



# NCARB BY THE NUMBERS

2021 EDITION



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# Welcome to the 10th Anniversary/2021 Edition of *NCARB by the Numbers*

A lot has changed since we published the first edition of *NCARB by the Numbers* 10 years ago. As always, we have continued to adapt, improve, and add to this information in order to offer clear, reliable data that helps licensing boards and the entire architecture community address today's most pressing challenges.

More than a year after the onset of the COVID-19 pandemic, the field of architecture is still recovering from changes in mobility; travel and jobsite restrictions; health and safety concerns; adapting to remote work; reckoning with racial, gender, and age inequity; test center closures; and more—all of which have not only greatly affected the profession, but also our own personal lives. This is why we have added a new section to 2021 *NCARB by the Numbers*, providing insight into the dramatic ways the pandemic impacted architectural candidates' ability to progress along the licensure process—but also highlighting the important ways the profession has begun to recover, giving us hope for the years ahead.

Enhanced data science capabilities have also allowed us to segment and analyze pass rates from more than 30,000 test takers by demographic information, including race and ethnicity, gender, and age. Unfortunately, these findings reveal troubling disparities faced by candidates of color, women, and older candidates—further affirming to us the critical necessity of promoting greater equity and inclusion work by NCARB through its data analytics and its programmatic design and implementation, as well as by other leaders and organizations within the greater architecture community. Armed with data from this year's publication, as well as from our joint Baseline on Belonging survey of licensure path attrition with the National Organization of Minority Architects (NOMA), we will continue leading and listening at these essential discussions, as well as seeking partnership with related organizations, to present solutions to improve equity, diversity, and inclusion on the path to licensure.

There is much to be done to address the disparities demonstrated by this year's *NCARB by the Numbers*, as well as to support the ongoing evolution of the licensure process while we continue to battle the COVID-19 pandemic. Along with areas for focused improvement, there are positive trendlines regarding the overall health of the licensure pipeline and the value of the regulatory framework. The tenth edition of *NCARB by the Numbers* provides insights into these challenges and trends, which will help guide the initiatives we are actively working on to support our Member Boards in delivering a stronger, more equitable path to licensure.



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

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# COVID-19's Impact on Architectural Licensure and Mobility

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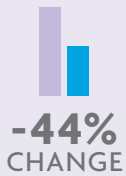
The COVID-19 pandemic has profoundly impacted industries around the world—and NCARB's data suggests the field of architecture is no exception. Factors like the March 2020 closure of Prometric test centers, the transition to remote work for many firms, and changes in demand for architectural services are key factors to consider when analyzing licensure trends during the year.

Throughout 2020, NCARB carefully tracked candidates' progress through the Architectural Experience Program (AXP) and Architect Registration Examination (ARE)—as well as other key licensure metrics—to understand how the pandemic was impacting their ability to meet career goals in real time. This special report offers a month-by-month review of those key metrics, compared against averages from the previous three years (2017-2019).



