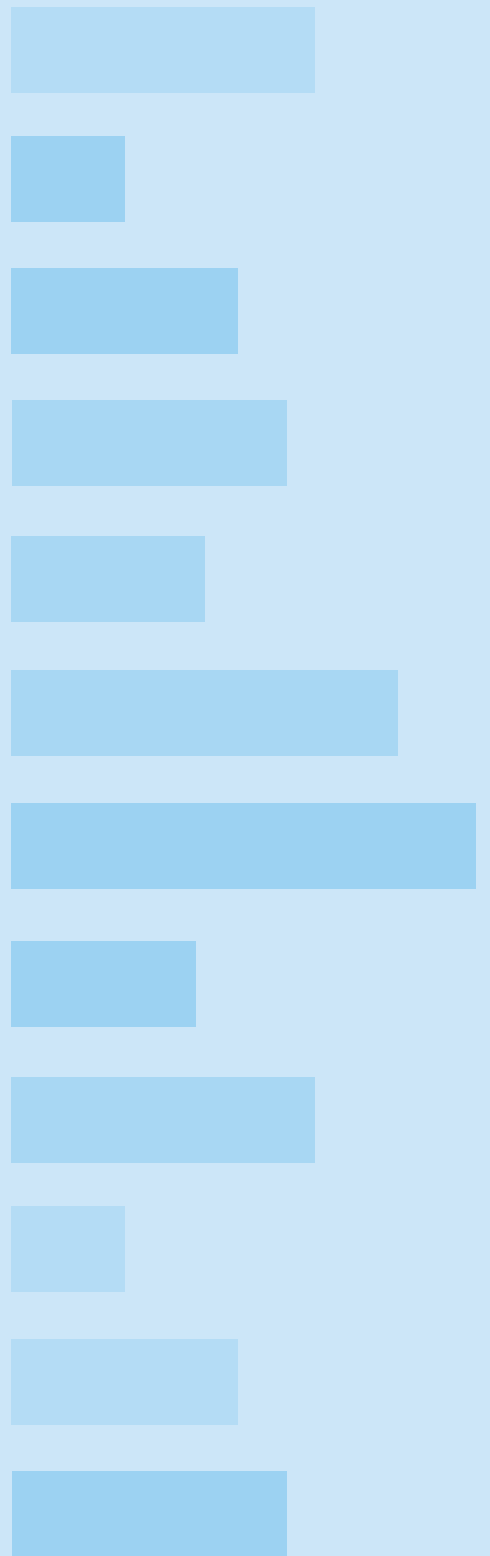


NCARB BY THE NUMBERS

2024 EDITION



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Welcome to the 2024 edition of *NCARB by the Numbers!*

Every year, *NCARB by the Numbers* shares key data that shapes the architecture community. This year's report marks our 13th year of offering clear and reliable insights into the state of architectural licensure. As always, we have continued to enhance and expand the data presented in this publication in new, innovative ways.

In partnership with our members, the 55 U.S. architectural licensing boards, we have used the data from previous *NCARB by the Numbers* to inform several improvements along the path to licensure as NCARB continues its work toward removing unnecessary programmatic and administrative barriers.

- In 2023, NCARB retired the exam's 5-year rolling clock validity policy, replacing it with a new policy validating all passed exams from the current and immediately preceding version of the exam.
- Through adding time for English as Second Language (ESL) candidates and other exam accommodations along with addressing exam content with disparate failure rates, NCARB continued to explore fair and defensible means of ensuring accessibility for all candidates in 2023.
- 2023 was also the first full year where we could assess the value of NCARB's free practice exams, which launched midway through 2022.

Together, these changes have resulted in a significant increase in exam pass rates, as well as 5-month reduction in the average time to complete the exam.

As we have worked to expand opportunity and access, those improvements are reflected in improving equity and diversity at every level of the licensure path. We've seen significant improvements in diverse racial and gender representation over the past 5 years: in 2023, 47% of the licensure candidate population identified as a person of color, and 46% were women. That change is slowly making its way into the licensed practitioner population. Nearly a third of new architects in 2023 were people of color, compared to just 19% of the total architect population.

The unique demographic insights that *NCARB by the Numbers* offers into the professional pipeline continue to be a major draw for reviewing and utilizing this annual publication. To ensure this data is easy to read and digest, this year's report format has been streamlined to elevate the key data points shaping the architecture community. We've updated several sections to allow you to dive deeper into the data that means the most to you, while continuing to provide a clear view of data in each stage of the licensure path.

We will continue using the information gathered in *NCARB by the Numbers*—as well as insight from our members, customers, volunteers, allied organizations, and the public—to address today's societal and economic challenges to the regulatory environment and to uphold our vision to ensure safe spaces and places for all communities.



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

State of Licensure

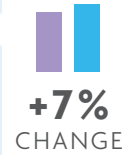
Overall, licensure progress was on the rise in 2023. While the total number of U.S. architects saw a 1% increase to 121,000 following last year's decline, the pipeline of individuals pursuing licensure saw several significant gains compared to 2022.

The number of individuals actively working to become architects rose by 7% to 37,000. Similarly, the number of newly licensed architects rose by 6% in 2023 to over 3,700. On average, it takes candidates 13.3 years to earn a license—slightly longer than the average pre-pandemic time to licensure.

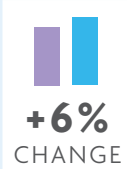
Recently, NCARB has implemented several programmatic changes that could impact the state of licensure. These include the retirement of the licensing exam's five-year expiration date on passed divisions, the reinstatement of thousands of previously expired exam divisions, and the launch of free practice exams, which have contributed to higher pass rates.

Typically, around 36% of candidates stop pursuing licensure over a 10-year period. As NCARB reduces unnecessary impediments and improves accessibility on the path to licensure, we hope to see these changes reflected in attrition rates and licensure statistics in the years to come.

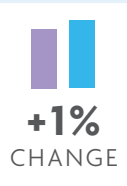
37,708 CANDIDATES PURSUING LICENSURE



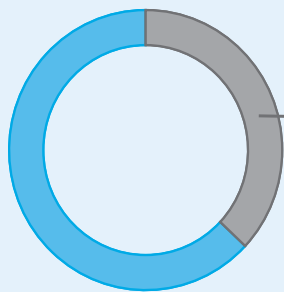
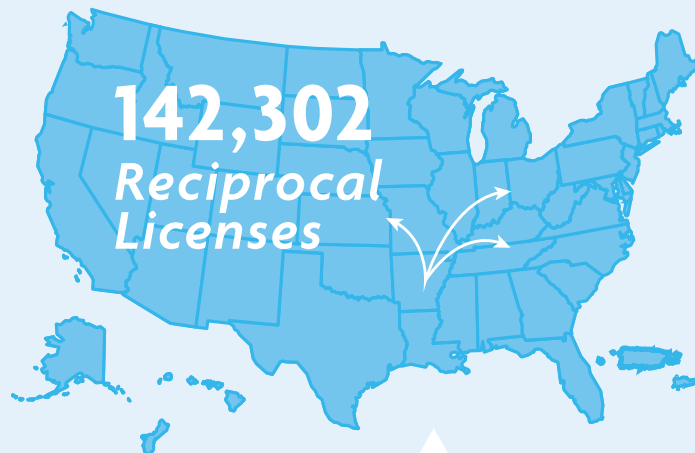
Average time to earn a license: 13.3 years



3,734 NEW ARCHITECTS



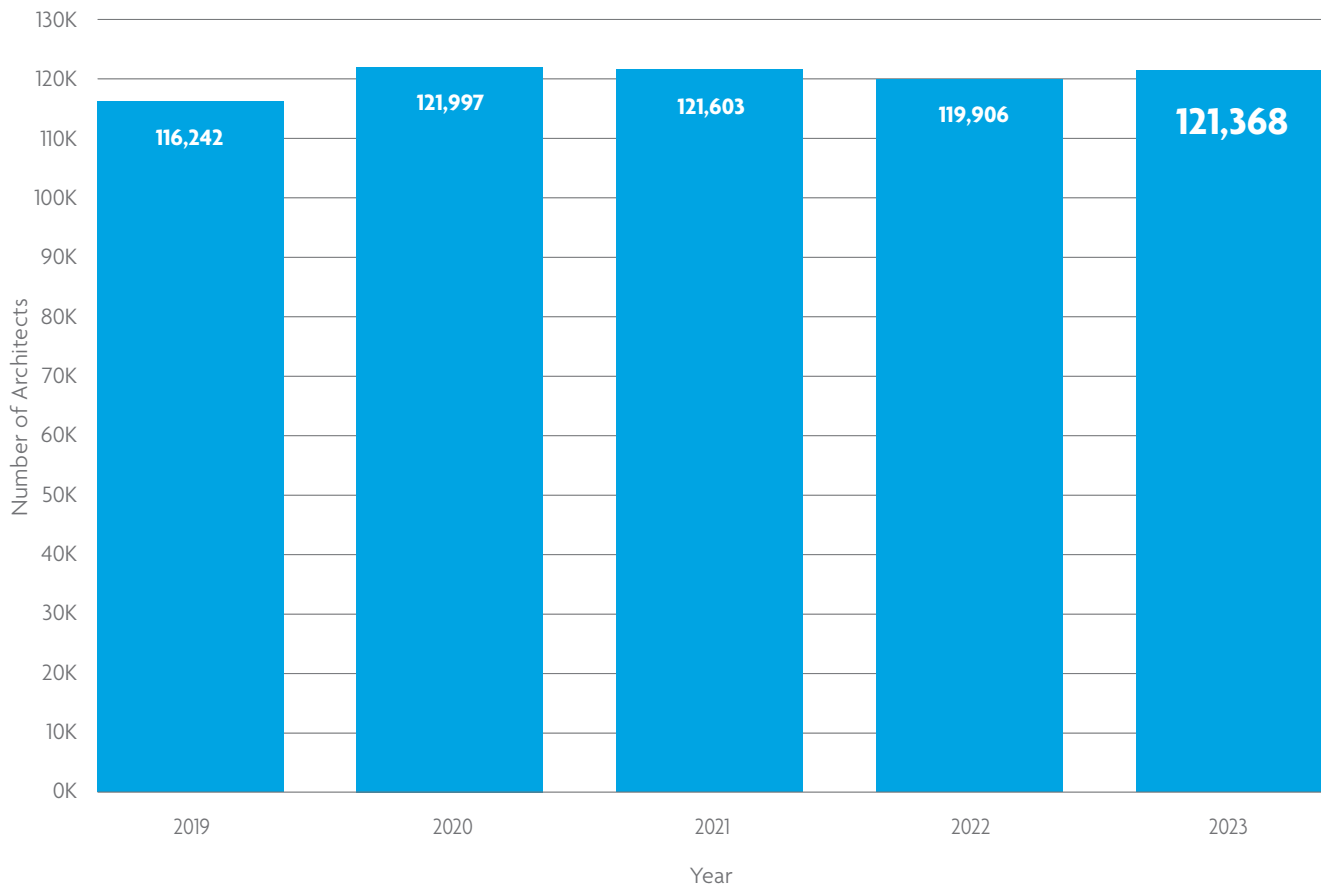
121,368 U.S. ARCHITECTS



The number of U.S. architects increased by 1%.

The number of U.S. architects rose by 1% in 2023, according to NCARB's annual Survey of Architectural Registration Boards. The total number of architects licensed in the U.S. has held close to 120,000 since 2020, when the COVID-19 pandemic curbed the steady upward trend seen in previous years.

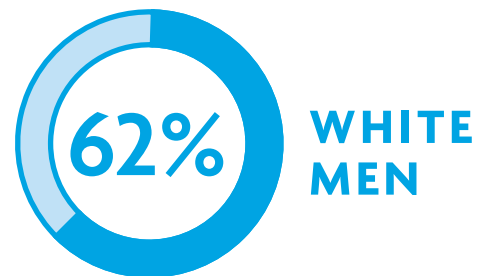
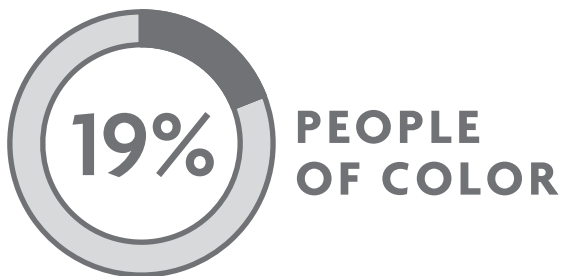
This year's growth indicates that there are more individuals becoming architects than there are retiring from the profession. However, **a third of architects are baby boomers, and 13% are over the age of retirement.** Because of this, NCARB anticipates a decrease in the number of practitioners in the coming years as increasing numbers of baby boomers retire.



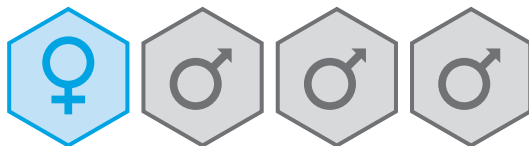
121,368 ARCHITECTS IN THE U.S.

—A 1% INCREASE

There has been consistent growth in gender equity and racial diversity of architects in the U.S., but white men are still the majority:



1 IN 4
ARE **WOMEN**



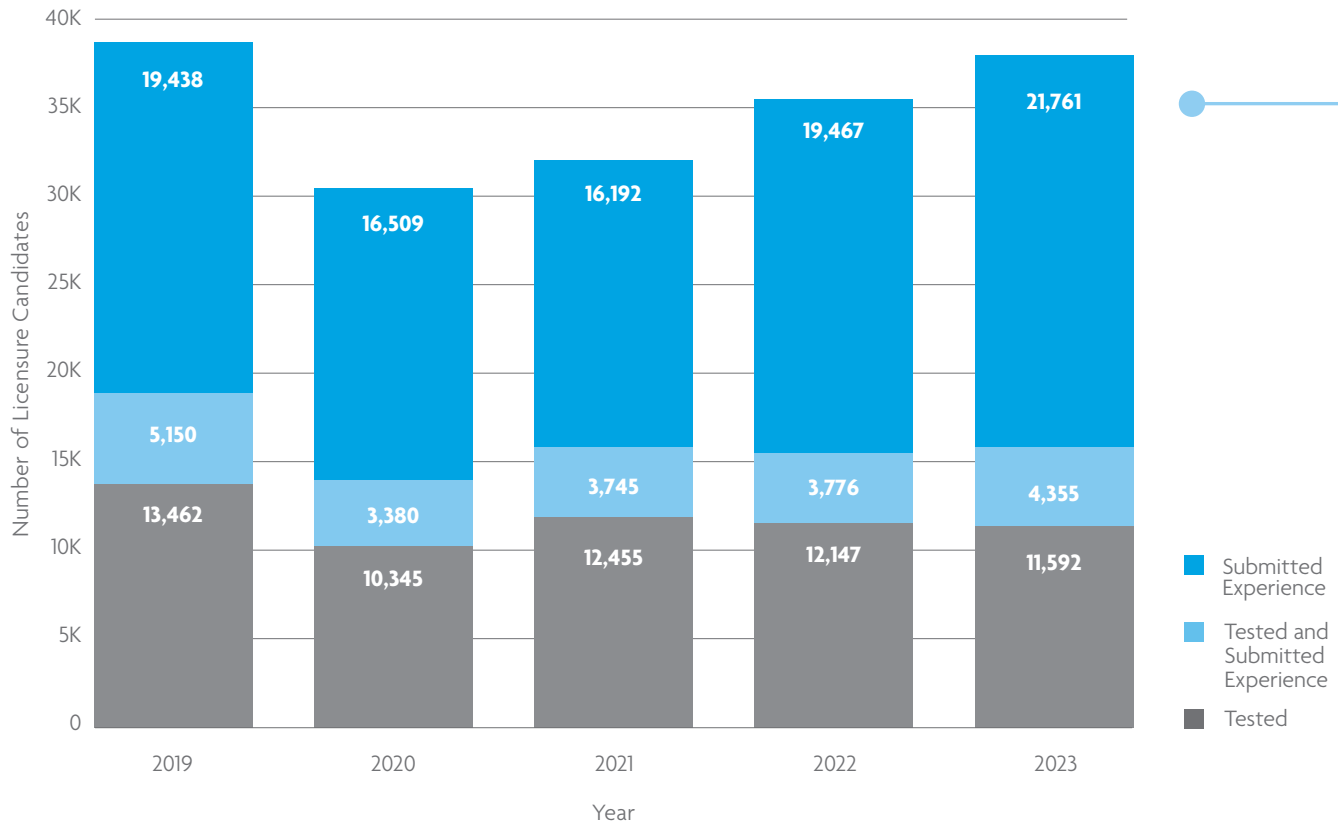
↑ 13%
of architects are
over the age of retirement

↓ 3%
of architects are
under the age of 30

The number of active licensure candidates increased by 7%.

The number of candidates actively pursuing licensure rose significantly in 2023. **With 37,708 candidates reporting experience, taking the exam, or both, this number is now just below pre-pandemic numbers.**

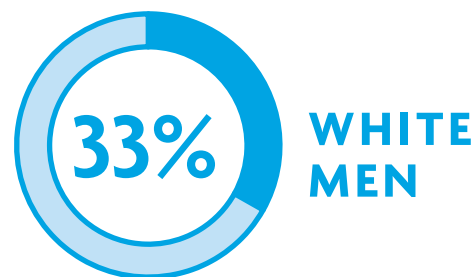
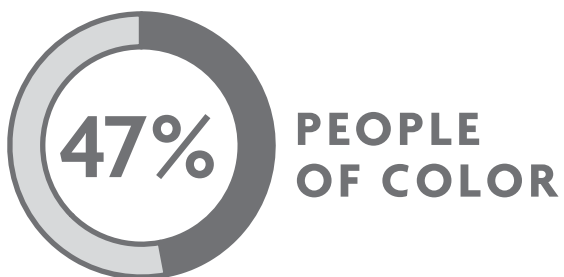
Over 26,000 of these candidates reported experience in 2023—a positive sign that the licensure pipeline is recovering from the impact of the COVID-19 pandemic. While the number of candidates testing remained relatively stable throughout the pandemic and the years following, the number of candidates reporting experience has been slower to recover. This year’s increase indicates that the pipeline of new architects is healthy and growing.



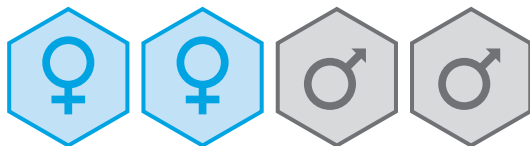
37,708 LICENSURE CANDIDATES

—A 7% INCREASE

The licensure candidate population is increasingly diverse: more people of color are pursuing licensure than ever before, and gender representation is nearing parity.



46%
ARE **WOMEN**



40%
of candidates are **under**
the age of 30

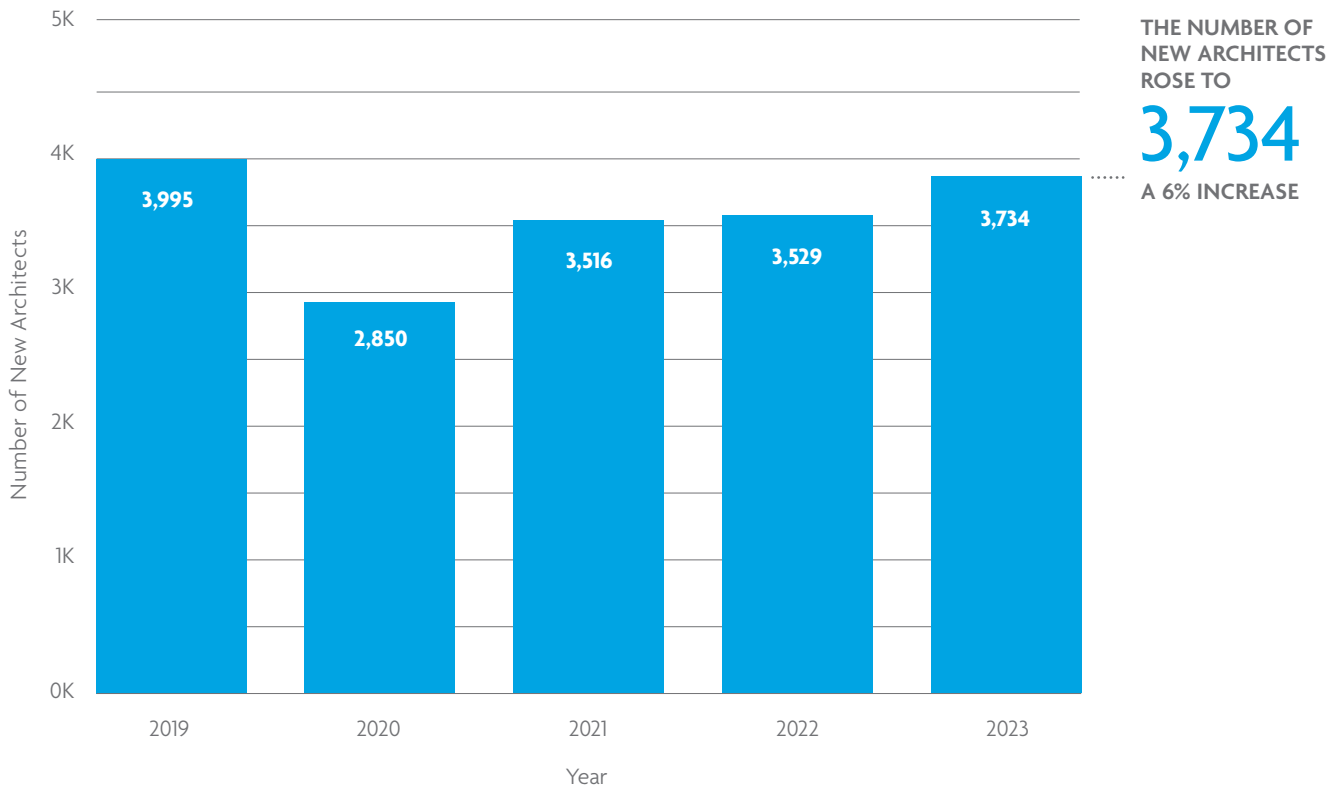
5%
of candidates are **over**
the age of 55

The number of new architects rose by 6%.

Just over 3,700 licensure candidates finished the path to licensure and became architects in 2023, taking an average of 13.3 years to do so. This 6% increase in the number of new architects correlates with the increase in the total pool of individuals pursuing licensure.

WHO'S CONSIDERED A "NEW ARCHITECT"?

"New architects" refers to individuals who completed their final requirement for licensure in a given year. The last requirement for most candidates is the exam, which is why the number of new architects closely aligns with the number of exam completions.

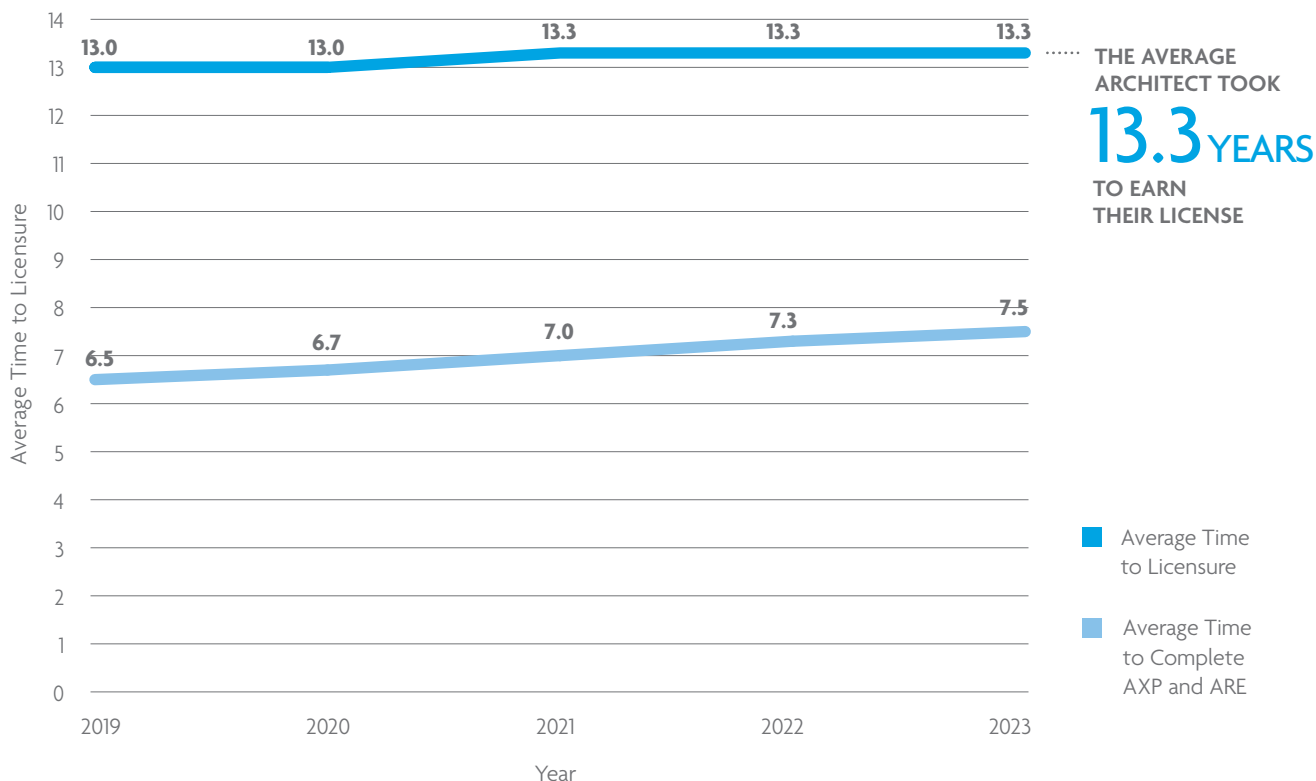


DID YOU KNOW?

In 2023, the average time to complete NCARB's programs was 7.5 years, including 4.9 spent completing the AXP and 2.5 spent completing the ARE—5 months shorter than the average time to complete the ARE in 2022.

The average time to licensure has held steady at 13.3 years for the past 3 years. **However, it is anticipated that time to licensure may fluctuate in the next several years due to competing influences.** As the direct impact of the pandemic begins to fade, the time it takes to earn a license may decrease. However, recent programmatic changes like retiring the exam's 5-year rolling clock for passed exam divisions may provide less incentive for candidates to complete the licensure process quickly, potentially extending the time to licensure.

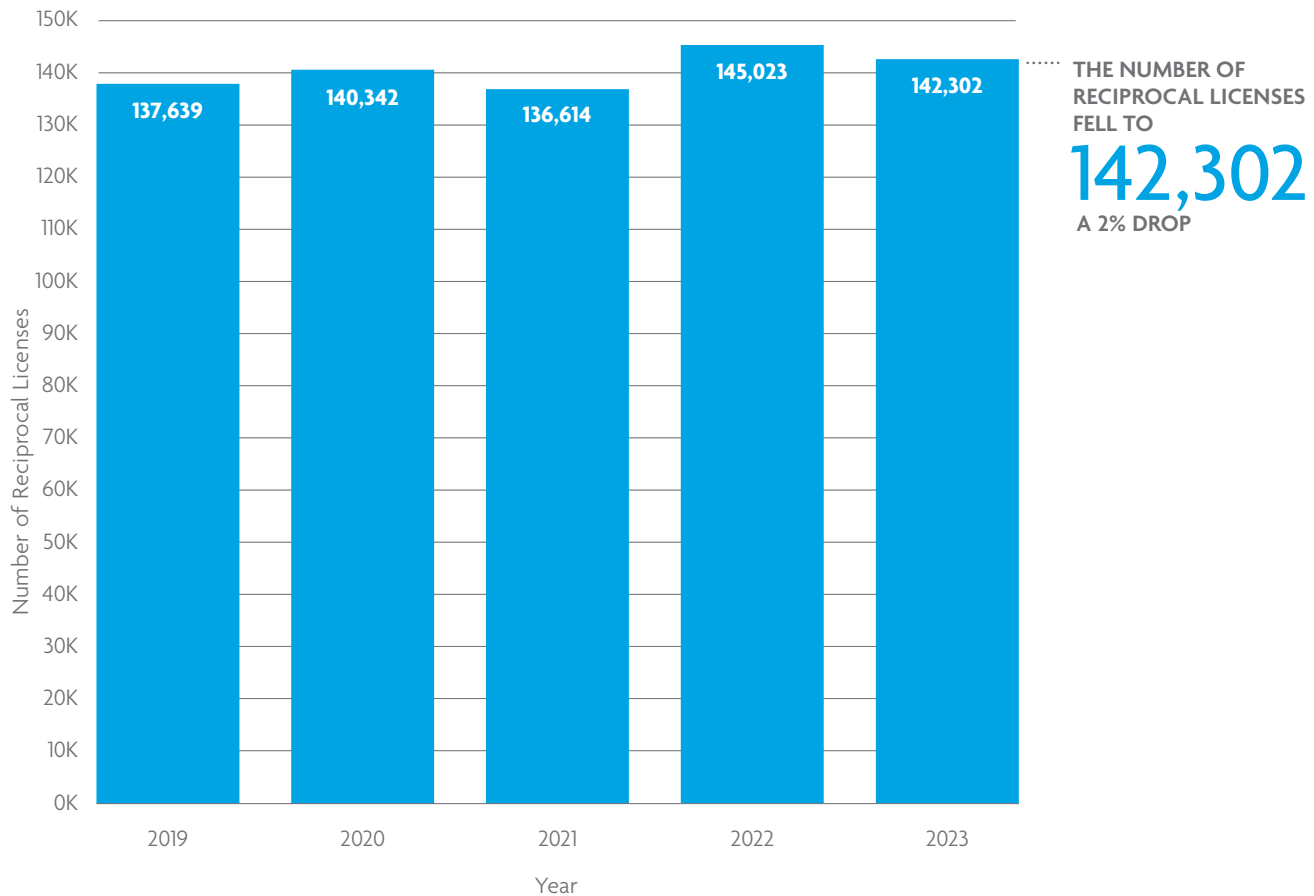
As NCARB considers other potential programmatic changes for the future, we're shifting our priority from *time to licensure* to *flexibility of licensure*—ensuring that all candidates have an accessible pathway to practice, regardless of background.



The number of reciprocal licenses fell by 2%.

Many architects are licensed in more than one state, which allows them meet existing clients' needs and expand their potential client base. In 2023, the number of out-of-state (or reciprocal) licenses fell by 2%, according to NCARB's annual Survey of Architectural Registration Boards.

This year's decrease follows a 6% increase seen in 2022. Historically, **NCARB has often seen a slight decrease following a year of growth**, so 2023's drop is likely a part of this pattern as architects respond to ebbs and flows in client demand. NCARB's data also suggests that retiring architects may forego some of their reciprocal licenses but maintain licensure in their primary state of residency.



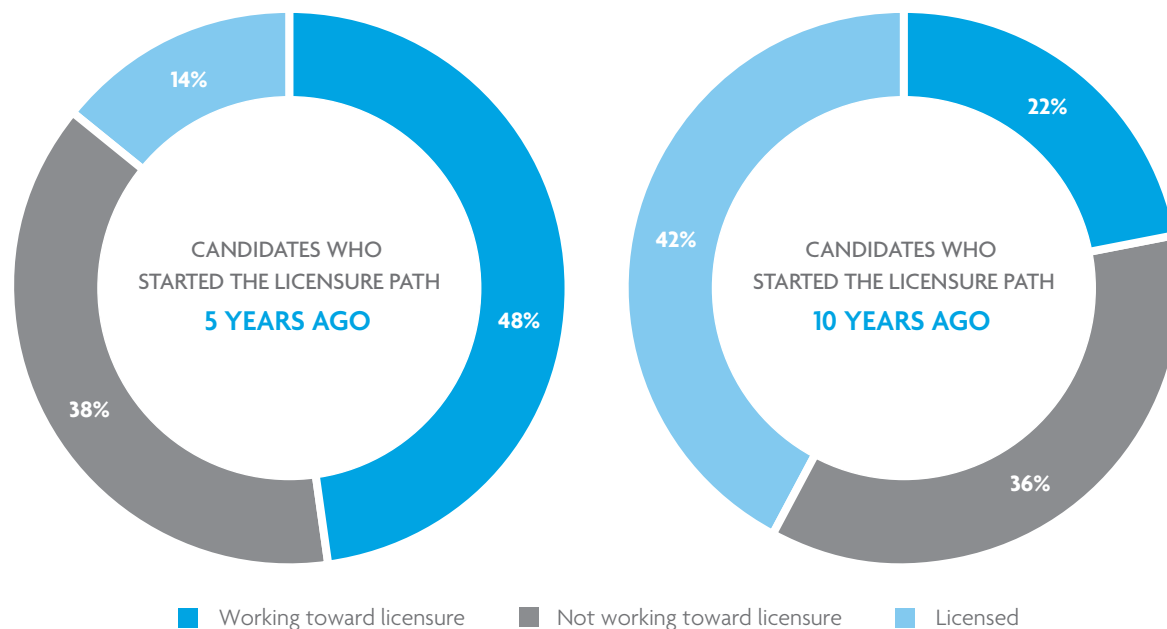
Over 10 years, 36% of candidates stopped pursuing a license.

NCARB tracks candidate activity on the path to licensure to identify potential impediments that might be preventing candidates from becoming architects. While some changes in career plan or field are expected, ideally, NCARB would see a similar level of attrition across demographic groups.

More than a third of candidates stop pursuing licensure over a 10-year period.

In 2023, 48% of individuals who started the path to licensure 5 years ago (in 2019) were still actively working toward earning their license, and 38% were no longer pursuing licensure. For candidates who started the licensure path 10 years ago (in 2014), 22% were still actively working toward earning their license, and 36% were no longer working pursuing licensure.

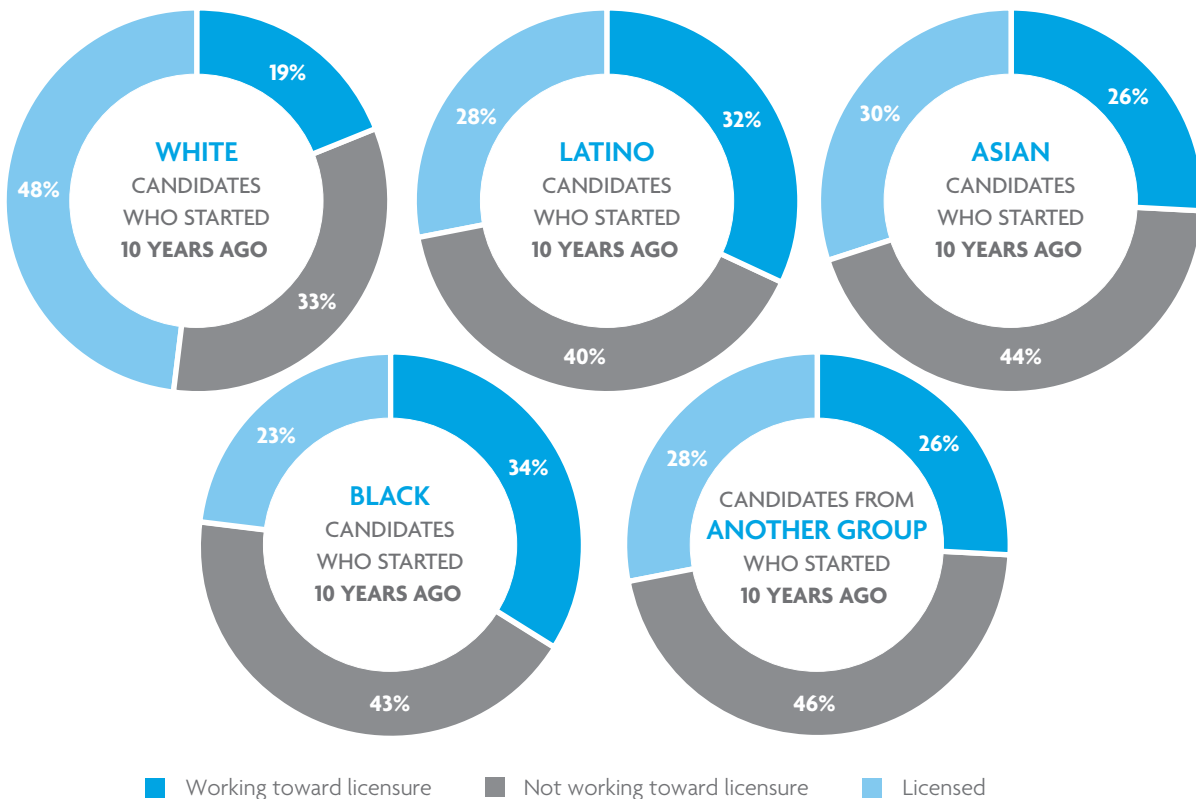
Compared to 2022's attrition data, this represents a slight increase in the proportion of candidates who have finished the licensure path at both the 5- and 10-year mark. However, the proportion of candidates who stop pursuing a license is relatively unchanged. The higher rates of attrition for those who only started 5 years ago compared to those who started the licensure path 10 years ago may reflect the impact of the pandemic.



White candidates are twice as likely as Black candidates to be licensed after 10 years.

While attrition from the licensure path is equal for men and women, there are some disparities based on racial and ethnic identity. **Compared to their peers, white candidates are far more likely to be licensed at the 10-year mark.** In 2023, 48% of white candidates were licensed after 10 years, compared to 23% of Black or African American candidates.

People of color were more likely than their white peers to stop pursuing licensure over a 10-year period, with candidates who identified as some other group the most likely at 46%. Black or African American candidates were the most likely to be actively pursuing licensure at the 10-year mark: 34% of Black or African American candidates who started the path to licensure in 2014 were actively testing or reporting experience in 2023.



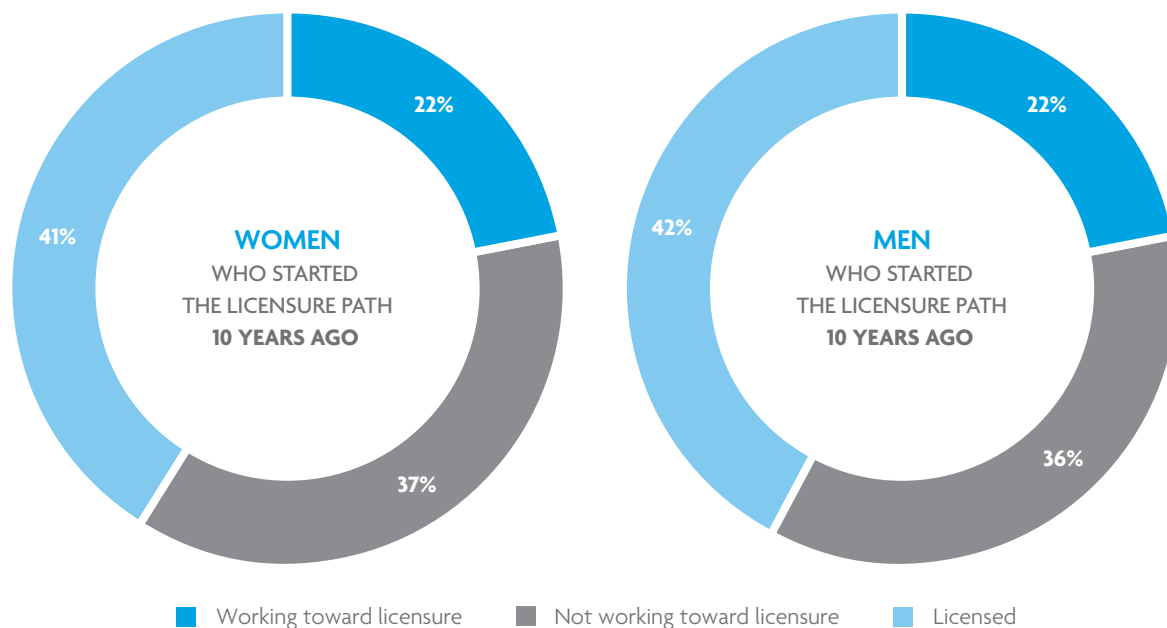
Men and women are equally likely to stay on the path to licensure.

When it comes to attrition on the path to licensure, there are no significant disparities between genders. **Women and men have had nearly equal rates of attrition at the 10-year mark for the past several years**, with 36-37% of both groups no longer working toward licensure.

Interestingly, women are slightly more likely than men to be active at the 5-year mark.

WHERE ARE NON-BINARY CANDIDATES?

Currently, less than 0.5% of licensure candidates have identified as non-binary. Because of the small sample size, we can't share licensure statistics for non-binary candidates.

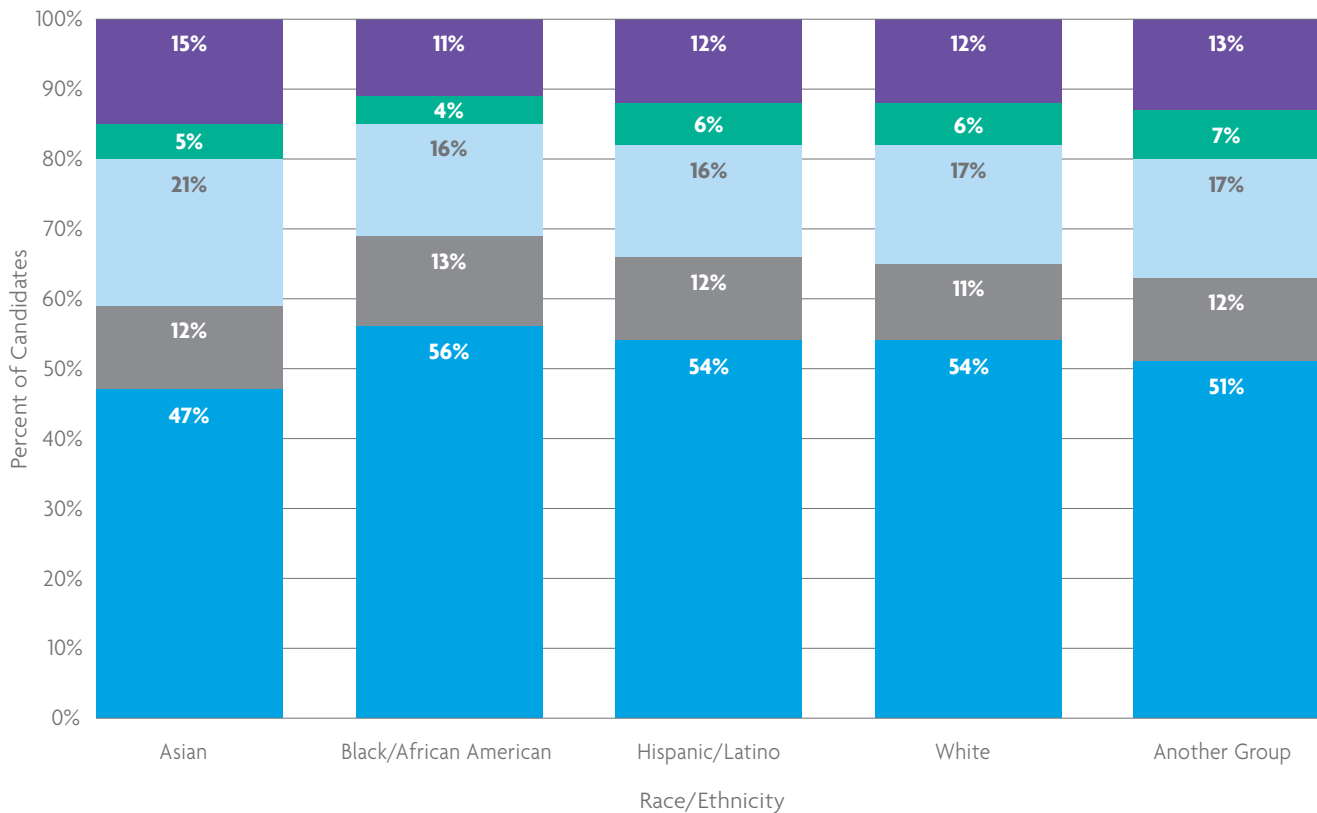


Black candidates are most likely to keep pursuing their licensure goals.

For licensure candidates who started their NCARB Record between 5-10 years ago but *haven't* earned a license yet, navigating the experience program is the most common pinch point.

