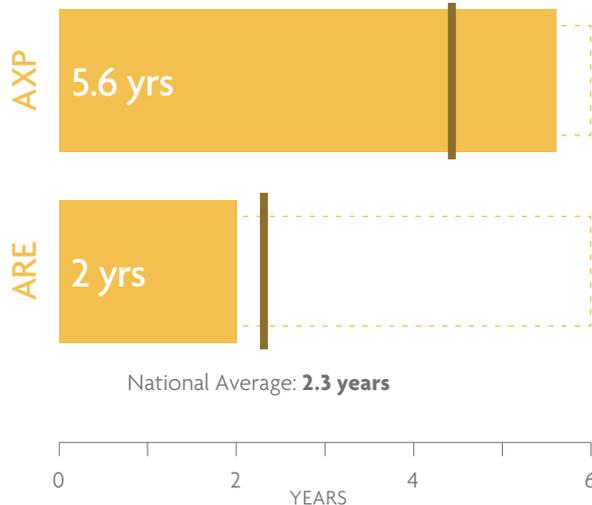
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



## EXAMINATION

123

Active Testers

189

Divisions Taken

4

Completions

National Average:  
**52%**

37%  
Success Rate

## LICENSURE

80%  
Reciprocal  
Licenses

20%  
Resident  
Licenses

2,878  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# New Hampshire

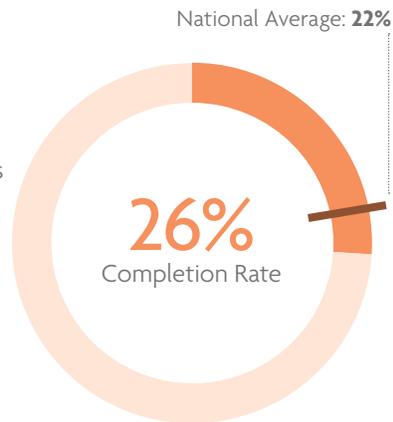
## EXPERIENCE

39

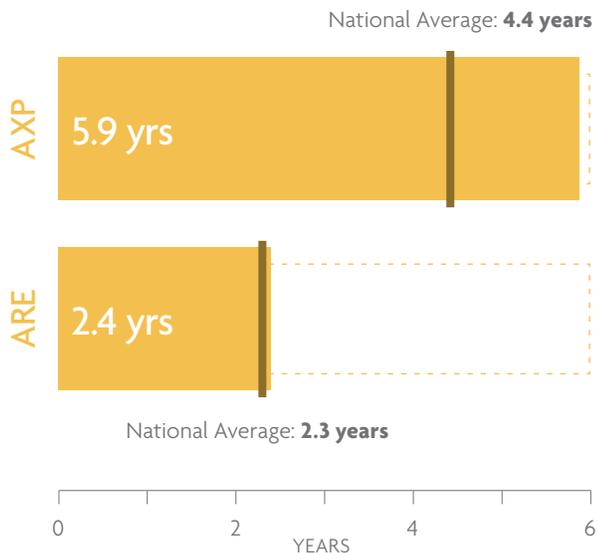
Licensure Candidates  
Reporting Hours

10

Completions



## COMPLETION TIMELINE



## EXAMINATION

40

Active Testers

67

Divisions Taken

5

Completions

**67%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**83%**  
Reciprocal  
Licenses

**17%**  
Resident  
Licenses

**1,829**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**54%** | **46%**

# New Jersey

## EXPERIENCE

225

Licensure Candidates  
Reporting Hours

43

Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

4.9 yrs

ARE

1.8 yrs

National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

328

Active Testers

406

Divisions Taken

17

Completions

National Average:  
**52%**

51%  
Success Rate

## LICENSURE

60%  
Reciprocal  
Licenses

40%  
Resident  
Licenses

7,618  
Total Licenses

National Averages:  
**Reciprocal Resident**  
**54% 46%**

# New Mexico

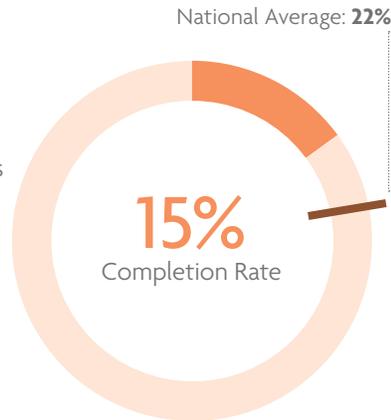
## EXPERIENCE

106

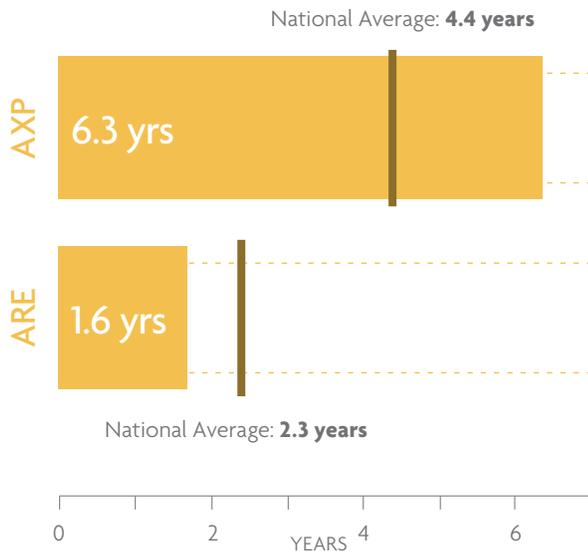
Licensure Candidates  
Reporting Hours

16

Completions



## COMPLETION TIMELINE



## EXAMINATION

91

Active Testers

124

Divisions Taken

7

Completions

**52%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**67%**  
Reciprocal  
Licenses

**33%**  
Resident  
Licenses

**2,198**  
Total Licenses

National Averages:  
**Reciprocal** 54% | **Resident** 46%

# New York

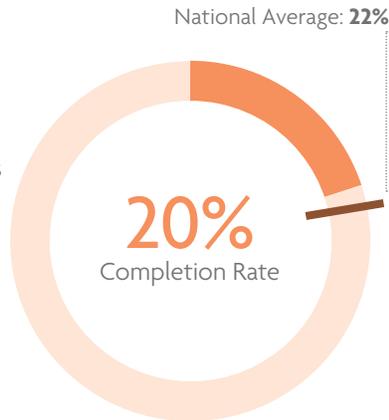
## EXPERIENCE

4,103

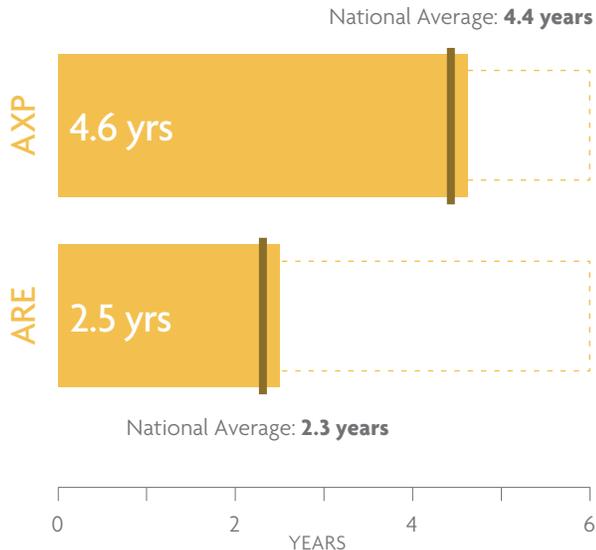