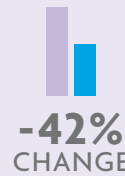


## TEST CENTER CLOSURES LED TO A DECLINE IN ARE® DELIVERIES



**29,394**

EXAMS TAKEN  
IN 2020



**2,702**

ARE COMPLETIONS  
IN 2020

### UNCERTAIN ECONOMY **LIMITED**

CANDIDATES' OPPORTUNITIES  
TO GAIN EXPERIENCE



**20%**  
**DECLINE**

Reported Work Experience  
Through the AXP®

### **FEWER CANDIDATES**

MADE PROGRESS ON THE PATH  
TO LICENSURE IN 2020



**33%**  
**FEWER**

Candidates Started  
Path to Licensure



**40%**  
**FEWER**

New Architects

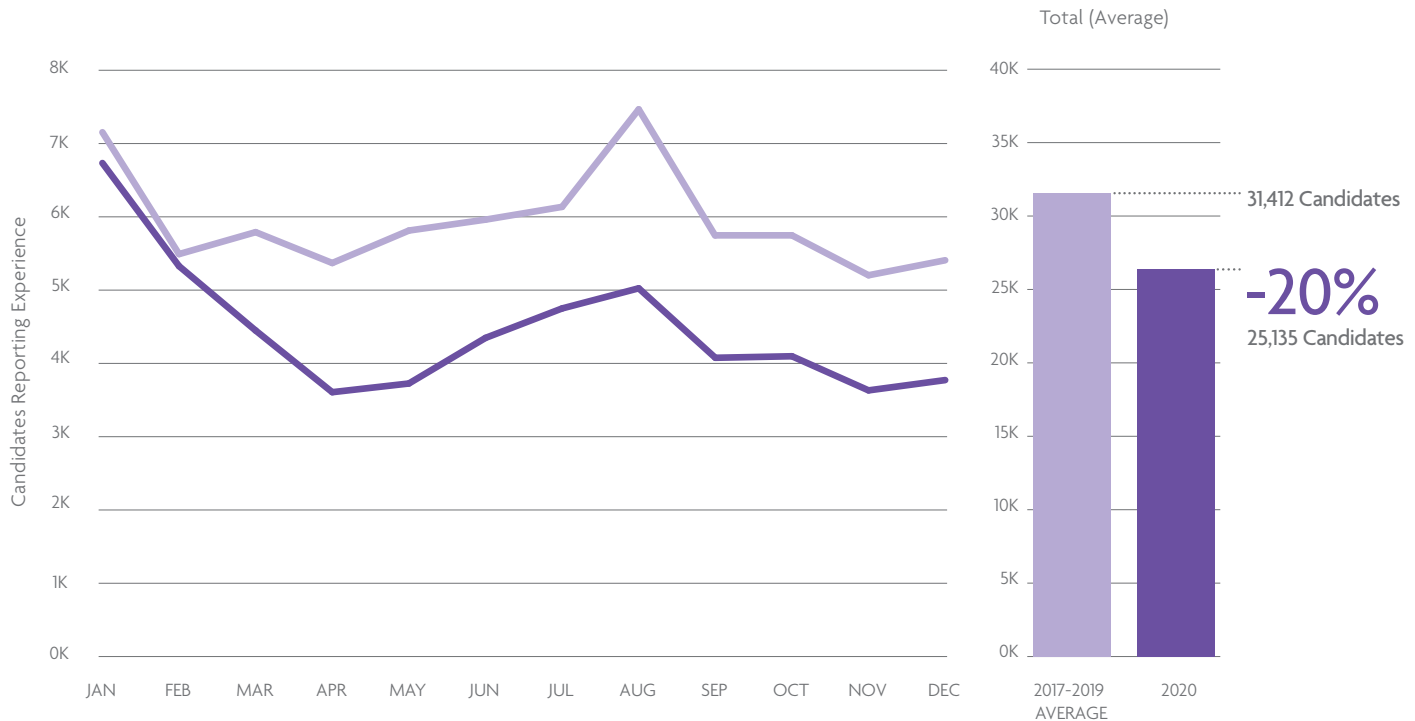
*Note: For historical context, 2020 data is compared against the previous three-year average (2017-2019).*

# Fewer Candidates Report Professional Experience During the Pandemic

The number of candidates submitting AXP reports initially dropped in spring 2020 as COVID-19 began spreading throughout the United States, followed by a slight recovery over the summer. Following historical trends, the number of candidates submitting experience dipped again in the fall, but remained consistently below the previous three-year average.

Just over 25,000 candidates submitted experience reports in 2020, compared to the previous three-year average of 31,400—representing a 20 percent drop across the year.