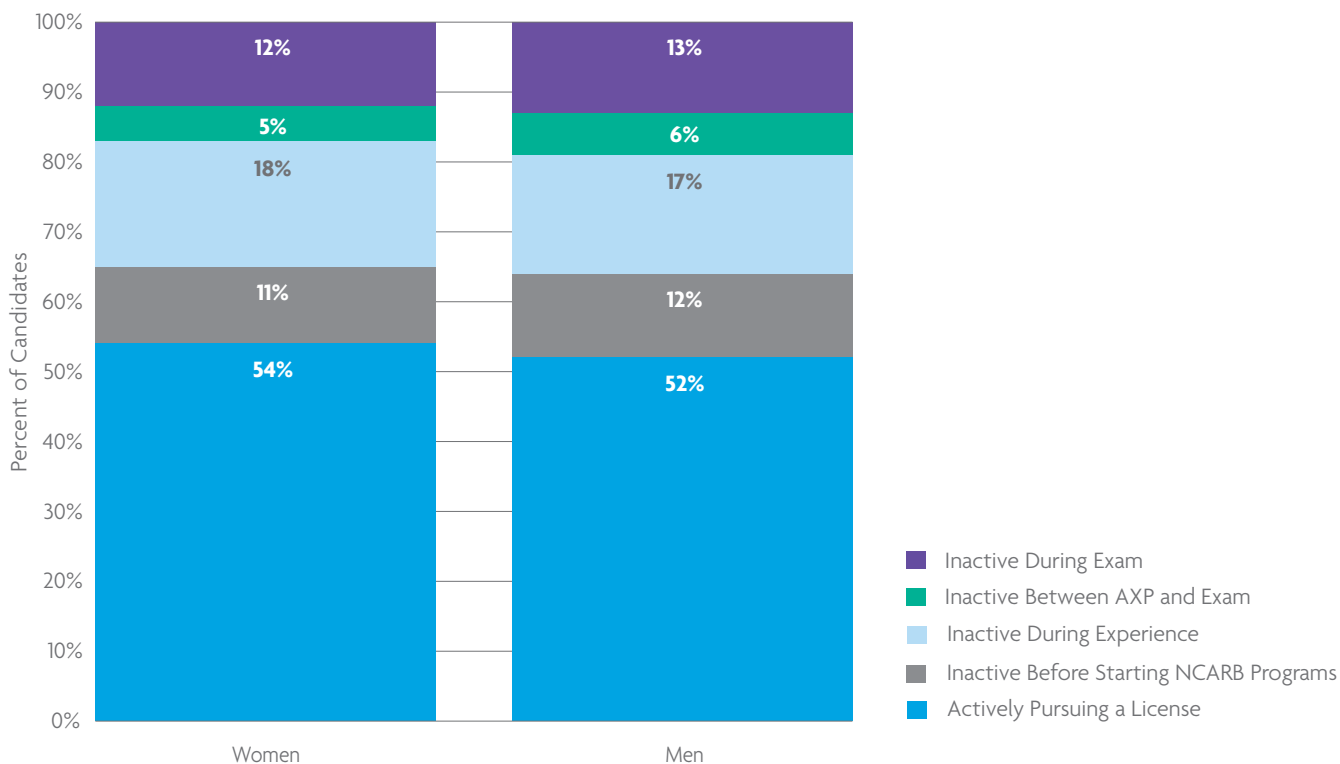
Asian candidates are most likely to stop pursuing licensure while completing the AXP: 21% of current Asian candidates who started the licensure process between 2014-2019 fell off the path while documenting experience.

By contrast, Black or African American candidates were more likely to continue pursuing a license compared to their peers: 56% of current Black or African American candidates who started the licensure process between 2014-2019 are still working toward licensure, compared to 47% of Asian candidates.



Women are slightly more likely than men to continue pursuing licensure.

When comparing men and women who started their NCARB Record between 5-10 years ago but haven't earned a license yet, rates of attrition are nearly equal at every stage of the licensure path. Overall, **women are 2 percentage points more likely than men to continue pursuing their licensure goals.**



Demographics

Over the past several years, NCARB has implemented several changes to improve equity and diversity on the path to licensure—with the ultimate goal of improving representation among licensed practitioners. Greater diversity in the candidate population is beginning to make its way to the pool of licensed architects: in 2023, 1 in 5 architects identified as a person of color.

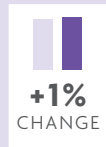
NCARB has seen consistent growth in gender equity and racial diversity across all candidate stages over the past 5 years. As candidates progress along the licensure path, these increases become more and more apparent in the profession. In 2023, 47% of the licensure candidate population identified as a person of color, and 46% were women.

Women now make up 48% of the testing population, and typically earn their licenses faster than men—completing requirements a year sooner on average. In 2023, nearly half (43%) of candidates completing the AXP and over a third (35%) of candidates completing the ARE identified as a person of color.

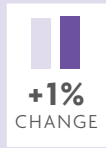


NCARB'S COMMUNITY OF

RECORD HOLDERS IS INCREASINGLY DIVERSE.



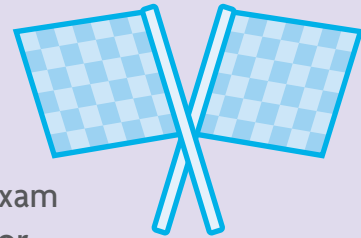
47%
of licensure candidates
are people of color



46%
of licensure
candidates are women

35%

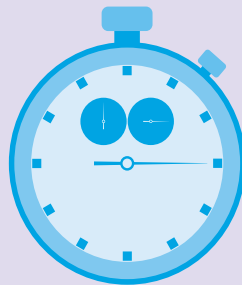
of candidates
completing the exam
are people of color
**+10 percentage points
since 2019**



OF NEW ARCHITECTS:

1 IN 3

IS A PERSON OF COLOR



2 IN 5

ARE WOMEN



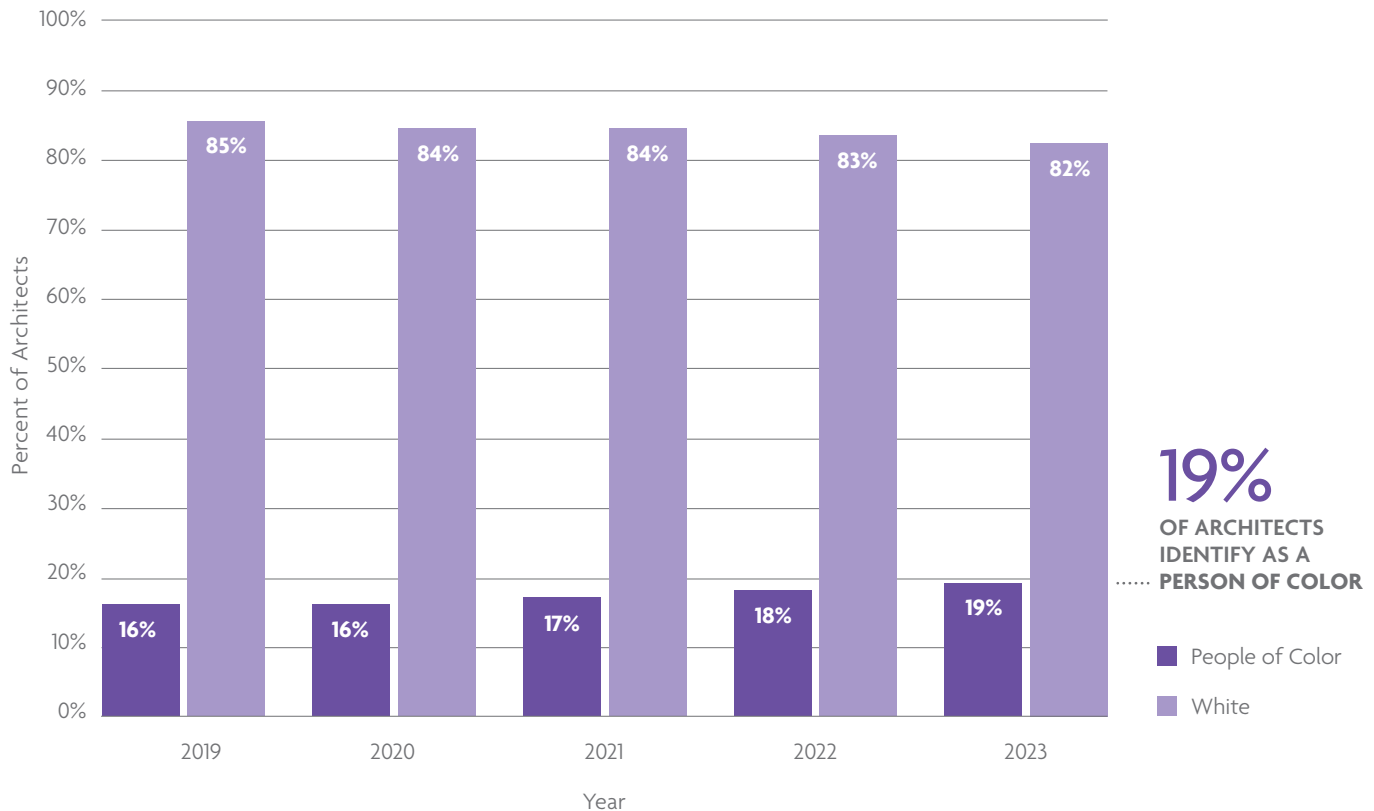
AND, WOMEN ARE READY FOR LICENSURE
ONE YEAR FASTER THAN MEN ON AVERAGE

One in five architects identifies as a person of color.

DID YOU KNOW?

“People of color” includes anyone who identifies as a race or ethnicity other than white. Because individuals can identify as part of more than one racial or ethnic group, these percentages can add to more than 100%.

In 2023, people of color (POC) comprised 19% of the total architect population—a 3 percentage point increase compared to the number seen 5 years ago, and 1 percentage point more than last year. While the significant majority of the architect population identifies as white, this makeup has been slowly shifting over time.

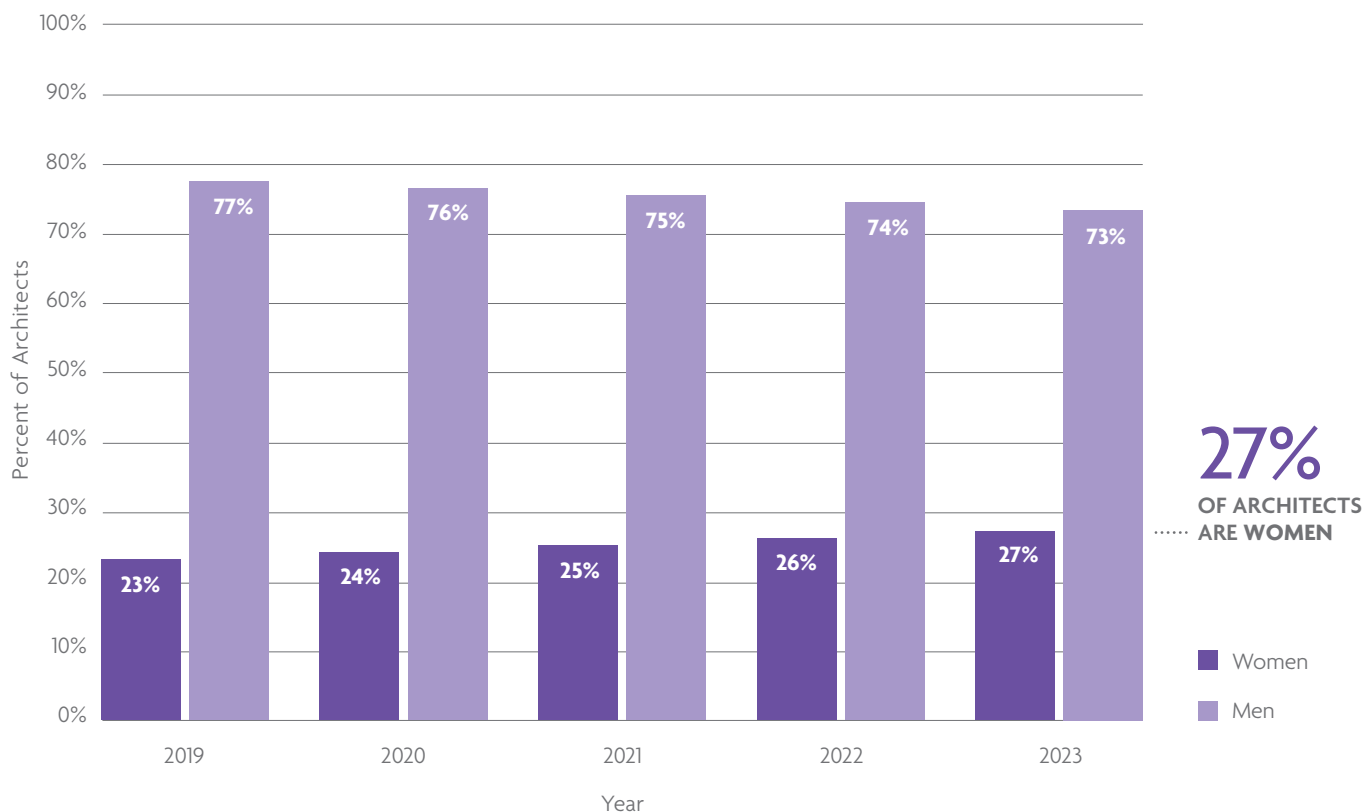


More than a quarter of U.S. architects are women.

In 2023, women made up 27% of the total architect population—a 1 percentage point increase compared to 2022. Over the past 5 years, the architect population has shown a continuous trend toward greater gender parity, with women now making up more than a quarter of the architect population.

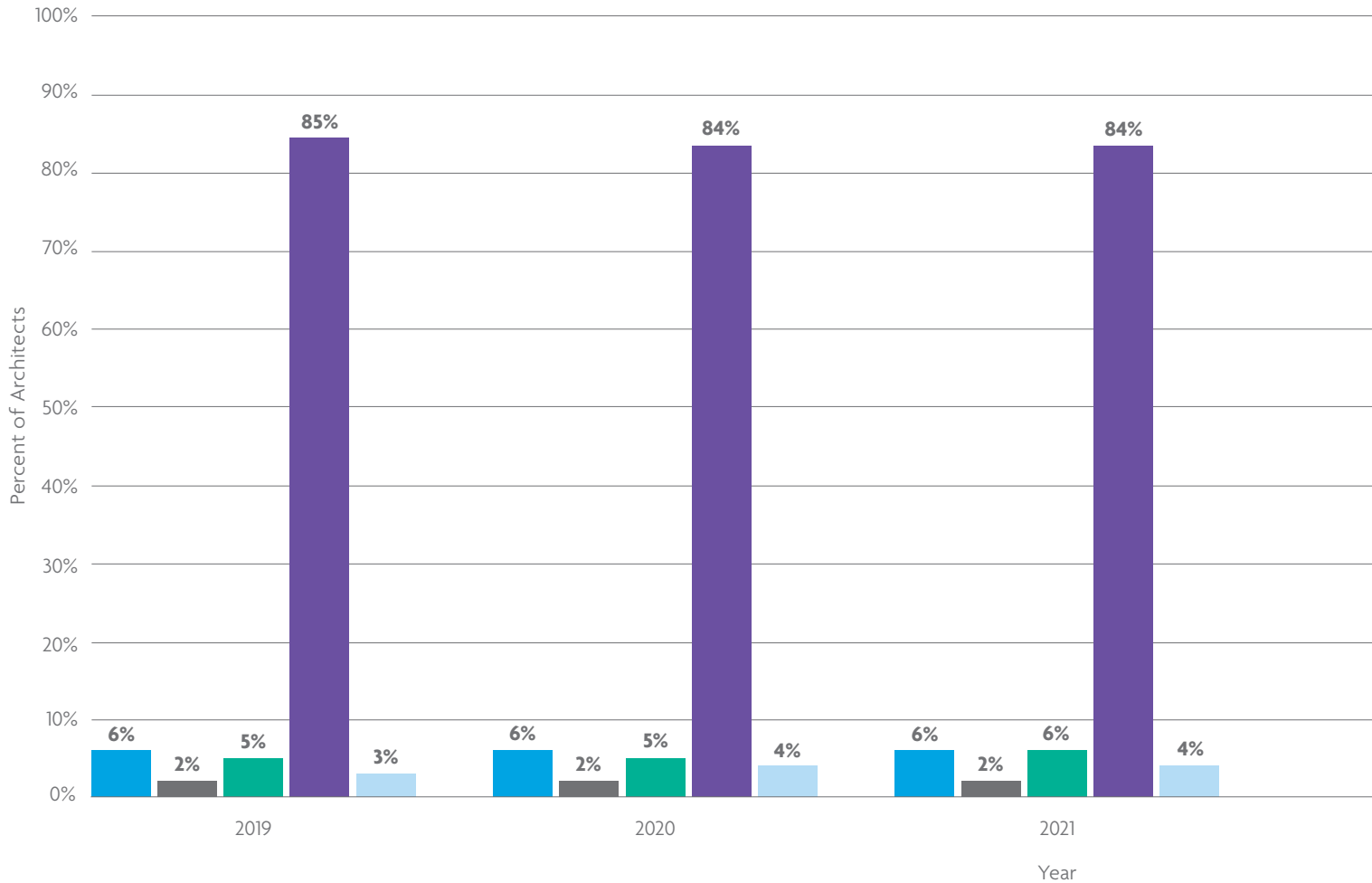
DID YOU KNOW?

Non-binary individuals make up **less than .05%** of the architect population—which is below our threshold for minimum sample size (which is 30 individuals).



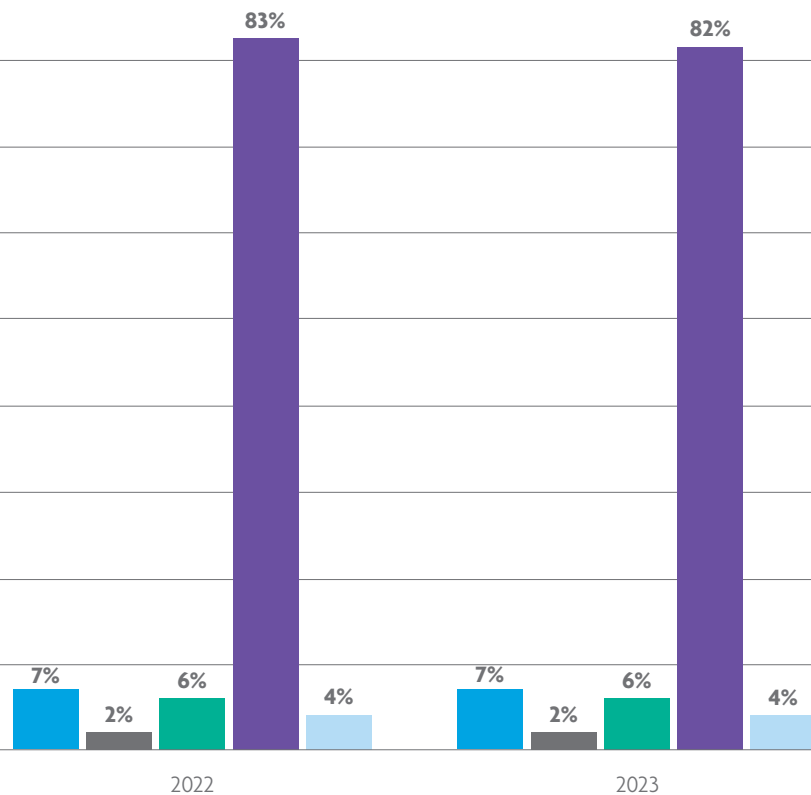
Architect population on a steady trend toward racial and ethnic diversity.

Breaking down demographics of the total architect population further shows slight growth in the Asian and Latino populations: these groups made up 7% and 6% of the architect population, respectively. However, the proportion of Black or African American architects has seen little change over the past 5 years, with Black architects making up just 2% of practitioners.



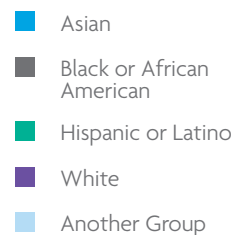
DID YOU KNOW?

- **Another group** includes architects who identify as any group that is too small to include on its own, as well as those who self-identify.
- NCARB uses the NCARB Certificate holder population as an approximation for the architect population.



7%
OF ARCHITECTS
ARE ASIAN, AND

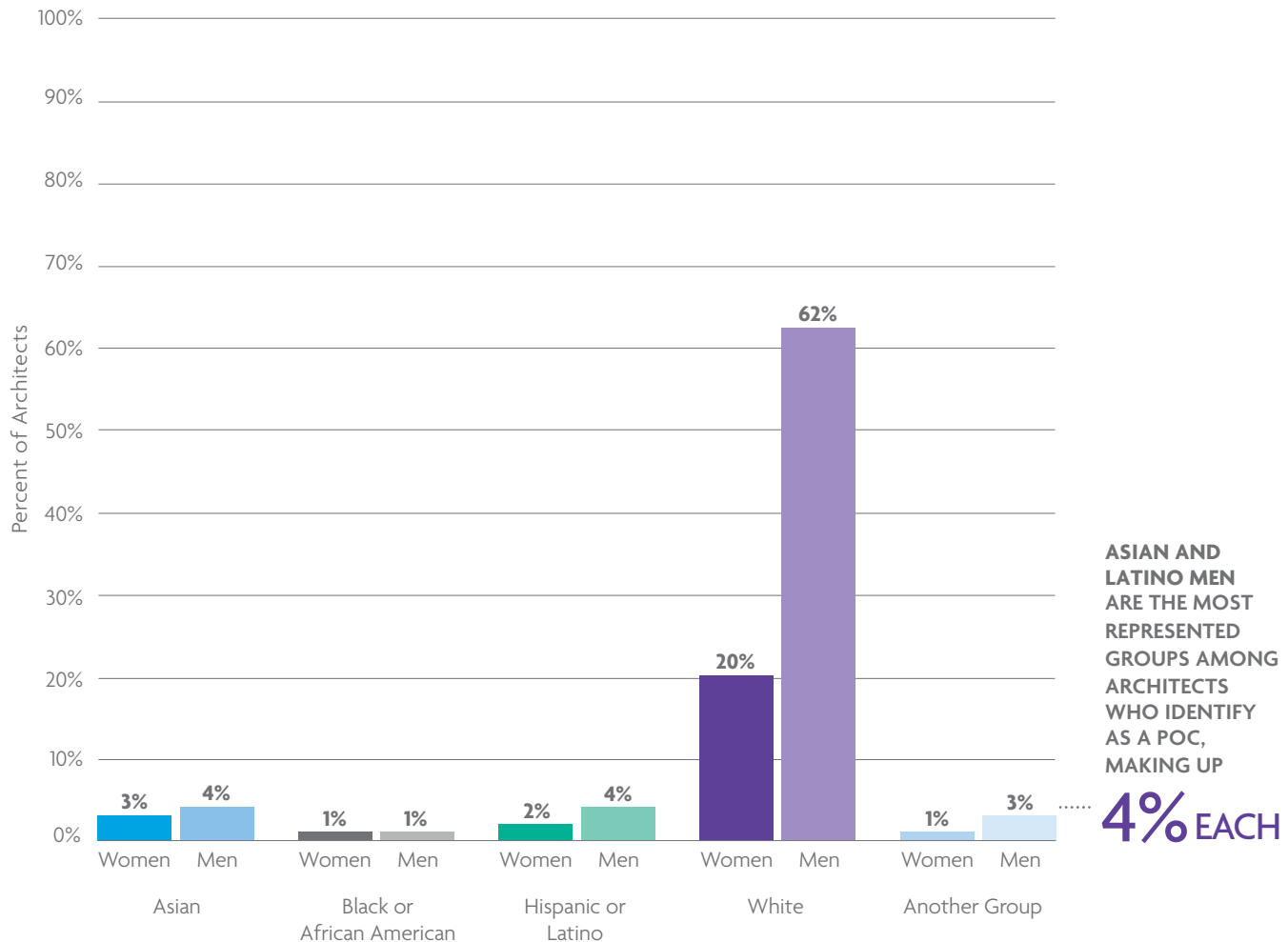
6%
OF ARCHITECTS
ARE LATINO



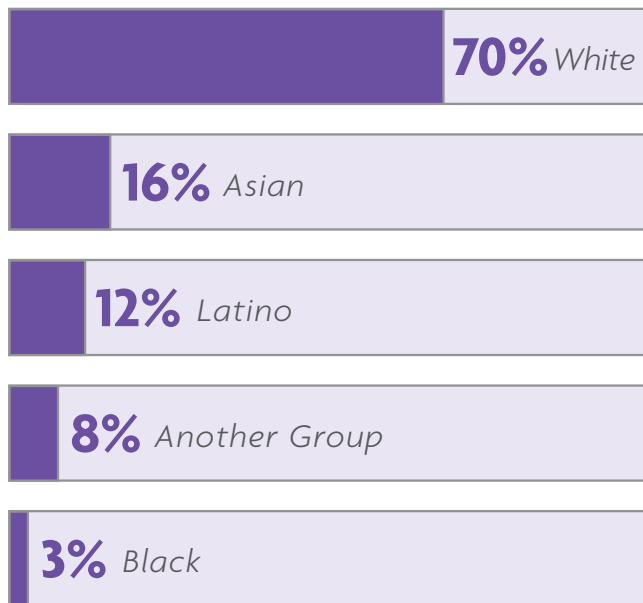
Two-thirds of U.S. architects are white men.

White men have historically been the most represented demographic group in architecture. In 2023, they made up 66% of all U.S. architects. However, representation for other demographic groups continues to improve. **Asian and Latino men are the most represented groups among architects who identify as a person of color, making up 4% of practitioners each.**

Black or African American men and women are among the most underrepresented groups in architecture, making up approximately 1% of the architect population each.



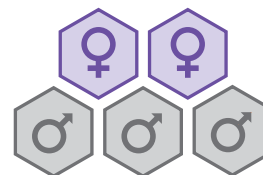
THE POPULATION OF NEW ARCHITECTS IS INCREASINGLY DIVERSE



1 IN 3

NEW ARCHITECTS
IS A PERSON
OF COLOR

- **Asian women** make up 9% of new architects—the most of any underrepresented group
- 81% of new architects are **under 40**



2 IN 5

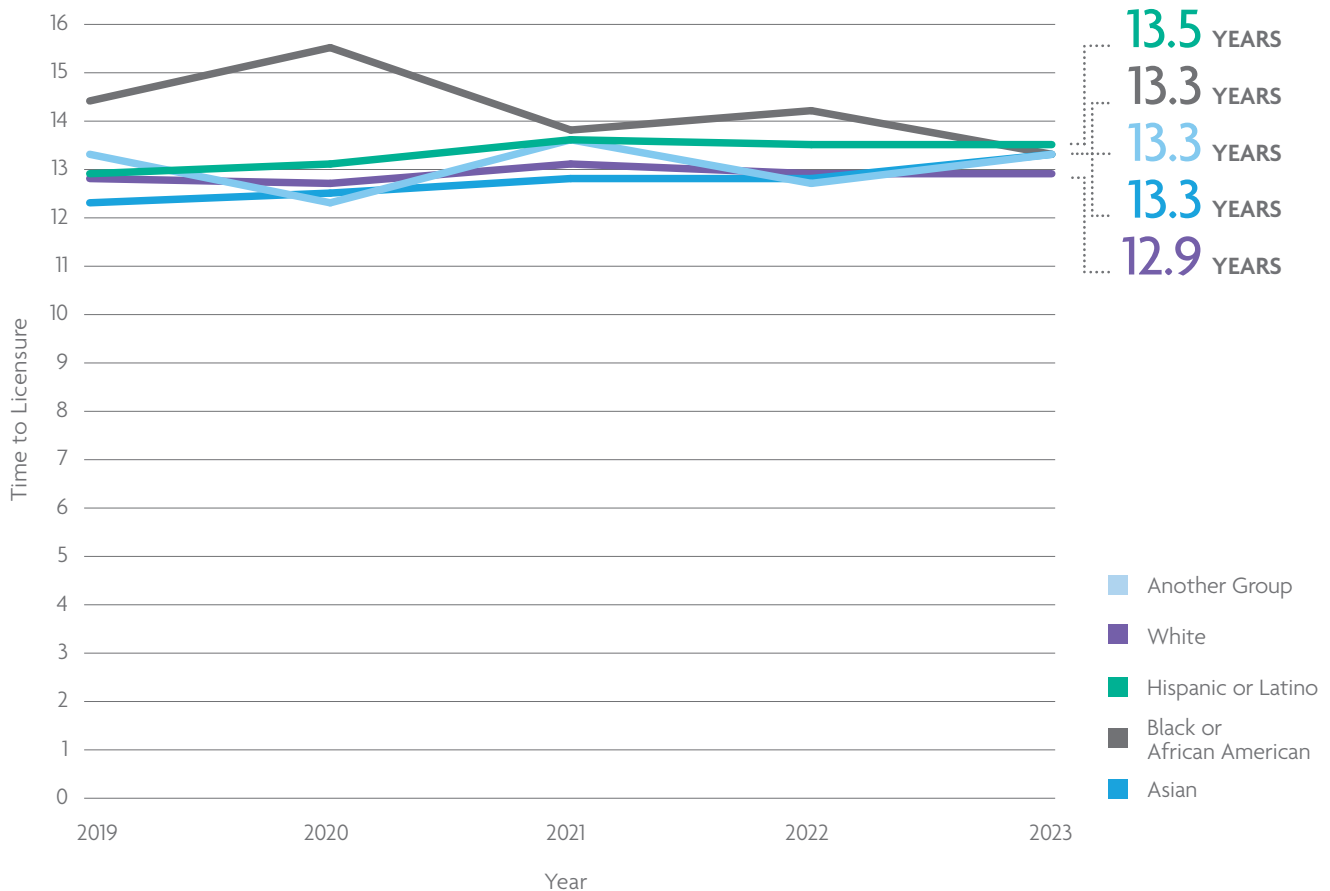
ARE WOMEN

White candidates earn their license in less time.

The average white candidate who completed the licensure path in 2023 took 12.9 years to do so. In comparison, Asian and Black candidates took 13.3 years, approximately 4 months longer. Hispanic or Latino candidates took the longest at 13.5 years, 6 months longer than their white peers.

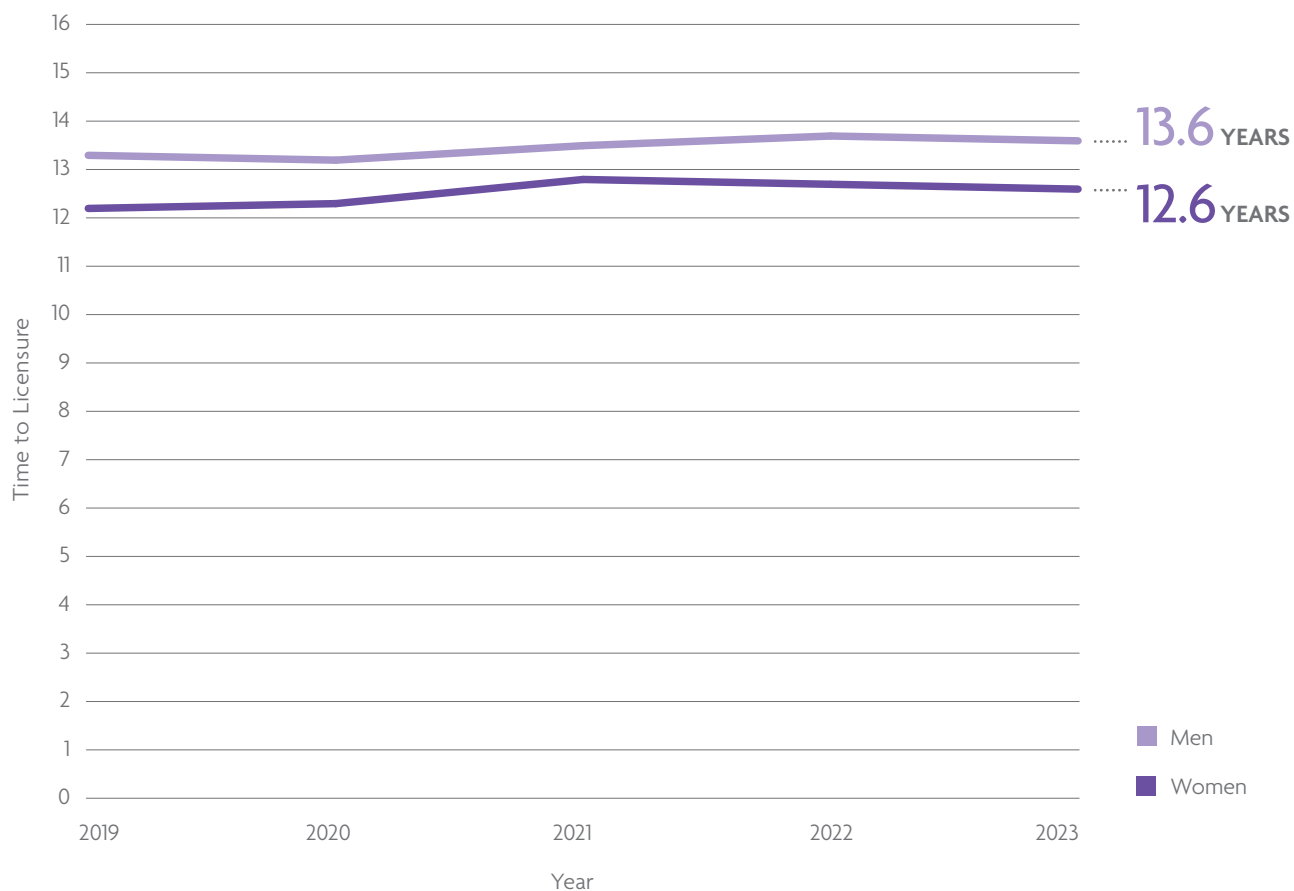
DID YOU KNOW?

Because the sample size for underrepresented demographic groups is much smaller, the average time to licensure for these groups tends to fluctuate more significantly from year to year.



Women consistently earn their licenses faster than men.

The average woman who completed the licensure process in 2023 took 12.6 years—a year faster than the average man. **Over the past 5 years, women have consistently earned their license in less time than their male peers.**

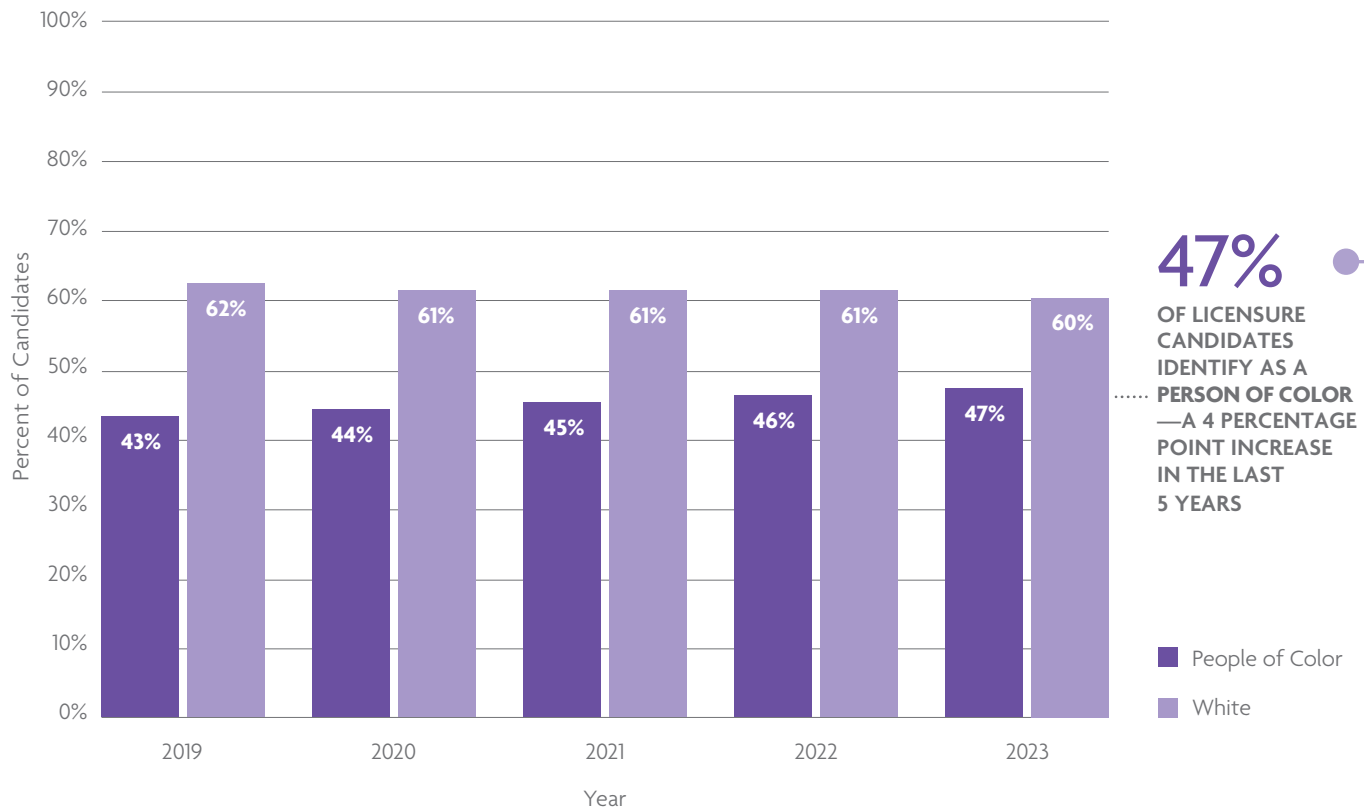


Nearly half of the licensure candidate population identifies as a person of color.

Over the past 5 years, diversity among candidates pursuing licensure has continued to increase. While more than half of licensure candidates identify as white, representing 60% of the population, the population of candidates who identify as people of color has seen a steady increase since 2019. **People of color now make up nearly half—47%—of the licensure candidate population.** This suggests that diversity in the community of licensed practitioners will increase in the years ahead.

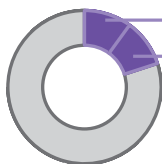
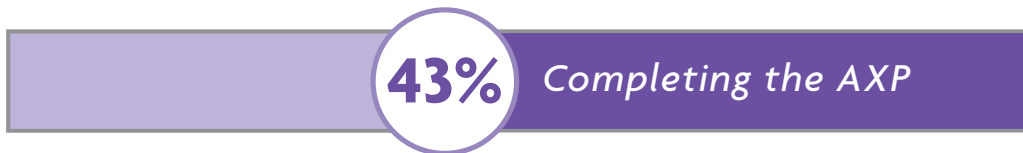
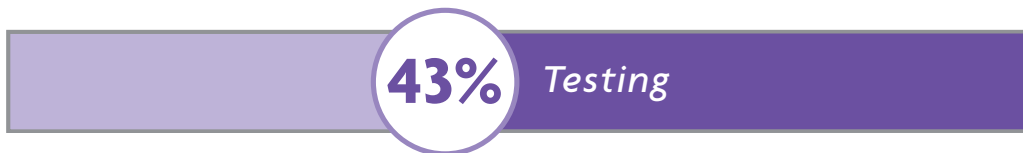
DID YOU KNOW?

Because individuals can identify as part of more than one racial or ethnic group, these percentages can add to more than 100%.



Licensure candidates are increasingly diverse.

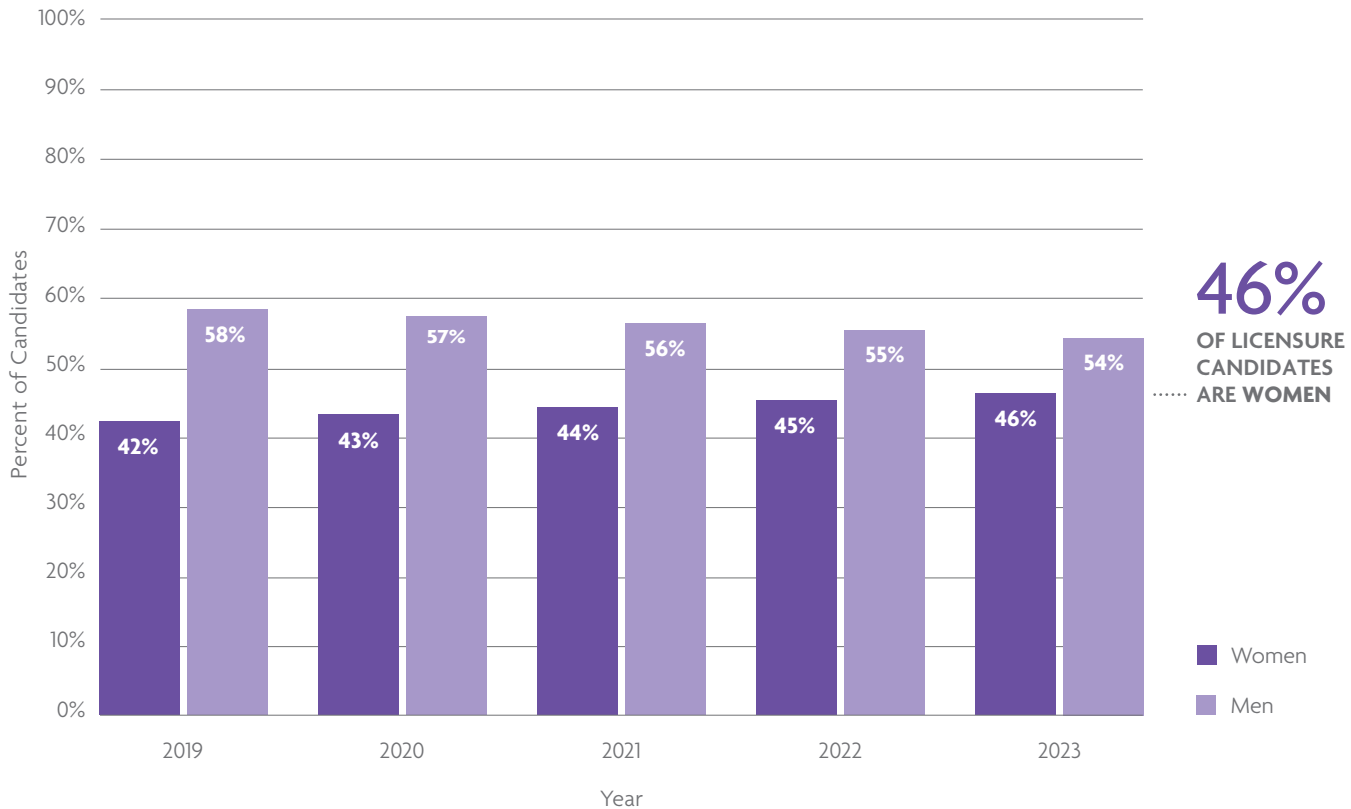
PEOPLE OF COLOR MAKE UP:



Asian women and **Latino men** each make up 10% of licensure candidates

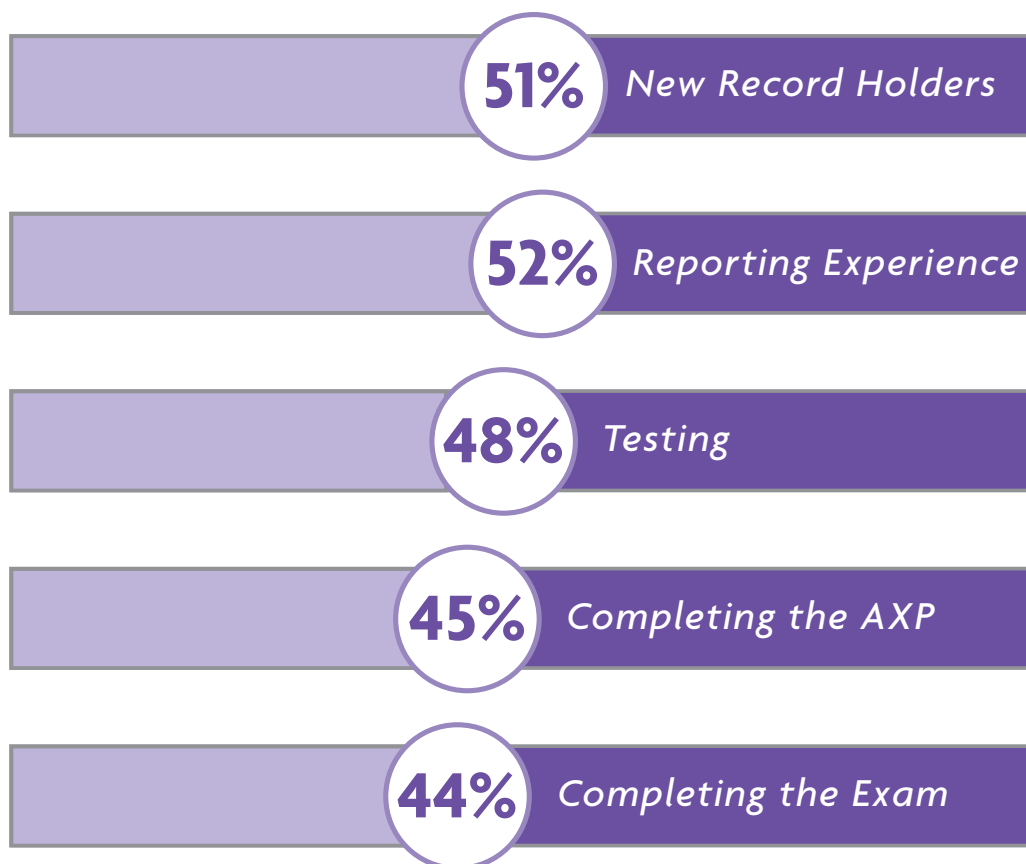
Licensure candidate population nears gender parity—46% are women.

In 2023, 46% of the population of licensure candidates were women—a 4 percentage point increase since 2019. The licensure candidate population has been steadily approaching gender parity over the past decade. This trend reflects the increase in women pursuing careers in the architecture, engineering, and construction industry and also highlights the impact of continuous work to promote greater equity and diversity within the architectural profession. Currently, less than .05% of licensure candidates have self-identified as non-binary, which is below the threshold that NCARB can visualize in our data reports; however, we hope to expand our gender visualizations once the population of non-binary Record holders crosses our threshold for minimum sample size (which is 30 individuals).



