

NextGen AIA Minnesota

Create a strong ecosystem of mentorship, community, and resources to further:

1. Successful transitions from student to professional.

Help EPs augment technical skills and gain other knowledge needed for success in entry-level positions.

Make AIAMN engagement easier to enter and to grow within.

Recognize and help to address the broader financial constraints EPs face.

Offer engaging events designed around the EP experience to encourage maximum attendance.

Support exploration of various career paths and work cultures.

Strengthen the number and variety of internship and post-grad options.

Provide resources to assist students in landing their first jobs in architecture.

2. Meaningful connections and learning among Emerging Professionals* and accross generations.

Develop a structured mentorship program that complements those of local schools of architecture and firms.

Facilitate regular communication between firm leaders and EPs.

Provide guidance on mentorship broadly, for firms and individuals.

Host professional and social events that are personal and interactive.

Ensure EPs have “third spaces” within AIAMN.

3. Accessible and rewarding pursuit of licensure.

Strengthen financial recognition/ incentives for the pursuit and attainment of licensure.

Support ARE exam prep and reduce the cost of licensing exams.

Strengthen the value and engaging nature of AXP experience hours.

4. Compensation and paths to promotion that are fair and transparent.

Strongly advocate for fair starting salaries for architectural designers.

Encourage firms to adopt transparency in job roles and salary bands.

Reinforce and model financial transparency in job postings.

Encourage firms to regularly review and benchmark their compensation.

Better leverage the AIA national salary calculator.

Provide supports for effective engagement on pay and promotion.

5. Reasonable workloads that support healty lives.

Promote reasonable workload expectations and discourage unpaid overtime.

Normalize flexible work schedules and remote work options.

Encourage firms to recognize parental leave, family leave, and childcare as issues that face emerging professionals.

Encourage tracking of all hours on projects, to better inform future proposals and performance coaching.

KEY

Top
Priority

Second
Tier
Priority

Third
Tier
Priority

*Emerging Professionals includes students in their last few years of architectural education through the first ten years of professional practice.