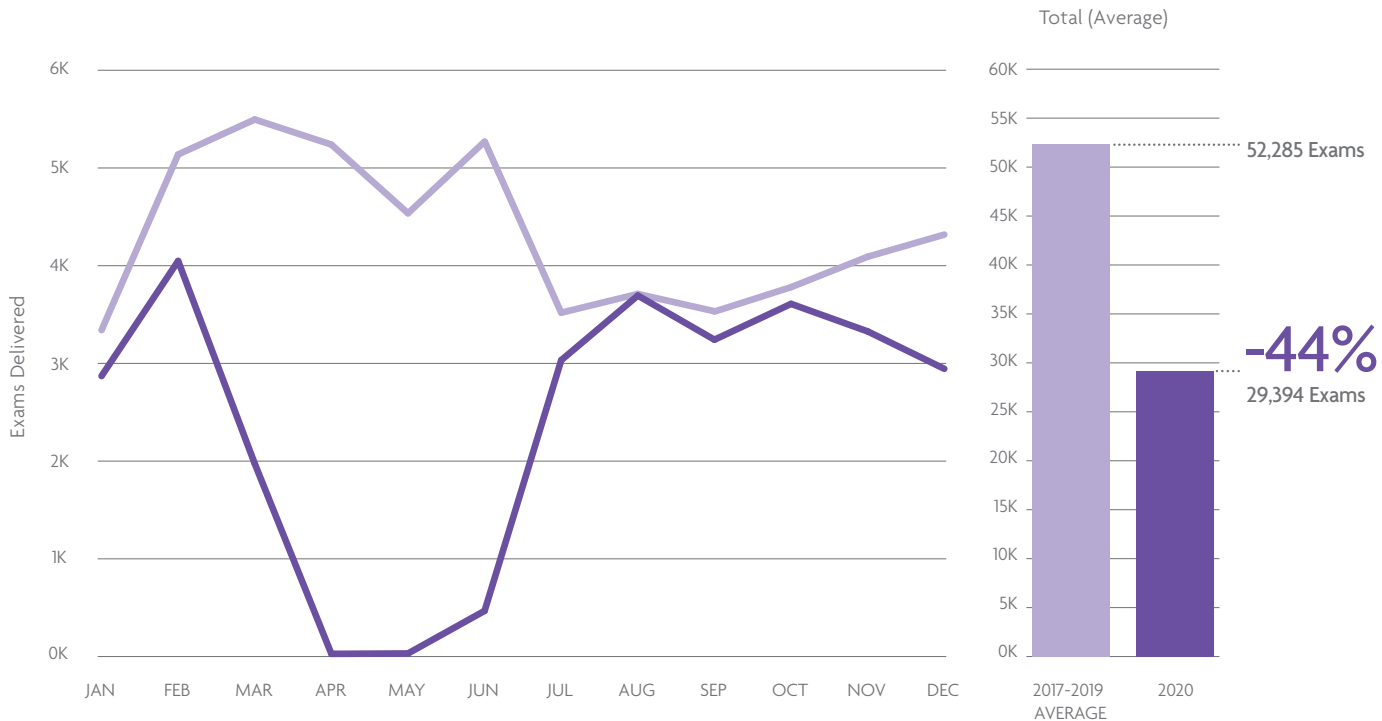
Although the experience program is designed to accommodate remote work and supervision, factors like increased unemployment, delays to architecture project schedules, and other changes to firms' day-to-day work likely contributed to the reduction in candidates' reporting.



# Exam Deliveries Impacted by March-June 2020 Test Center Closures

Prometric test centers across North America closed in mid-March through June, in compliance with local restrictions and regulations related to COVID-19. This led to a near elimination of exam deliveries from April to June. This pause led to a 44 percent drop in 2020 exam deliveries (around 29,400), compared to the previous three-year average of 52,300.

When test centers re-opened, the number of deliveries rose quickly in July and subsequently returned to near-pre-pandemic levels before dropping off again in November. The larger dip in December is likely related to the mid-month launch of an online-proctored option.