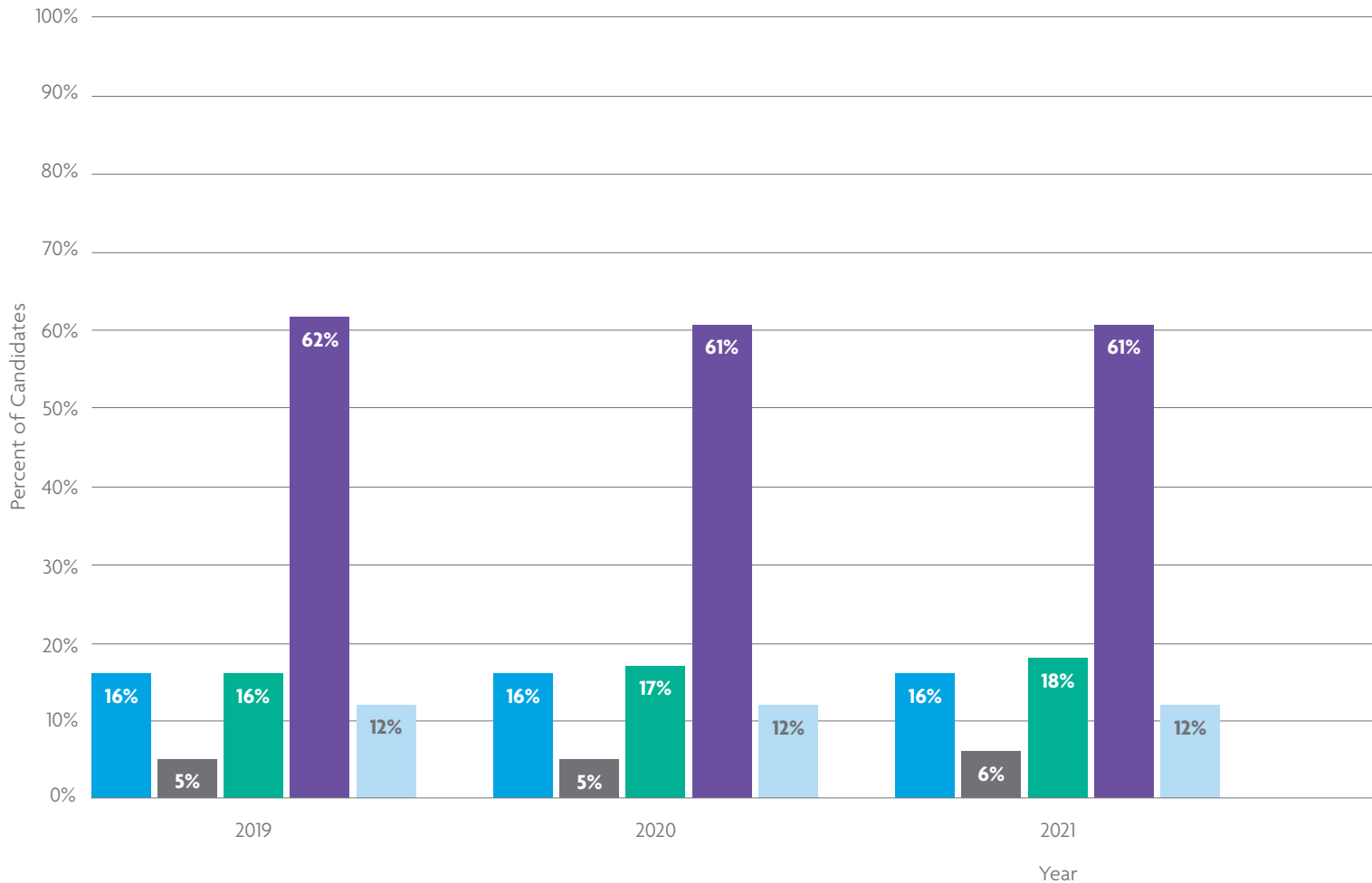
Gender equity continues to improve for licensure candidates

WOMEN MAKE UP:

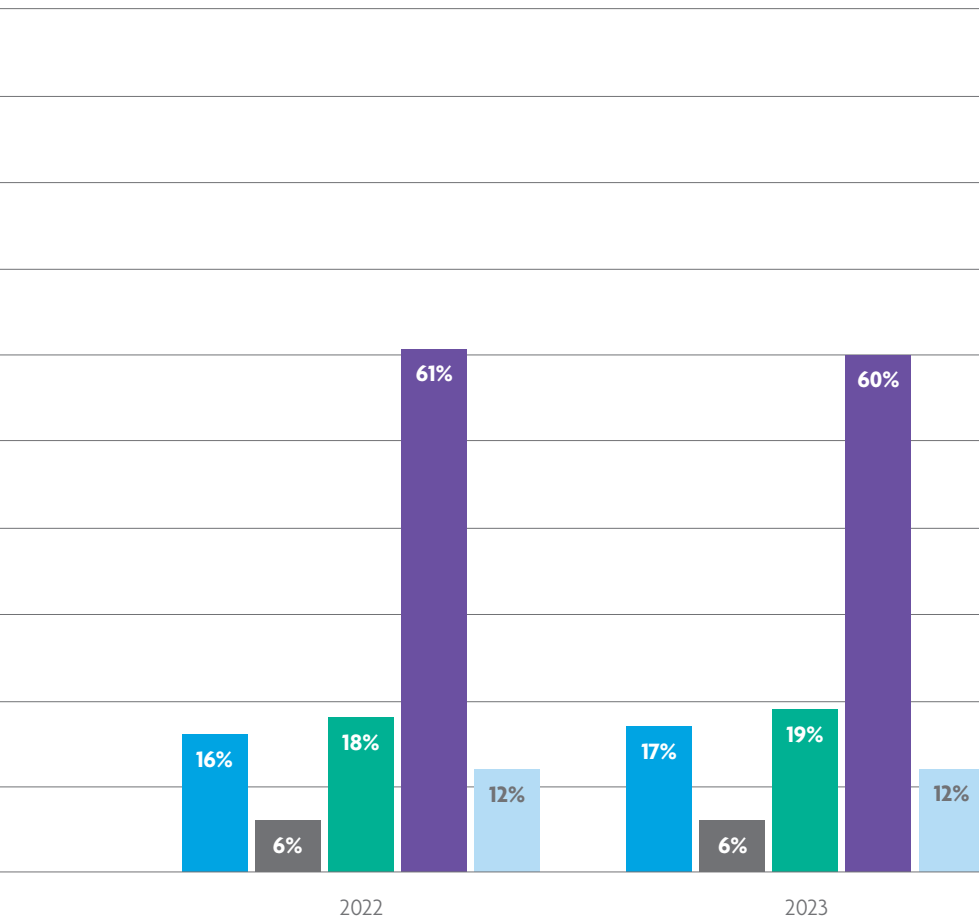


Most licensure candidates who are POC identify as Asian or Latino.

White candidates remain the most represented group, making up 60% of all licensure candidates. However, over the past 5 years, licensure candidates who identify as Hispanic or Latino and Asian have seen continued growth. Hispanic or Latino candidates represented 19% of the population in



2023, a 3 percentage point increase since 2019. Asian candidates made up 17% of total candidate population in 2023, and Black or African American candidates made up 6%—a 1 percentage point increase over the past 5 years for both groups.



DID YOU KNOW?

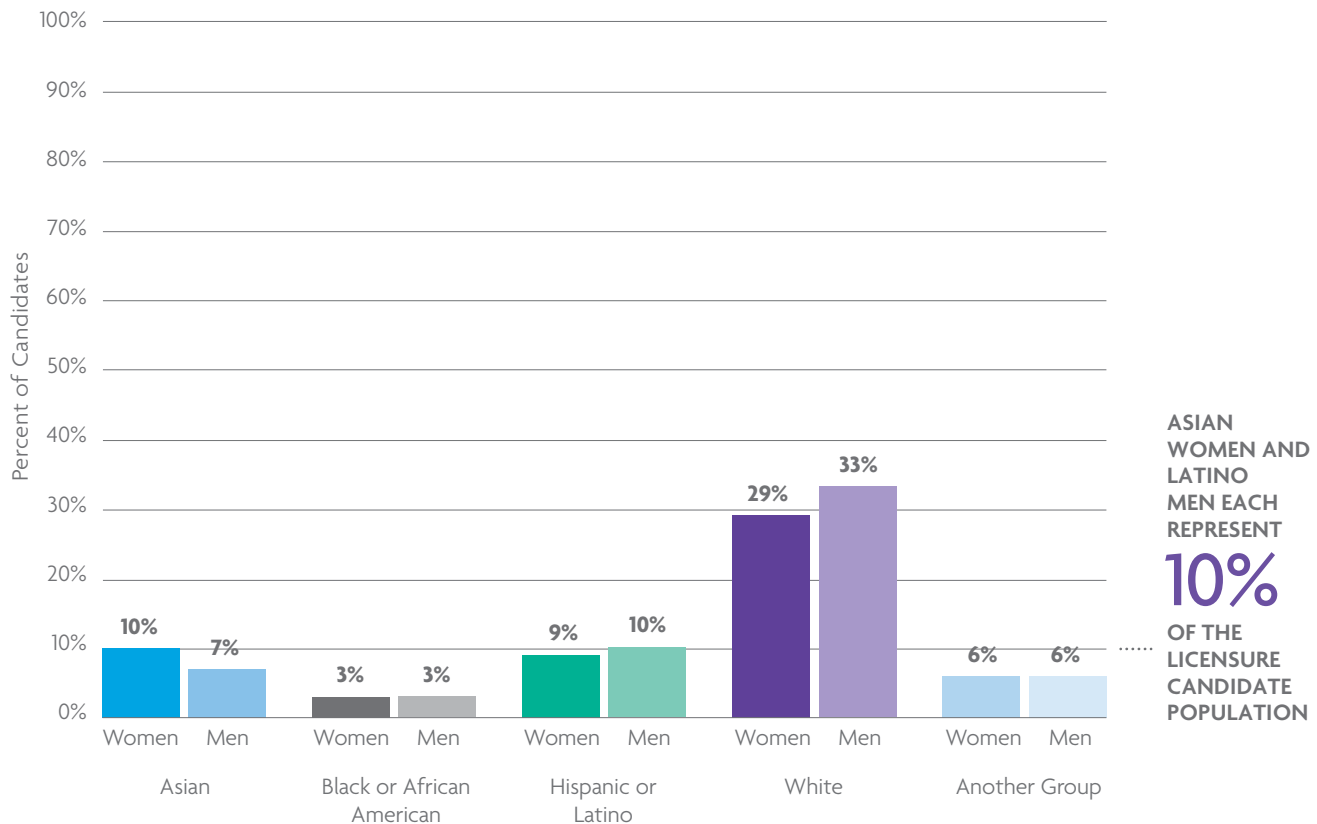
Another group includes candidates who identify as any group that is too small to include on its own—including Native Alaskan/ Native American, Pacific Islander/ Native Hawaiian, Middle Eastern or North African—as well as those who self-identify.

19%
OF CANDIDATES ARE
HISPANIC OR LATINO
17%
ARE ASIAN

- Asian
- Black or African American
- Hispanic or Latino
- White
- Another Group

Asian women and Latino men are the most represented groups among POC licensure candidates.

As we continue to push for greater diversity and equity at all levels of the architecture profession, progress is most evident in the licensure candidate population. While white men continue to be the most represented group of licensure candidates, making up 33%, people of color now make up nearly half of the candidate population at 47%. **Of candidates of color, Latino men and Asian women were the most represented groups, making up 10% of the population each.** Black or African American men and women continue to be one of the most underrepresented groups of the licensure candidate population, comprising 3% each.



Building Competency

The licensure process is designed to help candidates build their knowledge, skills, and abilities in areas of architecture that are essential for protecting the public's health, safety, and welfare.

Most candidates develop these competencies through a combination of education and experience. Typically, this includes earning a degree from a program accredited by the National Architectural Accrediting Board (NAAB) and completing the Architectural Experience Program® (AXP®). However, 13% of new architects in 2023—approximately 485 practitioners—chose to earn additional experience in lieu of earning a degree from a NAAB-accredited program.

Through our Pathways to Practice initiative, NCARB is working to expand access to licensure outside of the traditional 5-7 years of higher education required for a degree from a NAAB-accredited program.

Nearly 5,000 candidates started reporting professional experience in 2023, and over 4,700 completed the AXP. Unlike the exam, which has largely recovered, the experience program has continued to show lingering effects of the COVID-19 pandemic.

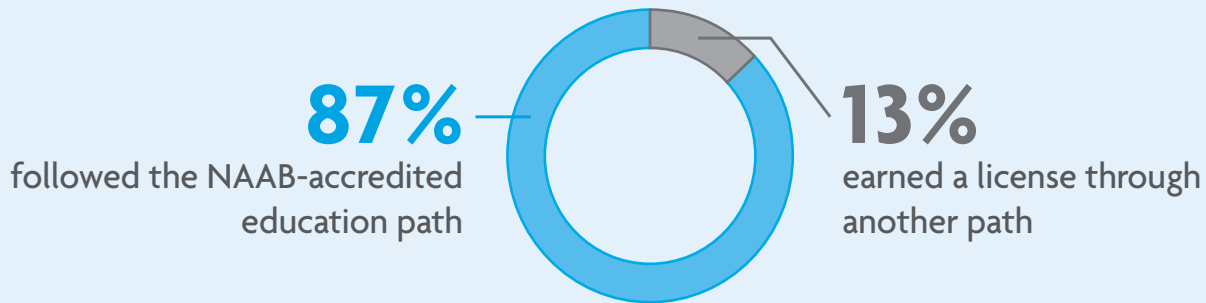
On average, candidates take nearly 5 years to complete the AXP. However, 1 in every 3 candidates finishes the program in less than 4 years, and women and people of color are even more likely to complete the AXP in a shorter time frame.



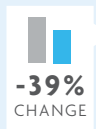
17 JURISDICTIONS ALLOW MULTIPLE PATHWAYS TO BECOME AN ARCHITECT

But earning a degree from a NAAB-accredited program is still the most popular path

OF NEW ARCHITECTS:



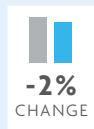
Out of **25,519** candidates reporting experience in 2023,



4,809

STARTED THE AXP

24: average age at start



4,730

FINISHED THE AXP

30: average age at completion



Nearly **1 in 3 candidates** completed the AXP in less than 4 years



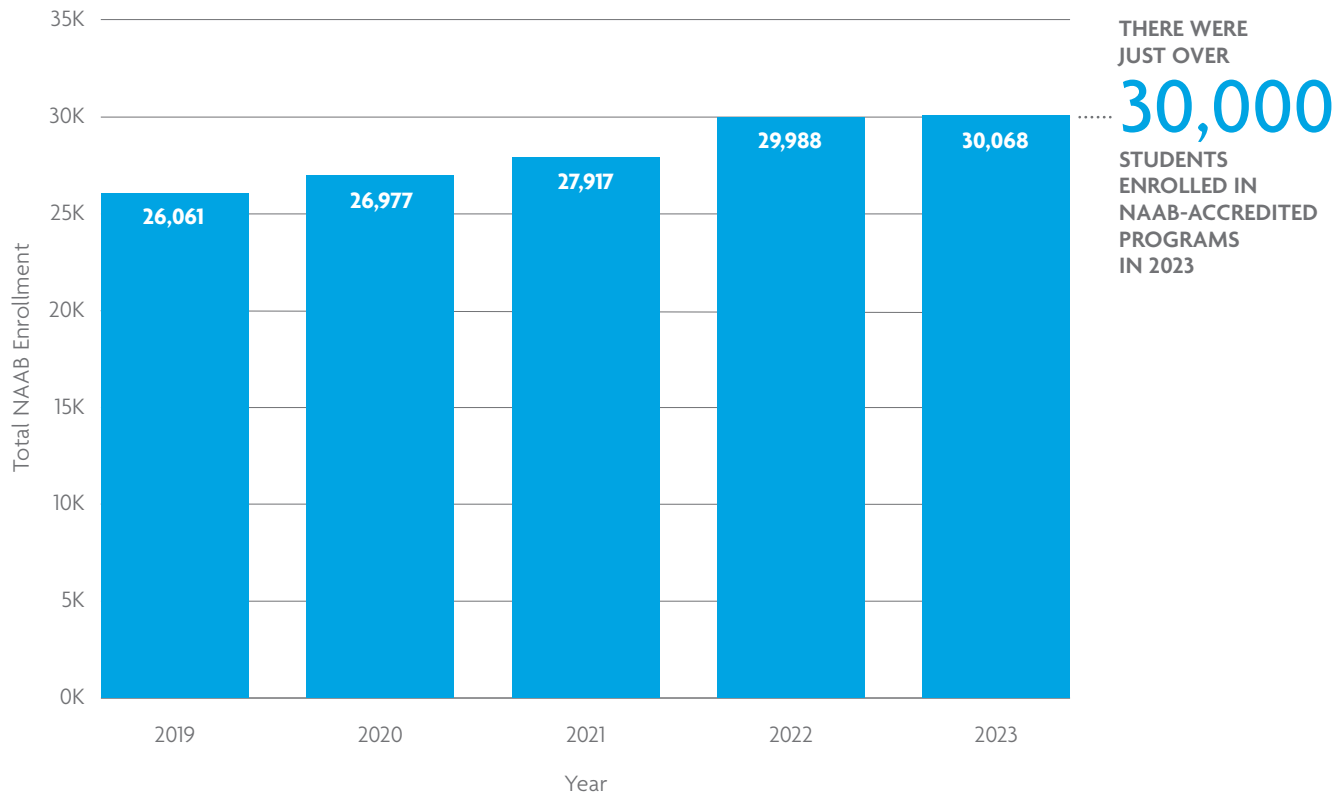
4.9 years average time to complete AXP

Over 30,000 students are enrolled in NAAB-accredited programs.

More than 30,000 students were enrolled in a NAAB-accredited program in the 2022-2023 school year, relatively the same number seen the year before. The total number of students enrolled in a NAAB-accredited program has been slowly growing over the past several years.

Of students enrolled in NAAB-accredited programs, 61% are enrolled in Bachelor of Architecture programs and 39% are enrolled in Master of Architecture or Doctor of Architecture programs. Forty-six percent are men, 53% are women, and nearly .5% are non-binary.

Note: This data is provided to the NAAB by accredited programs and will be published in the 2023 NAAB Report on Accreditation in Architecture, available at www.naab.org. Students enrolled in non-accredited architecture programs are not represented.

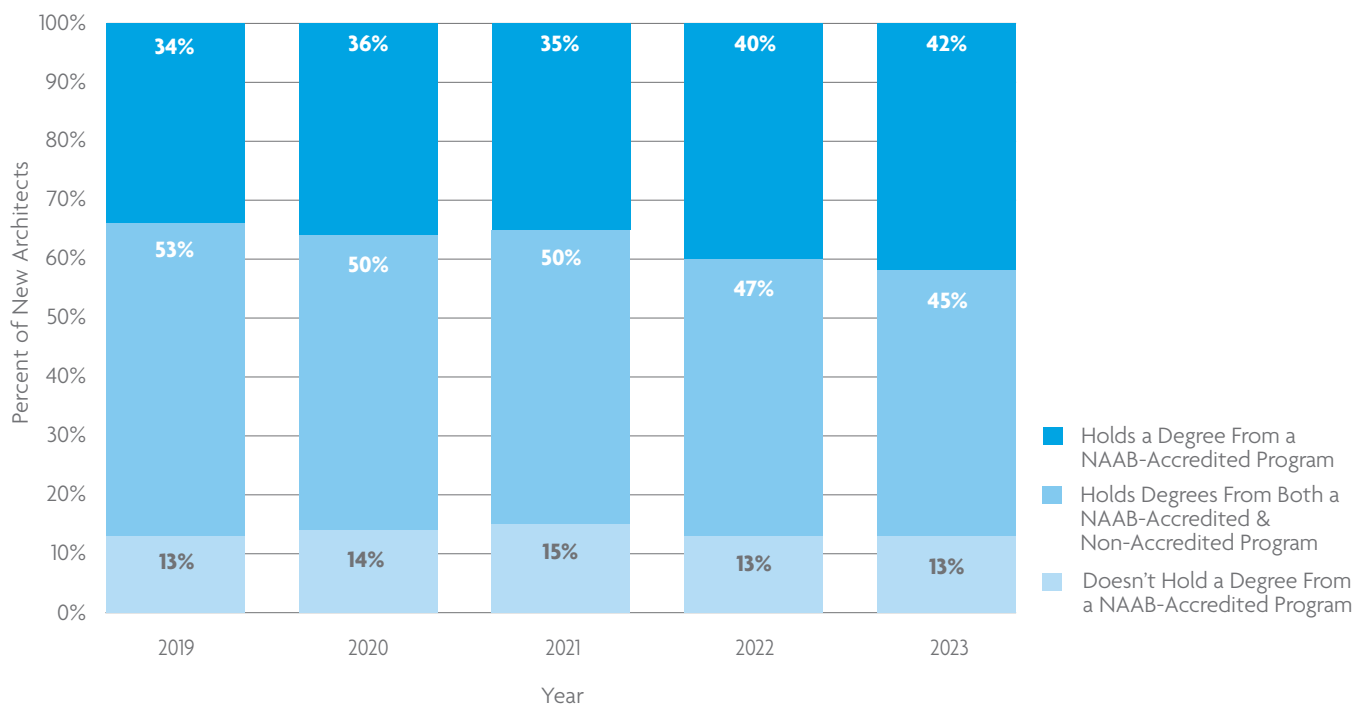


Most new architects have a degree from a NAAB-accredited program.

Of the 55 U.S. jurisdictions, 38 require licensure candidates to have a degree from a program accredited by the NAAB. The remaining 17 jurisdictions offer multiple paths, including the option to substitute additional experience in lieu of a professional degree.

Because most jurisdictions require a degree from a NAAB-accredited program, this is the most common path to earning a license in the United States—only 13% of new architects in 2023 pursued a different licensure path. Earning a degree from an accredited program typically takes 5-7 years of higher education, an investment of time and resources that not all licensure candidates can afford. In 2023, **NCARB launched a new “Pathways to Practice” initiative, encouraging licensing boards to adopt additional licensure pathways** that recognize the variety of education and experience backgrounds the profession has to offer.

NCARB hopes to see the educational backgrounds of new architects become more diverse in future years as new opportunities for demonstrating competency are developed.

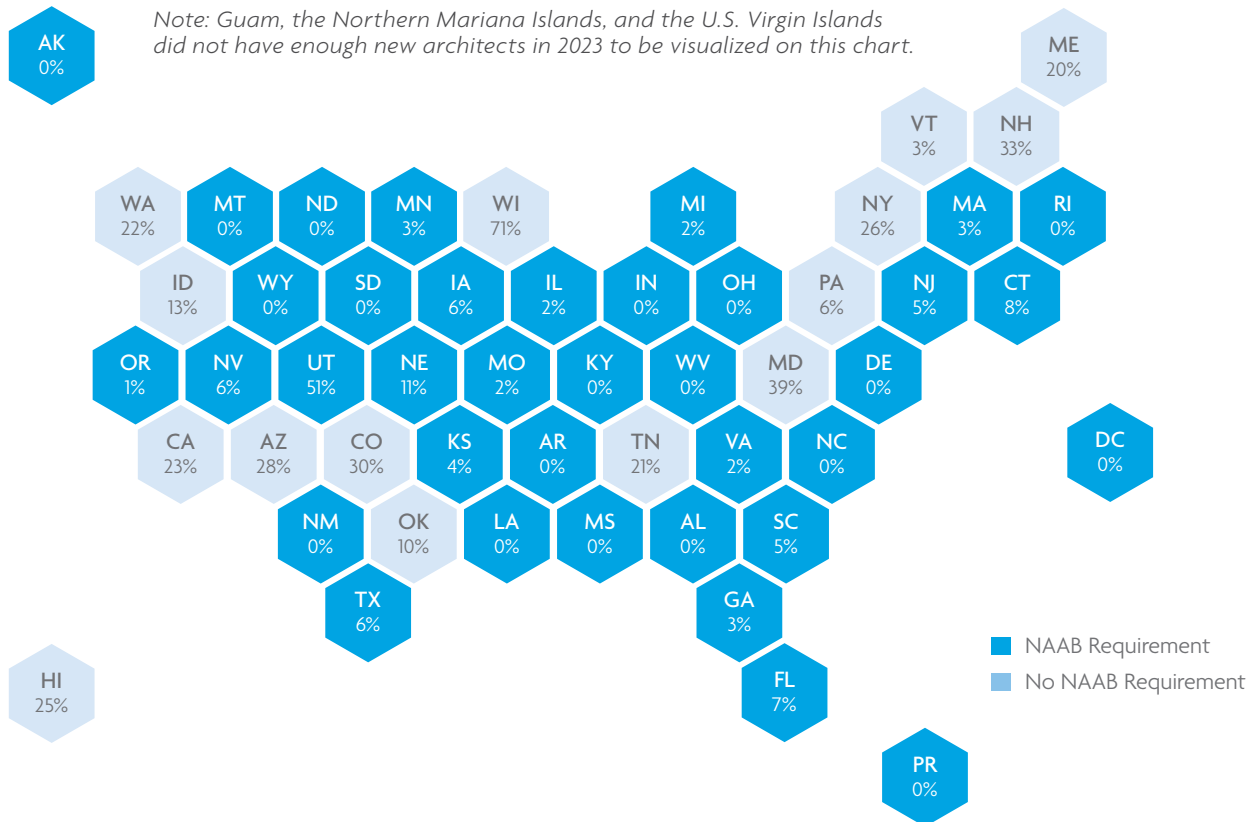


In states with additional pathways, 20-30% of new architects don't hold a degree from a NAAB-accredited program.

While the proportion of new architects across the U.S. who don't have a degree from an accredited program is just 13%, that proportion is much higher in jurisdictions where a degree from a NAAB-accredited program isn't required.

In many states that offer additional paths to licensure, 20-30% of new architects don't hold a degree from a NAAB-accredited program. Some states that require a degree from a NAAB-accredited program still offer limited access to additional pathways.

As more states adopt additional pathways to licensure, NCARB hopes to see an increase in the number of new architects who follow non-traditional pathways.



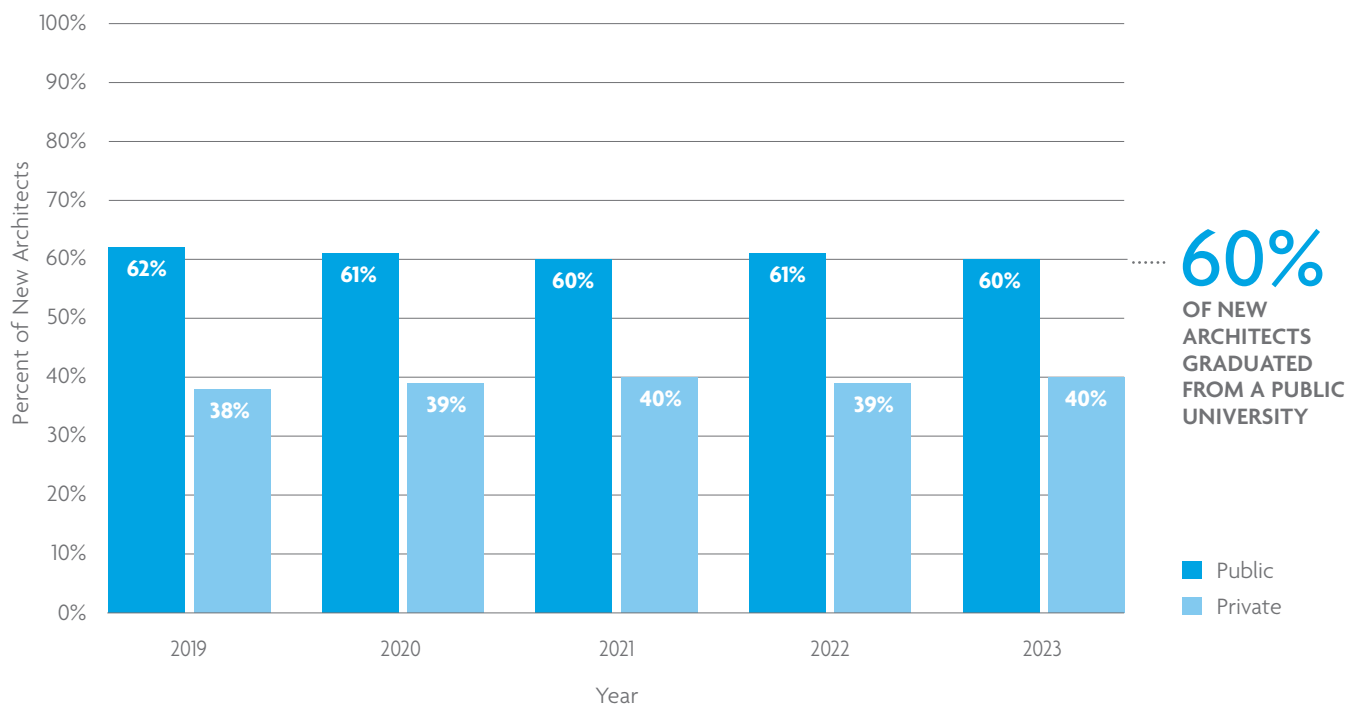
60% of new architects graduate from public universities.

Most new architects attended public, rather than private, universities. The ratio of public to private has stayed relatively stable over the past 5 years, with approximately 60% of new architects each year attending a public institution.

This breakdown aligns with the makeup of NAAB-accredited programs: 59% of schools that offer NAAB-accredited programs are public institutions, and the remaining 41% are private.

The top four schools attended by architects who were licensed in 2023 were public universities:

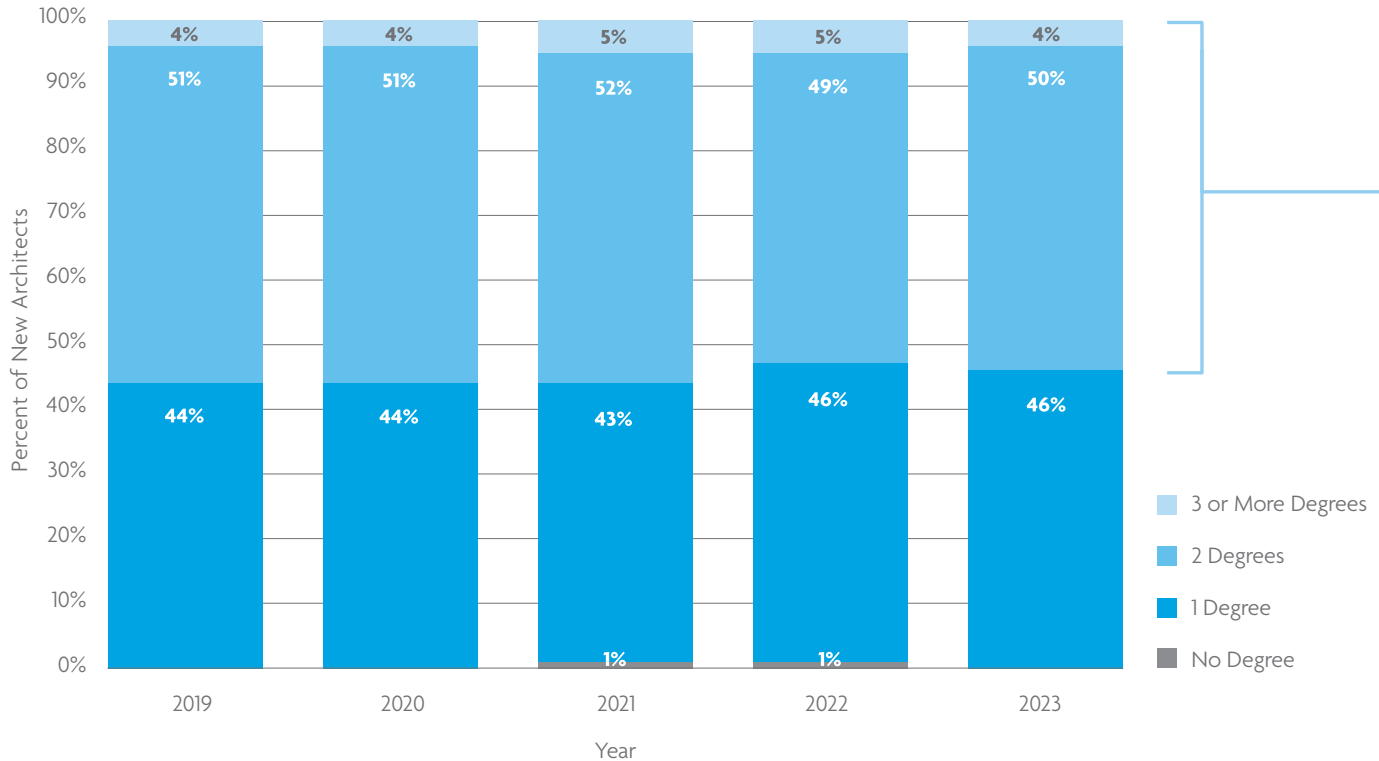
- Virginia Tech (2.8%)
- The University of Oregon (2.6%)
- The University of Michigan (2.3%)
- Cal Poly (2.3%)



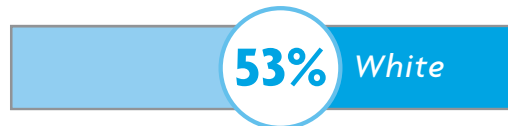
Over half of new architects have more than 1 degree.

Educational trends in architecture have held steady over the years, with the majority of new architects holding more than one post-secondary degree. **Of the roughly 3,500 architects licensed in 2023, 50% held 2 degrees**, and an additional 4% held 3.

This aligns with NCARB's data regarding the types of degrees held by new architects, with roughly 54% holding both a degree from a NAAB-accredited program and a degree from a program not accredited by the NAAB. For some, this approach is planned: many candidates intentionally attend a non-accredited bachelor's program first and then complete their education at an accredited Master of Architecture program. But for others, holding multiple degrees stems from low awareness of accreditation requirements for licensure, with many candidates needing to return to school to earn a license in their chosen jurisdiction.

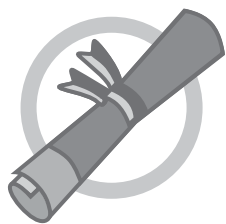
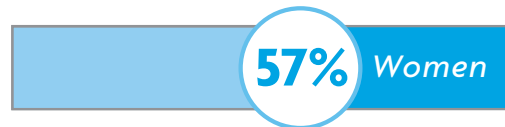


ASIAN CANDIDATES ARE MORE LIKELY TO HOLD MULTIPLE DEGREES



WOMEN

are also more likely to hold multiple degrees



WHITE CANDIDATES

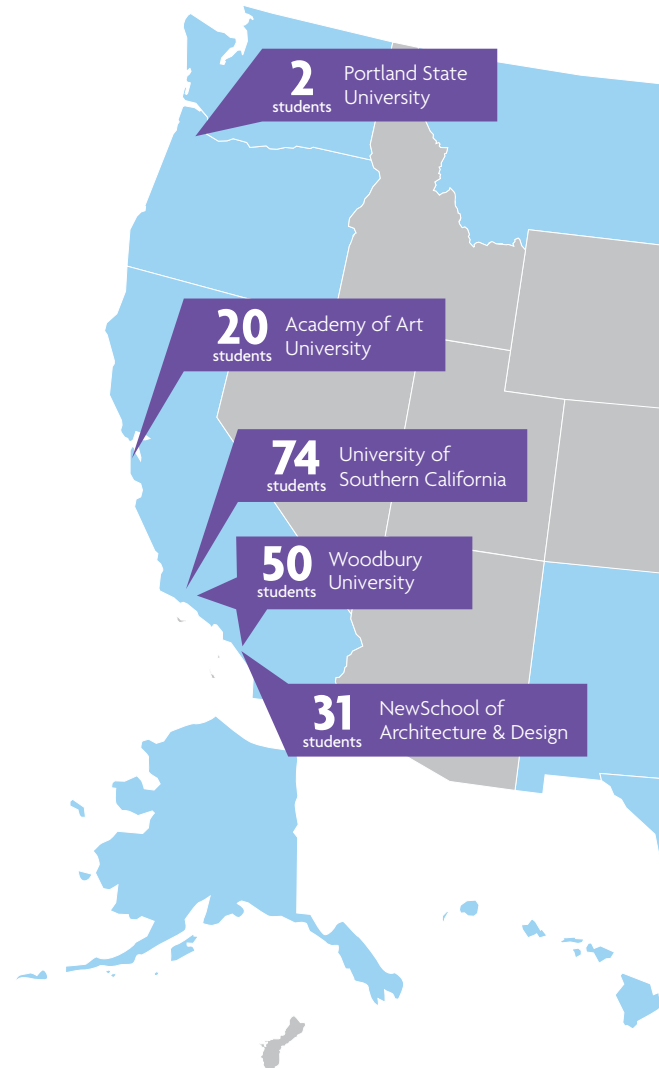
ARE MORE LIKELY TO BECOME LICENSED WITHOUT A DEGREE

The Integrated Path to Architectural Licensure (IPAL) continues to grow.

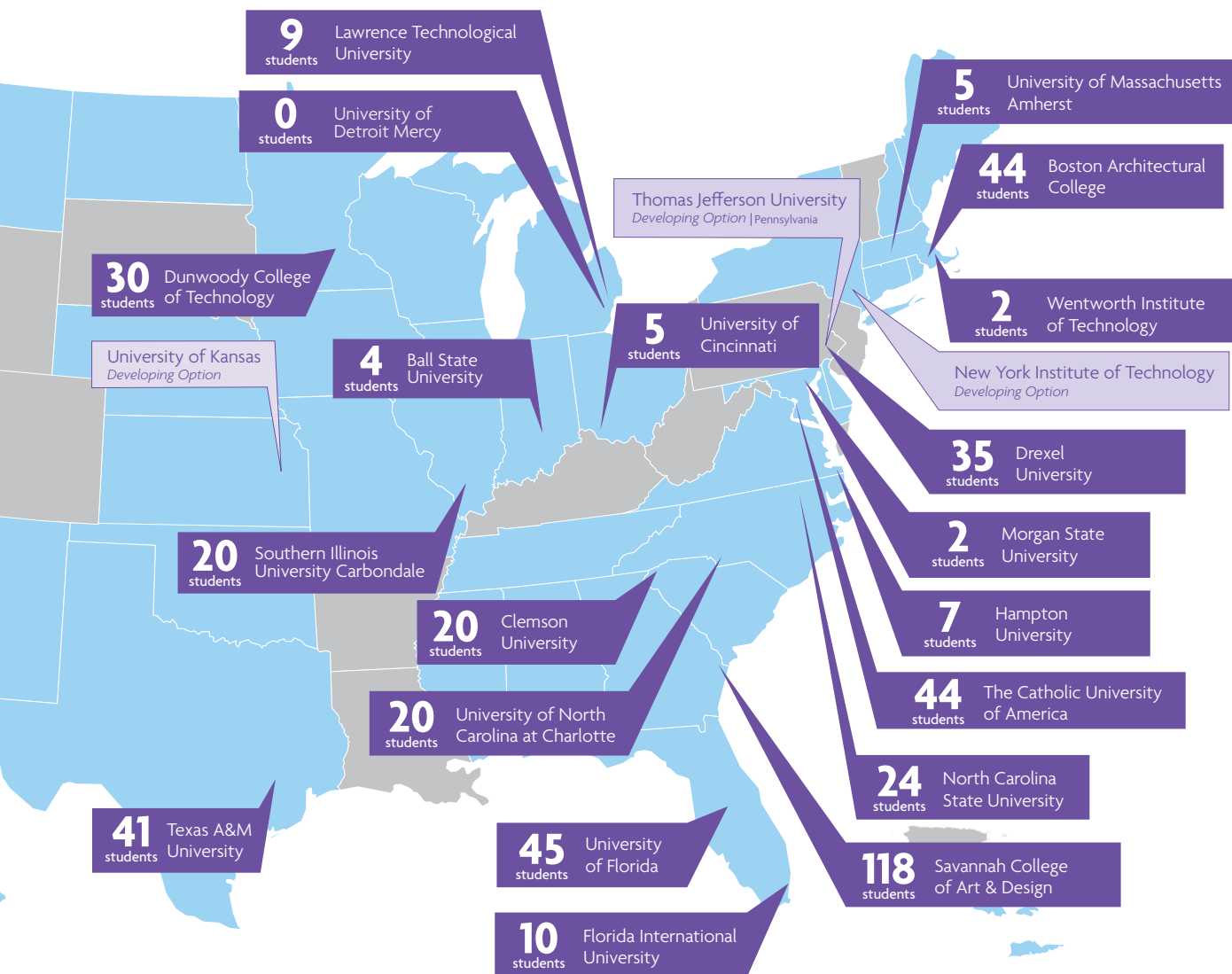
There are currently 33 programs at 28 colleges participating in NCARB's Integrated Path to Architectural Licensure (IPAL) initiative, including several that joined in 2022 and 1 that joined in 2023.

The IPAL option—offered as an additional path within an existing NAAB-accredited program—seeks to shorten the time it takes to become an architect for students who have made earning a license a focus. Participating programs provide students with the opportunity to complete the AXP and take all six ARE 5.0 divisions prior to graduation.

During the 2022-2023 school year, over 650 students were enrolled in IPAL options across the U.S.



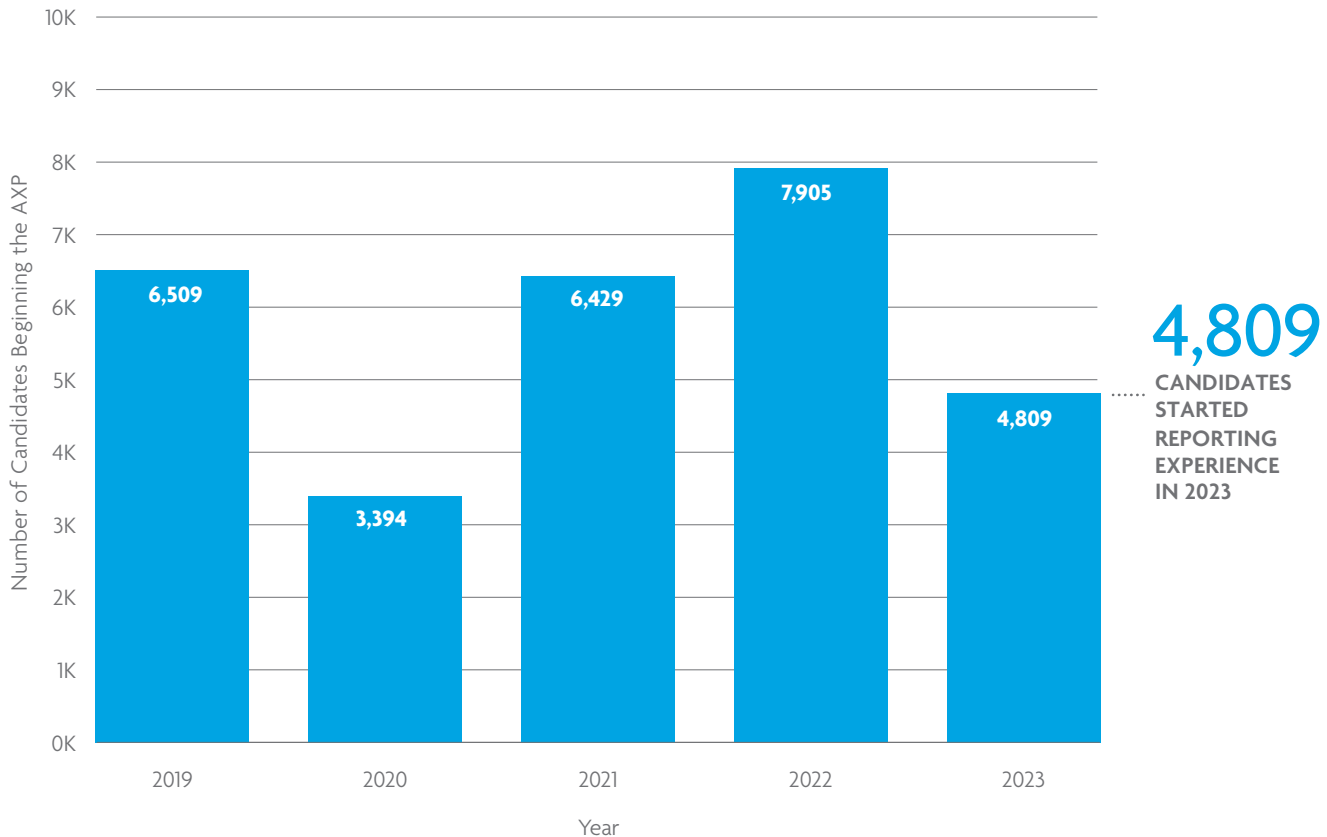
- Active IPAL Program (including number of current students)
- Developing IPAL Program
- Board Accepts ARE Passed Prior to Graduation
- Board Does Not Accept ARE Passed Prior to Graduation



AXP participation moves toward pre-pandemic levels.

Following a drop in 2020 due to the COVID-19 pandemic, the number of candidates who begin the experience program each year is returning to normal levels.

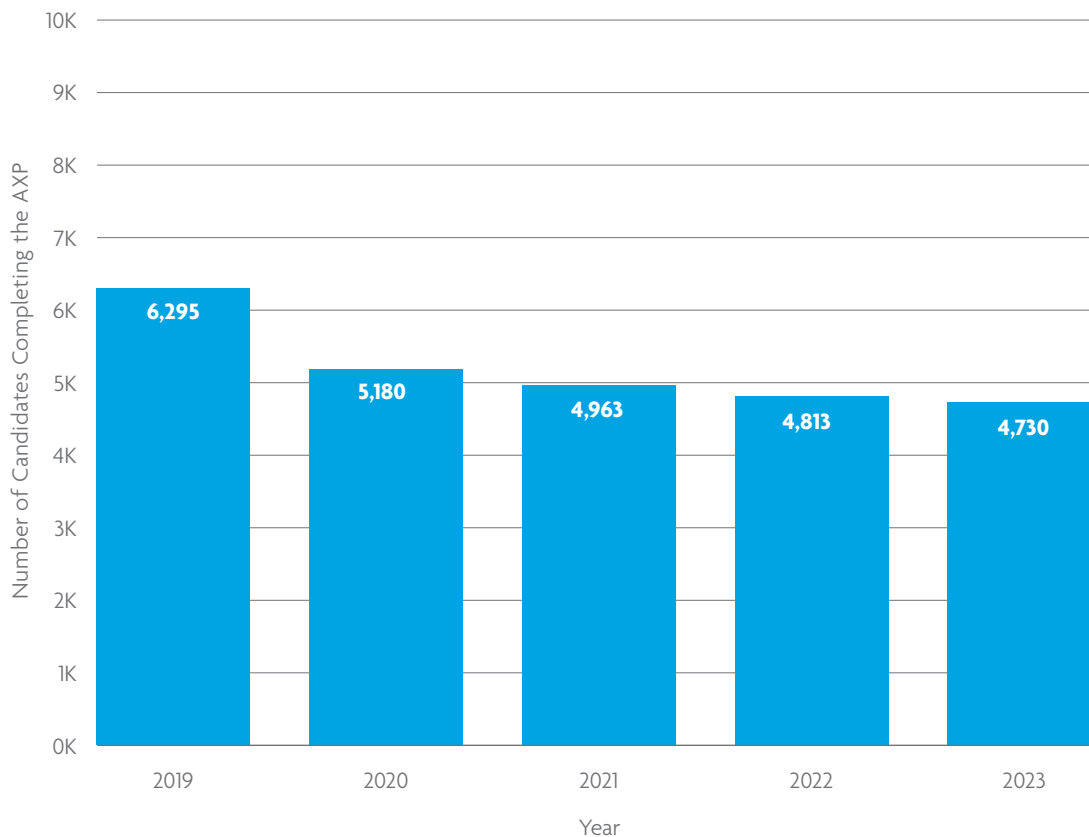
Because candidates can report experience up to 5 years in the past, these numbers typically shift upward (sometimes dramatically) over time. When NCARB published the 2023 edition of *NCARB by the Numbers*, the number of candidates who had started the AXP in 2022 was 4,464. Now, just one year later, that number has risen to over 7,900 as candidates submit backdated experience. NCARB anticipates that the number reported for 2023 will also increase over the next year.