Licensure Candidates Reporting Hours

810

Completions



## COMPLETION TIMELINE



## EXAMINATION

4,535

Active Testers

7,058

Divisions Taken

431

Completions

National Average: **52%**

**48%**  
Success Rate

## LICENSURE

42%  
Reciprocal Licenses

58%  
Resident Licenses

20,102

Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# North Carolina

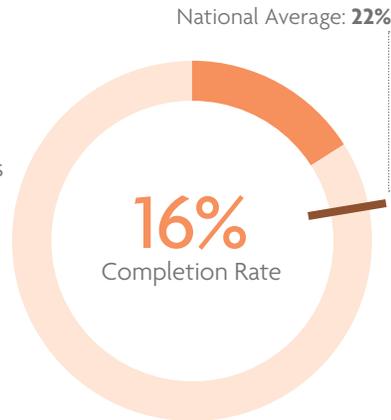
## EXPERIENCE

396

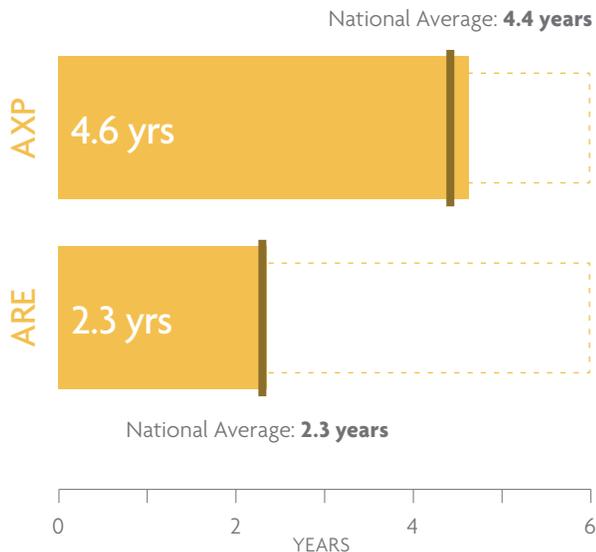
Licensure Candidates  
Reporting Hours

65

Completions



## COMPLETION TIMELINE



## EXAMINATION

387

Active Testers

658

Divisions Taken

22

Completions

**56%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**58%**  
Reciprocal  
Licenses

**42%**  
Resident  
Licenses

**6,400**  
Total Licenses

National Averages:  
Reciprocal: **54%**  
Resident: **46%**

# North Dakota

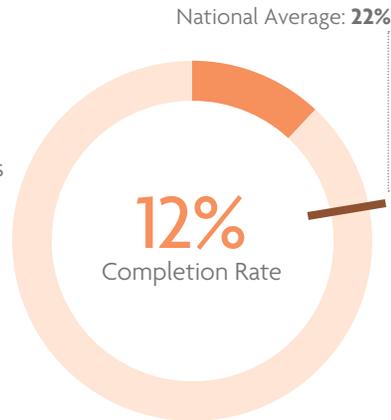
## EXPERIENCE

41

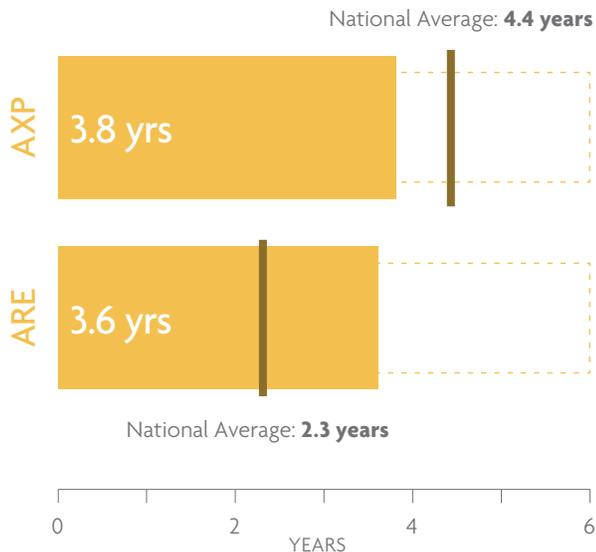
Licensure Candidates Reporting Hours

5

Completions



## COMPLETION TIMELINE



## EXAMINATION

51

Active Testers

72

Divisions Taken

8

Completions

**57%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**84%**  
Reciprocal Licenses

**16%**  
Resident Licenses

**1,167**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Northern Mariana Islands

## EXPERIENCE

0

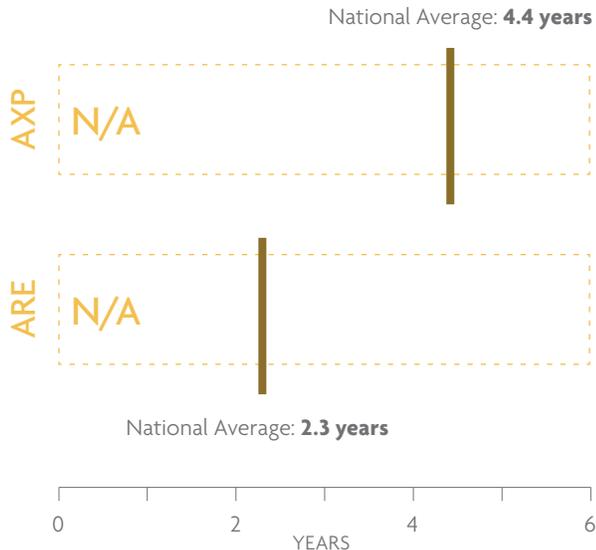
Licensure Candidates Reporting Hours

0

Completions



## COMPLETION TIMELINE



## EXAMINATION

0

Active Testers

0

Divisions Taken

0

Completions

National Average: **52%**

**N/A**  
Success Rate

## LICENSURE

**82%**  
Reciprocal Licenses

**18%**  
Resident Licenses

**39**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Ohio

## EXPERIENCE

489

Licensure Candidates Reporting Hours

74

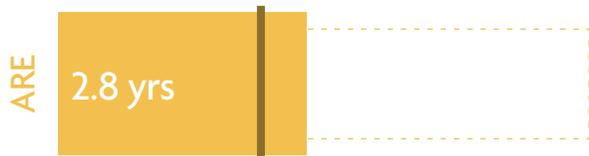
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



