42 complete entries were received for the 2018 New England Emerging Professional Friendly Firm Program. Of the entries:

- 19 were from small firms, representing 1-30 employees
- 17 were from medium firms, representing 31-100 employees
- 6 were from large firms, representing 100+ employees

**DIVERSITY**

- % of Emerging Professionals who are women
- % of firm leadership who are women
- % of Emerging Professionals who are a racial or ethnic minority
- % of firm leadership who are a racial or ethnic minority
Q: All Emerging Professionals in the firm that are licensure-eligible have established an NCARB Record and are registered with the Architectural Experience Program (AXP).

Q: Does the firm provide and/or encourage each Emerging Professional to have a mentor?

Q: Does the firm encourage Emerging Professionals to establish an AXP Mentor outside the office as per the AXP Guidelines?
Q: Does the firm provide opportunities for licensure candidates to earn AXP experience hours in all required areas through exposure to projects at various stages?

Q: The firm designates a registered architect as an in-house AXP coordinator for all firm interns.

Q: The firm requires the Emerging Professional to compile his/her AXP training requirement units for the past year to use in his/her yearly employment review.
Q: Does the firm own Architect Registration Examination (ARE) preparation materials?

Q: Does the firm encourage Emerging Professionals to be involved in a committee and/or professional affiliation within or outside of the firm?

Q: Does the firm provide Emerging Professionals with an annual and comprehensive review?
Q: Does the firm publicly recognize newly licensed architects upon successful completion of the ARE and fulfillment of state requirements?

PROFESSIONAL DEVELOPMENT

Q: Is the Emerging Professional compensated a paid day to sit for the ARE exams?

SUPPORT, COMPENSATION & COMMUNICATION

Q: The firm compensates Emerging Professionals (by bonuses or increase in salary) recognizing their completion of ARE Exams and licensure.
Q: The firm has written standards that outline the benefits of salary increase upon completion of licensure.
Yes, the firm offers paid maternity and paternity leave with full salary and benefits

Yes, the firm offers only paid maternity leave with full salary and benefits

Yes, the firm offers paid maternity and paternity leave with partial salary and benefits

Yes, the firm offers only paid maternity leave with partial salary and benefits

Yes, the firm offers maternity and paternity leave without pay

Yes, the firm offers maternity leave without pay

No, the firm has no written policy

Other

Q: Does the firm have a written maternity and/or paternity leave policy?