Similarly, the number of candidates who complete the AXP in a given year also shifts upward over time. Based on current data, over 4,730 candidates finished gaining the professional experience needed to complete the AXP in 2023—just 2% fewer than in 2022.

DID YOU KNOW?

NCARB measures experience start and end dates based on when the work was performed. For example, if a candidate submitted their first experience report in 2025 for work performed in 2022, their AXP start date would be counted as 2022.



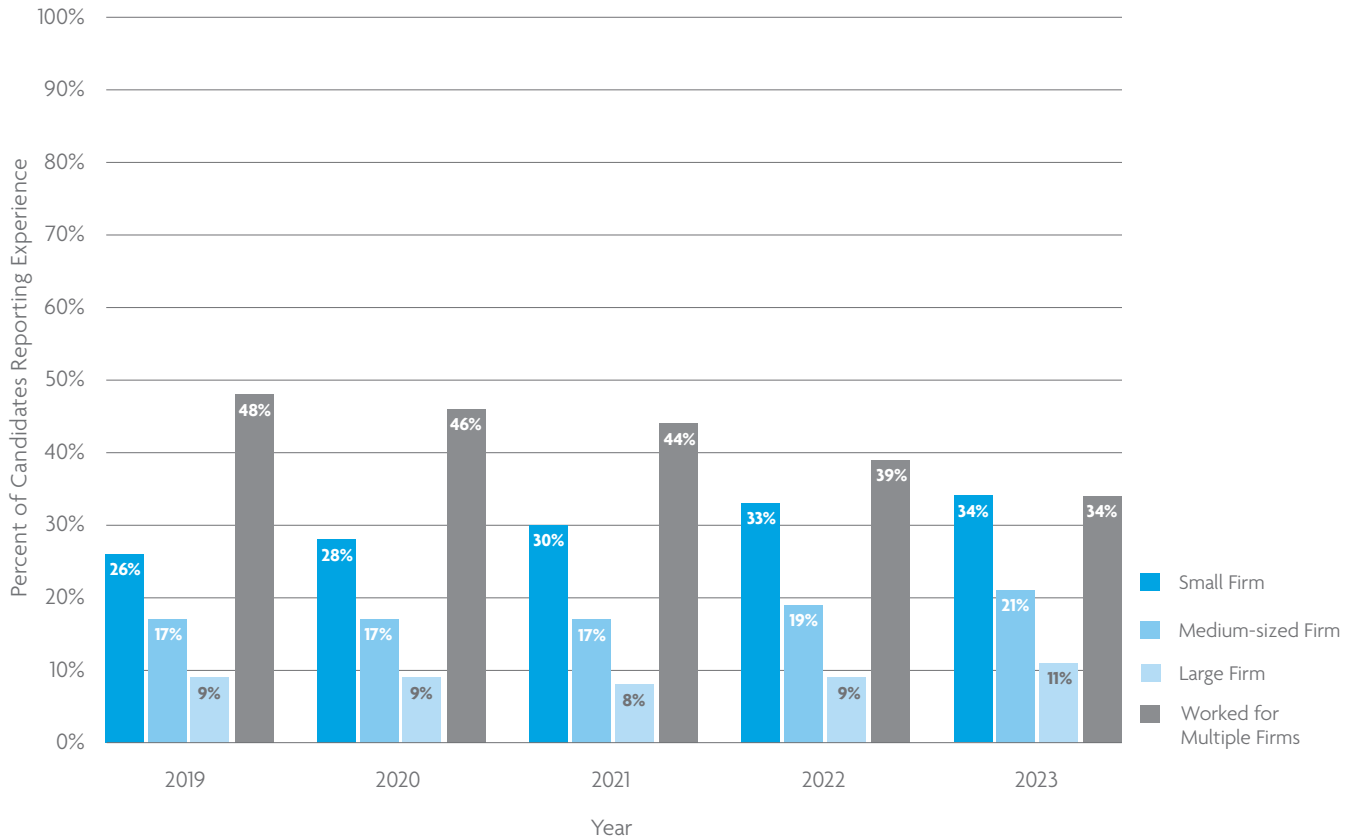
4,730

CANDIDATES
FINISHED
REPORTING
EXPERIENCE
IN 2023

Most candidates reporting experience are employed by small firms

Of the 25,000 candidates reporting experience in 2023, more than a third were employed by firms with less than 10 total employees, and another 34% worked at multiple firms throughout their AXP journey. These candidates typically complete the AXP in less time than their peers at medium or large firms.

Individuals employed by large firms (more than 50 employees) make up the smallest proportion of the overall population of candidates reporting experience.



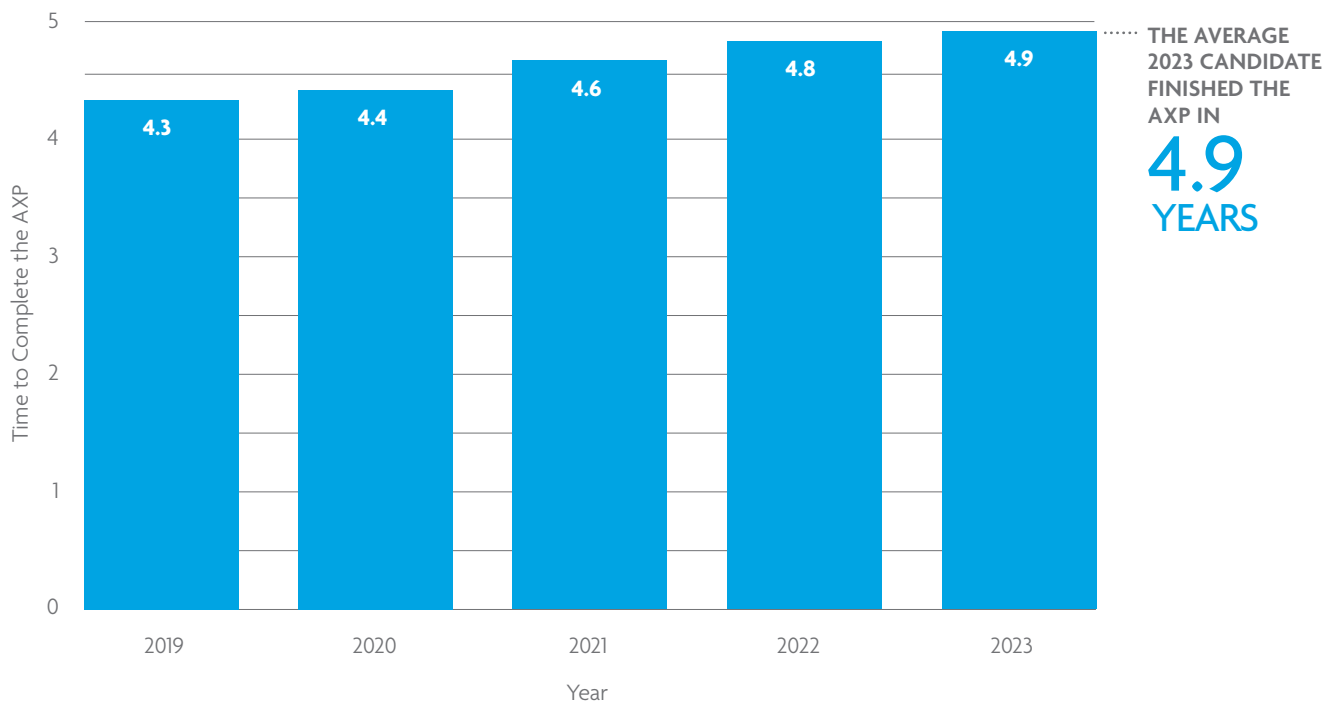
Candidates finished the AXP one month slower in 2023.

On average, candidates who completed the AXP in 2023 took 4.9 years, taking 1 month longer than candidates who completed the AXP in 2022 and 7 months longer than those who completed the AXP prior to the COVID-19 pandemic. It is likely that this 7-month increase is due to disruption of traditional in-office mentorship and work flow caused by the pandemic.

Because the AXP typically takes between 4 and 5 years to complete, **NCARB will continue seeing the impact of the COVID-19 pandemic on candidates navigating the AXP until at least 2025.** Many candidates who completed the program in 2023 would have started earning and reporting professional experience in 2019, and are likely to have had their career trajectories altered by the pandemic.

DID YOU KNOW?

Averages can be measured in several ways. NCARB uses **median** to measure averages throughout *NBTN*, which allows us to avoid skewing the average with outlier data points.

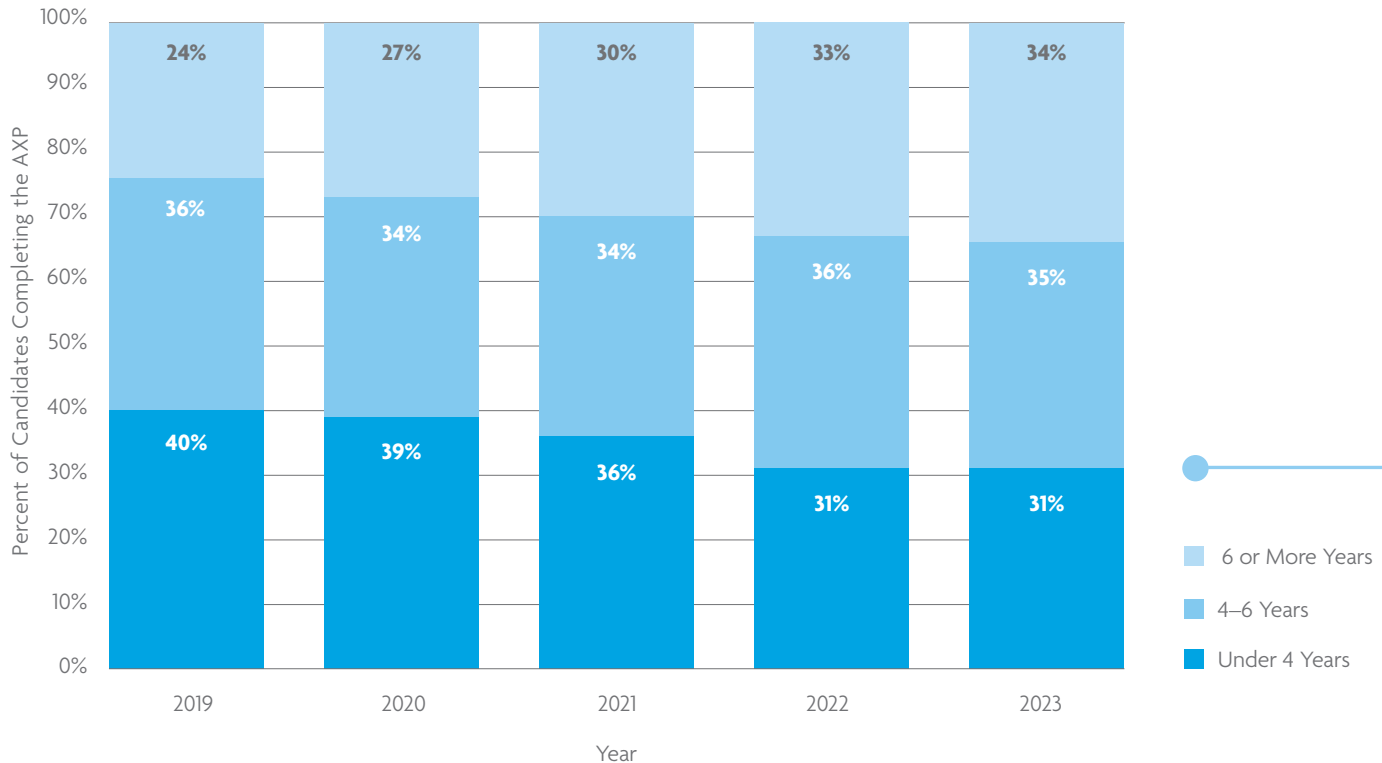


Nearly a third of candidates complete the AXP in less than 4 years.

Time to complete the experience program breaks down relatively evenly: roughly a third of candidates finish the experience program in less than 4 years, and roughly a third of candidates take more than 6 years.

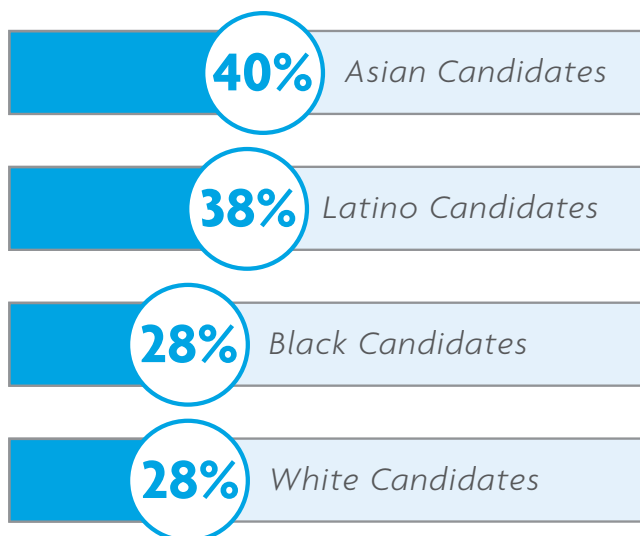
Prior to the COVID-19 pandemic, more candidates finished the program in a shorter time frame. Because candidates have historically taken 4-5 years to complete the program, it may be several more years before NCARB sees AXP completion times return to pre-pandemic levels.

Typically, women and people of color are more likely to complete the AXP in a shorter time frame compared to their peers. This is often because men and white candidates tend to begin reporting experience younger (often while in school), but then have a period of slow progress because they aren't working full-time.

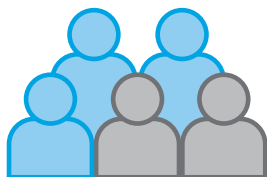


1 IN 3 CANDIDATES COMPLETE THE AXP IN LESS THAN 4 YEARS

Some candidates are more likely to complete the AXP in under 4 years:



- **Women** are more likely to complete the AXP in under 4 years
- Candidates employed by **small firms** complete the AXP faster
- Candidates **under 30** are more likely to complete the AXP in under 4 years

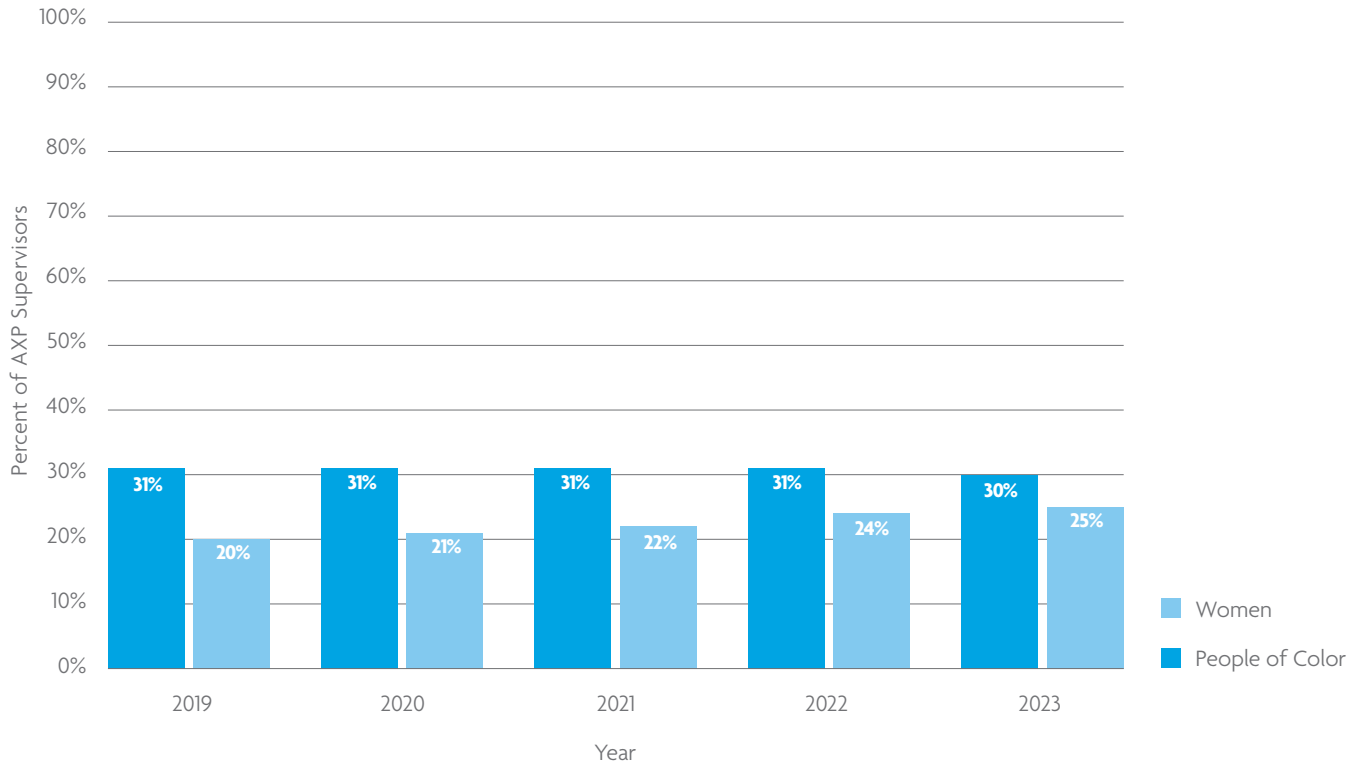


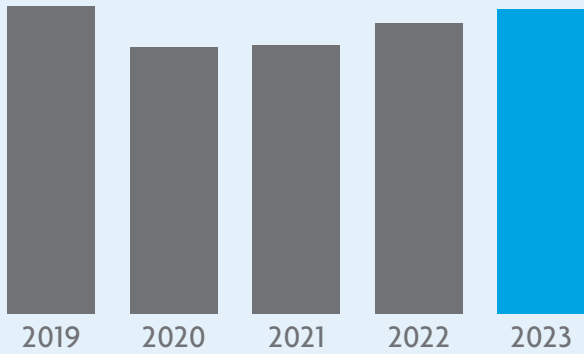
MOST CANDIDATES OVER 40 TAKE
MORE THAN 6 YEARS
 TO COMPLETE THE AXP

Gender diversity in supervisors is improving.

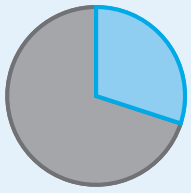
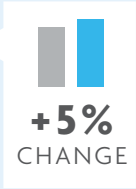
Women are better represented in the pool of AXP supervisors than they were 5 years ago: in 2023, 25% of AXP supervisors were women. By contrast, the racial and ethnic diversity of AXP supervisors has remained relatively unchanged over the past 5 years, with people of color making up just 30% of the supervisor pool in 2023.

For comparison, approximately 27% of U.S. architects are women, and 19% are people of color—indicating that the population of AXP supervisors is *more* diverse than the overall practitioner population.

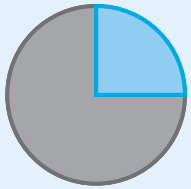
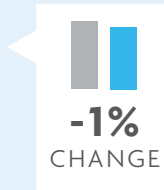




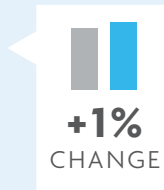
20,750
AXP
SUPERVISORS



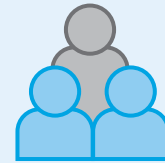
30%
OF SUPERVISORS ARE
PEOPLE OF COLOR



25%
OF SUPERVISORS ARE
WOMEN



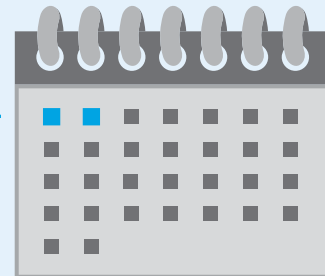
2



AVERAGE NUMBER
OF CANDIDATES PER
SUPERVISOR

2 DAYS

AVERAGE TIME TO APPROVE
EXPERIENCE REPORTS



Examination

NCARB's Architect Registration Examination® (ARE®) is a 6-part exam required to become an architect in the United States. For most candidates, taking the ARE is the final step on the path to licensure.

In 2023, the exam continued to see a slight recovery from the impact of the COVID-19 pandemic. Over 3,500 candidates completed the ARE, a 2% increase compared to the prior year. **2023 also saw a faster exam completion time and higher exam pass rates.**

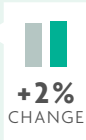
Over the past several years, NCARB has been implementing changes to improve the equity and accessibility of the ARE: creating free practice exams for candidates, offering 1 free reschedule for exam appointments, offering accommodations for ESL candidates, and most importantly, retiring the ARE's rolling clock policy. The rolling clock placed a 5-year expiration date on passed exam divisions, a policy that was found to disproportionately impact women and people of color. When NCARB retired the rolling clock, more than 3,000 candidates had at least 1 ARE 5.0 credit reinstated, bringing them one step closer to becoming a licensed architect.

As a result of these efforts, pass rates rose by 3% in 2023, the largest increase ARE 5.0 has ever seen. Nearly 80% of candidates are now using NCARB's free practice exams prior to testing—and the results are positive. Candidates who use NCARB's practice exams perform 15 percentage points better than those who don't. While NCARB continues to see a disparity in pass rates between white candidates and candidates of color, recent changes are helping to close the gap over time.

13,816
CANDIDATES
TOOK THE ARE IN 2023



3,554
CANDIDATES
COMPLETED THE EXAM



40%
OF CANDIDATES
COMPLETED
the exam in less than 2 years

**PASS RATES FOR CANDIDATES OF COLOR ROSE
ON ALL DIVISIONS, INCLUDING:**



+8

**PROJECT
DEVELOPMENT &
DOCUMENTATION**



+6

**PROGRAMMING
& ANALYSIS**



**CANDIDATES USING NCARB'S
FREE PRACTICE EXAMS SAW +15**

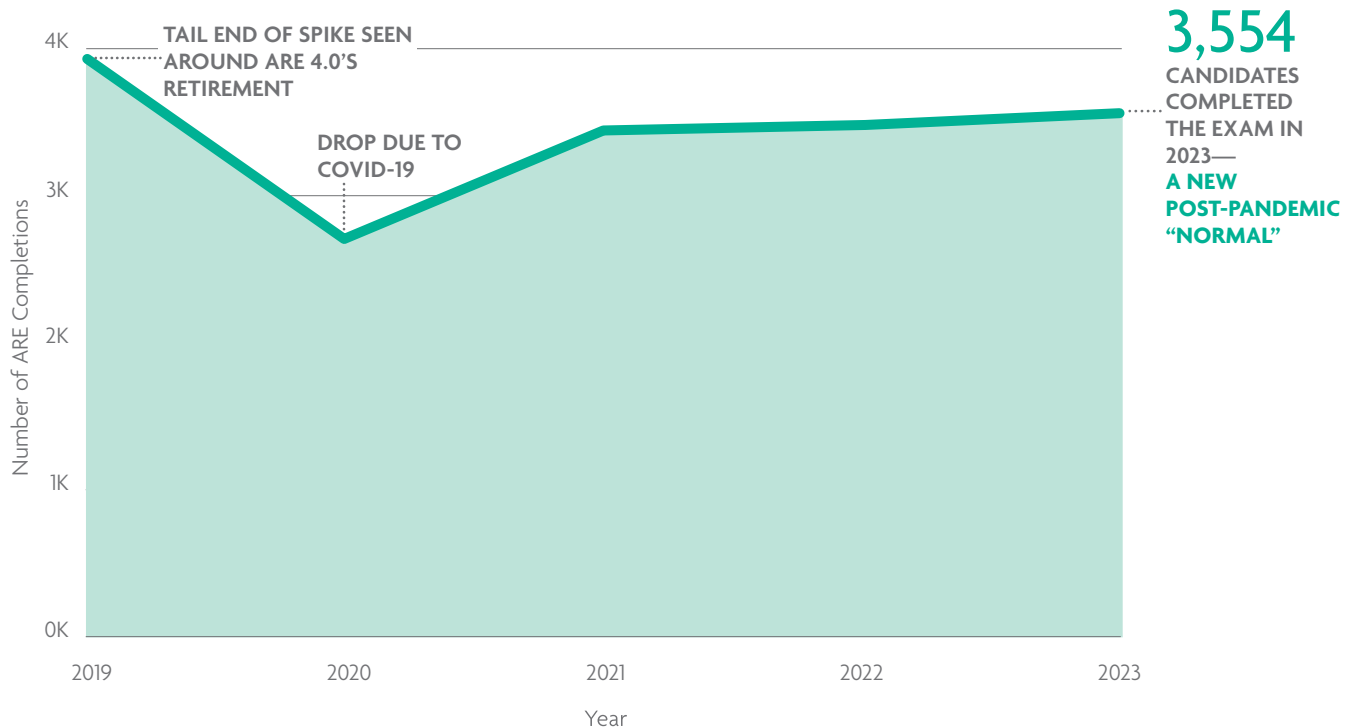
PERCENTAGE POINTS IMPROVEMENT IN EXAM PERFORMANCE

Over 3,500 candidates completed the exam in 2023.

The number of individuals completing the ARE has fluctuated over the past decade as candidates navigated the launch of a new exam version, policy updates, and a global pandemic. But recently, **ARE completions appear to have stabilized, with roughly 3,500 candidates finishing the exam each year from 2021-2023.**

Prior to 2020's dramatic dip in ARE completions (a result of the COVID-19 pandemic), more candidates than ever completed the program in 2015-2018, most likely rushing to finish testing around the retirement of ARE 4.0.

It's uncertain how the retirement of the rolling clock policy will impact ARE completions going forward—while some candidates might slow their testing progress without a time restriction, candidates who were previously at risk for losing exam credits due to the policy might now be more likely to finish the ARE.



Candidates finished the exam 5 months faster in 2023.

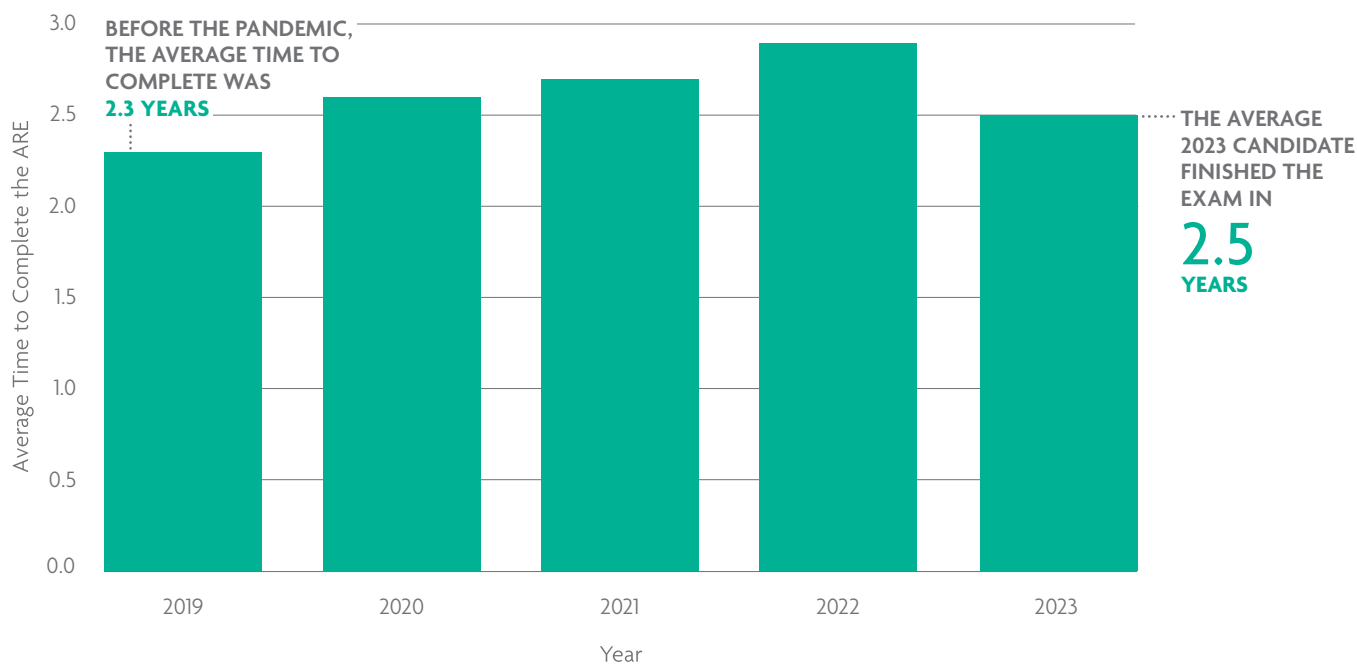
On average, candidates who completed the ARE in 2023 took 2.5 years. The 5-month decrease compared to 2022's time spent testing brings 2023's average much closer to pre-pandemic numbers—and with good reason.

With 2.5 years between the first and last test, the typical candidate who finished the exam in 2023 would have started testing in 2021, after the brunt of the pandemic's impact on the exam had passed.

Plus, candidates are completing ARE 5.0 in less time than the exam's previous version. **Candidates who only tested in ARE 5.0 finished the exam in just 1.9 years.** For comparison, the average candidate who only tested in ARE 4.0 (before 4.0's retirement in 2018) took 2.5 years to complete the exam.

DID YOU KNOW?

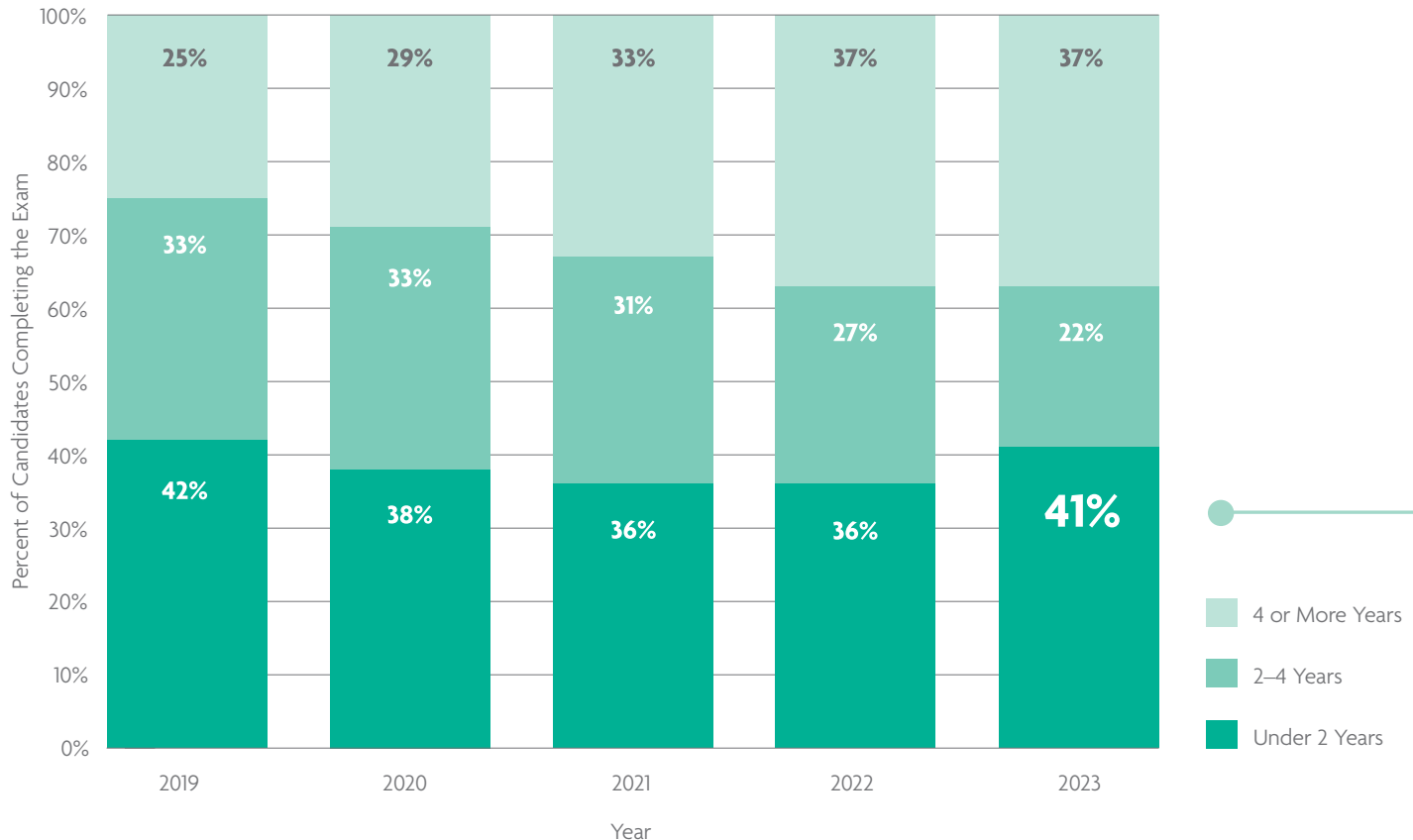
Averages can be measured in several ways. NCARB uses **median** to measure averages throughout *NBTN*, which allows us to avoid skewing the average with outlier data points.



More candidates are finishing the exam in less than two years.

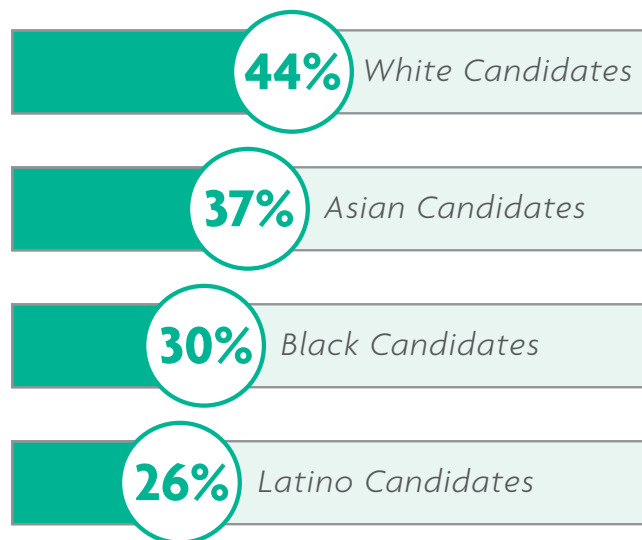
2023 saw an increase in the proportion of candidates completing the exam in a shorter time frame—41% of candidates who finished the exam in 2023 took under 2 years to do so, compared to 36% in 2022.

The proportion of candidates taking 4 or more years to complete the exam held steady at 37%. On May 1, 2023, NCARB retired the rolling clock policy, reinstating expired exam divisions that were older than 5 years for thousands of candidates. **We are likely to see an increase in the proportion of candidates taking 4 or more years** to complete the ARE in 2024 as those individuals return to the licensure path and finish testing.



2 IN 5 CANDIDATES COMPLETE THE EXAM IN LESS THAN 2 YEARS

Some candidates are more likely to finish the exam in under 2 years:



■ **Men** are more likely to finish the exam in under 2 years

■ Candidates employed by **medium-sized firms** finish the exam faster

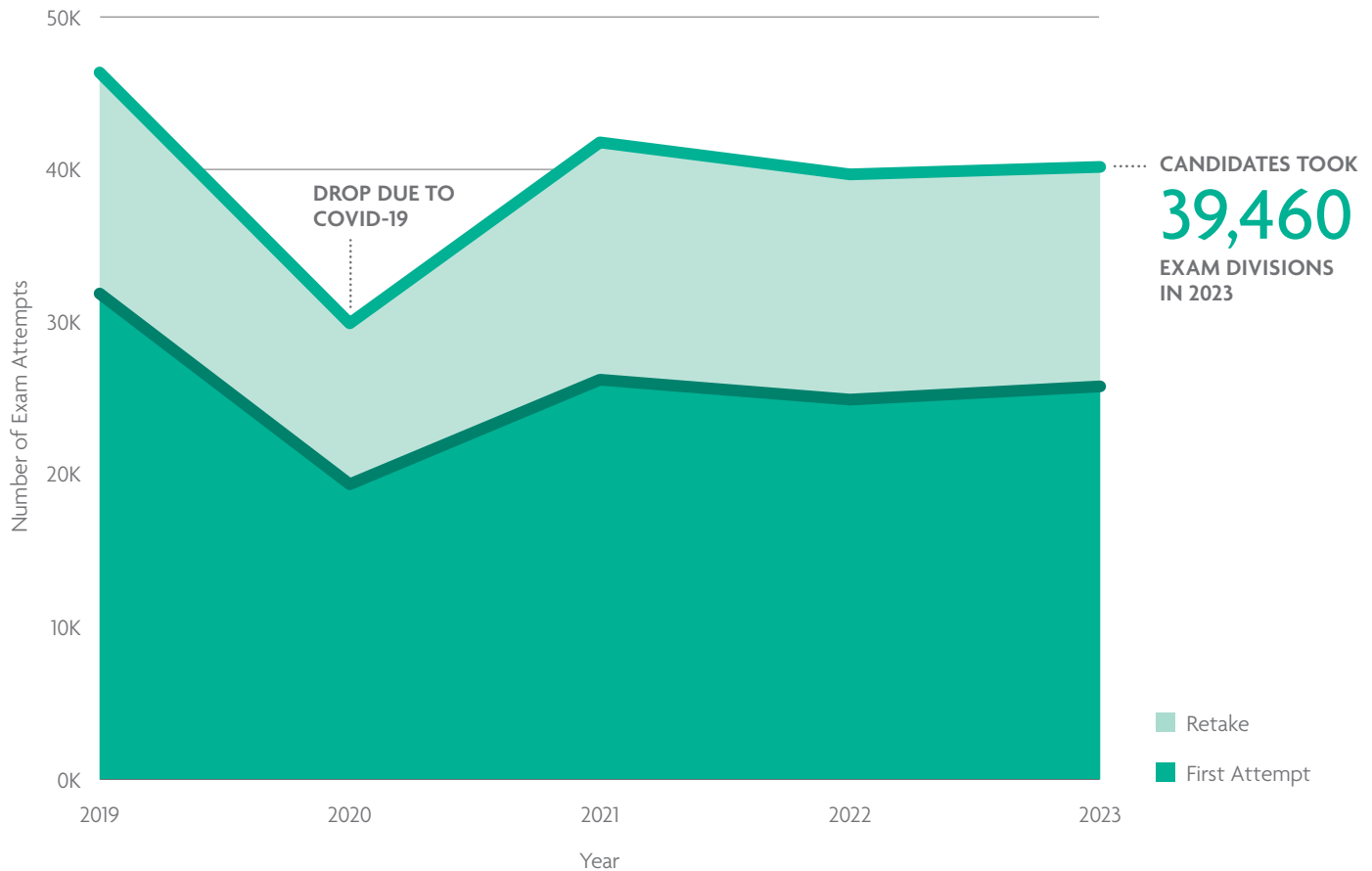
■ Most **candidates under 30** finish the exam in less than 2 years



2 OUT OF EVERY 3 CANDIDATES OVER 40 TAKE **MORE THAN 4 YEARS** TO PASS THE ARE

Candidates took more than 39,000 exam divisions in 2023.

Like the number of exam completions, the number of ARE divisions taken in 2023 rose slightly (2%) compared to 2022. Approximately two-thirds of all exams administered were first attempts, while the remaining third were retakes of previously failed divisions.



Of the 39,460 ARE divisions taken in 2023, more than 8,000 were in the Practice Management division.

Though candidates can take the divisions in any order, many candidates start their exam journey with Practice Management, which is typically listed first in NCARB's materials. The next most-taken division was Project Planning & Design, which has the highest number of retakes out of the 6 divisions.

DID YOU KNOW?

Although the majority of candidates start with the Practice Management division, NCARB's data suggests that candidates who start with **Project Management** have higher overall pass rates.

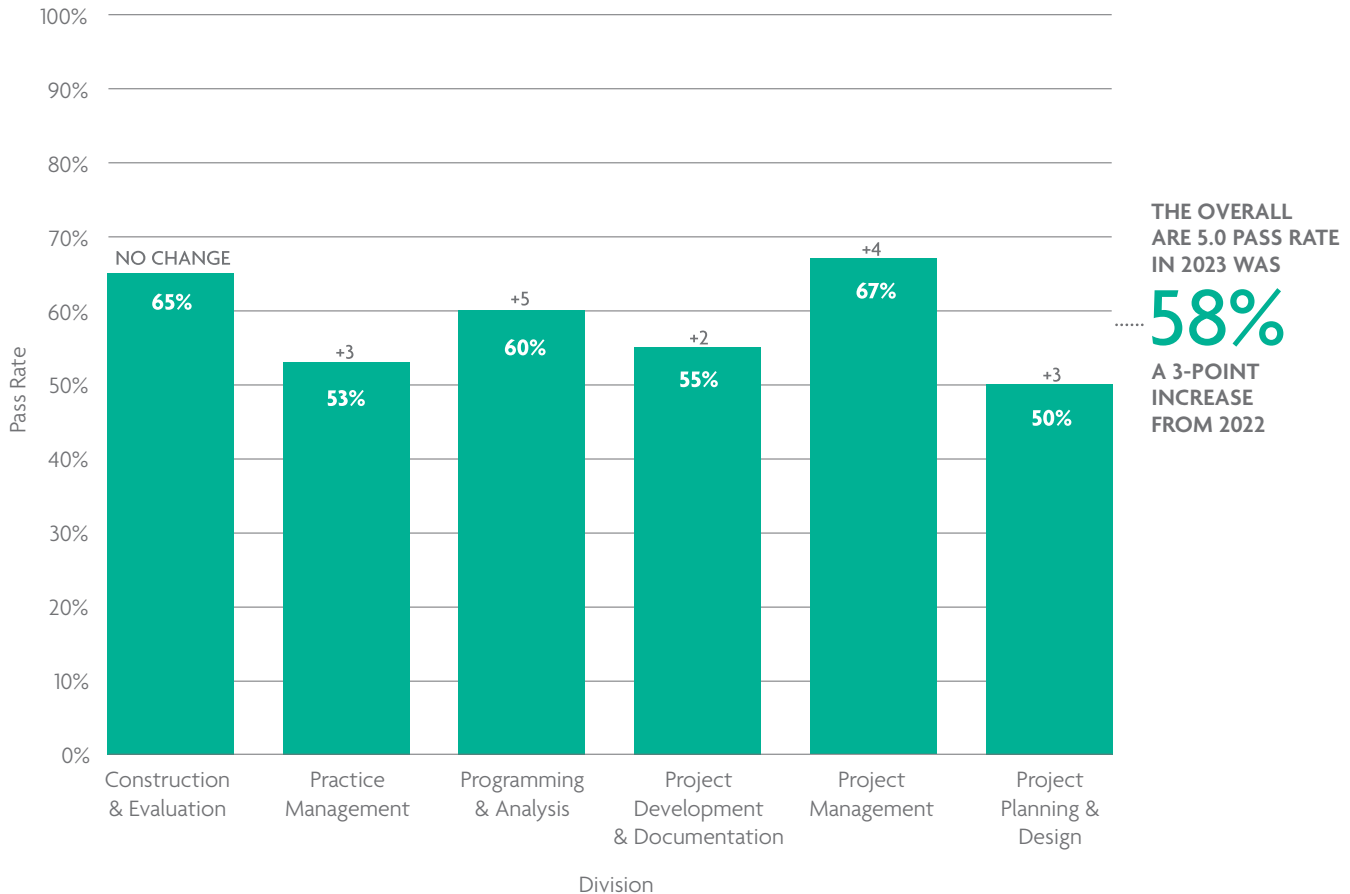


Exam pass rates are improving.

Candidates performed better on 5 of the 6 ARE divisions in 2023. Overall pass rates across all 6 divisions increased by 3 percentage points to 58%—the biggest change in pass rates seen since ARE 5.0's introduction in 2016.

Pass rates for the Programming & Analysis division increased by 5 percentage points, the largest increase across all divisions. Project Management had the highest pass rate of all divisions at 67%.