National Average: **2.3 years**

0 2 4 6  
YEARS

## EXAMINATION

442

Active Testers

660

Divisions Taken

53

Completions

64%  
Success Rate

National Average:  
**52%**

## LICENSURE

49%  
Reciprocal  
Licenses

51%  
Resident  
Licenses

6,305  
Total Licenses

National Averages:  
**Reciprocal** 54%  
**Resident** 46%

# Oklahoma

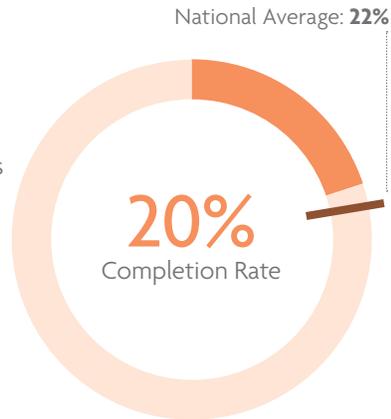
## EXPERIENCE

148

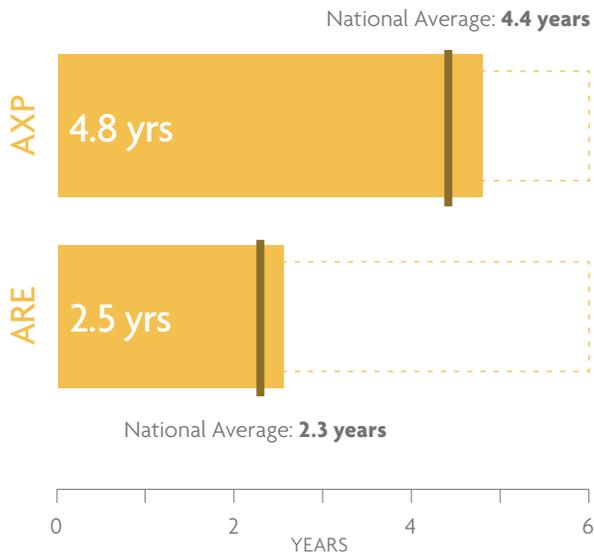
Licensure Candidates  
Reporting Hours

29

Completions



## COMPLETION TIMELINE



## EXAMINATION

182

Active Testers

239

Divisions Taken

10

Completions

National Average:  
**52%**

51%  
Success Rate

## LICENSURE

65%  
Reciprocal  
Licenses

35%  
Resident  
Licenses

2,361  
Total Licenses

National Averages:  
Reciprocal 54% Resident 46%

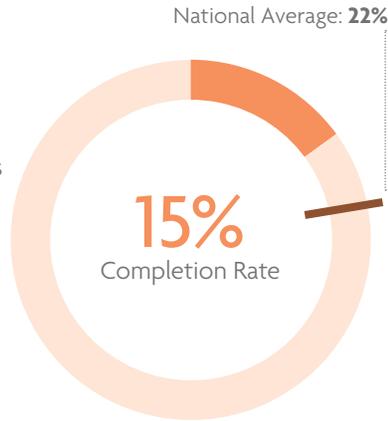


# Oregon

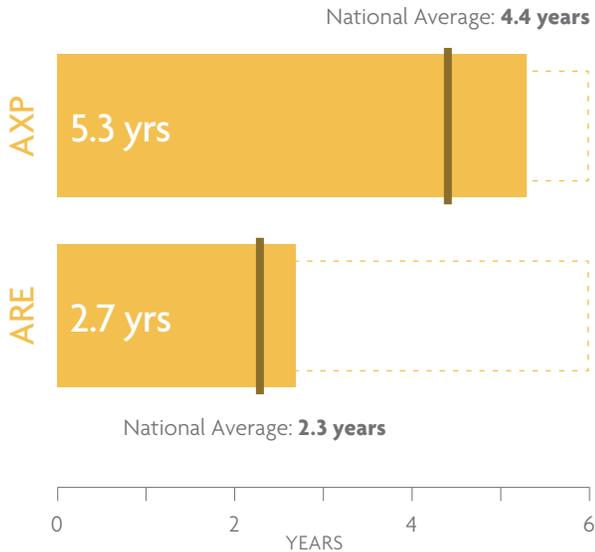
## EXPERIENCE

**384**  
Licensure Candidates Reporting Hours

**58**  
Completions



## COMPLETION TIMELINE



## EXAMINATION

**340**  
Active Testers

**424**  
Divisions Taken

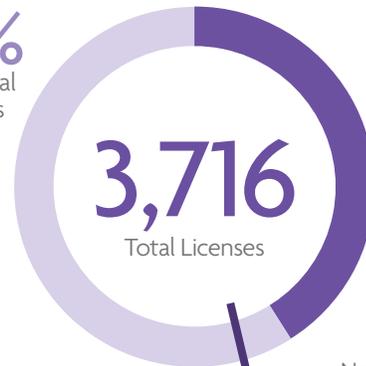
**26**  
Completions



## LICENSURE

**59%**  
Reciprocal Licenses

**41%**  
Resident Licenses



National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Pennsylvania

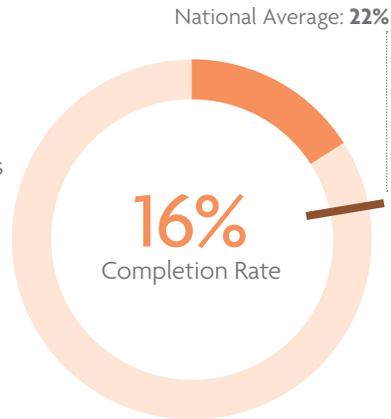
## EXPERIENCE

774