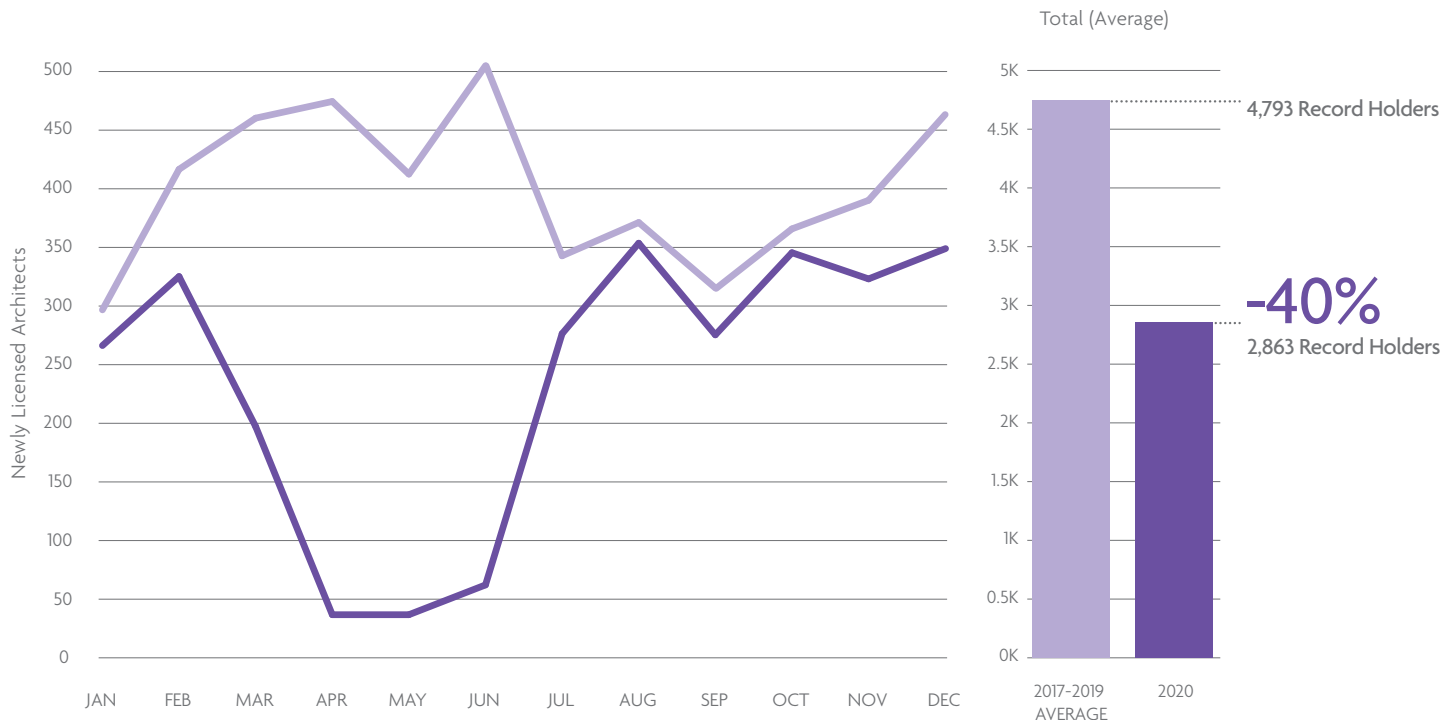
# Number of New Architects Declines Amid the Pandemic

Because completing the ARE is typically the final step toward earning a license, the number of newly licensed architects tracks closely with the number of exam completions.

The March-June 2020 Prometric test center closure meant that candidates who still needed to pass the exam were unable to complete licensure requirements for nearly four months. This led to a 40 percent decrease in the number of new architects in 2020 (nearly 2,900), compared to the previous three-year average of 4,800.

Once test centers re-opened in June, the number of candidates completing the licensure process returned to near-normal rates for the remainder of the year.