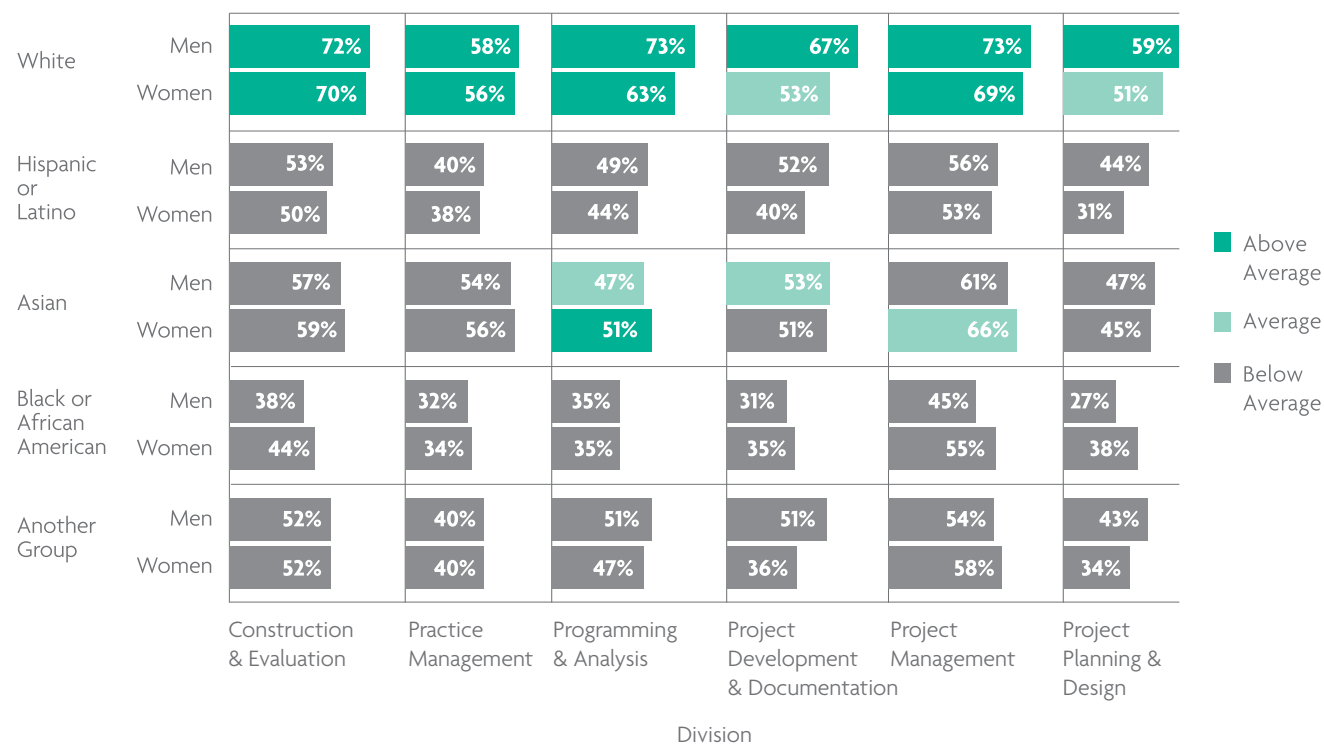
NCARB's free practice exams have helped drive this positive change, providing candidates with greater insight into the testing experience. See page 64 for more details on the impact of the practice exams.



White men have the highest pass rate on all exam divisions.

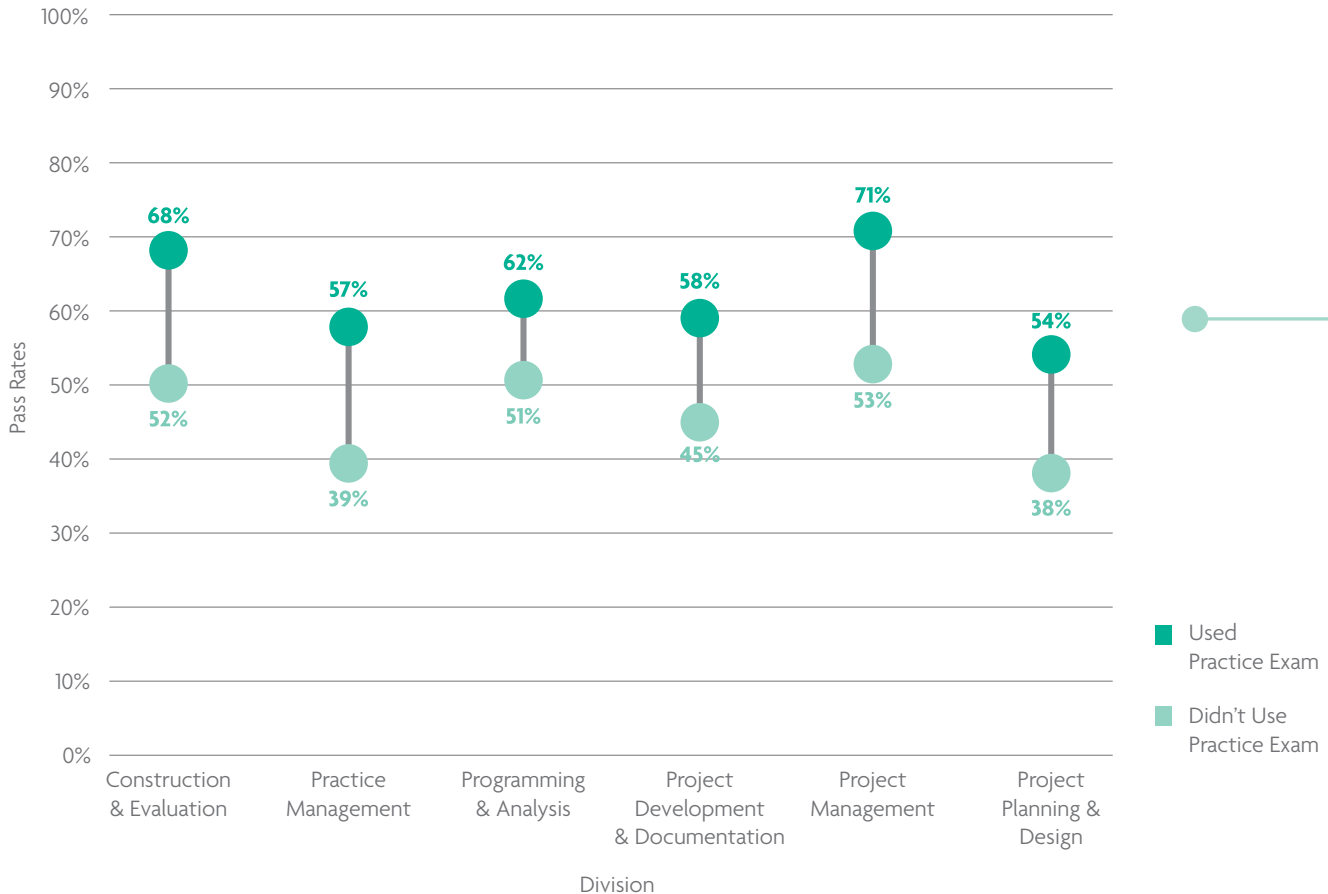
While exam pass rates are generally increasing, they remain higher for white candidates than for candidates of color. **White men continued to have the highest pass rate on all ARE 5.0 divisions in 2023, while Black or African American men had the lowest.** Despite the continued disparity in pass rates, candidates of color did see an increase in pass rates on most exam divisions compared to 2022, often by 5-10 percentage points.

Aside from white candidates, Asian candidates are the only other race or ethnicity to score above-average pass rates on some (but not all) ARE divisions. And, while white and Latina women typically have lower pass rates than their male peers, the opposite is true for Black and Asian women, who often outperform men of the same race.



Candidates who use NCARB's practice exams are more likely to pass the ARE.

Overall, candidates who take one of NCARB's free practice exams before attempting the related division are 15 percentage points more likely to succeed. This ranges anywhere from 11-18 percentage points depending on the division. **Performance is especially improved for candidates taking the Practice and Project Management divisions.**





80% of candidates use NCARB's free practice exams before testing

CANDIDATES WHO TAKE AN NCARB PRACTICE EXAM BEFORE ATTEMPTING THE SAME DIVISION TYPICALLY PERFORM

15 PERCENTAGE POINTS BETTER

- *Asian candidates saw the most significant pass rate improvement (+16)*
- *Candidates across all racial and ethnic groups saw at least a 10 percentage point average improvement when using NCARB's practice exams*



WOMEN ARE MORE LIKELY THAN MEN TO USE NCARB'S PRACTICE EXAMS



WOMEN AND MEN SAW NEARLY EQUAL BENEFIT FROM USING THE PRACTICE EXAMS

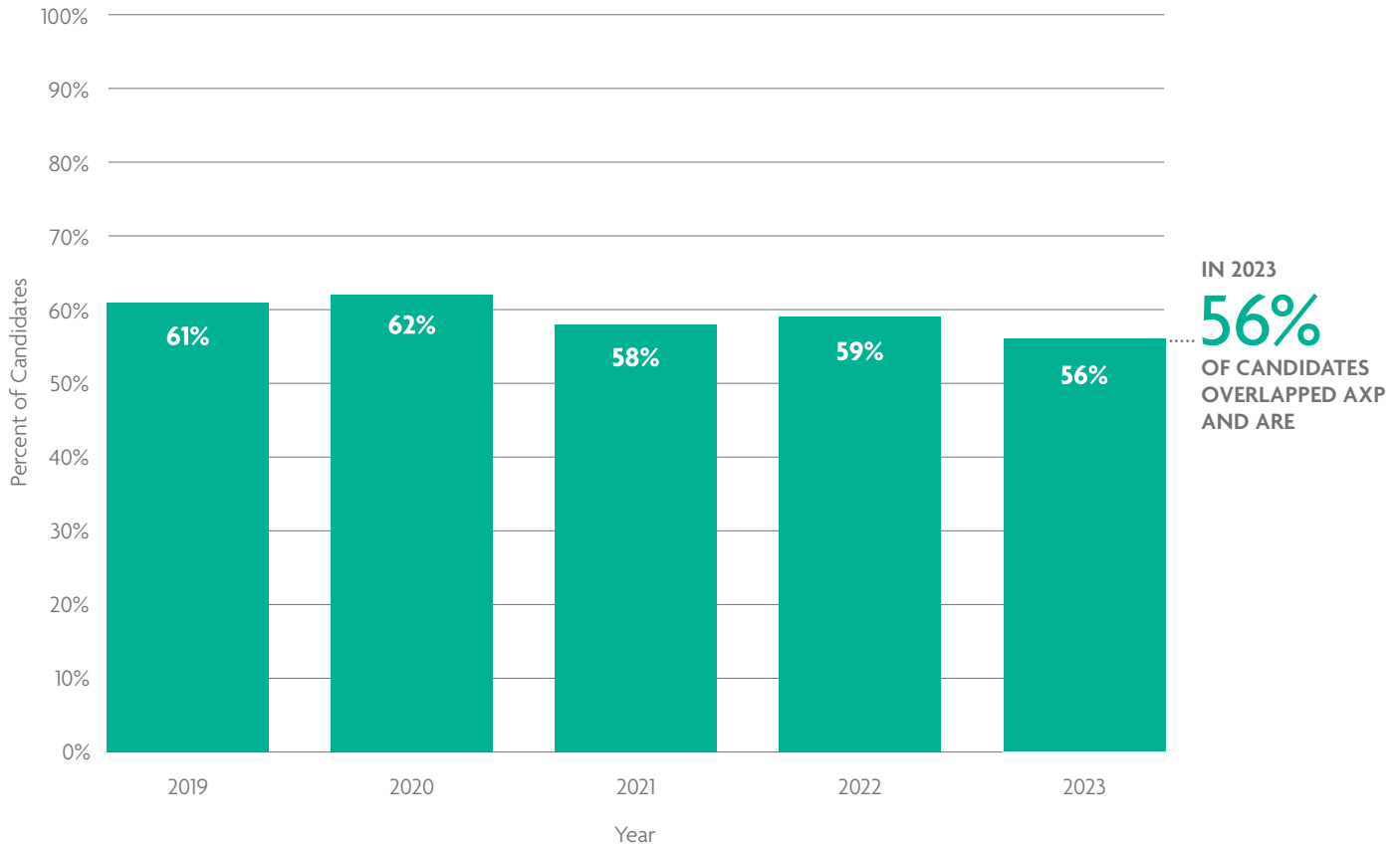


ARE practice exams are offered by a number of test prep providers, so **why are NCARB's so impactful?** In addition to being free, the practice exams are written similarly to the real exam, and NCARB provides rationale explaining why the answer is correct. Combined, these features help candidates better understand what kind of answers NCARB is looking for on the real thing.

Fewer candidates are overlapping the AXP and ARE.

Although the AXP's experience areas and ARE 5.0's divisions were intentionally designed to align with each other, the **percentage of candidates who overlap the programs has been steadily declining since the AXP and ARE 5.0 launched in 2016.**

In 2023, 56% of candidates took at least one ARE division while they were still working toward completing the AXP, compared to 61% in 2019 and 65% in 2016.



When should you test? NCARB's data suggests the sweet spot is 0-3 months after completing the related AXP area.

Candidates preparing to take the ARE should plan to test at the time that best meets their needs—whether that's based on financial, bandwidth, preparation, or other factors. But one more element candidates might want to factor in is AXP experience: **NCARB's data indicates that candidates perform better on the exam when they take an ARE division immediately after finishing the related AXP experience area.**

What does this mean for candidates? Currently, most candidates wait a year or more after finishing the related AXP area before taking an ARE division. However, pass rates at that point are up to 20 percentage points lower.

The ARE is designed to reflect day-to-day practice, so testing while related experience in that area is fresh might help candidates connect the exam to the real world.

| | AXP Incomplete | | | AXP Complete | | | |
|-------------------------------------|------------------------|------------------|--------------------|--------------|-------------|---------|--|
| | Less Than 33% Complete | 33%-66% Complete | Up to 99% Complete | 0-3 Months | 4-12 Months | 1+ Year | |
| Construction & Evaluation | 61% | 68% | 69% | 75% | 66% | 62% | |
| Practice Management | 47% | 62% | 62% | 63% | 53% | 52% | |
| Programming & Analysis | 53% | 66% | 62% | 75% | 64% | 57% | |
| Project Development & Documentation | 50% | 58% | 49% | 71% | 59% | 53% | |
| Project Management | 61% | 70% | 74% | 73% | 70% | 65% | |
| Project Planning & Design | 42% | 53% | 54% | 69% | 55% | 49% | |

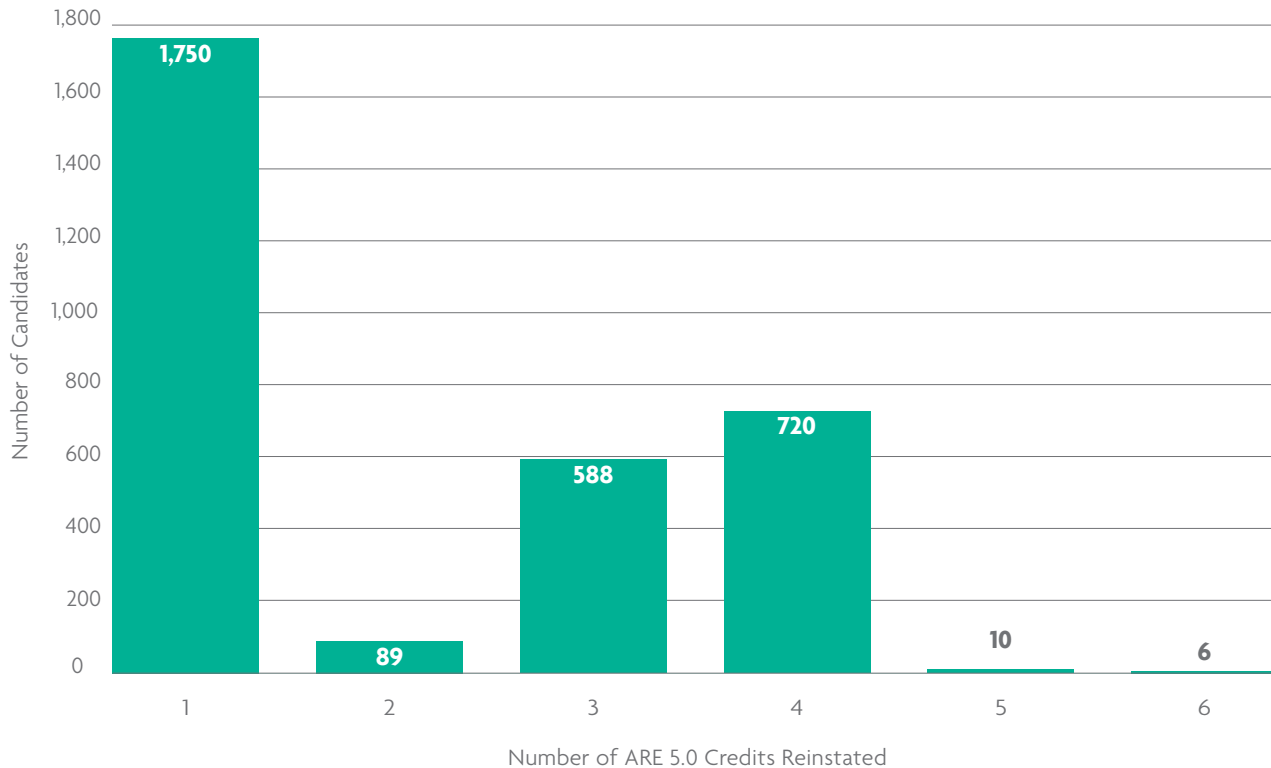
- 70% and up
- 65-69%
- 60-64%
- 55-59%
- 50-54%
- Less than 50%

NCARB restored over 6,600 ARE 5.0 credits as part of the rolling clock retirement.

On May 1, 2023, NCARB replaced the exam's rolling clock policy—which placed a 5-year expiration date on passed exam divisions—with a new score validity policy. Under the new policy, passed exam divisions will remain valid throughout the delivery of the exam version under which it was taken, as well as the next exam version. Analysis showed that the rolling clock disproportionately impacted women and people of color, and that the new policy is both more equitable and more effective.

When the new policy was implemented, NCARB reinstated ARE 5.0 exam credits for exam divisions passed in ARE 4.0. This resulted in 6,658 ARE 5.0 credits being reinstated, impacting 3,163 candidates.

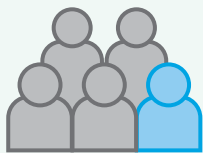
At the time, 14 jurisdictions had implemented a rolling clock policy at the state level, preventing NCARB from reinstating exam divisions for candidates in those jurisdictions. Since then, 10 of those jurisdictions have removed their rolling clock policy, and the remaining 4 are in progress.



NCARB REINSTATED 6,658 ARE 5.0 CREDITS

3,163 CANDIDATES
HAD AT LEAST 1 ARE 5.0 CREDIT REINSTATED

**↑ WOMEN AND
BLACK CANDIDATES**
WERE MORE LIKELY TO RECEIVE ARE 5.0 CREDITS

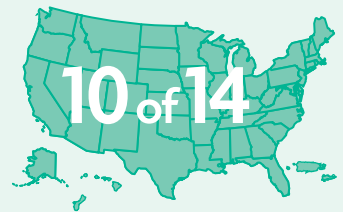


1 IN 5

inactive candidates who
had a credit reinstated have
since **started testing again**



impacted
candidates have
since **completed
the exam**



10 of 14

jurisdictions with a
rolling clock rule
have since adopted
NCARB's new policy

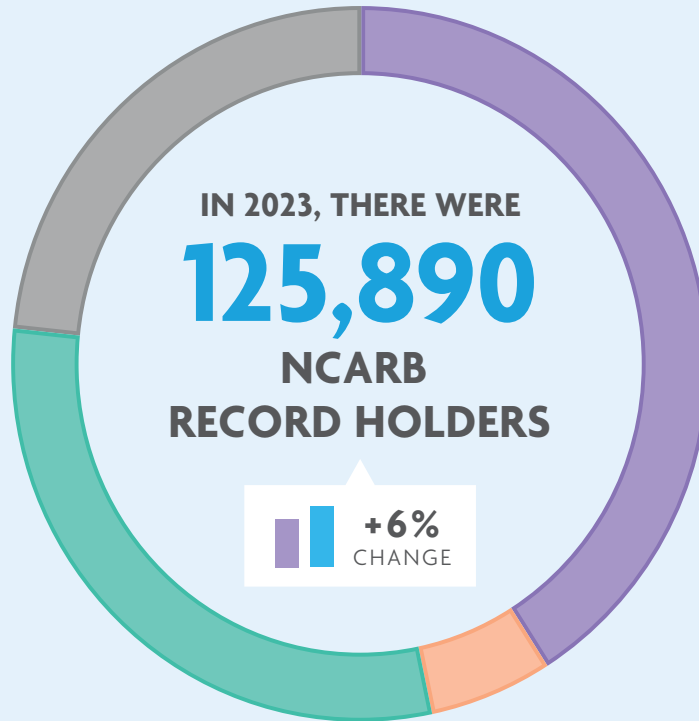
Inside NCARB

With 55 architectural licensing boards in the United States, NCARB works to provide board support, encourage program alignment, and assist individuals seeking licensure.

NCARB's community continued growing in 2023, with over 125,800 Record holders, more than 350 volunteers, and over 450 licensing board members. Our volunteer community—made up of architects, licensure candidates, educators, and experts from other professions—worked together across 19 committees to develop resources for licensing boards, explore challenges in the field of architecture, and more.

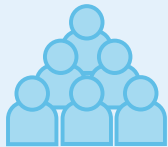
29,383
CANDIDATES NOT
ACTIVELY PURSUING
LICENSURE

51,576
NCARB
CERTIFICATE
HOLDERS

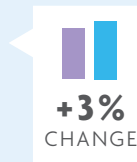


37,708
CANDIDATES
ACTIVELY PURSUING
LICENSURE

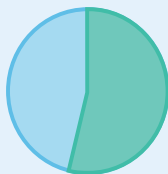
7,223
NON-CERTIFIED
ARCHITECTS



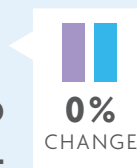
10,345
NEW RECORD HOLDERS



15,957
LICENSURE
APPLICATIONS



54%
NEW ARCHITECTS STARTED
RECORD WHILE IN SCHOOL

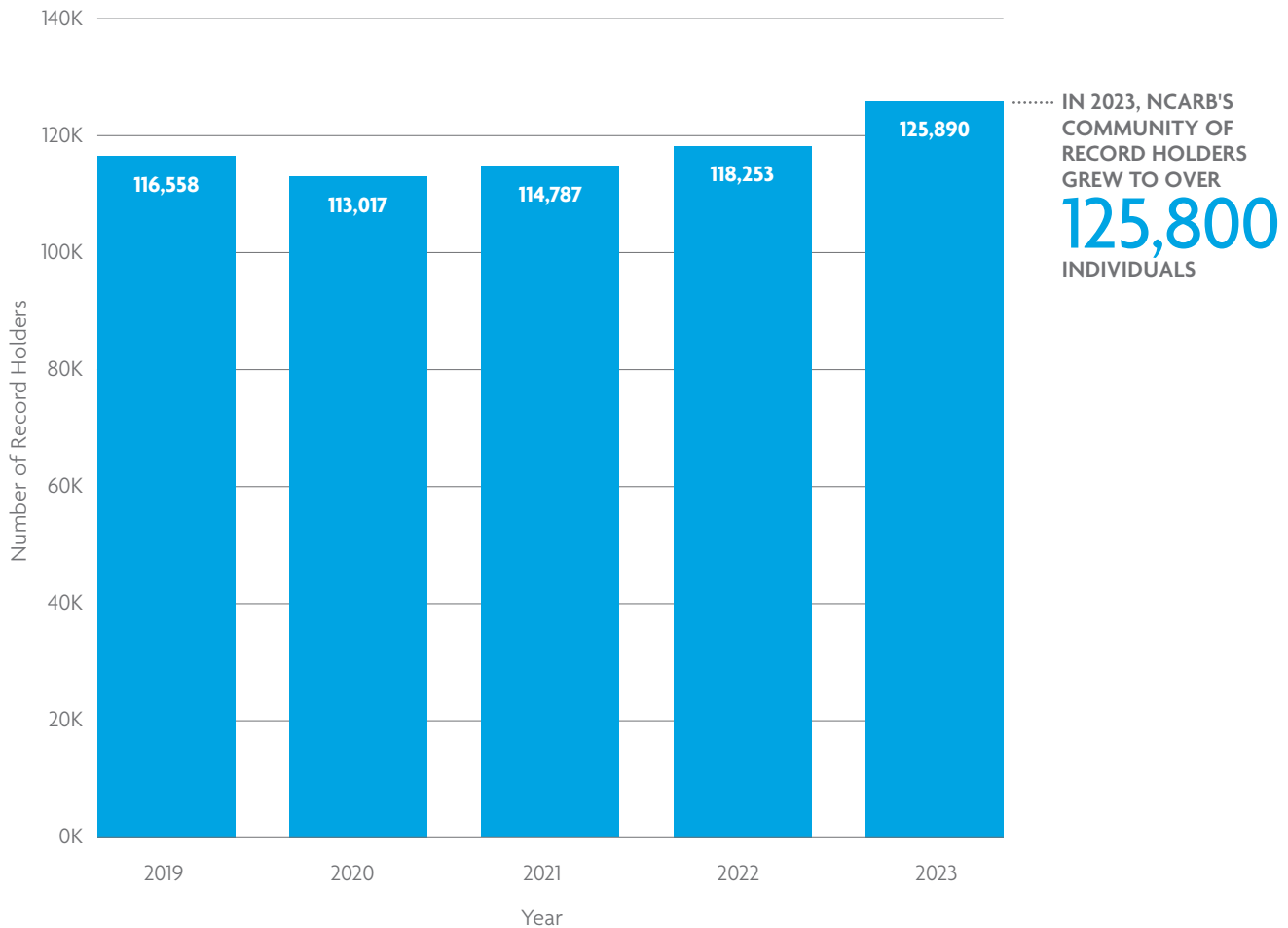


23%
New Licenses

77%
Reciprocal

NCARB's Record holder community continues to grow.

Over 125,800 individuals held an NCARB Record in 2023, a 6% increase compared to 2022. This growth was spread evenly across NCARB's various customer groups: candidates actively pursuing licensure, NCARB Certificate holders, and non-certified architects all saw significant growth from 2022 to 2023.



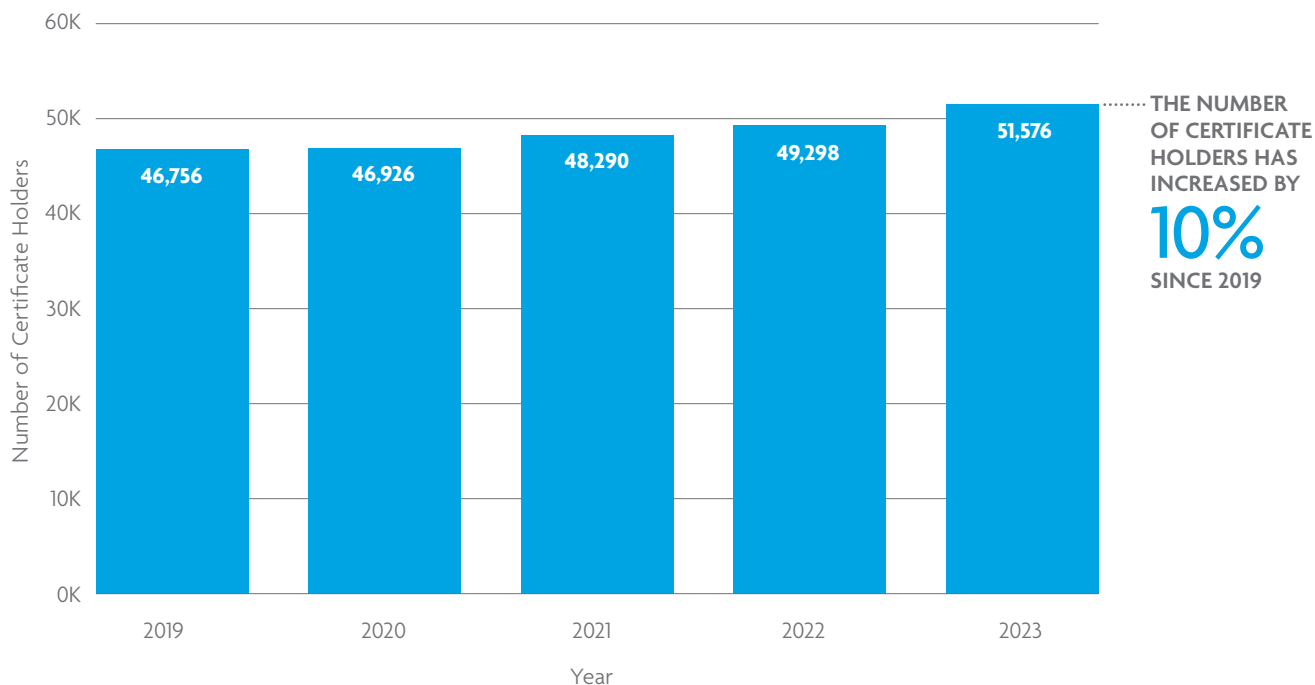
Over 51,500 architects—a record high—held an NCARB Certificate in 2023.

In 2023, over 51,500 architects held an active NCARB Certificate—nearly a 6% increase from 2022 and a 10% increase from 5 years prior. Despite a lull in 2020 due to the onset of COVID-19, the Certificate holder community has continued to grow steadily over the past decade, pointing to the **rising value of professional mobility in an increasingly interconnected economy**.

NCARB has continued to enhance the value of the NCARB Certificate, regularly releasing new continuing education courses on cutting-edge topics and launching a new mutual recognition agreement (MRA) with the United Kingdom in early 2023. In addition, NCARB's 2023 Welcome Back campaign, which waived reactivation fees, saw nearly 1,800 architects renew their NCARB Certificate.

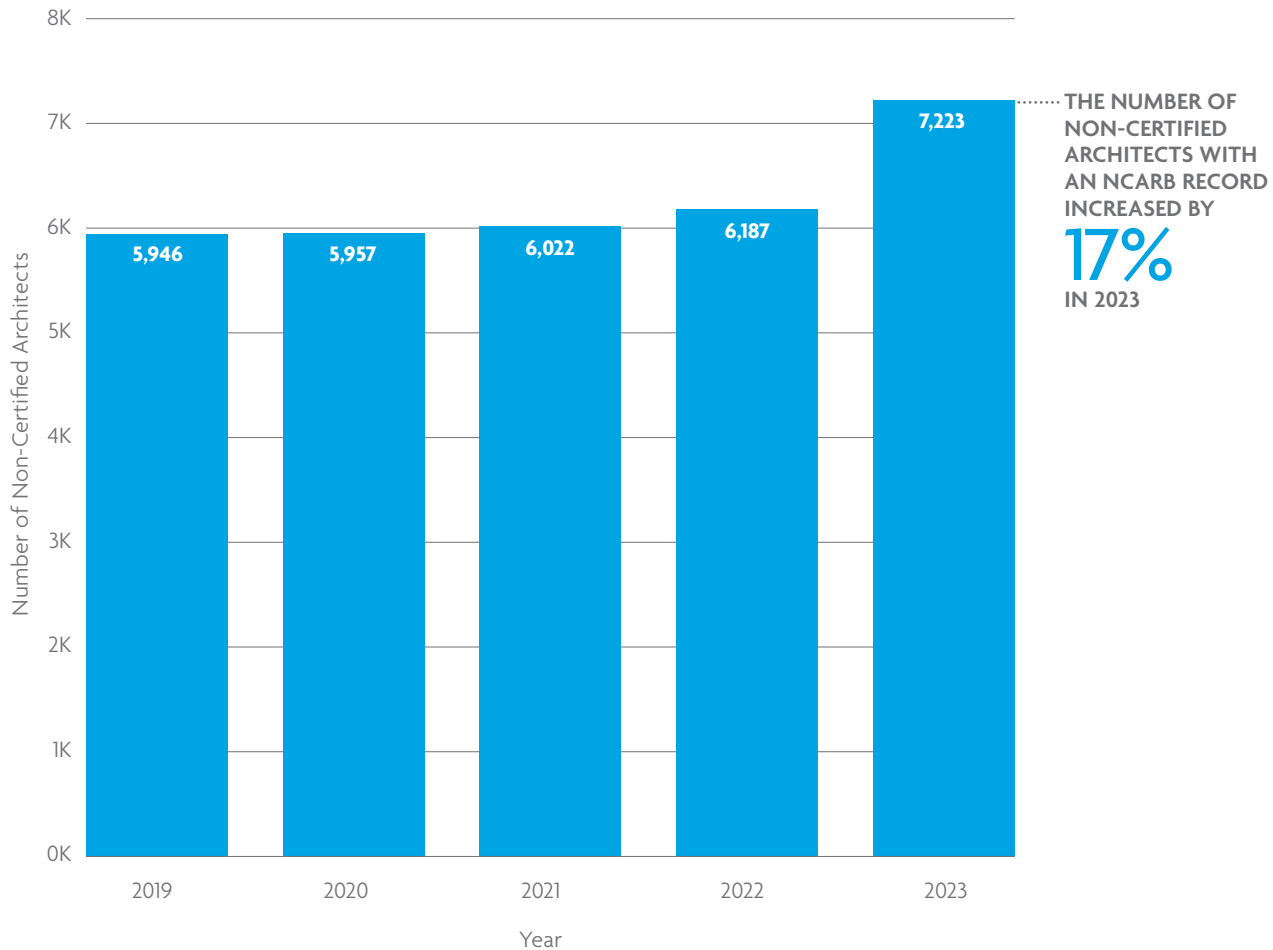
DID YOU KNOW?

The NCARB Certificate simplifies the process of earning additional licenses in U.S. jurisdictions and can also be used to support registration in Canada, Mexico, Australia, the United Kingdom, and New Zealand.



The number of non-certified architects is growing rapidly.

The number of non-certified architects with an NCARB Record increased by 17% in 2023—the biggest spike in non-certified architects seen in recent NCARB history and a 21% increase from 5 years prior. The sharp increase from the previous year was most likely a result of NCARB's amnesty campaign in the summer of 2023, which waived reactivation fees for architects with lapsed NCARB Records.

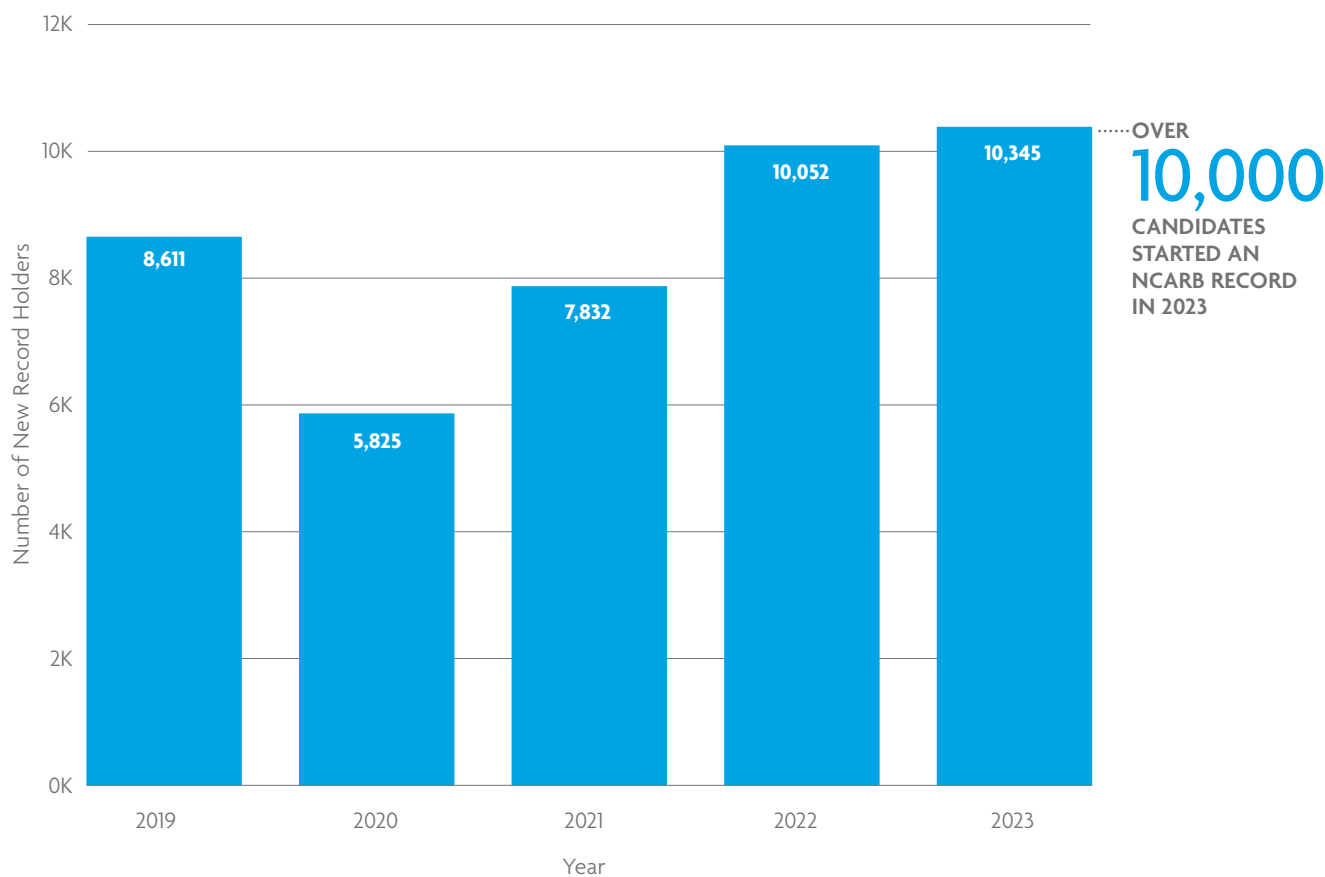


The number of new Record holders has grown by over 20% in the last 5 years.

Over 10,300 candidates opened an NCARB Record in 2023—a 3% increase from 2022 and a 20% increase from 5 years prior. This continued growth signals a strong recovery from the dip caused by COVID-19's onset in 2020.

DID YOU KNOW?

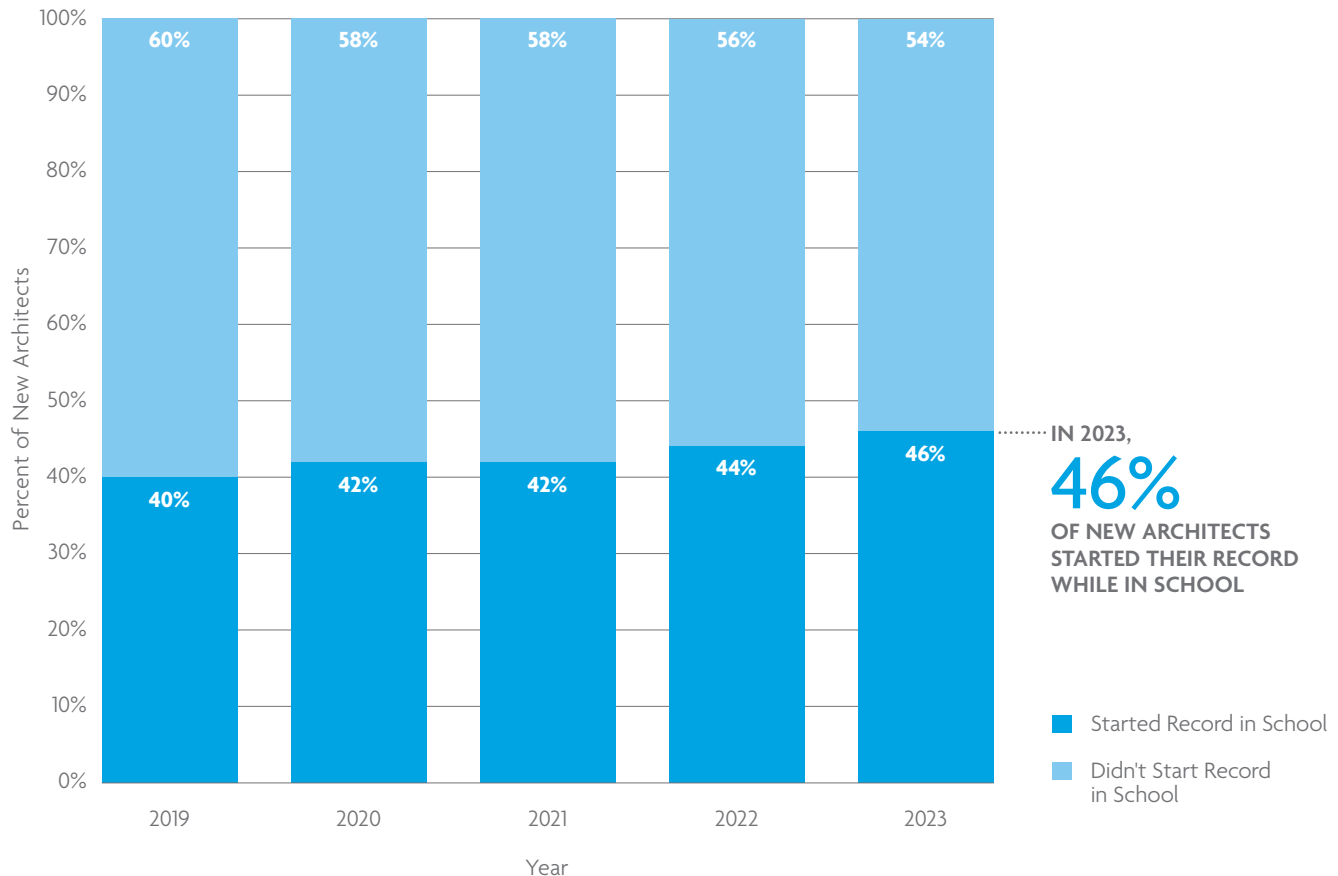
NCARB considers creating an NCARB Record the first step on the path to licensure.



46% of new architects started an NCARB Record while they were in school.

The proportion of new architects starting their NCARB Records in school has been gradually increasing since 2018, with the highest proportion yet (46%) in 2023. A slightly greater proportion (54%) of new architects waited until after earning their degree to start an NCARB Record, a 6% decrease from 2019.

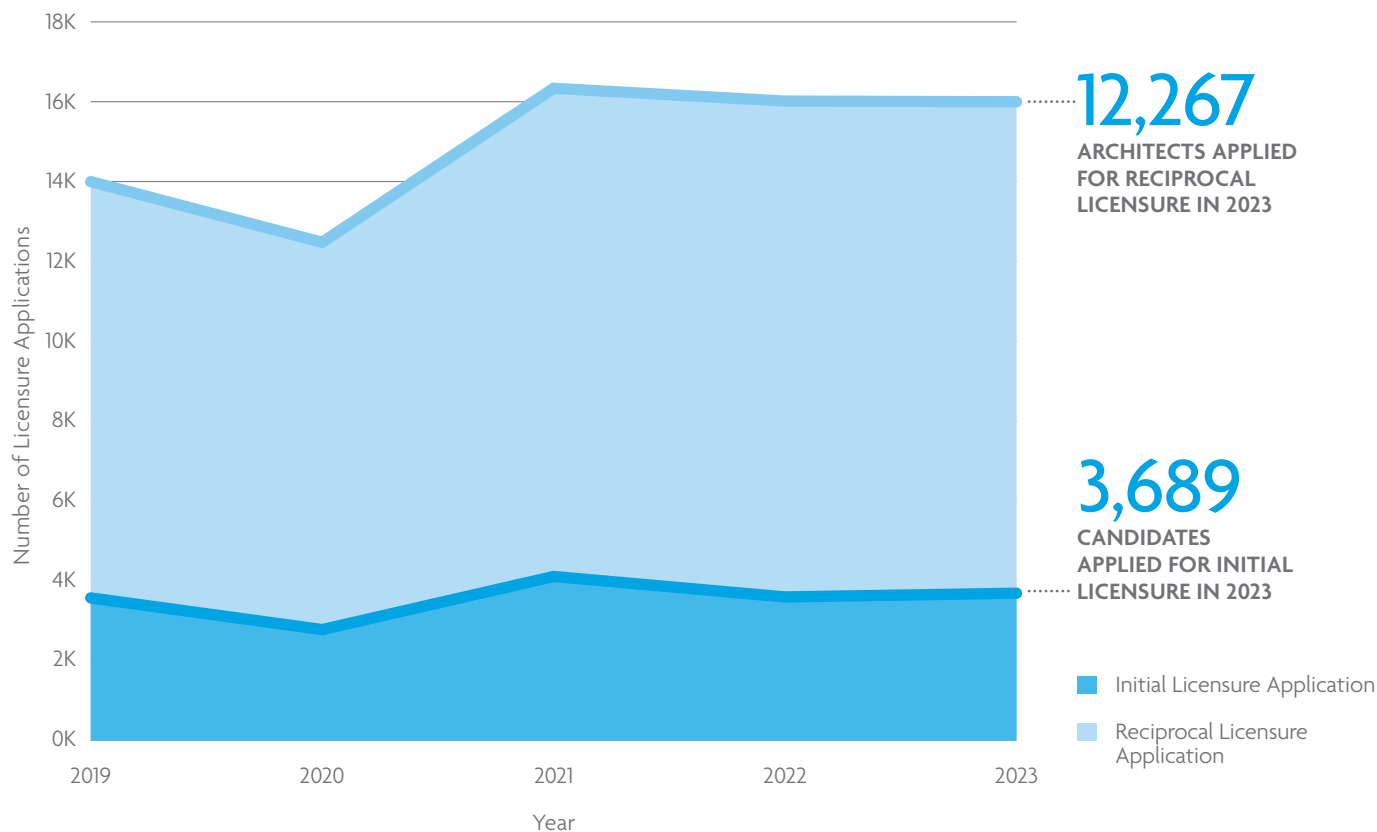
Because NCARB considers starting a Record the first step to earning an architecture license, this trend could signal that more candidates are starting the path to licensure earlier in life.



Initial licensure applications return to pre-pandemic levels.