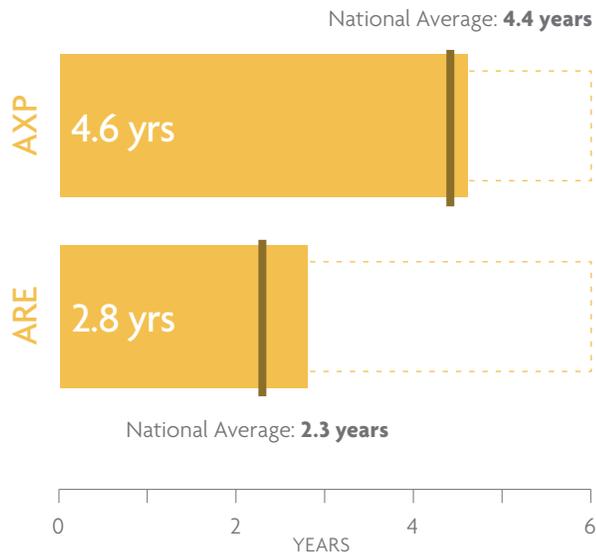
Licensure Candidates  
Reporting Hours

122

Completions



## COMPLETION TIMELINE



## EXAMINATION

741

Active Testers

1,096

Divisions Taken

43

Completions

**53%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**52%**  
Reciprocal  
Licenses

**48%**  
Resident  
Licenses

**8,571**

Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Puerto Rico

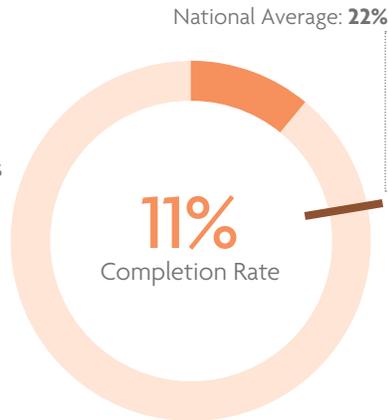
## EXPERIENCE

199

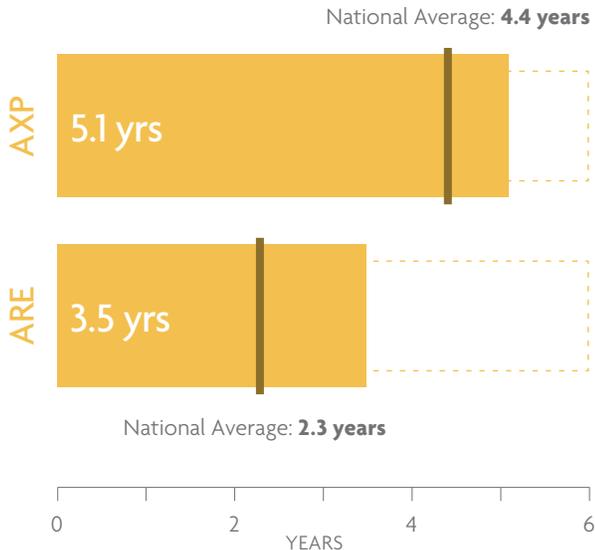
Licensure Candidates Reporting Hours

21

Completions



## COMPLETION TIMELINE



## EXAMINATION

278

Active Testers

227

Divisions Taken

4

Completions

National Average:  
**52%**

**23%**  
Success Rate

## LICENSURE

**8%**  
Reciprocal Licenses

**92%**  
Resident Licenses

**1,153**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Rhode Island

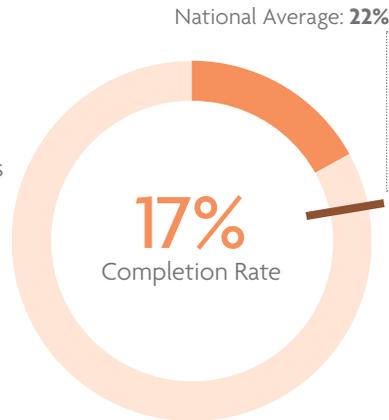
## EXPERIENCE

59

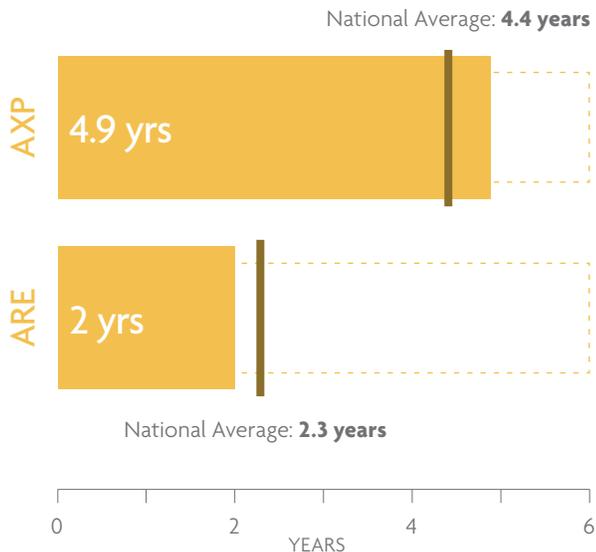
Licensure Candidates Reporting Hours

10

Completions



## COMPLETION TIMELINE



## EXAMINATION

67

Active Testers

92

Divisions Taken

3

Completions

**52%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**82%**  
Reciprocal Licenses

**18%**  
Resident Licenses

**1,828**  
Total Licenses

National Averages:  
**Reciprocal** 54% **Resident** 46%

# South Carolina

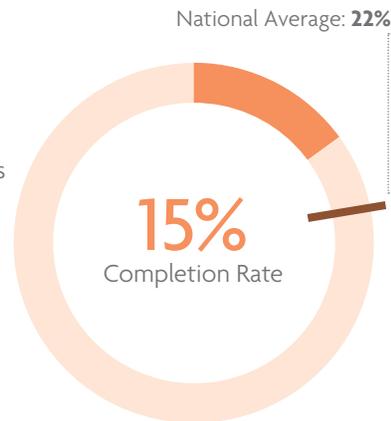
## EXPERIENCE

125

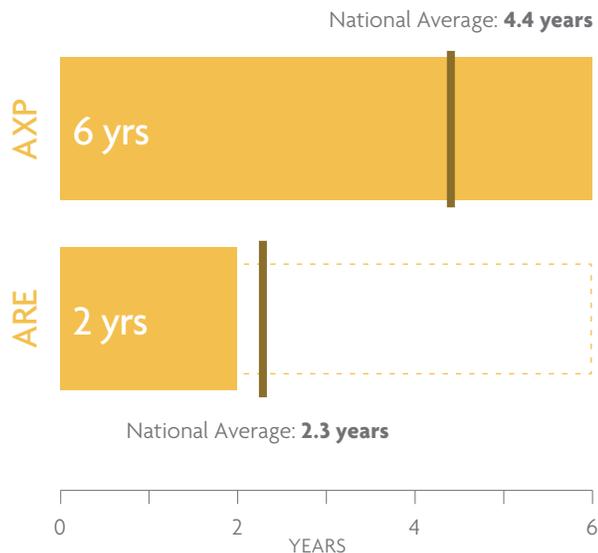
Licensure Candidates  
Reporting Hours

19

Completions



## COMPLETION TIMELINE



## EXAMINATION

131

Active Testers

209

Divisions Taken

7

Completions

**53%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**73%**  
Reciprocal  
Licenses

**27%**  
Resident  
Licenses

**4,210**  
Total Licenses

National Averages:  
**Reciprocal** **Resident**  
**54%** **46%**

# South Dakota

## EXPERIENCE

35

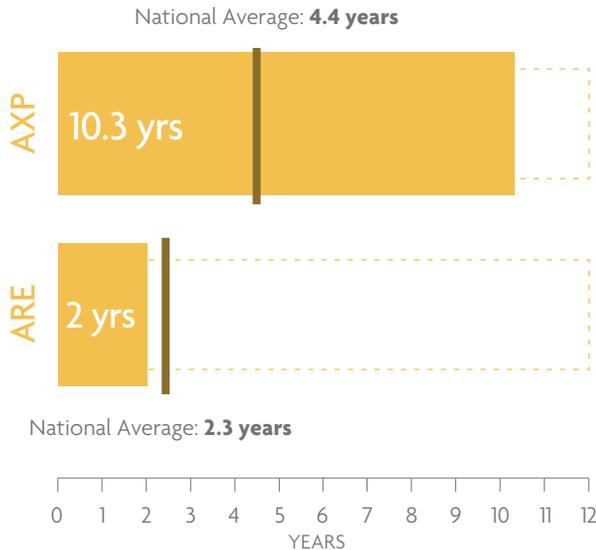
Licensure Candidates Reporting Hours

3

Completions



## COMPLETION TIMELINE



## EXAMINATION

14

Active Testers

25

Divisions Taken

1

Completion

**56%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**87%**  
Reciprocal Licenses

**13%**  
Resident Licenses

**957**

Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Tennessee

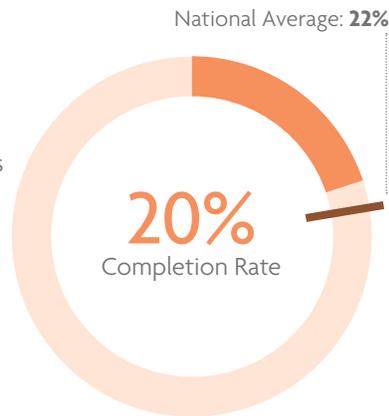
## EXPERIENCE

295

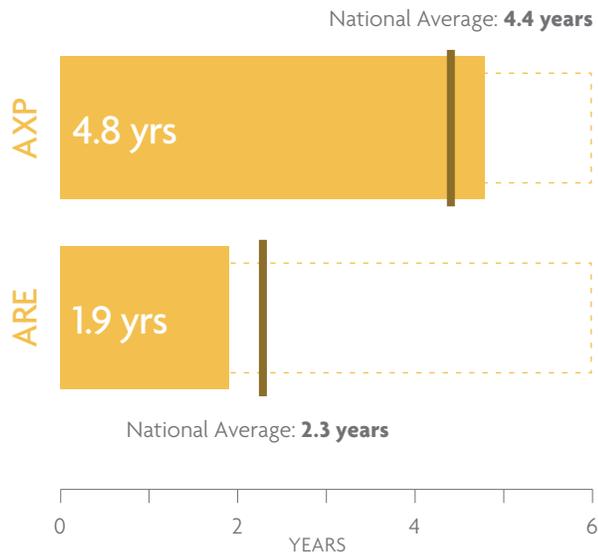
Licensure Candidates  
Reporting Hours

60

Completions



## COMPLETION TIMELINE



## EXAMINATION

264

Active Testers

447

Divisions Taken

30

Completions

60%  
Success Rate

National Average:  
**52%**

## LICENSURE

76%  
Reciprocal  
Licenses

24%  
Resident  
Licenses

10,184  
Total Licenses

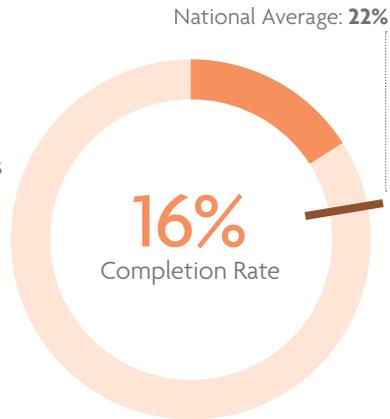
National Averages:  
**Reciprocal 54%** **Resident 46%**