When candidates apply for an initial license or architects apply for a reciprocal (out-of-state) license, NCARB transmits their Records to the jurisdiction's licensing board in support of their application.

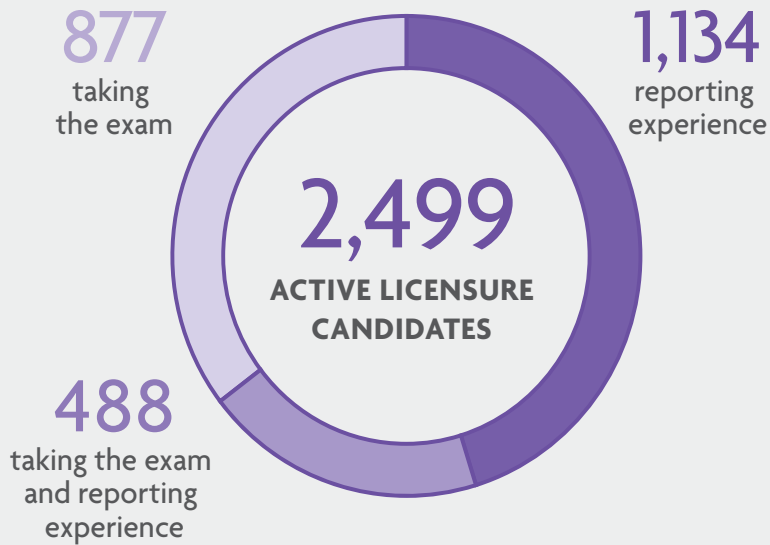
The total number of transmittals remained steady from 2022 to 2023. Of the approximately 16,000 transmittals, more than 12,200 were in support of reciprocal licensure applications—a slight decrease from the recent high seen in 2022. Applications for initial licensure, however, increased slightly (3%) after a lull caused by the COVID-19 pandemic.



Jurisdictions

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 2023 snapshot of the jurisdiction's experience program completion rate, examination success rate, number of licenses, and completion time for the experience program and examination.

ON AVERAGE, EACH JURISDICTION IN 2023 HAD:



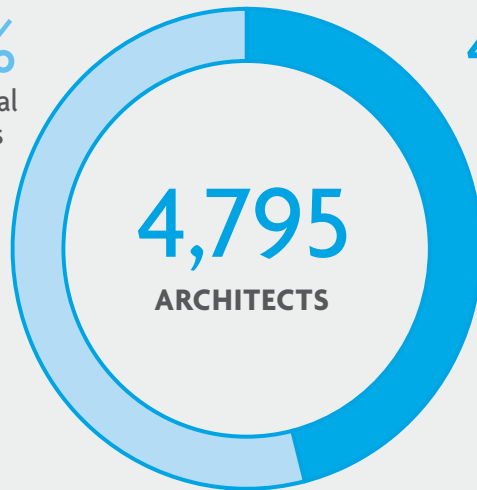
68

CANDIDATES WHO FINISHED
THE PATH TO LICENSURE

58%
exam pass rate

| Category | Percentage |
|----------------|------------|
| Exam Pass Rate | 58% |

54%
reciprocal
licenses



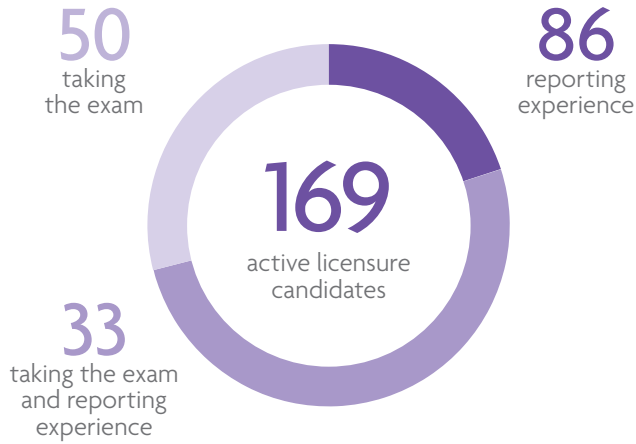
46%
resident
licenses

925

NCARB CERTIFICATE
HOLDERS

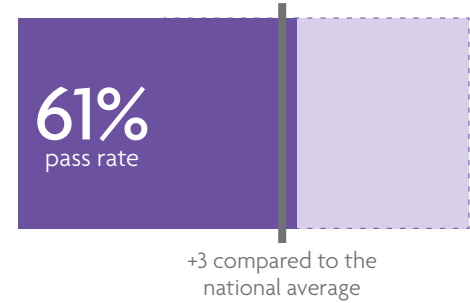
Alabama

PATH TO LICENSURE

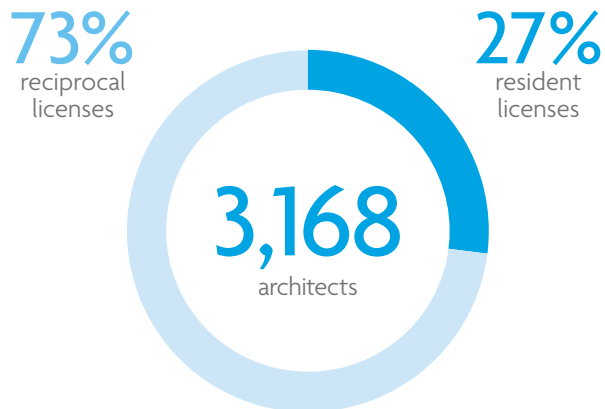


20

candidates finished the path to licensure



LICENSED ARCHITECTS



545

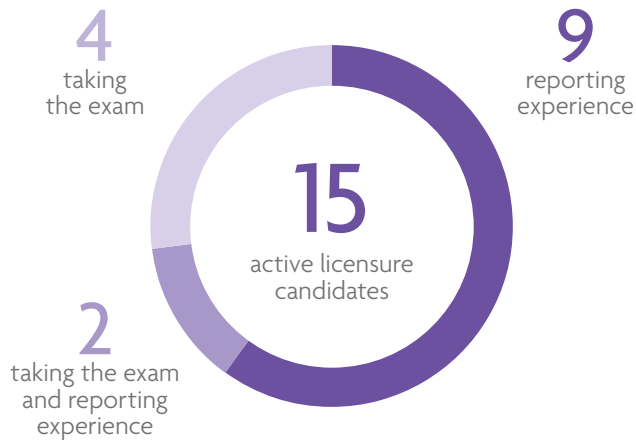
NCARB Certificate holders

Architects licensed in Alabama are most frequently also licensed in:

- Florida
- Georgia
- Tennessee

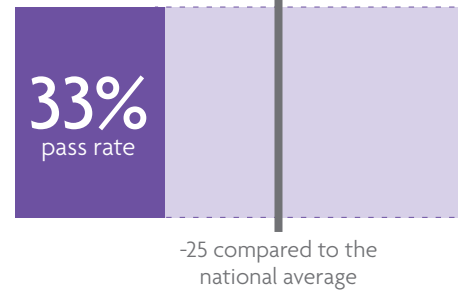
Alaska

PATH TO LICENSURE

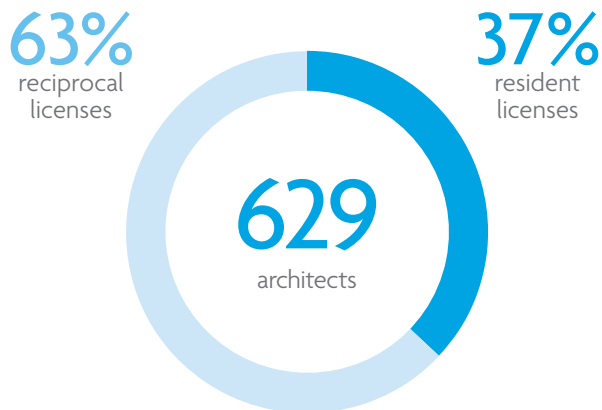


2

candidates finished the path to licensure



LICENSED ARCHITECTS



112

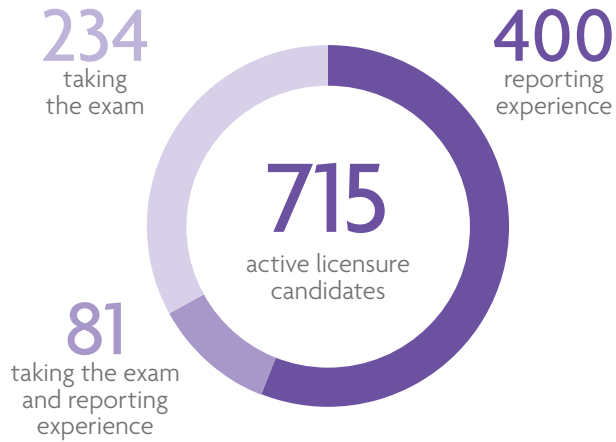
NCARB Certificate holders

Architects licensed in Alaska are most frequently also licensed in:

- Washington
- Hawaii
- Oregon

Arizona

PATH TO LICENSURE



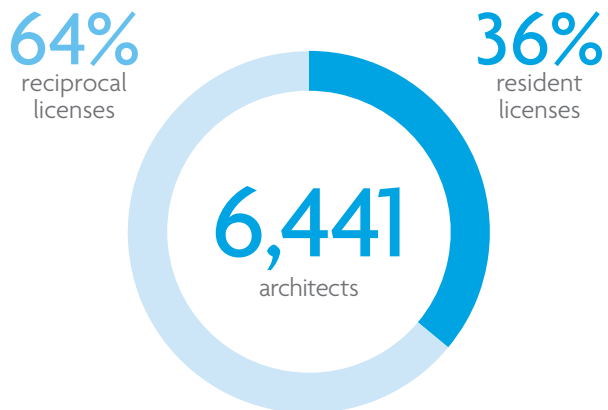
50

candidates finished the path to licensure



-4 compared to the national average

LICENSED ARCHITECTS



831

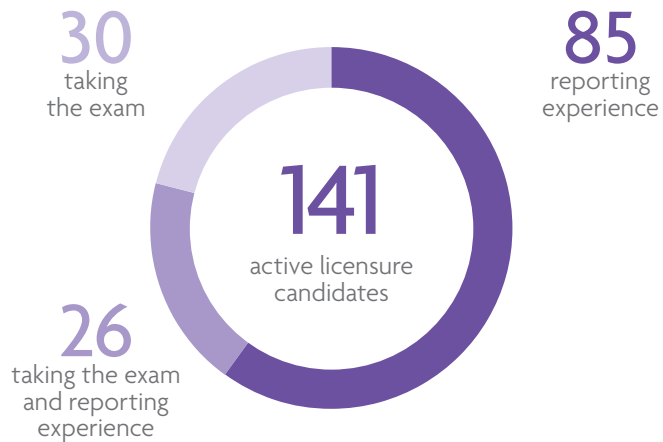
NCARB Certificate holders

Architects licensed in Arizona are most frequently also licensed in:

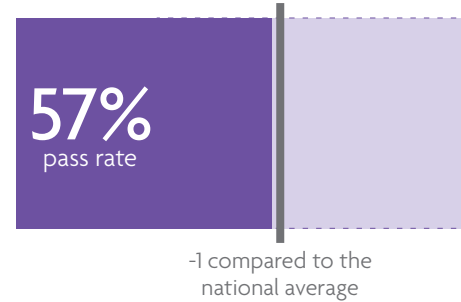
- Utah
- Texas
- New Mexico

Arkansas

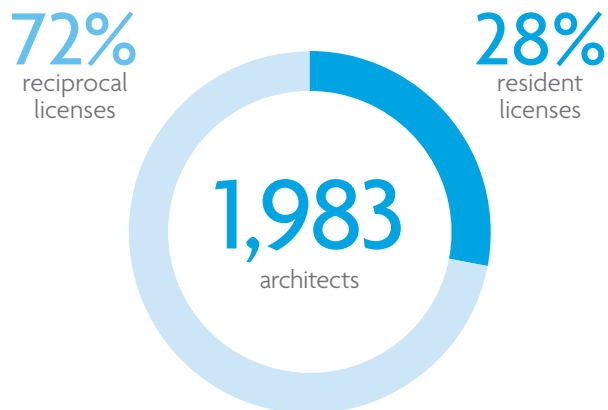
PATH TO LICENSURE



11
candidates finished the path to licensure



LICENSED ARCHITECTS



340
NCARB Certificate holders

Architects licensed in Arkansas are most frequently also licensed in:

- Oklahoma
- Texas
- Louisiana

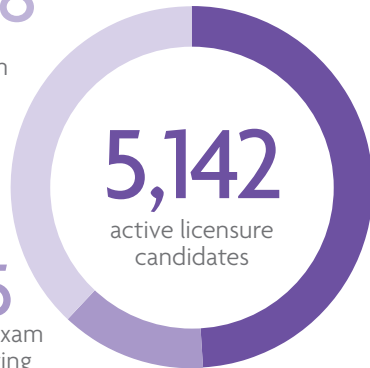
California

PATH TO LICENSURE

1,968
taking
the exam

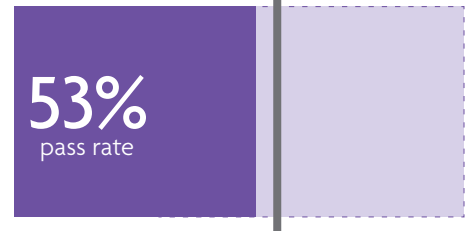
2,519
reporting
experience

655
taking the exam
and reporting
experience



526

candidates finished the path to licensure

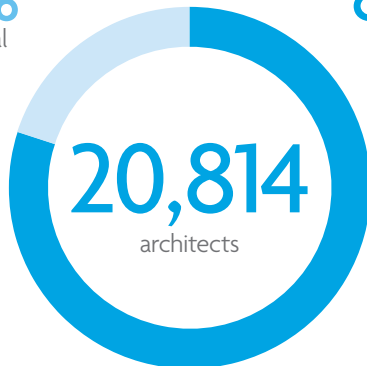


-5 compared to the
national average

LICENSED ARCHITECTS

20%
reciprocal
licenses

80%
resident
licenses



4,571

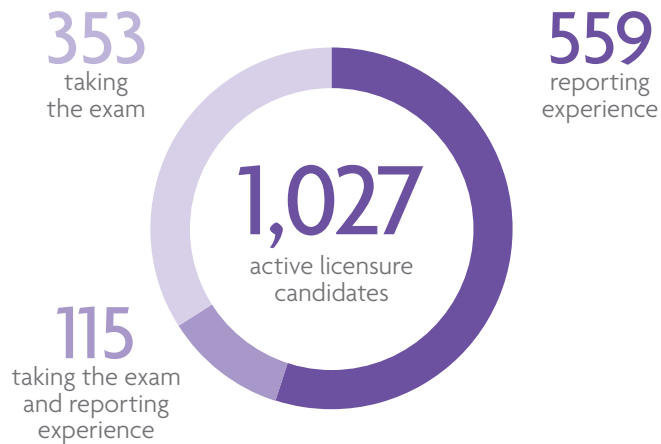
NCARB Certificate holders

Architects licensed in California are most frequently also licensed in:

- New York
- Arizona
- Utah

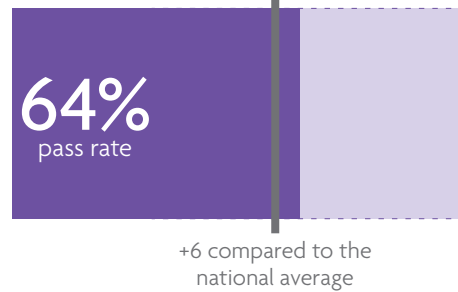
Colorado

PATH TO LICENSURE

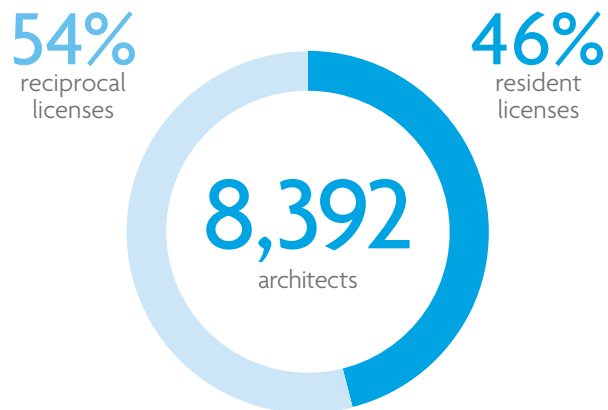


122

candidates finished the path to licensure



LICENSED ARCHITECTS



1,619

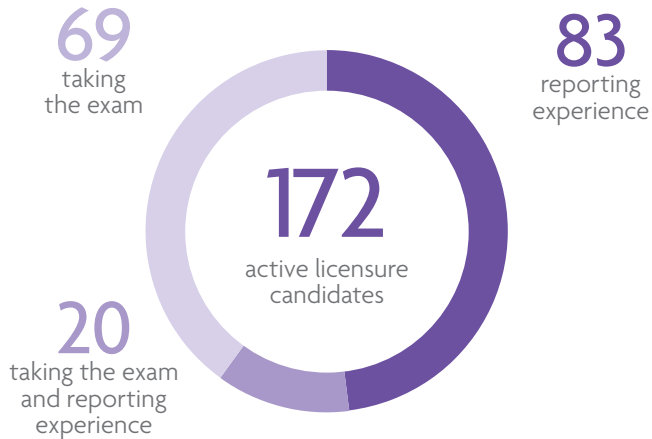
NCARB Certificate holders

Architects licensed in Colorado are most frequently also licensed in:

- Utah
- Texas
- Arizona

Connecticut

PATH TO LICENSURE



27

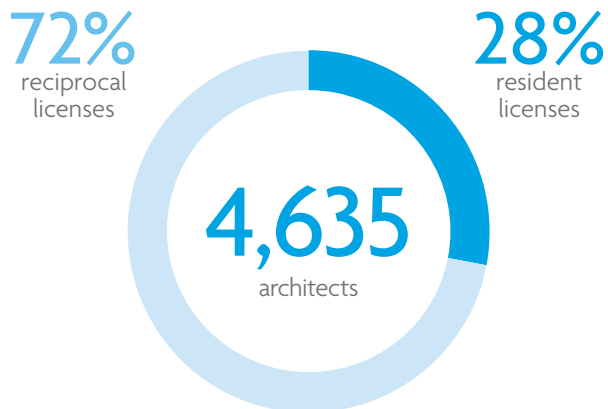
candidates finished the path to licensure

64%

pass rate

+6 compared to the national average

LICENSED ARCHITECTS



707

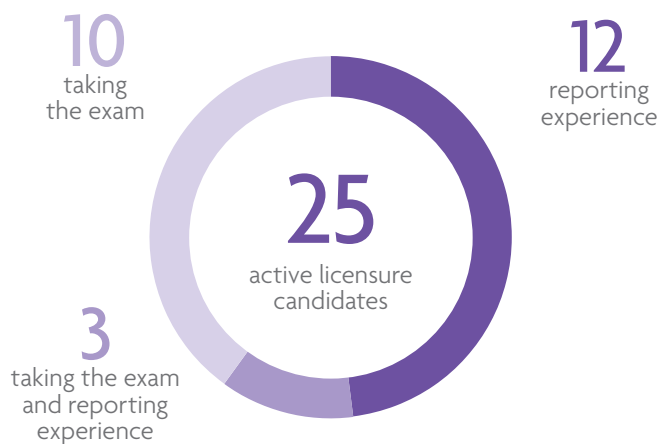
NCARB Certificate holders

Architects licensed in Connecticut are most frequently also licensed in:

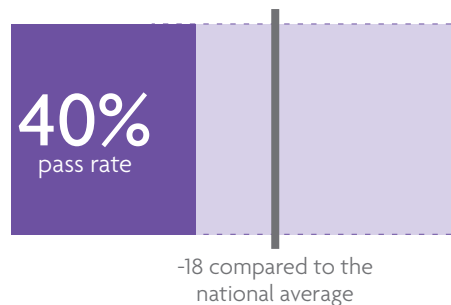
- New York
- Massachusetts
- Florida

Delaware

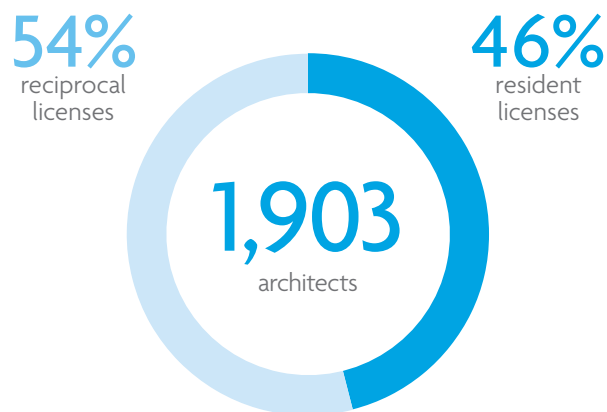
PATH TO LICENSURE



3 candidates finished the path to licensure



LICENSED ARCHITECTS



80 NCARB Certificate holders

Architects licensed in Delaware are most frequently also licensed in:

- Pennsylvania
- Maryland
- New Jersey

District of Columbia

PATH TO LICENSURE

218
taking
the exam

152
reporting
experience



77
taking the exam
and reporting
experience

79

candidates finished the path to licensure

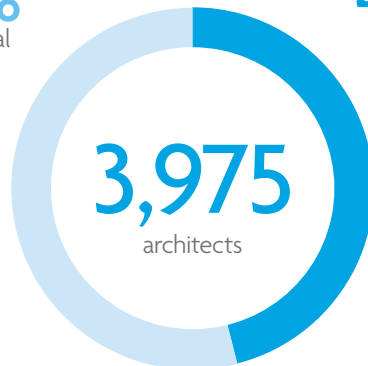
60%
pass rate

+2 compared to the
national average

LICENSED ARCHITECTS

54%
reciprocal
licenses

46%
resident
licenses



497

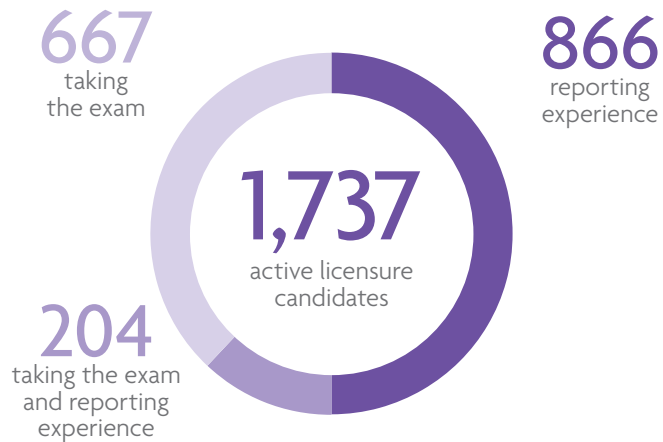
NCARB Certificate holders

Architects licensed in the District of Columbia are most frequently also licensed in:

- Maryland
- Virginia
- New York

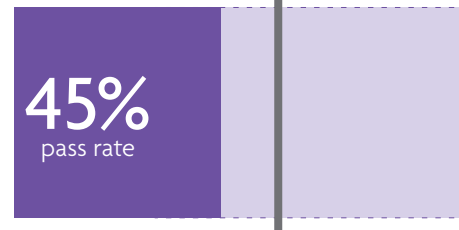
Florida

PATH TO LICENSURE

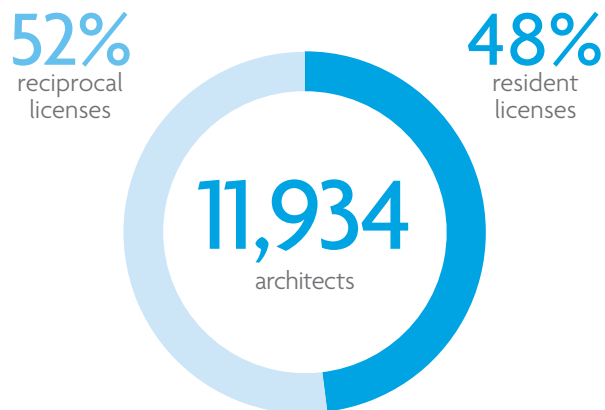


162

candidates finished the path to licensure



LICENSED ARCHITECTS



3,014

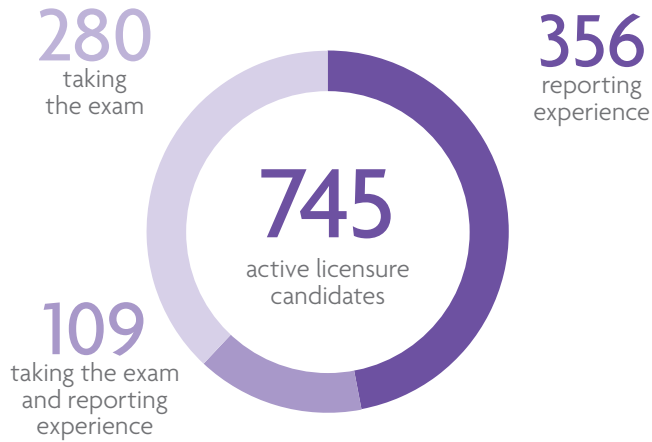
NCARB Certificate holders

Architects licensed in Florida are most frequently also licensed in:

- Georgia
- New York
- North Carolina

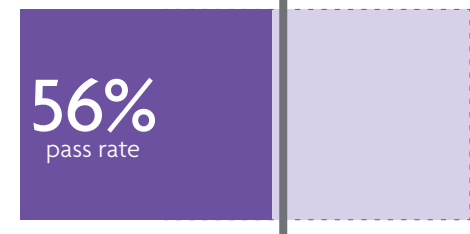
Georgia

PATH TO LICENSURE



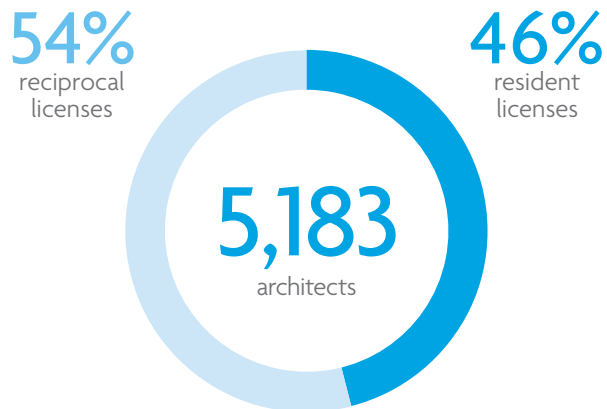
96

candidates finished the path to licensure



-2 compared to the national average

LICENSED ARCHITECTS



1,636

NCARB Certificate holders

Architects licensed in Georgia are most frequently also licensed in:

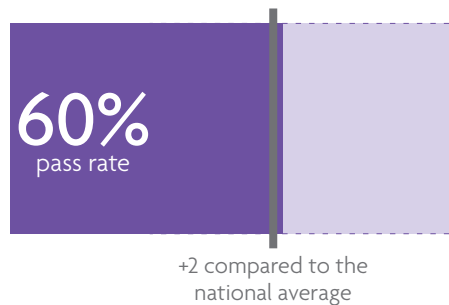
- Florida
- Alabama
- North Carolina

Guam

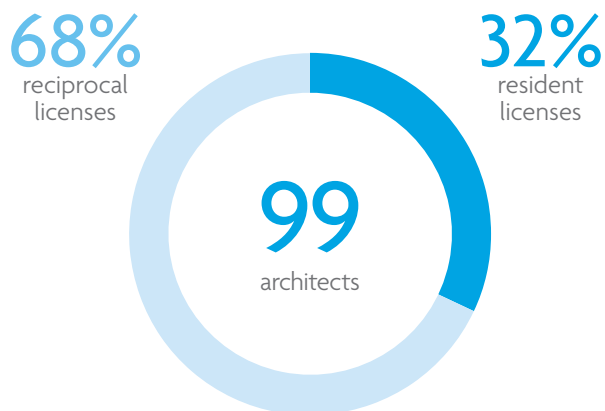
PATH TO LICENSURE



1 candidate finished the path to licensure



LICENSED ARCHITECTS



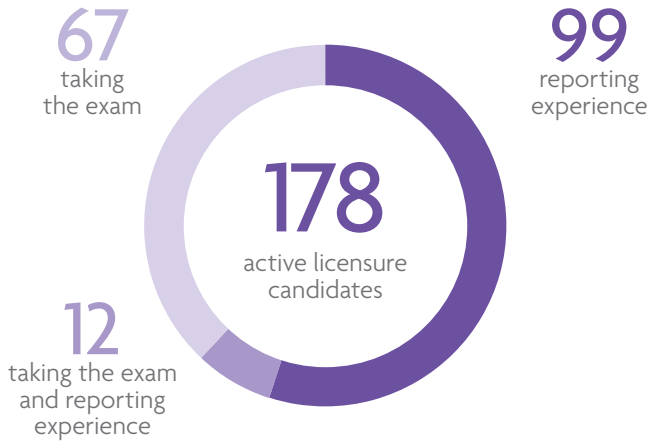
9 NCARB Certificate holders

Architects licensed in Guam are most frequently also licensed in:

- Hawaii
- Minnesota
- New York

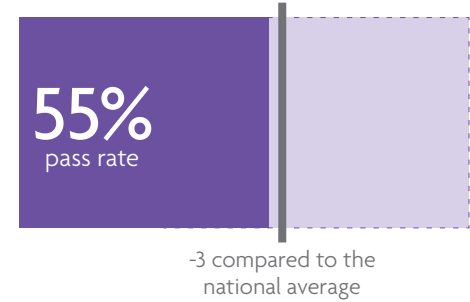
Hawaii

PATH TO LICENSURE

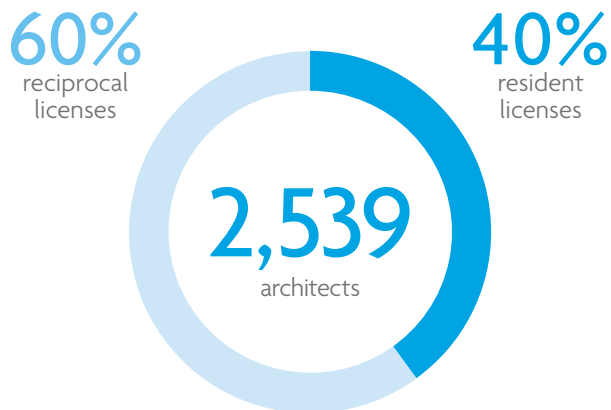


16

candidates finished the path to licensure



LICENSED ARCHITECTS



171

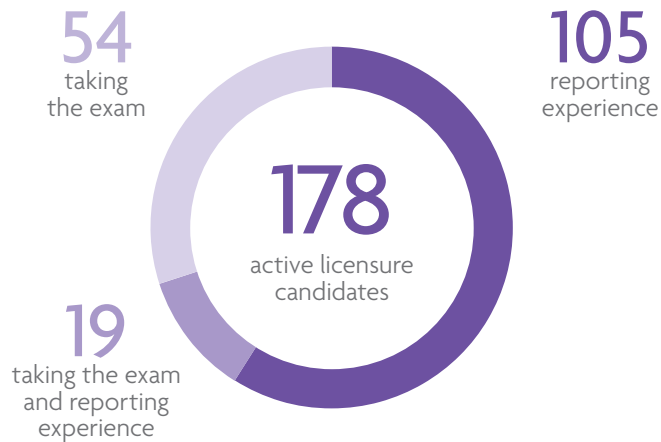
NCARB Certificate holders

Architects licensed in Hawaii are most frequently also licensed in:

- California
- Washington
- New York

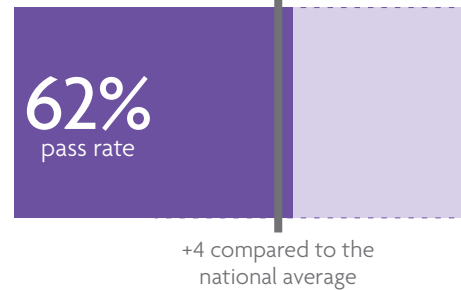
Idaho

PATH TO LICENSURE

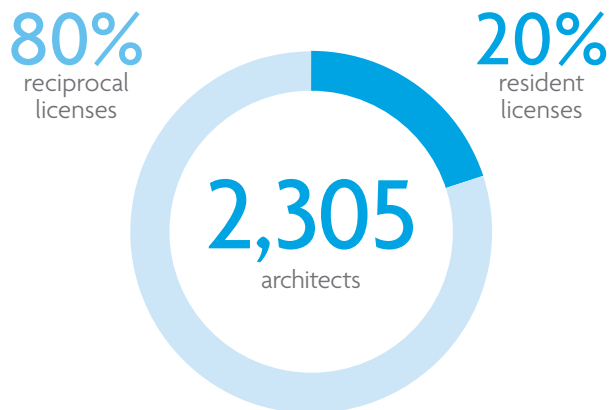


24

candidates finished the path to licensure



LICENSED ARCHITECTS



307

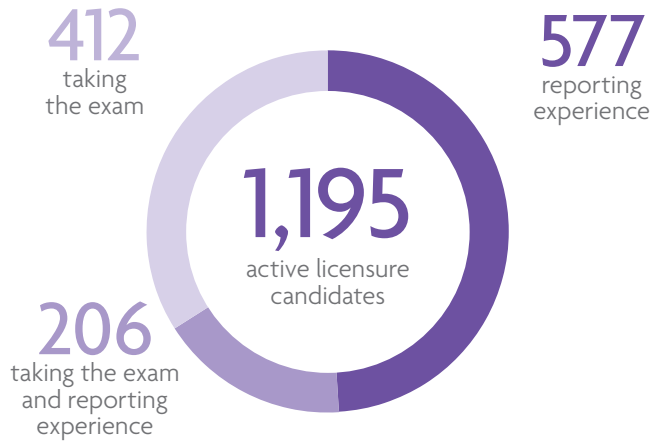
NCARB Certificate holders

Architects licensed in Idaho are most frequently also licensed in:

- Utah
- Washington
- Oregon

Illinois

PATH TO LICENSURE



161

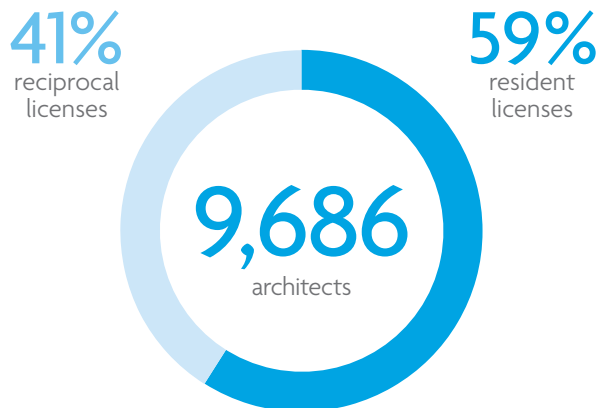
candidates finished the path to licensure

60%

pass rate

+2 compared to the national average

LICENSED ARCHITECTS



2,351

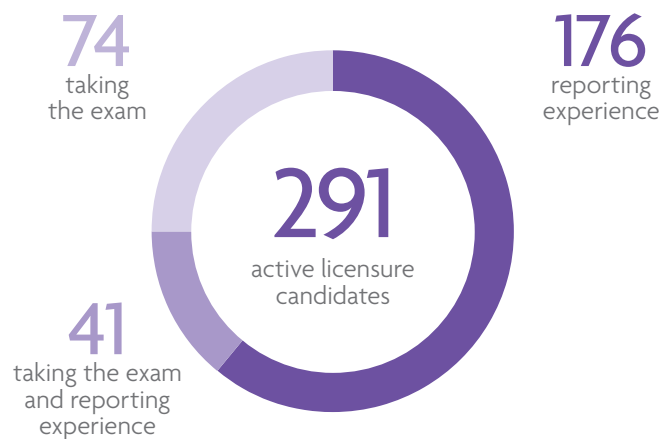
NCARB Certificate holders

Architects licensed in Illinois are most frequently also licensed in:

- Wisconsin
- Michigan
- Florida

Indiana

PATH TO LICENSURE



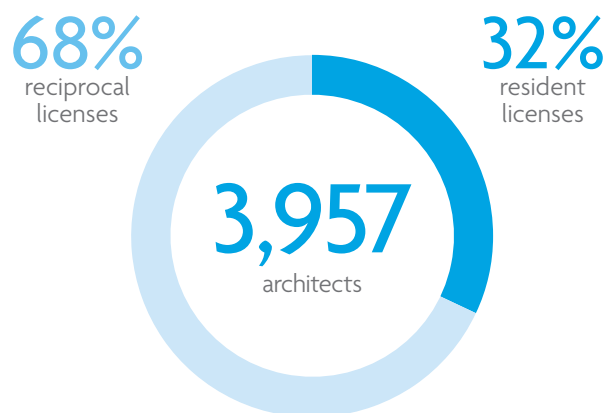
28

candidates finished the path to licensure



+8 compared to the national average

LICENSED ARCHITECTS



631

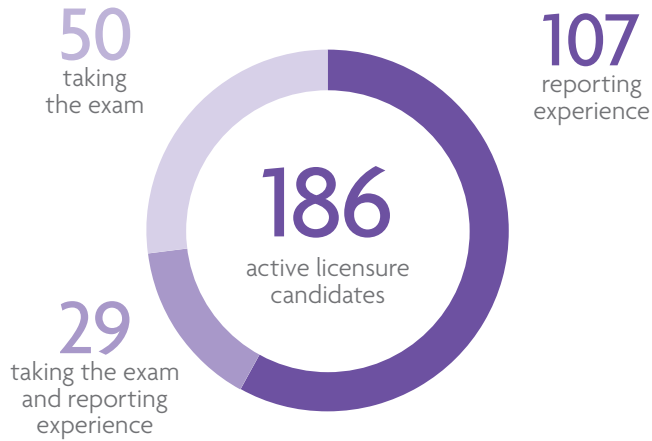
NCARB Certificate holders

Architects licensed in Indiana are most frequently also licensed in:

- Illinois
- Michigan
- Kentucky

Iowa

PATH TO LICENSURE



19

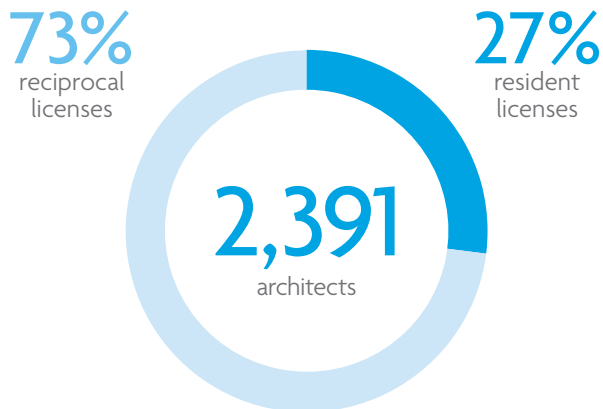
candidates finished the path to licensure

60%

pass rate

+2 compared to the national average

LICENSED ARCHITECTS



406

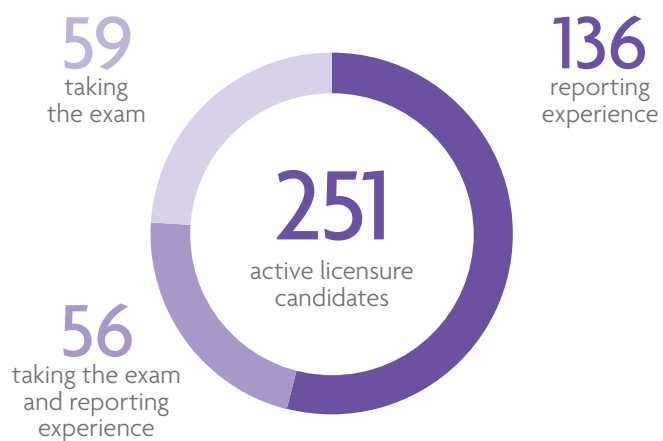
NCARB Certificate holders

Architects licensed in Iowa are most frequently also licensed in:

- Minnesota
- Illinois
- Wisconsin

Kansas

PATH TO LICENSURE



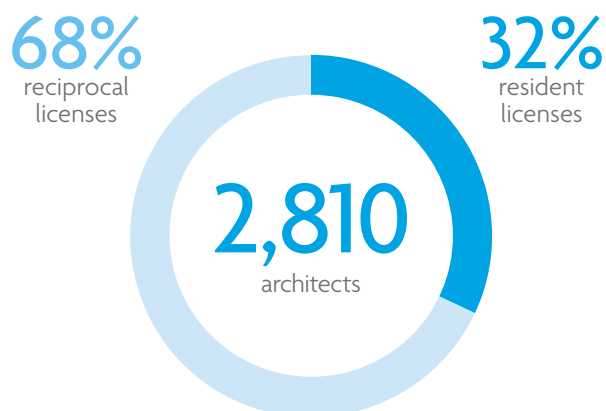
31

candidates finished the path to licensure



+3 compared to the national average

LICENSED ARCHITECTS



669

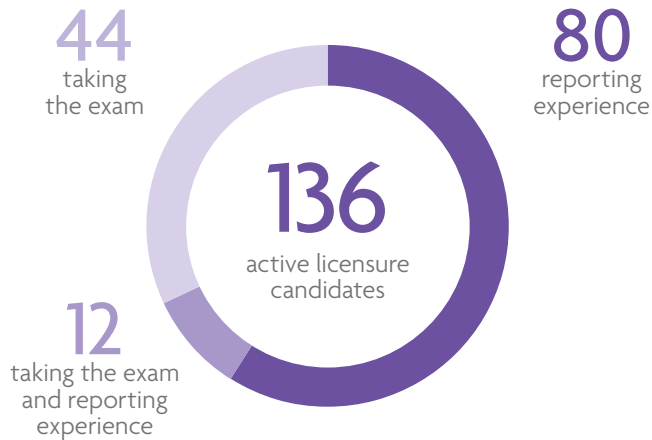
NCARB Certificate holders

Architects licensed in Kansas are most frequently also licensed in:

- Missouri
- Texas
- Colorado

Kentucky

PATH TO LICENSURE



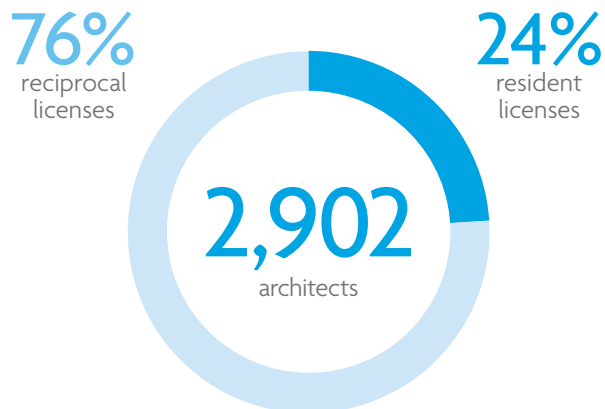
17

candidates finished the path to licensure



-9 compared to the national average

LICENSED ARCHITECTS



423

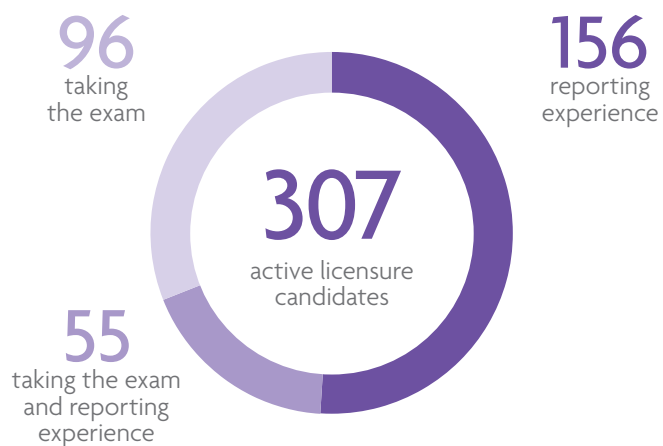
NCARB Certificate holders

Architects licensed in Kentucky are most frequently also licensed in:

- Tennessee
- Florida
- North Carolina

Louisiana

PATH TO LICENSURE



27

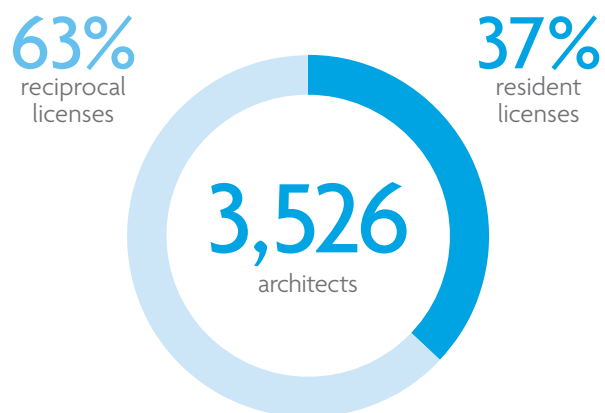
candidates finished the path to licensure

57%

pass rate

-1 compared to the national average

LICENSED ARCHITECTS



734

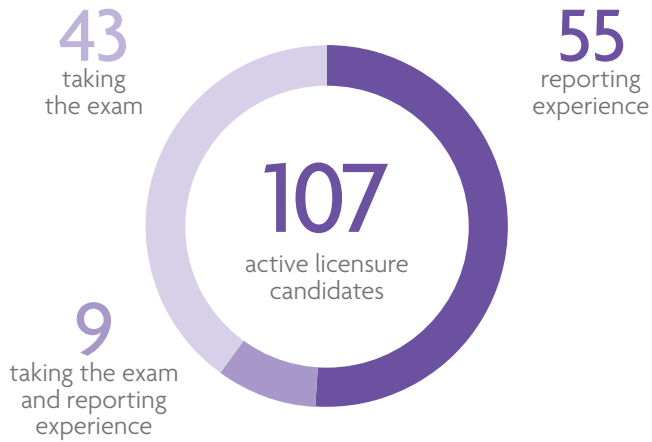
NCARB Certificate holders

Architects licensed in Louisiana are most frequently also licensed in:

- Texas
- Florida
- Alabama

Maine

PATH TO LICENSURE



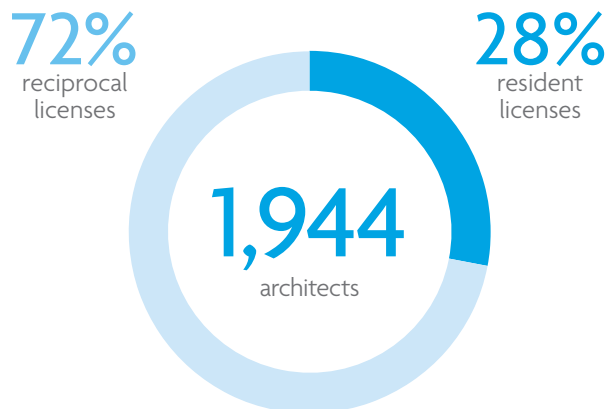
16

candidates finished the path to licensure



+9 compared to the national average

LICENSED ARCHITECTS



261

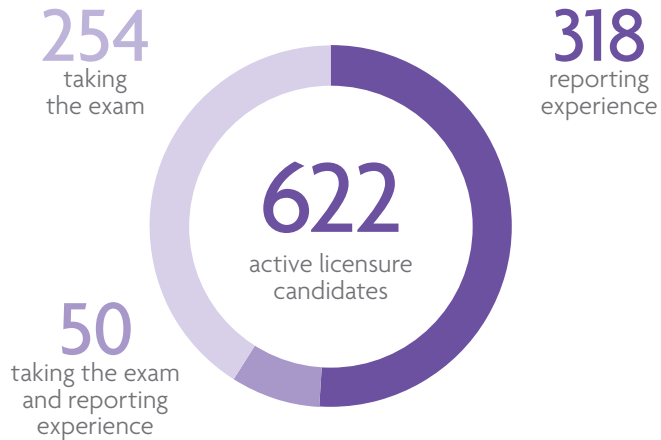
NCARB Certificate holders

Architects licensed in Maine are most frequently also licensed in:

- New Hampshire
- Massachusetts
- New York

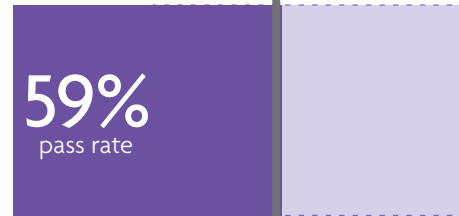
Maryland

PATH TO LICENSURE



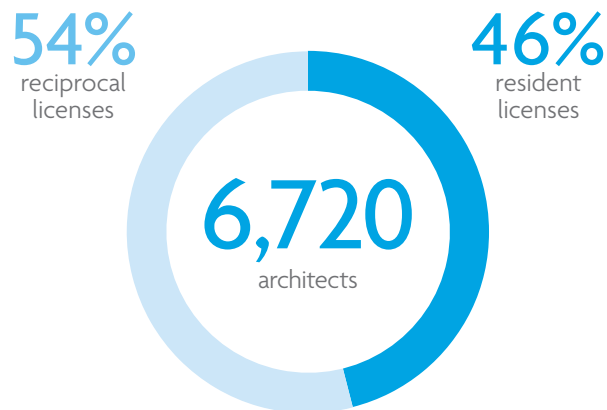
69

candidates finished the path to licensure



+1 compared to the national average

LICENSED ARCHITECTS



1,245

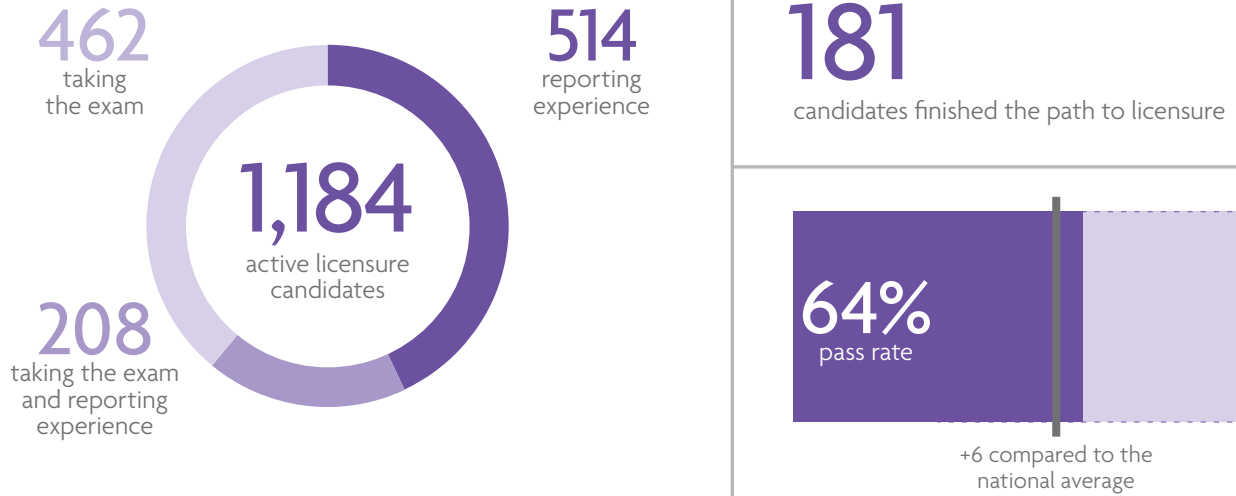
NCARB Certificate holders

Architects licensed in Maryland are most frequently also licensed in:

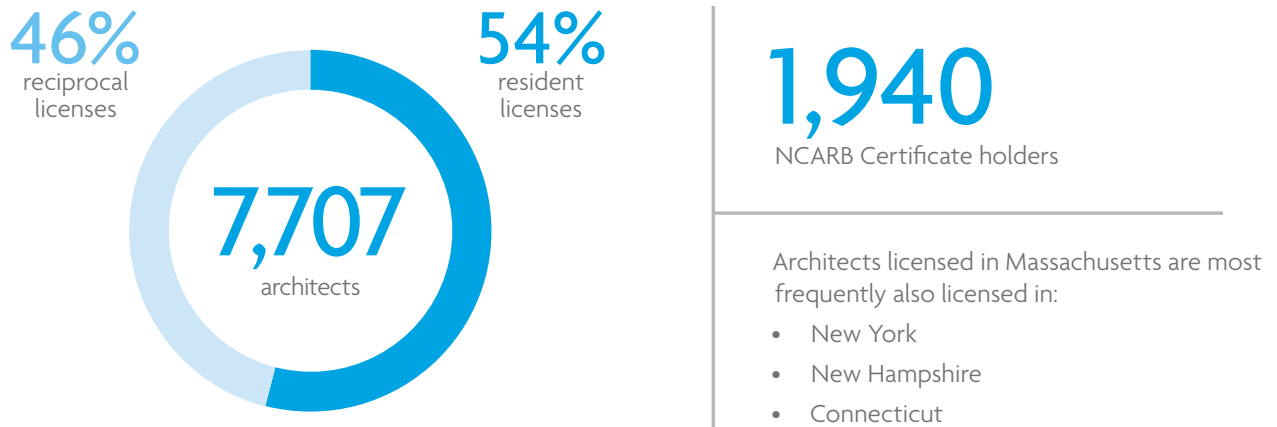
- District of Columbia
- Virginia
- Pennsylvania

Massachusetts

PATH TO LICENSURE

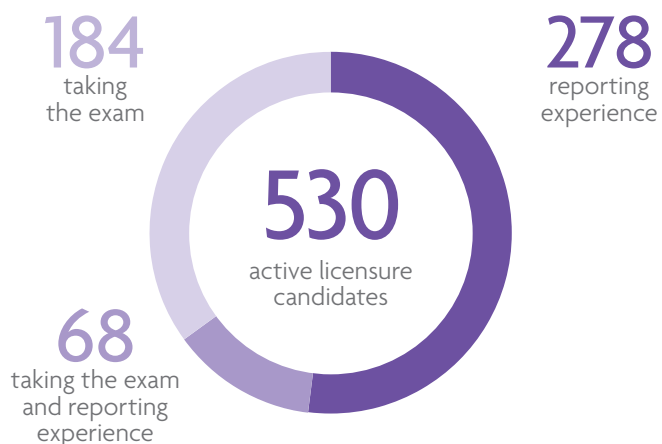


LICENSED ARCHITECTS



Michigan

PATH TO LICENSURE



51

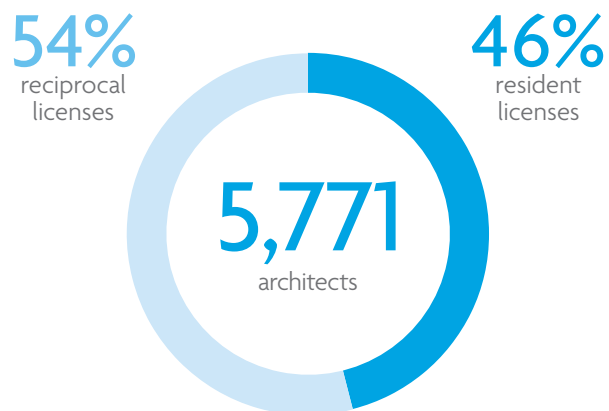
candidates finished the path to licensure

57%

pass rate

-1 compared to the national average

LICENSED ARCHITECTS



1,126

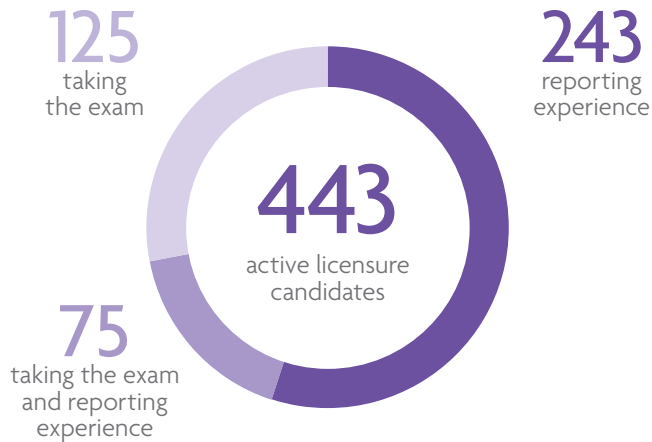
NCARB Certificate holders

Architects licensed in Michigan are most frequently also licensed in:

- Florida
- Illinois
- New York

Minnesota

PATH TO LICENSURE



66

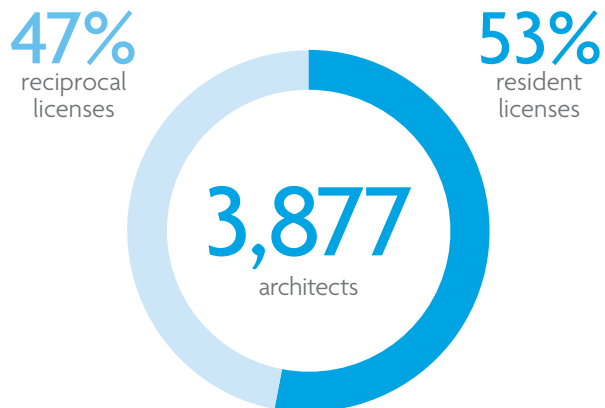
candidates finished the path to licensure

65%

pass rate

+7 compared to the national average

LICENSED ARCHITECTS



1,060

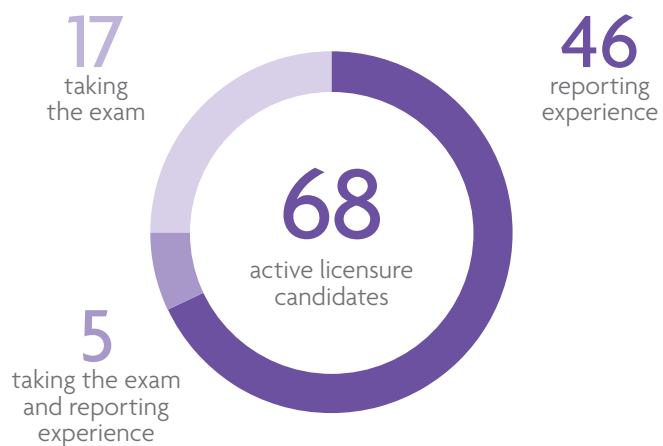
NCARB Certificate holders

Architects licensed in Minnesota are most frequently also licensed in:

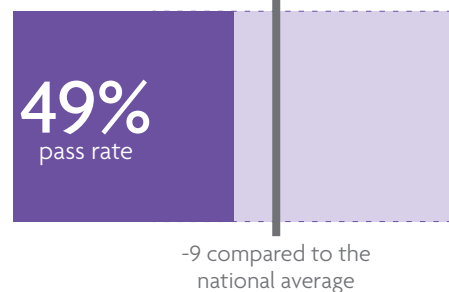
- Wisconsin
- North Dakota
- Iowa

Mississippi

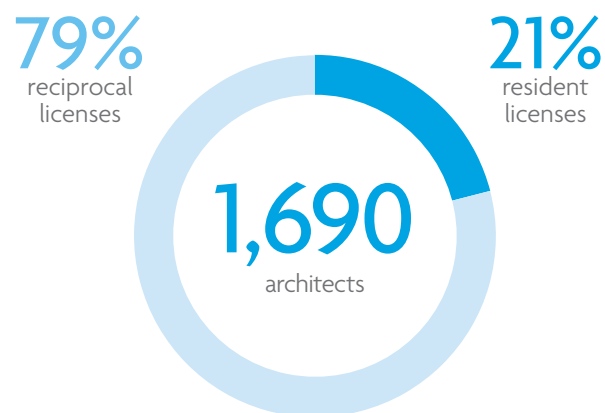
PATH TO LICENSURE



4 candidates finished the path to licensure



LICENSED ARCHITECTS



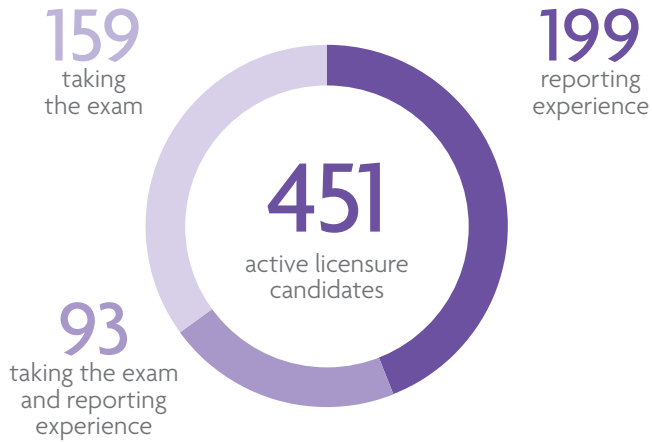
255 NCARB Certificate holders

Architects licensed in Mississippi are most frequently also licensed in:

- Alabama
- Louisiana
- Florida

Missouri

PATH TO LICENSURE



62

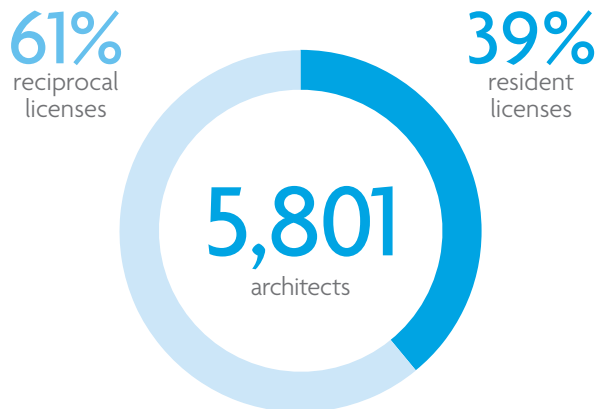
candidates finished the path to licensure

63%

pass rate

+5 compared to the national average

LICENSED ARCHITECTS



1,129

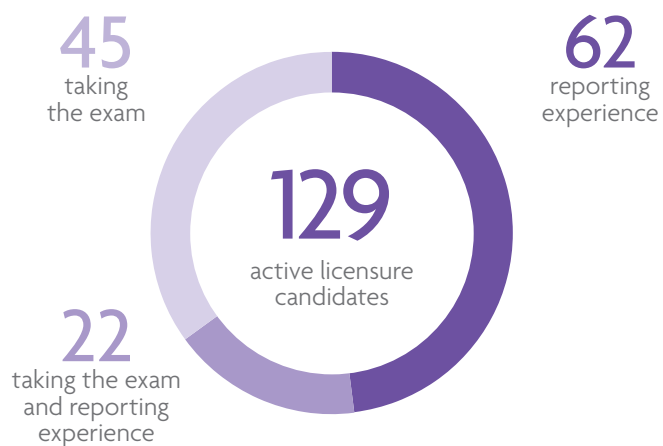
NCARB Certificate holders

Architects licensed in Missouri are most frequently also licensed in:

- Kansas
- Illinois
- Florida

Montana

PATH TO LICENSURE



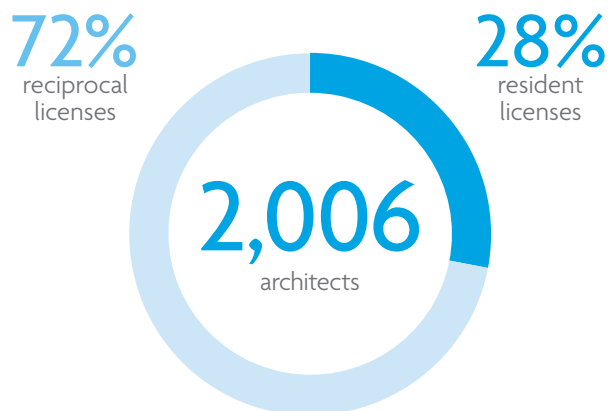
28

candidates finished the path to licensure



+13 compared to the national average

LICENSED ARCHITECTS



340

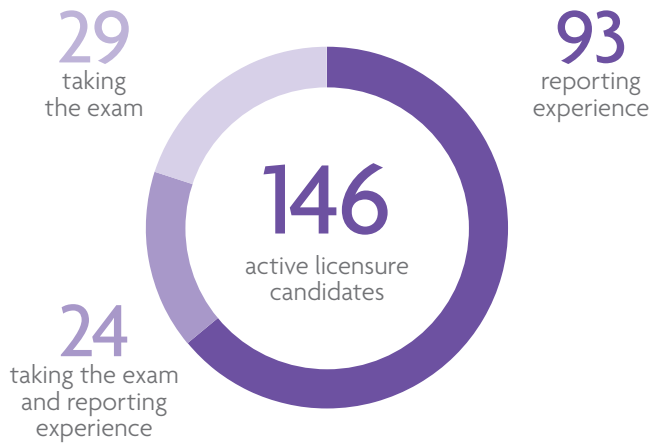
NCARB Certificate holders

Architects licensed in Montana are most frequently also licensed in:

- North Dakota
- Wyoming
- Idaho

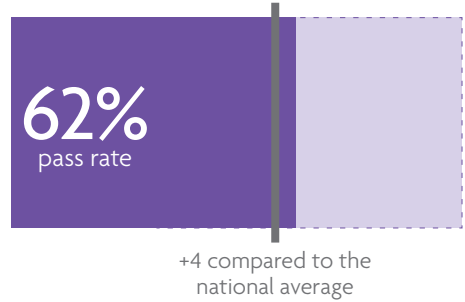
Nebraska

PATH TO LICENSURE

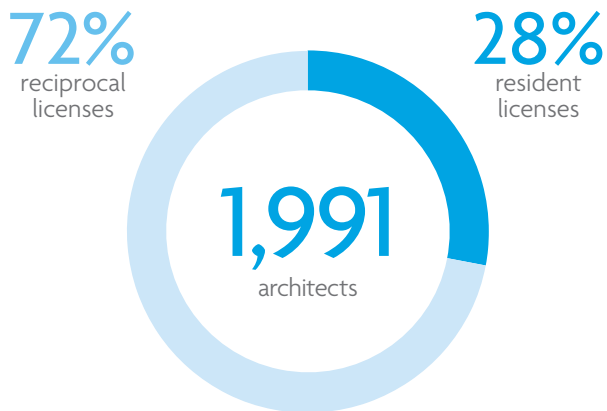


10

candidates finished the path to licensure



LICENSED ARCHITECTS



297

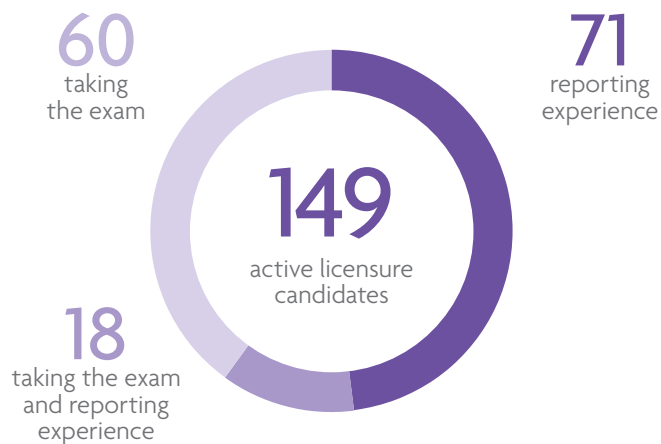
NCARB Certificate holders

Architects licensed in Nebraska are most frequently also licensed in:

- Iowa
- Kansas
- South Dakota

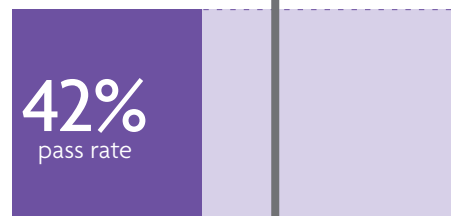
Nevada

PATH TO LICENSURE



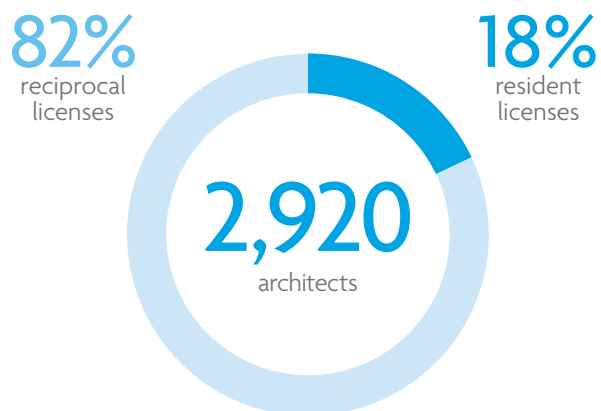
16

candidates finished the path to licensure



-16 compared to the national average

LICENSED ARCHITECTS



426

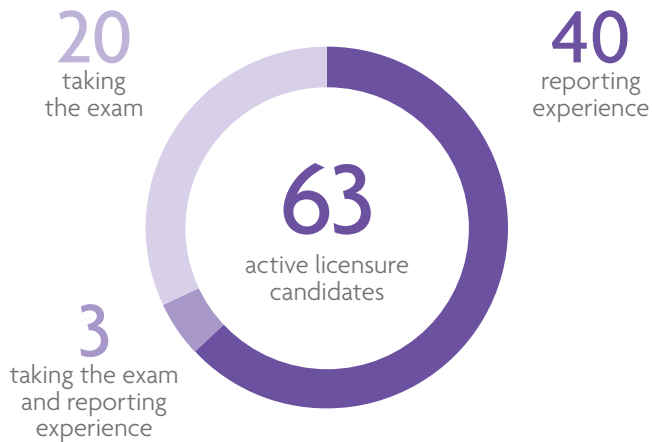
NCARB Certificate holders

Architects licensed in Nevada are most frequently also licensed in:

- Arizona
- California
- Utah

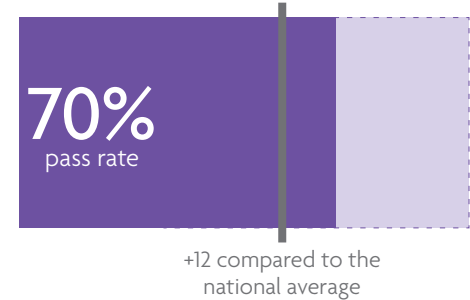
New Hampshire

PATH TO LICENSURE

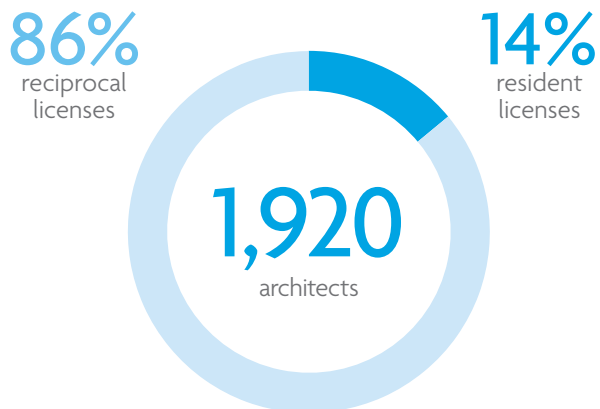


4

candidates finished the path to licensure



LICENSED ARCHITECTS



210

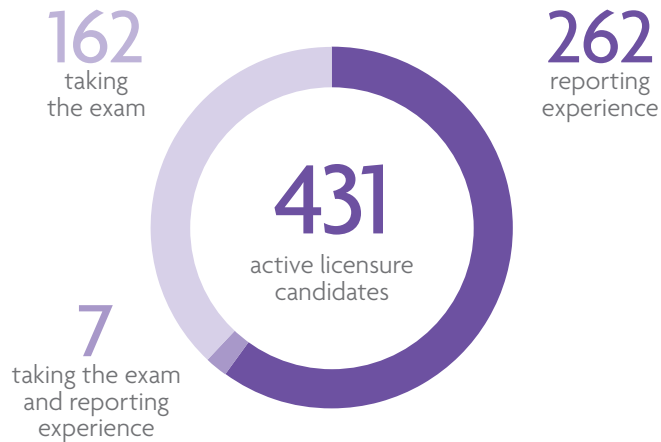
NCARB Certificate holders

Architects licensed in New Hampshire are most frequently also licensed in:

- Massachusetts
- Maine
- New York

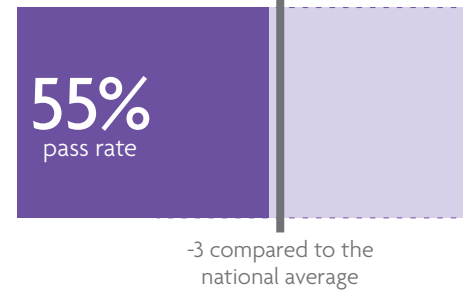
New Jersey

PATH TO LICENSURE

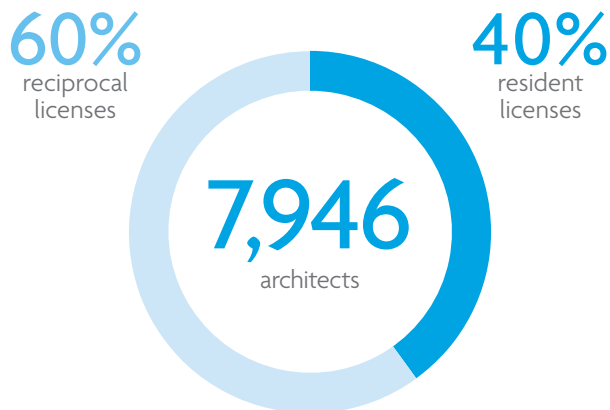


43

candidates finished the path to licensure



LICENSED ARCHITECTS



1,688

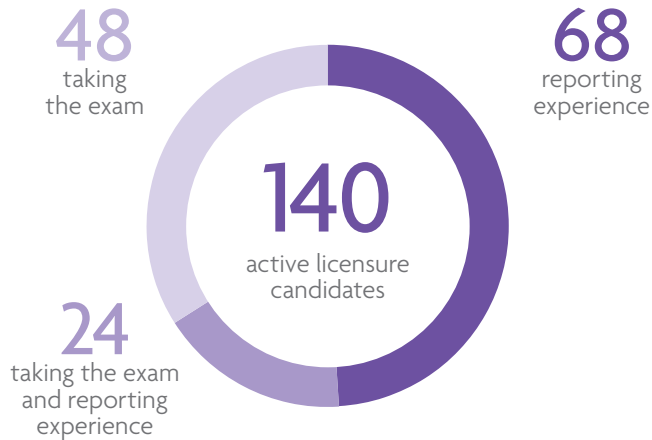
NCARB Certificate holders

Architects licensed in New Jersey are most frequently also licensed in:

- New York
- Pennsylvania
- Florida

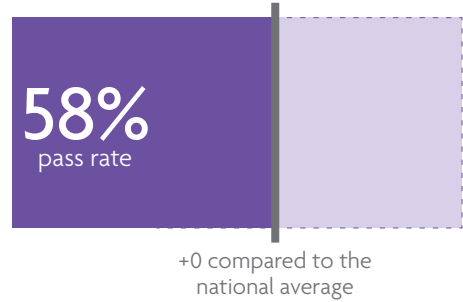
New Mexico

PATH TO LICENSURE

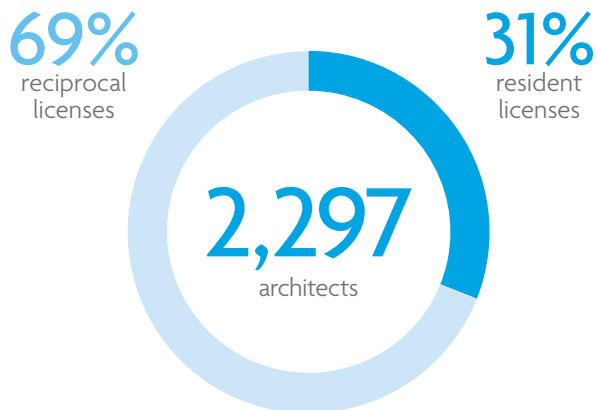


11

candidates finished the path to licensure



LICENSED ARCHITECTS



342

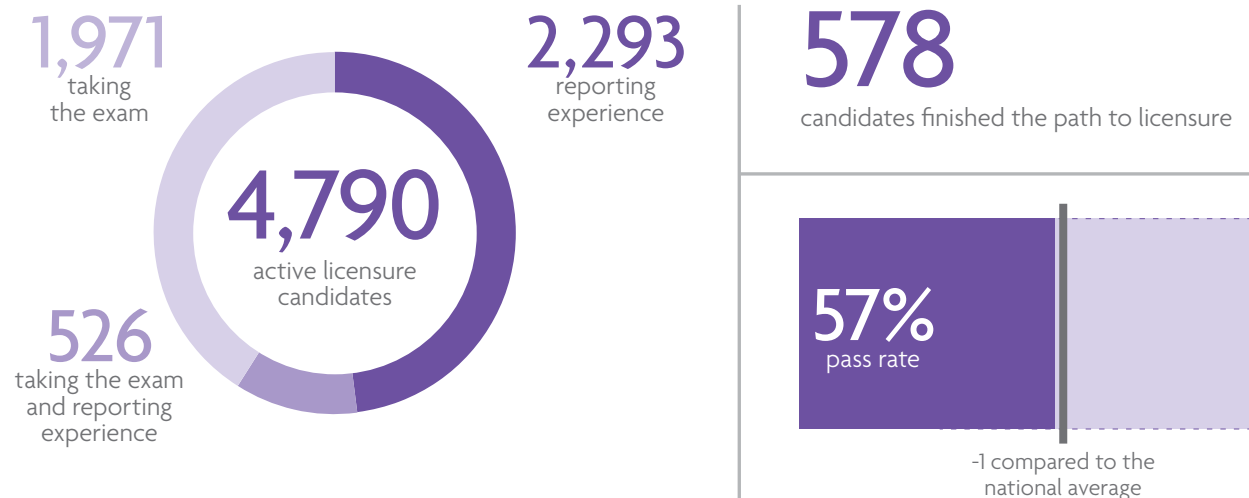
NCARB Certificate holders

Architects licensed in New Mexico are most frequently also licensed in:

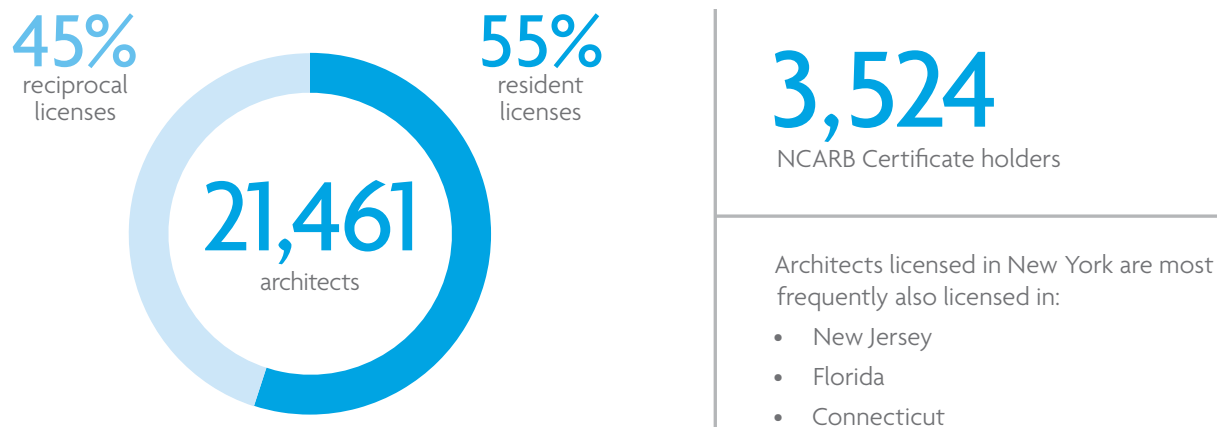
- Arizona
- Texas
- Colorado

New York

PATH TO LICENSURE

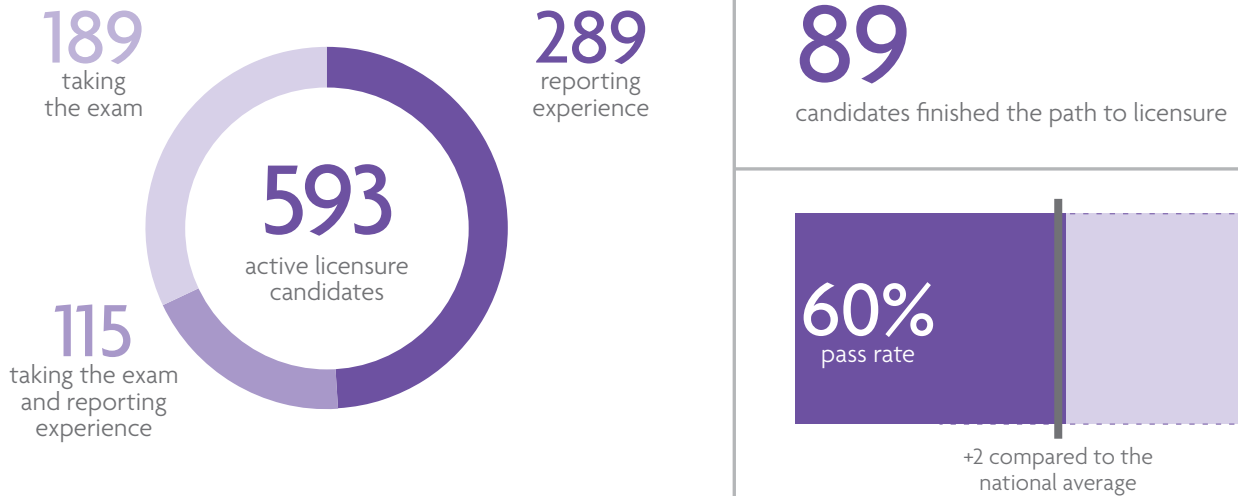


LICENSED ARCHITECTS

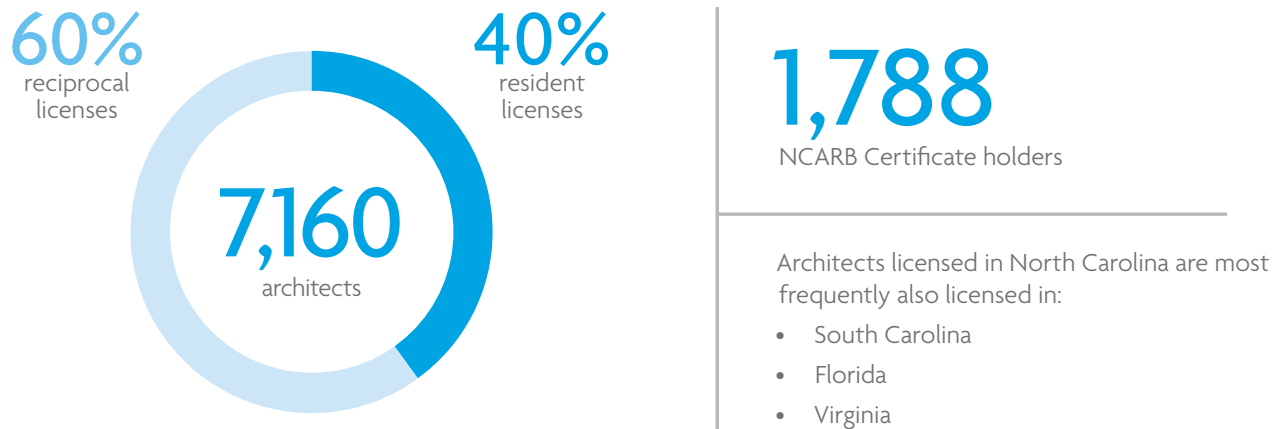


North Carolina

PATH TO LICENSURE

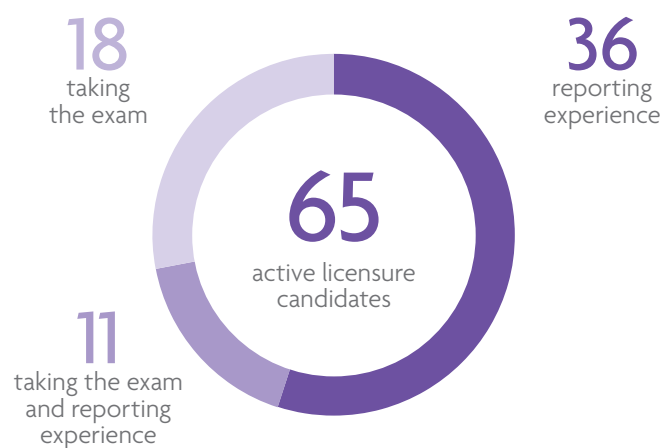


LICENSED ARCHITECTS

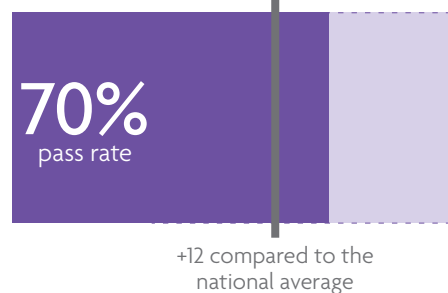


North Dakota

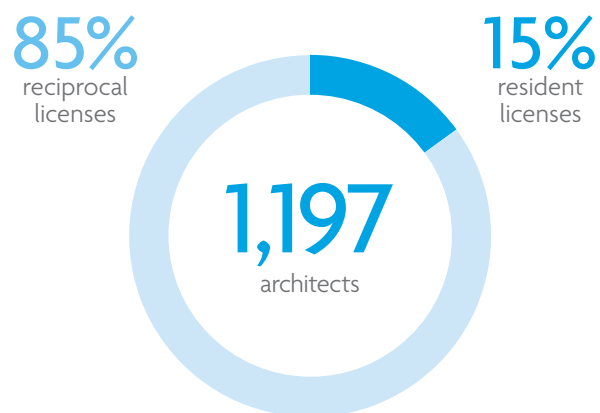
PATH TO LICENSURE



7
candidates finished the path to licensure



LICENSED ARCHITECTS



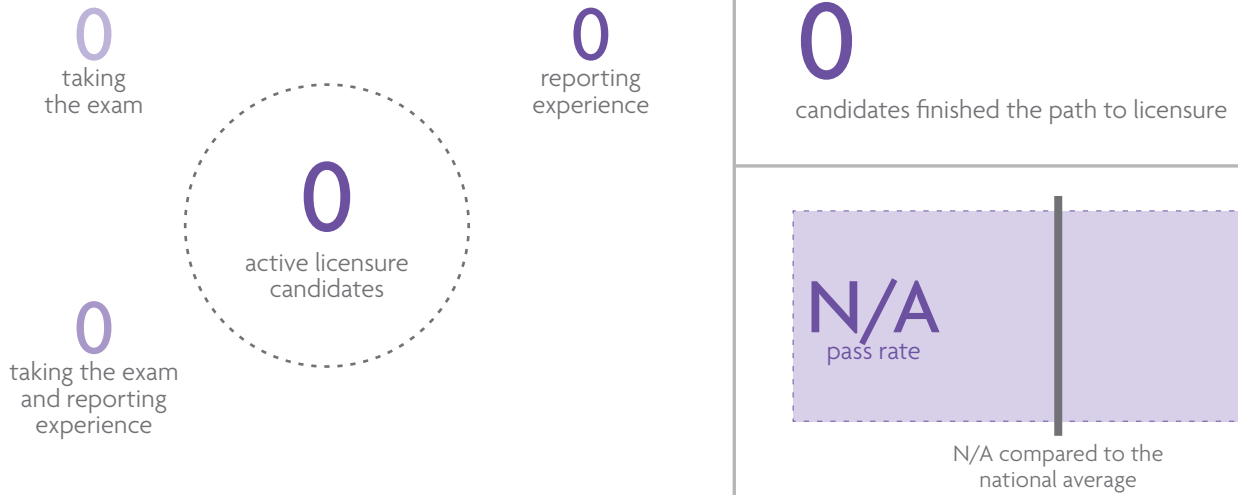
143
NCARB Certificate holders

Architects licensed in North Dakota are most frequently also licensed in:

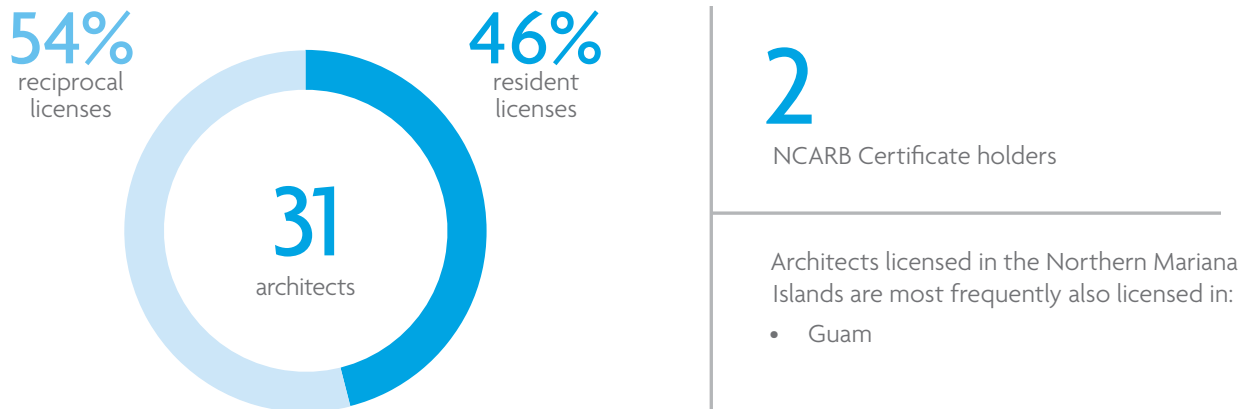
- Minnesota
- South Dakota
- Montana

Northern Mariana Islands

PATH TO LICENSURE

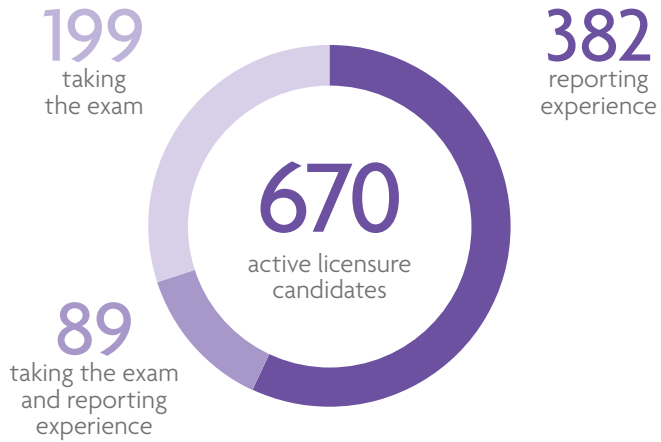


LICENSED ARCHITECTS



Ohio

PATH TO LICENSURE



72

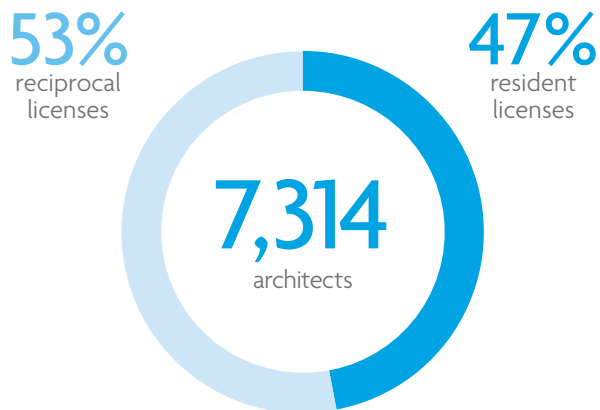
candidates finished the path to licensure

A horizontal bar chart showing a 69% pass rate. The bar is dark purple and extends to 69% of the total length. A vertical line is drawn at the 69% mark. The rest of the bar is light purple and dashed.