# Texas

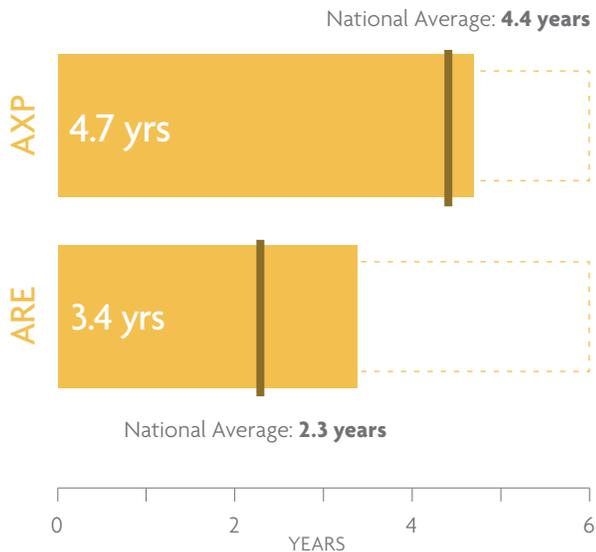
## EXPERIENCE

1,988  
Licensure Candidates  
Reporting Hours

314  
Completions



## COMPLETION TIMELINE



## EXAMINATION

2,163  
Active Testers

3,169  
Divisions Taken

92  
Completions

National Average:  
**52%**

42%  
Success Rate

## LICENSURE

37%  
Reciprocal  
Licenses

63%  
Resident  
Licenses

13,558  
Total Licenses

National Averages:  
Reciprocal: **54%**  
Resident: **46%**

# Utah

## EXPERIENCE

150

Licensure Candidates  
Reporting Hours

24

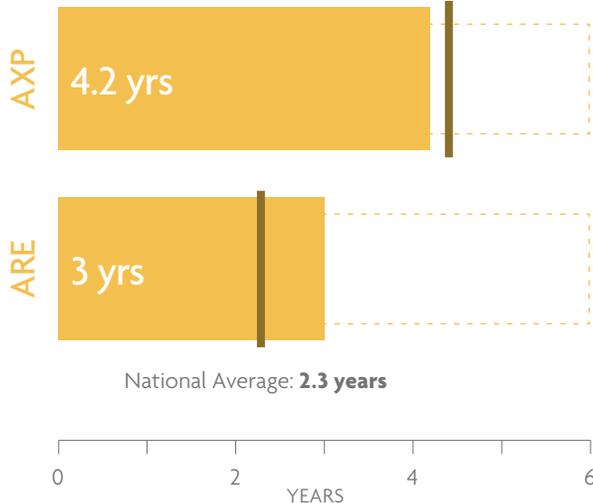
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



## EXAMINATION

148

Active Testers

261

Divisions Taken

8

Completions

National Average:  
**52%**

48%  
Success Rate

## LICENSURE

55%  
Reciprocal  
Licenses

45%  
Resident  
Licenses

2,861  
Total Licenses

National Averages:  
**Reciprocal** **Resident**  
**54%** **46%**

# Vermont

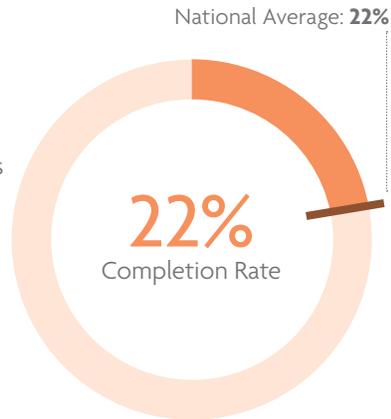
## EXPERIENCE

27

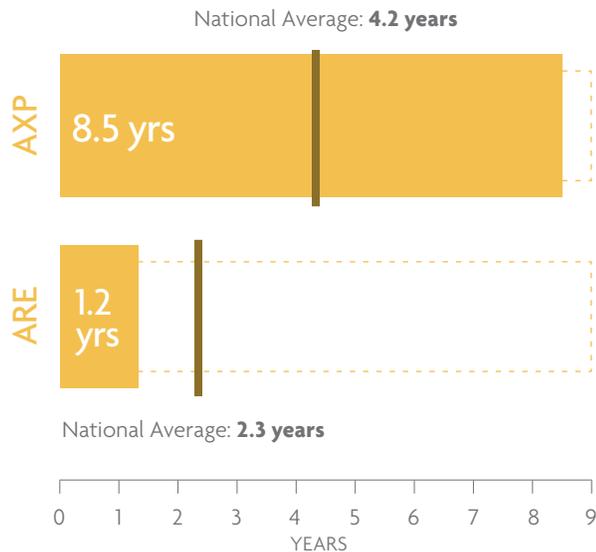
Licensure Candidates  
Reporting Hours

6

Completions



## COMPLETION TIMELINE



## EXAMINATION

62

Active Testers

99

Divisions Taken

5

Completions

**60%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**74%**  
Reciprocal  
Licenses

**26%**  
Resident  
Licenses

**1,216**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# U.S. Virgin Islands

## EXPERIENCE

1

Licensure Candidates Reporting Hours

N/A

Completions

National Average: **22%**



## EXAMINATION

1

Active Testers

N/A

Divisions Taken

33

Completions

National Average:  
**52%**

N/A  
Success Rate

## COMPLETION TIMELINE

National Average: **4.4 years**

AXP

N/A

ARE

N/A

National Average: **2.3 years**



## LICENSURE

85%  
Reciprocal  
Licenses

15%  
Resident  
Licenses

1,111  
Total Licenses

National Averages:  
**Reciprocal** **Resident**  
**54%** **46%**

# Virginia

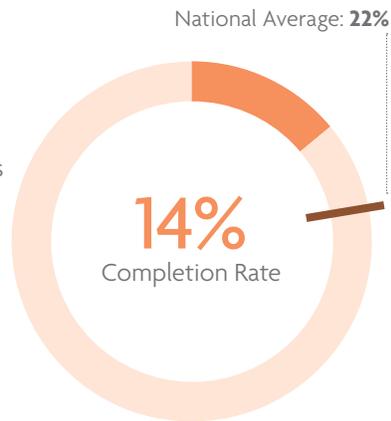
## EXPERIENCE

274

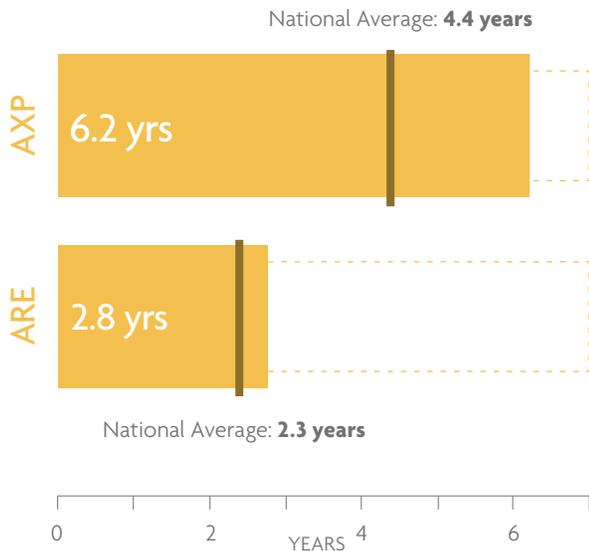
Licensure Candidates  
Reporting Hours

38

Completions



## COMPLETION TIMELINE



## EXAMINATION

288

Active Testers

421

Divisions Taken

33

Completions

58%  
Success Rate

National Average:  
**52%**

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

7,493  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# Washington

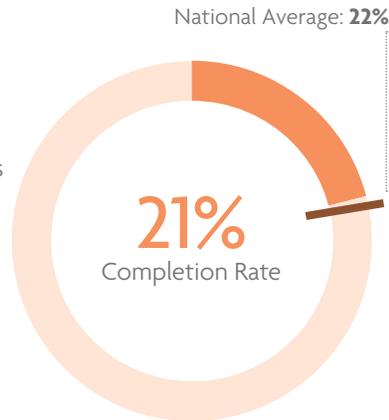
## EXPERIENCE

880

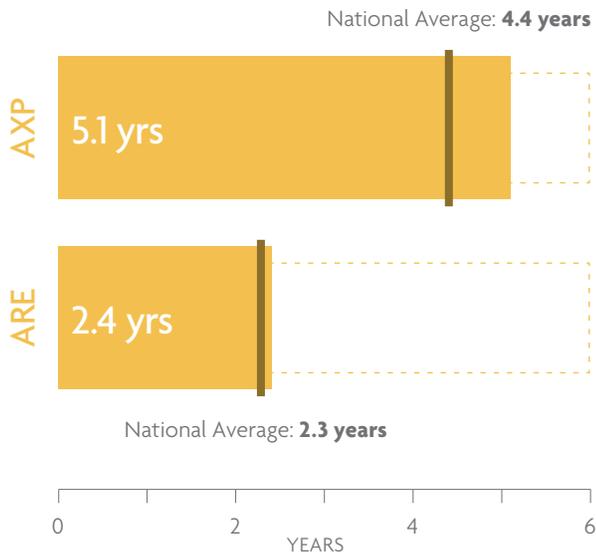
Licensure Candidates Reporting Hours

183

Completions



## COMPLETION TIMELINE



## EXAMINATION

802

Active Testers

1,299

Divisions Taken

108

Completions

**63%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**38%**  
Reciprocal Licenses

**62%**  
Resident Licenses

**6,823**  
Total Licenses

National Averages:  
**Reciprocal 54%** | **Resident 46%**

# West Virginia

## EXPERIENCE

10

Licensure Candidates Reporting Hours

0

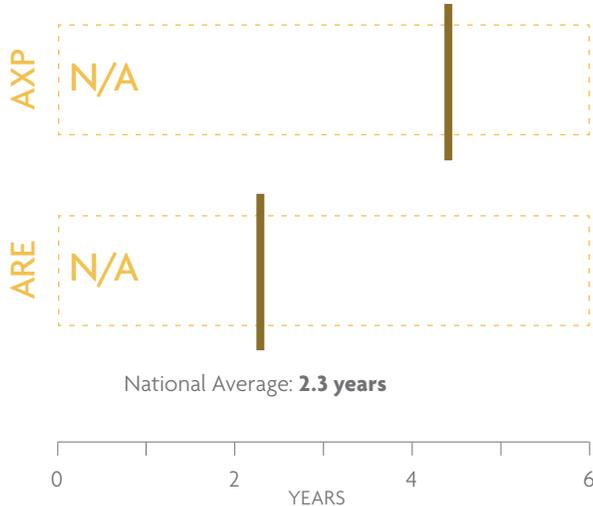
Completions

National Average: **22%**



## COMPLETION TIMELINE

National Average: **4.4 years**



## EXAMINATION

16

Active Testers

11

Divisions Taken

0

Completions

National Average:  
**52%**

45%  
Success Rate

## LICENSURE

91%  
Reciprocal  
Licenses

9%  
Resident  
Licenses

1,295  
Total Licenses

National Averages:  
Reciprocal: **54%** Resident: **46%**

# Wisconsin

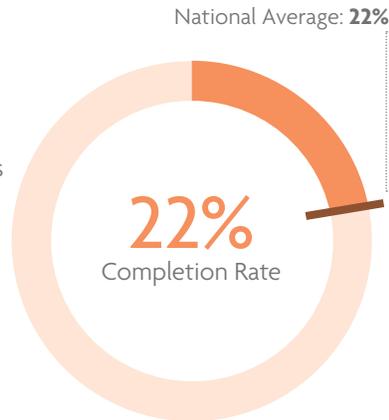
## EXPERIENCE

747

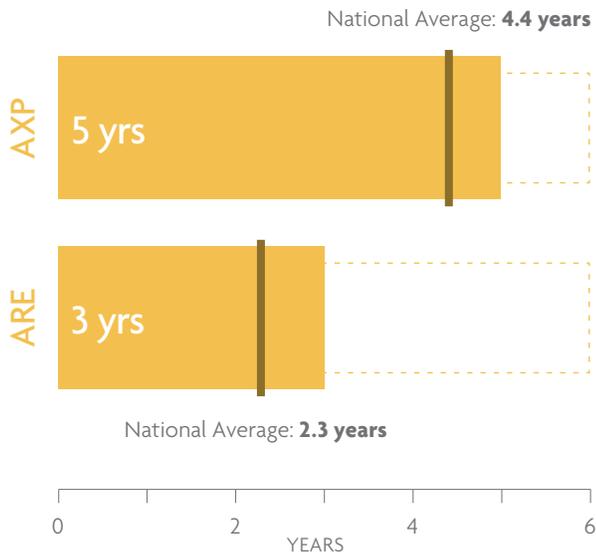
Licensure Candidates  
Reporting Hours

168

Completions



## COMPLETION TIMELINE



## EXAMINATION

780

Active Testers

1,231

Divisions Taken

77

Completions

**54%**  
Success Rate

National Average:  
**52%**

## LICENSURE

**67%**  
Reciprocal  
Licenses

**33%**  
Resident  
Licenses

**4,839**  
Total Licenses

National Averages:  
**Reciprocal Resident**  
**54% 46%**

# Wyoming

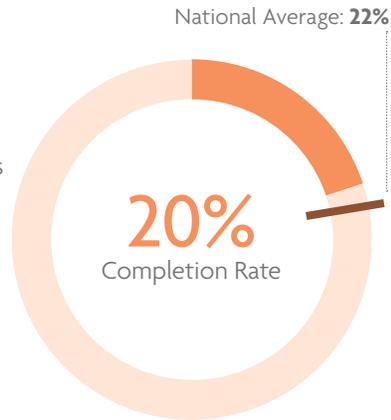
## EXPERIENCE

10

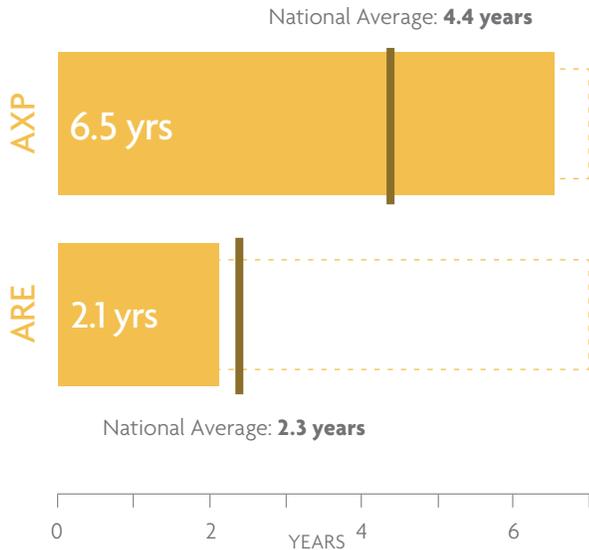
Licensure Candidates  
Reporting Hours

2

Completions



## COMPLETION TIMELINE



## EXAMINATION

18

Active Testers

30

Divisions Taken

7

Completions

80%  
Success Rate

National Average:  
**52%**

## LICENSURE

89%  
Reciprocal  
Licenses

11%  
Resident  
Licenses

1,215  
Total Licenses

National Averages:  
Reciprocal 54% Resident 46%





## About This Report

This report is based on data collected by the National Council of Architectural Registration Boards (NCARB) during the 2019 calendar year, providing insight on the path to licensure.

NCARB maintains a database on licensure candidates and Certificate holders. This allows us to track the progression of candidates as they move through the AXP, ARE, and beyond.

Some of the data is self-reported, including age, race, and geographic location. Other data is triggered by candidate actions such as starting the AXP or completing the ARE. NCARB also collects data from the U.S. jurisdictional licensing boards to provide a total count of architects.