69%
pass rate

+11 compared to the national average

LICENSED ARCHITECTS



1,601

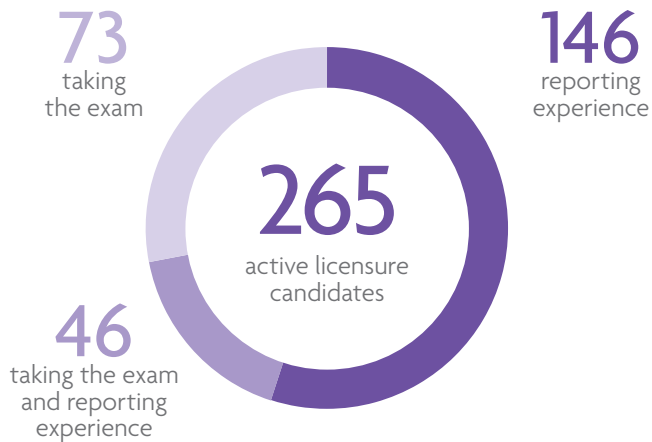
NCARB Certificate holders

Architects licensed in Ohio are most frequently also licensed in:

- Michigan
- Kentucky
- Florida

Oklahoma

PATH TO LICENSURE



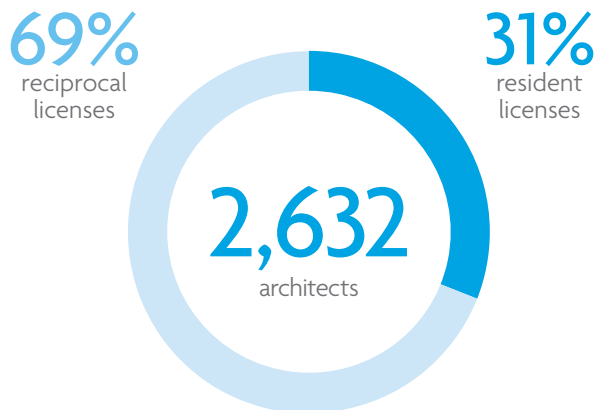
24

candidates finished the path to licensure



-1 compared to the national average

LICENSED ARCHITECTS



436

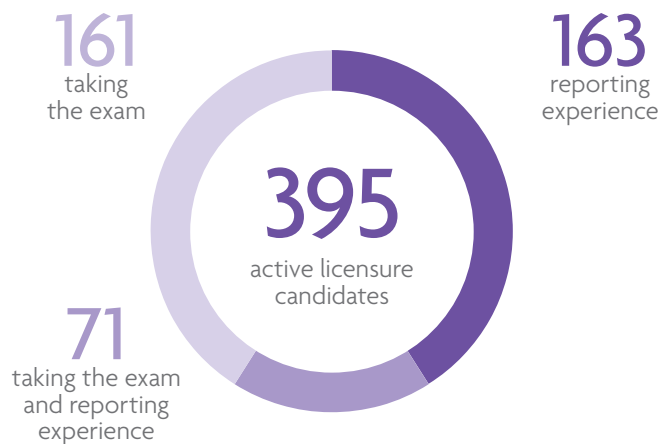
NCARB Certificate holders

Architects licensed in Oklahoma are most frequently also licensed in:

- Texas
- Kansas
- Florida

Oregon

PATH TO LICENSURE



79

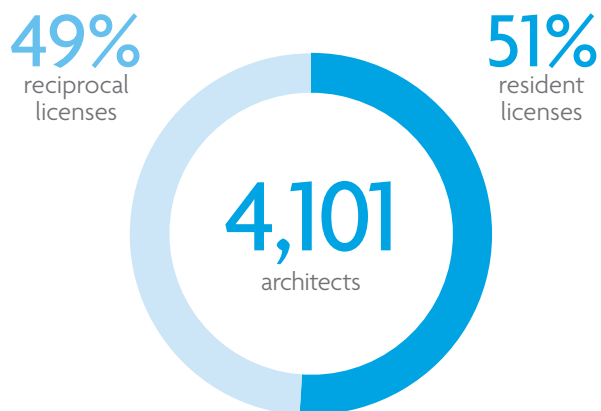
candidates finished the path to licensure

75%

pass rate

+17 compared to the national average

LICENSED ARCHITECTS



1,077

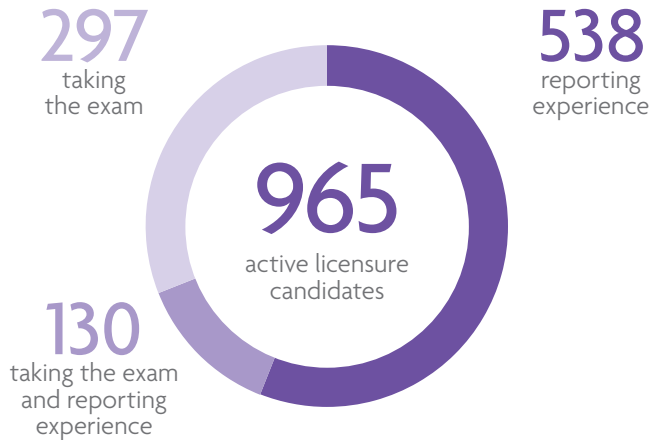
NCARB Certificate holders

Architects licensed in Oregon are most frequently also licensed in:

- Washington
- California
- Utah

Pennsylvania

PATH TO LICENSURE



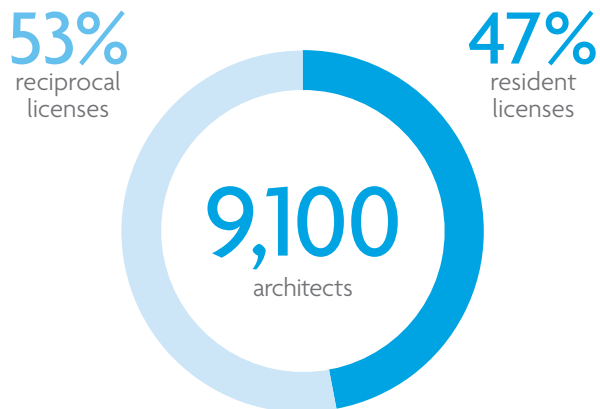
104

candidates finished the path to licensure



+10 compared to the national average

LICENSED ARCHITECTS



1,939

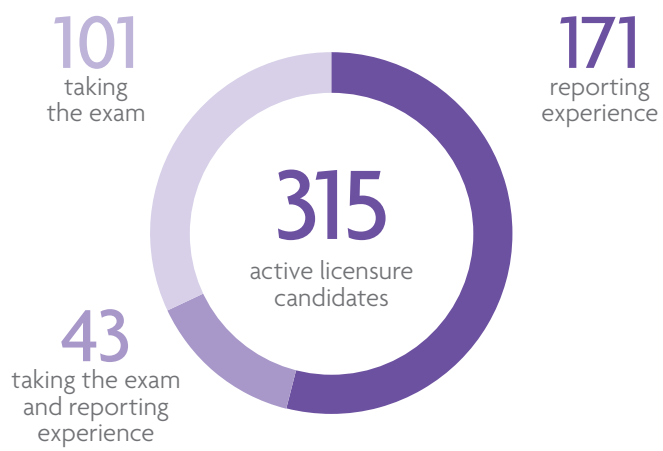
NCARB Certificate holders

Architects licensed in Pennsylvania are most frequently also licensed in:

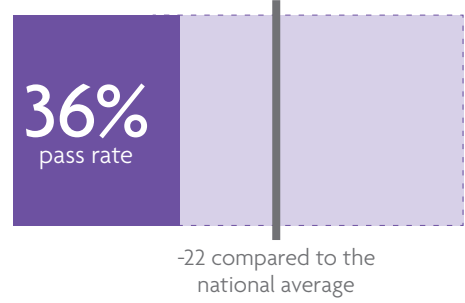
- New Jersey
- New York
- Maryland

Puerto Rico

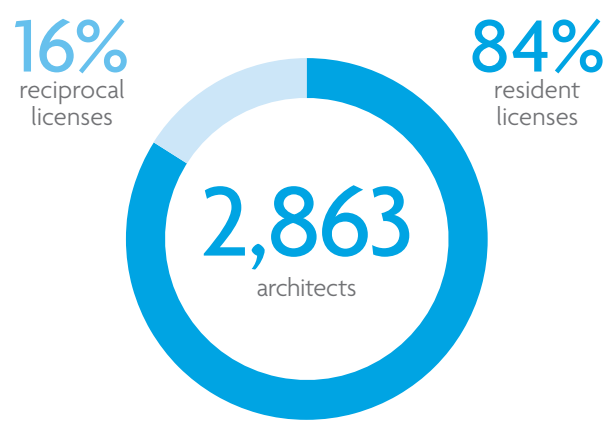
PATH TO LICENSURE



21
candidates finished the path to licensure



LICENSED ARCHITECTS



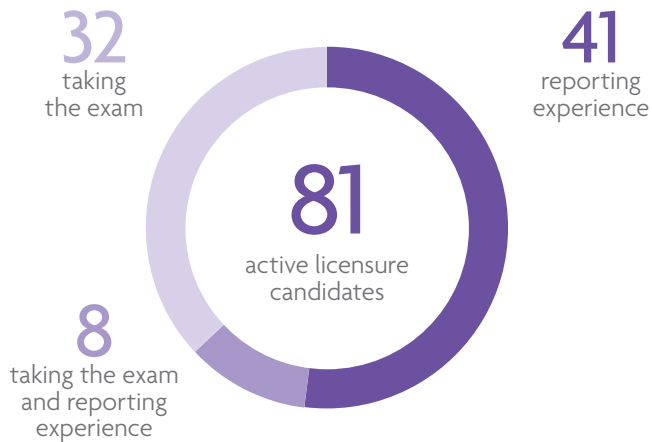
102
NCARB Certificate holders

Architects licensed in Puerto Rico are most frequently also licensed in:

- Florida
- Maryland
- New York

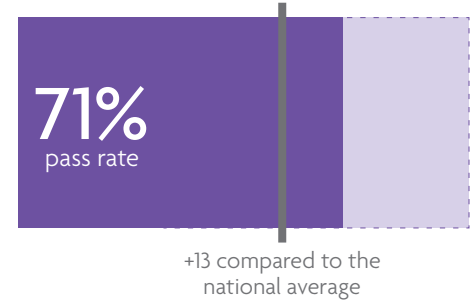
Rhode Island

PATH TO LICENSURE

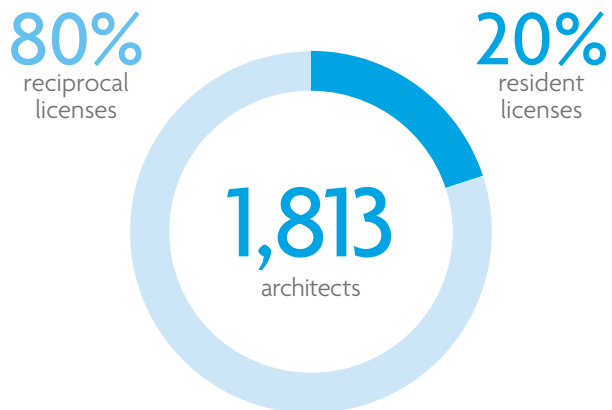


14

candidates finished the path to licensure



LICENSED ARCHITECTS



237

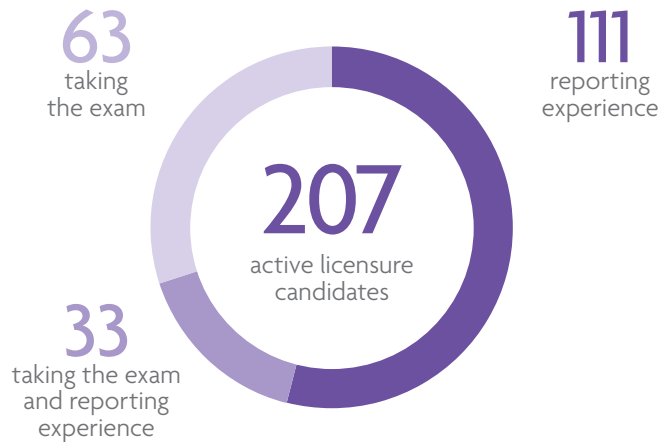
NCARB Certificate holders

Architects licensed in Rhode Island are most frequently also licensed in:

- Massachusetts
- New York
- Connecticut

South Carolina

PATH TO LICENSURE



22

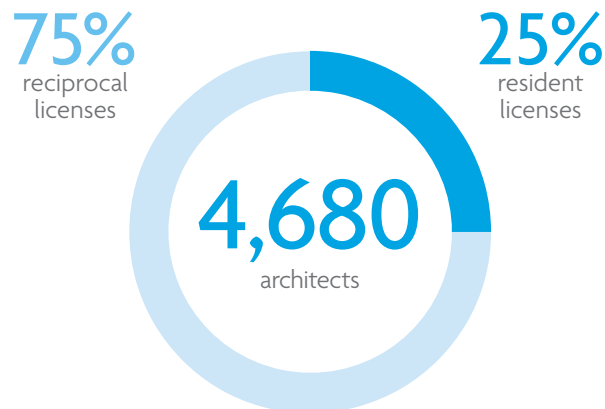
candidates finished the path to licensure

56%

pass rate

-2 compared to the national average

LICENSED ARCHITECTS



780

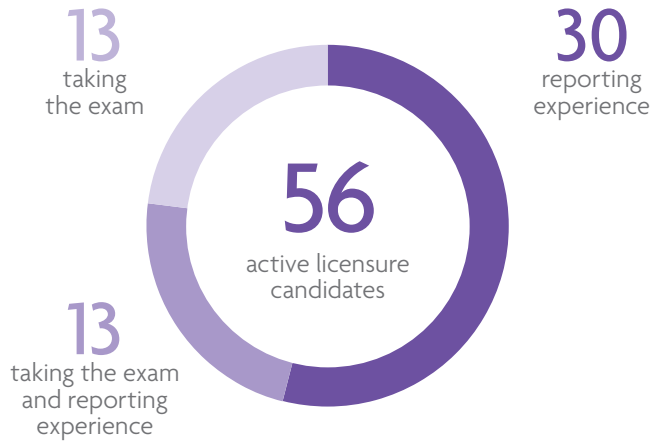
NCARB Certificate holders

Architects licensed in South Carolina are most frequently also licensed in:

- North Carolina
- Georgia
- Florida

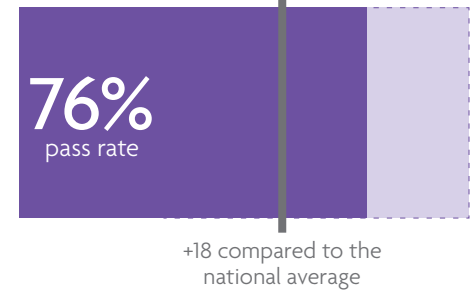
South Dakota

PATH TO LICENSURE

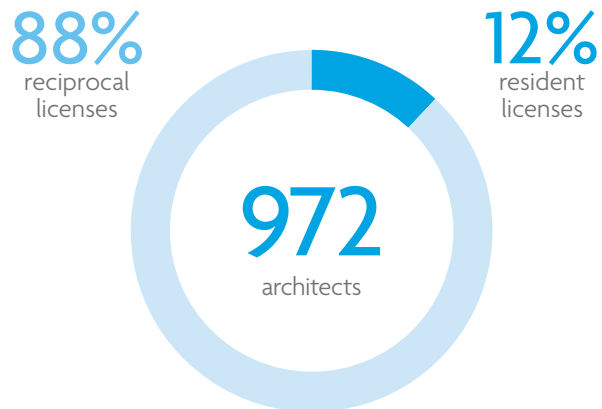


11

candidates finished the path to licensure



LICENSED ARCHITECTS



88

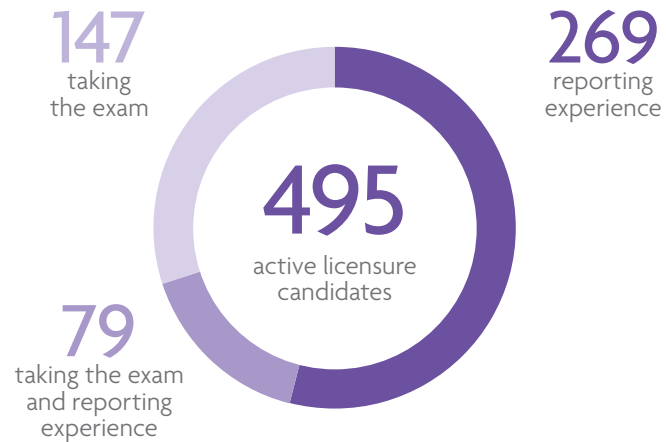
NCARB Certificate holders

Architects licensed in South Dakota are most frequently also licensed in:

- Minnesota
- Iowa
- North Dakota

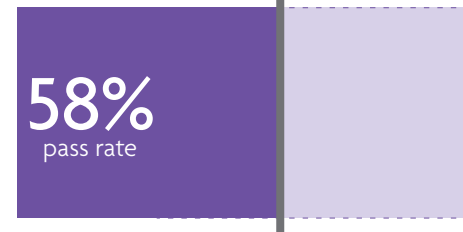
Tennessee

PATH TO LICENSURE



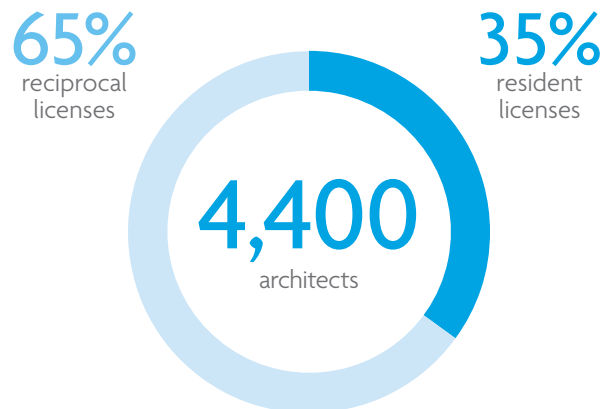
42

candidates finished the path to licensure



+0 compared to the national average

LICENSED ARCHITECTS



1,002

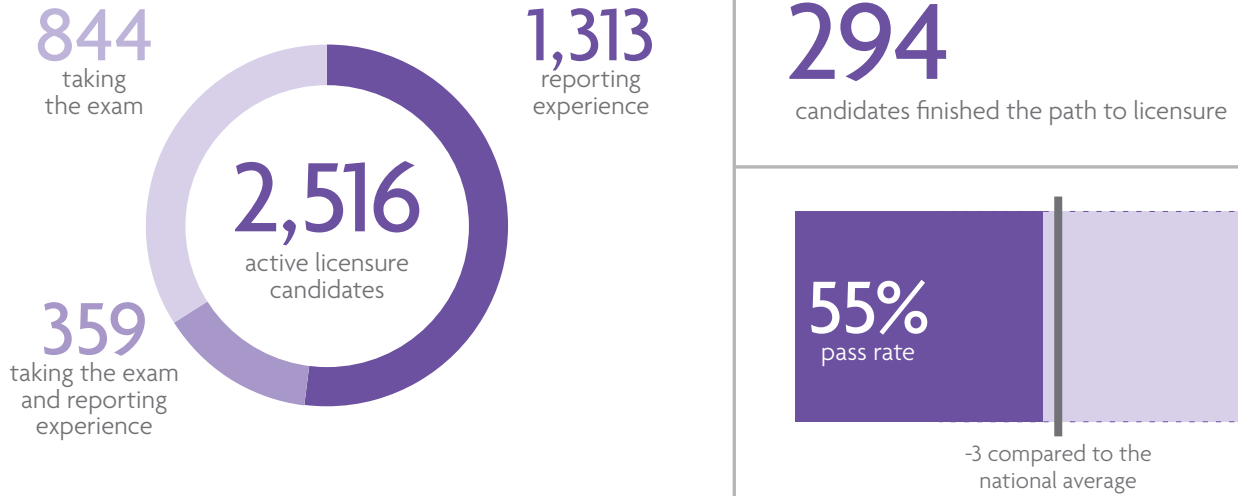
NCARB Certificate holders

Architects licensed in Tennessee are most frequently also licensed in:

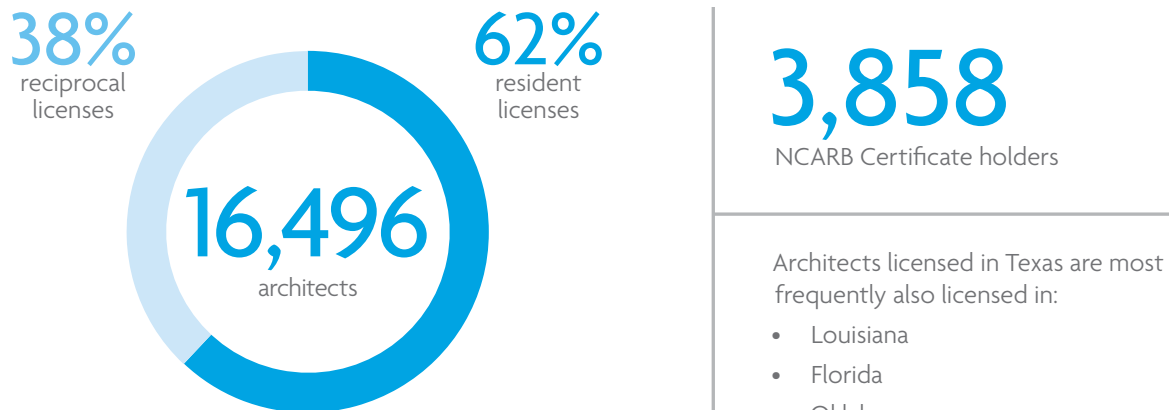
- Alabama
- Florida
- Georgia

Texas

PATH TO LICENSURE

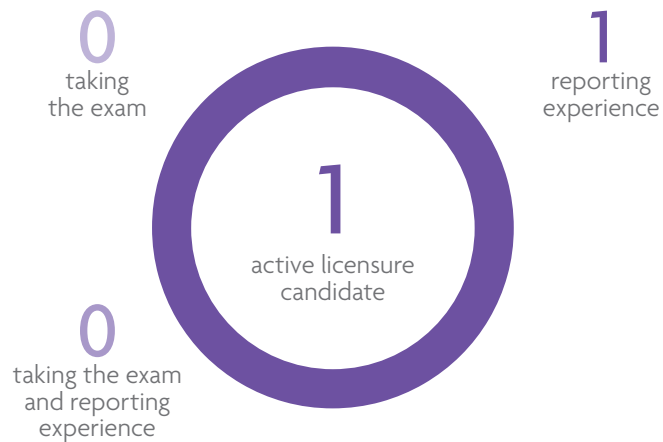


LICENSED ARCHITECTS



U.S. Virgin Islands

PATH TO LICENSURE



0

candidates finished the path to licensure

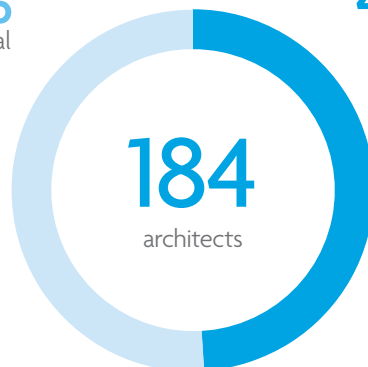
N/A
pass rate

N/A compared to the national average

LICENSED ARCHITECTS

51%
reciprocal
licenses

49%
resident
licenses



12

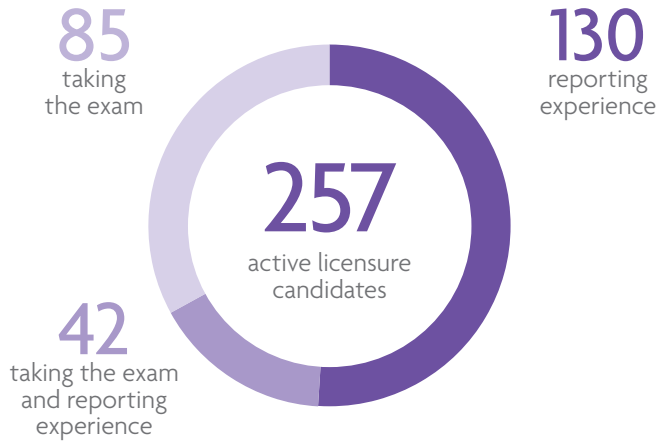
NCARB Certificate holders

Architects licensed in the U.S. Virgin Islands are most frequently also licensed in:

- District of Columbia
- Florida
- Louisiana

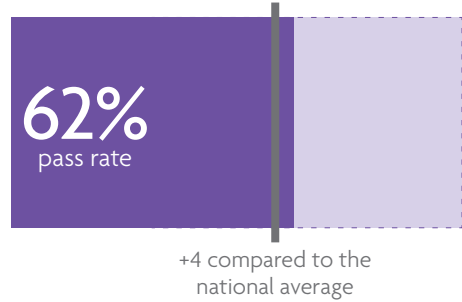
Utah

PATH TO LICENSURE

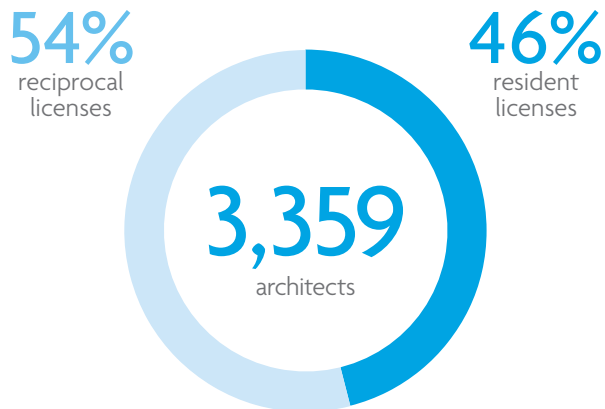


39

candidates finished the path to licensure



LICENSED ARCHITECTS



529

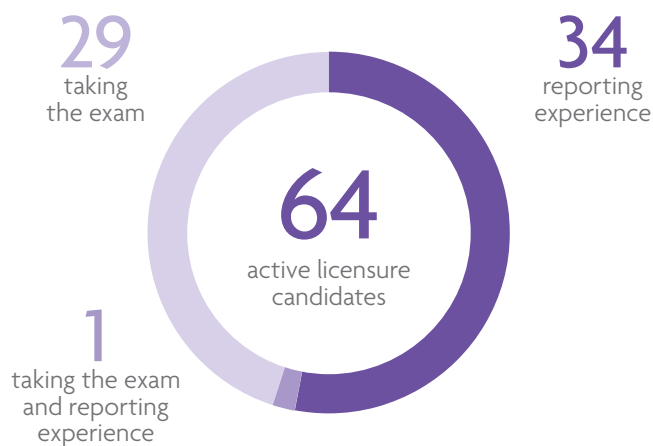
NCARB Certificate holders

Architects licensed in Utah are most frequently also licensed in:

- Arizona
- Idaho
- Wyoming

Vermont

PATH TO LICENSURE



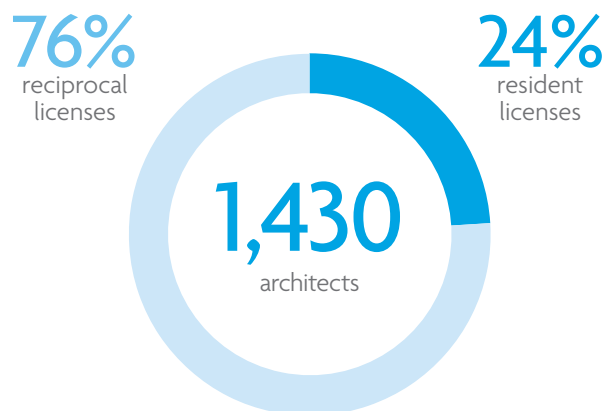
15

candidates finished the path to licensure



+11 compared to the national average

LICENSED ARCHITECTS



133

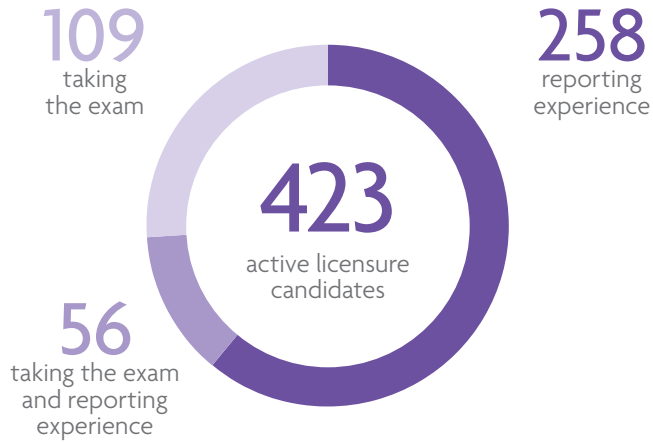
NCARB Certificate holders

Architects licensed in Vermont are most frequently also licensed in:

- New York
- Massachusetts
- New Hampshire

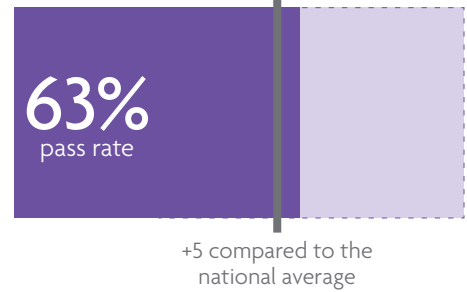
Virginia

PATH TO LICENSURE

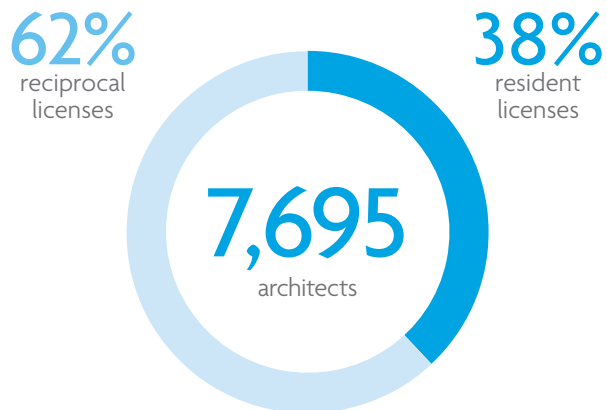


54

candidates finished the path to licensure



LICENSED ARCHITECTS



1,515

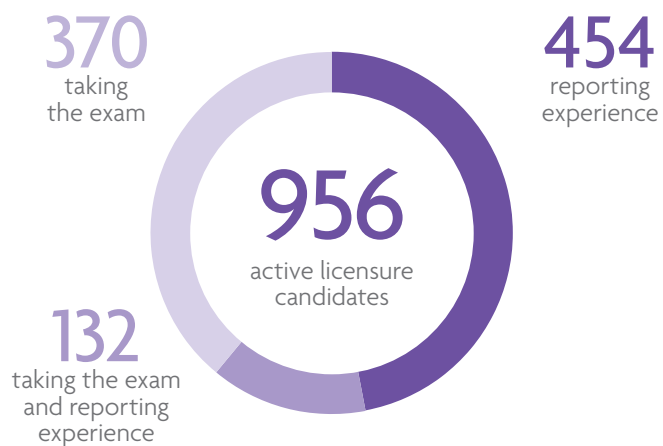
NCARB Certificate holders

Architects licensed in Virginia are most frequently also licensed in:

- District of Columbia
- Maryland
- North Carolina

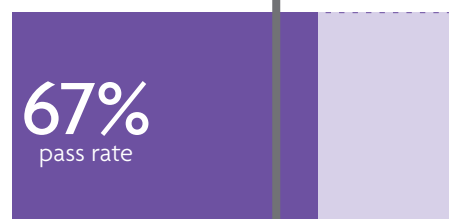
Washington

PATH TO LICENSURE



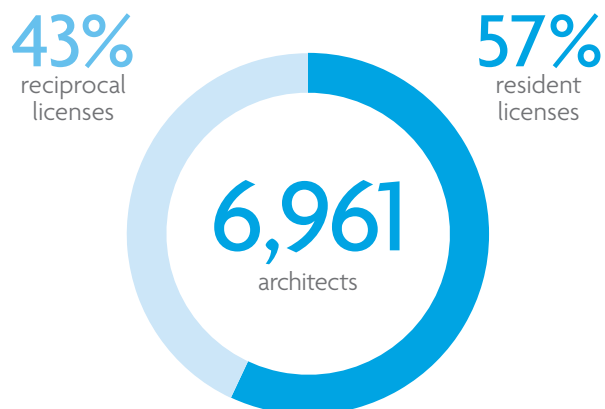
160

candidates finished the path to licensure



+9 compared to the national average

LICENSED ARCHITECTS



1,403

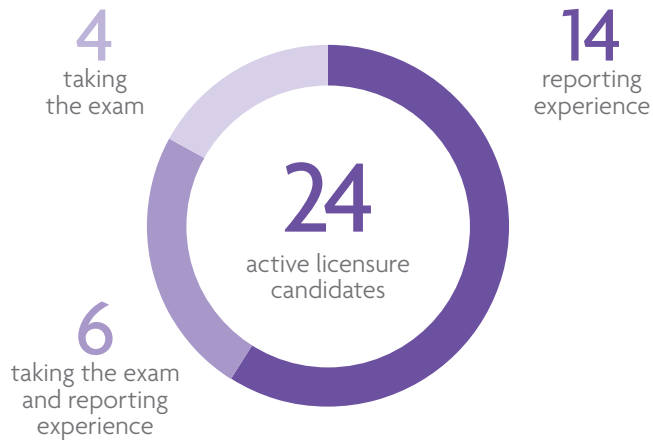
NCARB Certificate holders

Architects licensed in Washington are most frequently also licensed in:

- Oregon
- California
- Idaho

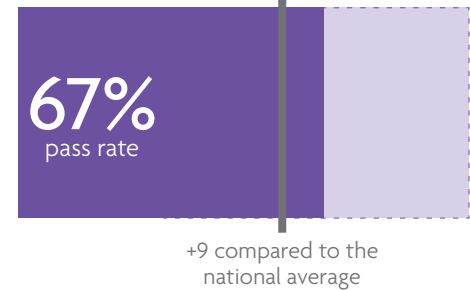
West Virginia

PATH TO LICENSURE

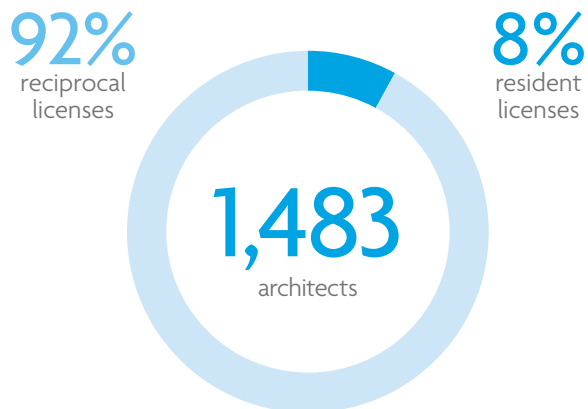


4

candidates finished the path to licensure



LICENSED ARCHITECTS



85

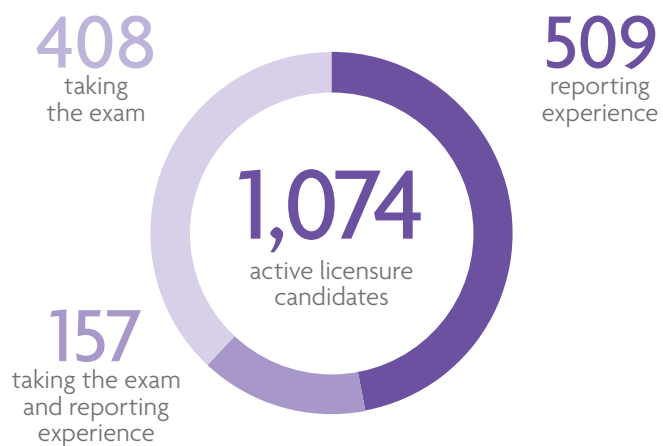
NCARB Certificate holders

Architects licensed in West Virginia are most frequently also licensed in:

- Pennsylvania
- Virginia
- Maryland

Wisconsin

PATH TO LICENSURE



130

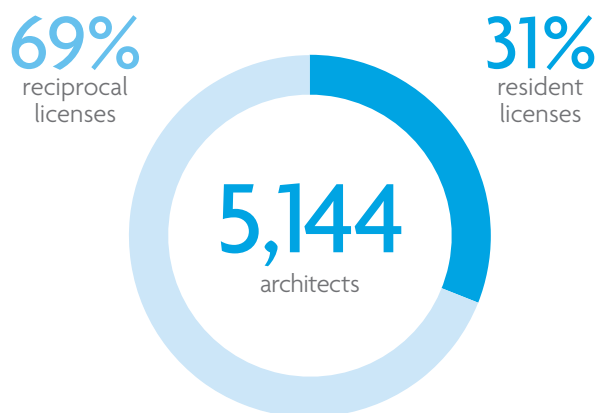
candidates finished the path to licensure

57%

pass rate

-1 compared to the national average

LICENSED ARCHITECTS



541

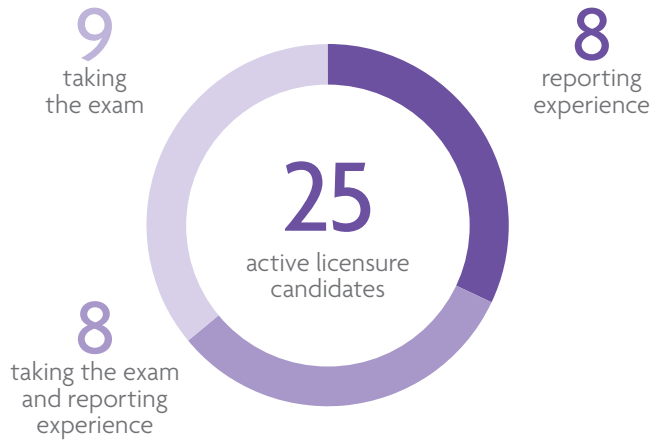
NCARB Certificate holders

Architects licensed in Wisconsin are most frequently also licensed in:

- Illinois
- Minnesota
- Michigan

Wyoming

PATH TO LICENSURE



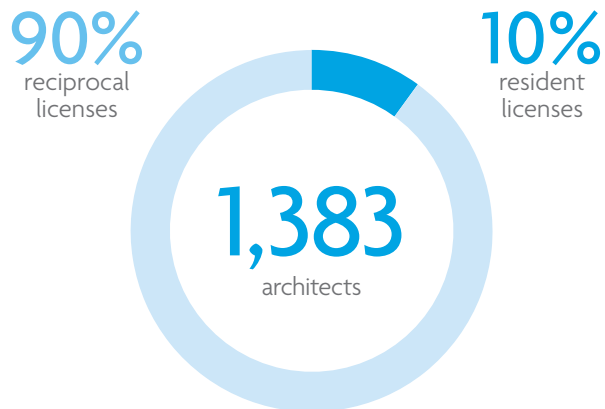
8

candidates finished the path to licensure

68%
pass rate

+10 compared to the national average

LICENSED ARCHITECTS



90

NCARB Certificate holders

Architects licensed in Wyoming are most frequently also licensed in:

- Montana
- Utah
- Colorado

About This Report

This report is based on data collected by the National Council of Architectural Registration Boards (NCARB) during the 2023 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 ethnicity, gender, 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.

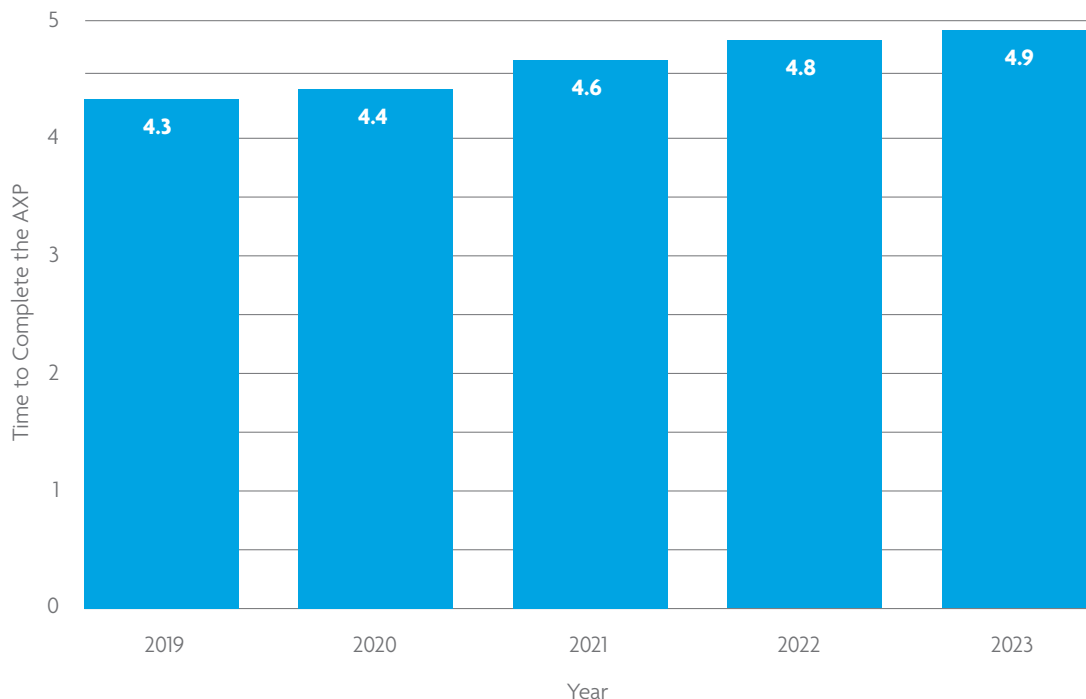
Data from the National Architectural Accrediting Board (NAAB) was also used in this report to provide the number of students enrolled in NAAB-accredited programs.

How to Read This Report

Here are some tips for understanding the data presented in *NCARB by the Numbers*.

Reading Charts

Most *NCARB by the Numbers* charts show a year-over-year comparison of data from NCARB's Record holders. For example, each bar in the chart below shows the average time it took for candidates to complete the experience program in a given year.



The x (or horizontal) axis of this chart measures time in years, while the y (or vertical) axis measures the average time to complete the program in each individual year. Reading this chart, you can see the average licensure candidate who completed the AXP in 2023 took 4.9 years, a slight increase compared to 2022.

A note about averages: There are several ways to measure averages. **NCARB typically uses the median, rather than mean.** The median provides a more accurate measure for the types of data show in *NCARB by the Numbers*, because it better accounts for outliers that skew the overall dataset (like a candidate who take decades to complete a program).

Demographics

Throughout this year's report, we segment NCARB Record holder data by a variety of demographic factors, such as race and ethnicity, gender, and age.

In the 2023 edition of *NCARB by the Numbers*, we adjusted the way we present data around racial and ethnic diversity to reflect the fact that individuals can identify as more than one race or ethnicity. For this reason, some demographic percentages may add to over 100%. In addition, NCARB launched updated demographics selections for Record holders in 2023, some of which are reflected in this year's report.

Individuals who identify their race as either American Indian/Alaskan Native, Native Hawaiian/Pacific Islander, or Middle Eastern or North African make up a fraction of all NCARB customers. For this reason, they are grouped in the individuals of "another group" category.

Additionally, NCARB recognizes that our community's gender identity is more diverse than the "male" and "female" categories represented in *NCARB by the Numbers* and began collecting more comprehensive data on gender identity in 2023. However, due to an insufficient sample size of non-binary and gender non-conforming individuals, only data for male and female individuals are captured in this report.

Some new demographic fields—including those related to disability status, sexual orientation, and transgender status—have not been utilized by enough Record holders to include in this year's edition of *NCARB by the Numbers*. We hope to report on these areas in future years.

Percentage Changes vs. Percentage Point Changes

Throughout the 2024 *NCARB by the Numbers*, we refer to changes in the data as either "percentage point changes" and "percent changes." Percent change measures the rate of change from one number to another (i.e., going from 40,000 to 50,000 is a 25% increase). Percentage point changes, on the other hand, measures the numerical difference in percentages (i.e., going from 40 percent to 50 percent is an increase of 10 percentage points).

NCARB typically uses percentage point changes when comparing proportions of different cohorts or groups—for example, when comparing the racial and ethnic makeup of candidates who completed the AXP in 2023 to 2022. Because the number of candidates completing the AXP each year is different, referring to the change in *percentage points* rather than the change in *percent change* allows for a more accurate comparison of the proportion of candidates who identify as people of color each year.

NCARB is constantly updating how we filter and present data in *NCARB by the Numbers* to provide the most accurate information. If you have questions or comments about this year's *NCARB by the Numbers*, please reach out to us at communications@ncarb.org.

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, New Zealand, and the United Kingdom.

Glossary

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

Architect: An individual who is licensed to practice architecture by one of the 55 U.S. jurisdictions.

ARE: The Architect Registration Examination® (ARE®) is a multi-division exam 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.

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.

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.

New Architect: NCARB does not receive reliable data regarding when a candidate first receives their license but estimates that a candidate becomes a new architect after becoming ready for licensure. “New Architects” includes candidates who became ready for licensure in 2023.

NOMA: The National Organization of Minority Architects.

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

Pass Rate: Percentage of exam attempts that received a passing score out of the total number of exam attempts.

People of Color: Individuals who identified as American Indian or Alaskan Native; Asian; Black or African American; Hispanic or Latino; Middle Eastern or North African; or Native Hawaiian or Pacific Islander.

Ready 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. NCARB considers a candidate ready for licensure when they have completed the core licensure requirements.

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

Join the Conversation on Social Media

#NBTN


N C A R B

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