Other data sources used in this report are noted as appropriate and include:

- Data from the National Architectural Accrediting Board (NAAB) was also used in this report to provide the number of students entering and graduating from NAAB-accredited programs.
- Data from a study conducted by Benenson Strategy Group (BSG) was used in the “Public Perception of Licensure” section of this report.
- Data from a joint survey conducted by NCARB and NOMA was used in the “NCARB and NOMA” section of this report.

## About NCARB

NCARB is a global leader in architectural regulation; our members are the architectural licensing boards of the 50 U.S. states, the District of Columbia, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands.

We are dedicated to helping our Member Boards protect the public health, safety, and welfare by recommending and encouraging national requirements for architectural licensure and mobility—including the Architectural Experience Program® (AXP®), Architect Registration Examination® (ARE®), and NCARB Certificate. The Certificate facilitates reciprocal licensure across the United States, Australia, Canada, Mexico, and New Zealand.

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For more information visit [www.ncarb.org](http://www.ncarb.org)

# Glossary

**Age:** Median age based on self-reported dates of birth.

**AXP:** The Architectural Experience Program® (AXP®) provides a framework to guide licensure candidates through earning and recording professional experience.

**AXP Completion:** This data point is triggered when a licensure candidate fulfills the AXP's requirements and their Record has been evaluated by NCARB.

**ARE:** Developed by NCARB, the Architect Registration Examination® (ARE®) is used to assess a candidate's knowledge and skills, and is required for initial licensure in all U.S. jurisdictions.

**ARE/Exam Candidate:** An NCARB Record holder who is currently taking the ARE.

**ARE Completion:** This data point is triggered when an exam candidate passes all ARE divisions.

**Core Requirements for Licensure:** The core requirements for licensure in the United States include gaining an education (typically a degree from a NAAB-accredited program), completing the AXP, and passing the ARE. Some jurisdictions have additional requirements that fall outside this "core," such as a supplemental exam.

**Core Requirements Complete:** This data point is triggered when a licensure candidate completes their final core requirement, whether that is the AXP or the ARE.

**Early Eligibility:** The ability to take the ARE before completing the AXP. Fifty-two of the 55 jurisdictions currently allow this overlap.

**Licensure Candidate:** An NCARB Record holder who is actively documenting experience and/or taking the ARE.

**NAAB:** The National Architectural Accrediting Board (NAAB) accredits U.S. professional programs in architecture. All U.S. jurisdictions accept degrees from NAAB-accredited programs for initial licensure.

**New Record:** A candidate's successful application for an NCARB Record, which is often the first step on the path to licensure.

**NCARB Certificate:** A credential available to architects that facilitates reciprocal licensure across U.S. jurisdictions, as well as Australia, Canada, Mexico, and New Zealand.

**NOMA:** The National Organization of Minority Architects.

**Non-Certified Architect:** An architect who does not hold an NCARB Certificate.

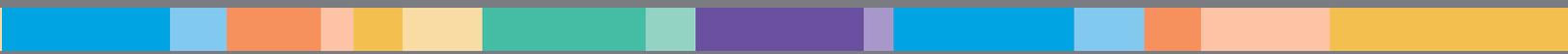
**Pass Rate:** Proportion of the number of candidates who received a passing score on an ARE division compared to the number of candidates who attempted that division.

**People of Color:** Individuals who identified their race as American Indian or Alaskan Native; Asian; Black or African American; or Native Hawaiian or Pacific Islander, as well as individuals who indicated they were of Latino or Hispanic descent.

**Reciprocal License:** An architecture license issued by a jurisdiction as a result of the applicant holding an initial license in a separate jurisdiction.

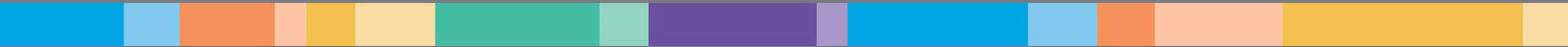
**Success Rate:** An average of the pass rates for all ARE 5.0 divisions.





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