*Note: This data tracks candidates who completed standard requirements for licensure.*

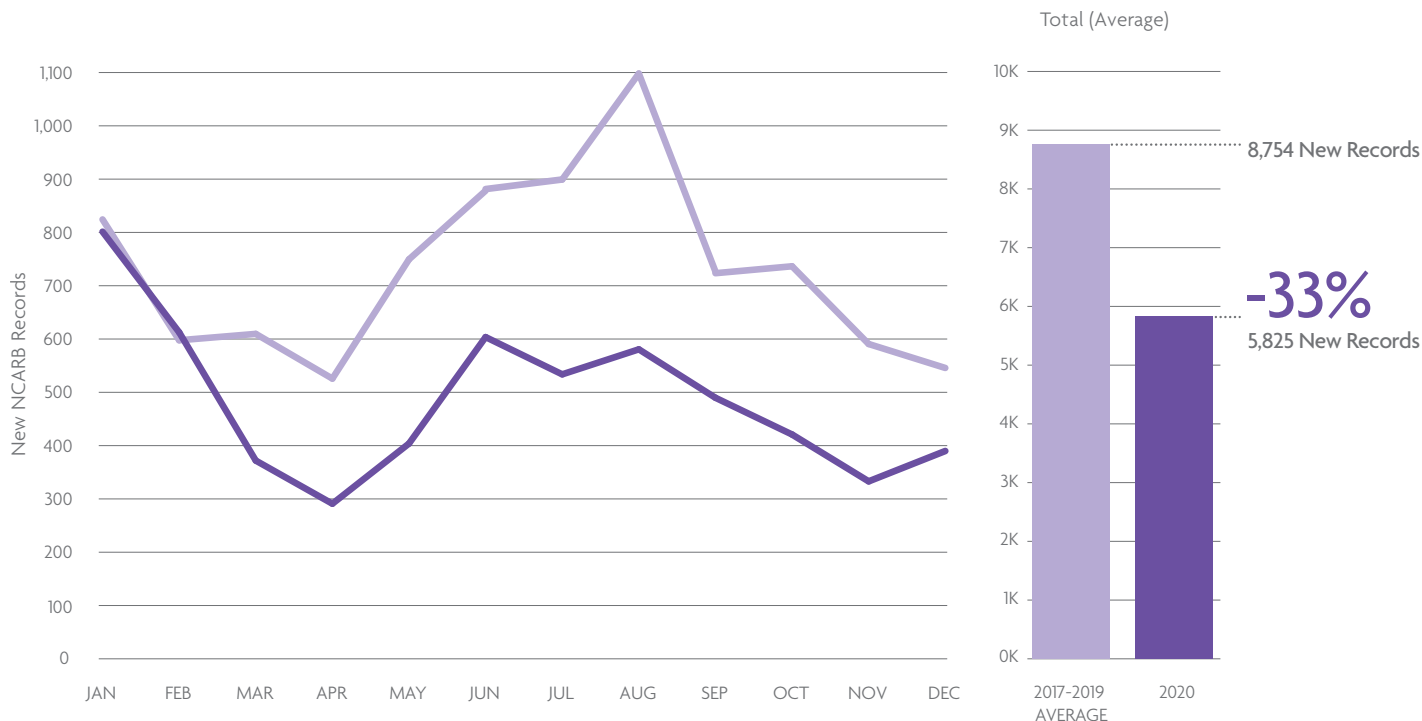


# Fewer Candidates Start Path to Licensure During the Pandemic

Creating an NCARB Record is often the first step on the path to licensure, because candidates use their Record to document their professional experience (AXP) and examination requirements (ARE).

Just over 5,800 candidates started a new NCARB Record in 2020—a 33 percent decrease compared to the previous three-year average of 8,800. Going into the pandemic, new Record creations were on par with historical trends before dipping dramatically in March. Numbers remained low in the first half of 2020 as the pandemic spread across the United States, before making a slight recovery over the summer months.

The historical peaks in January and over the summer could be tied to the start of winter and fall semesters, as college students document professional experience earned over breaks. Since many of these opportunities diminished with the pandemic, it follows that fewer architecture students and recent graduates created NCARB Records in 2020. These trends highlight the pandemic's impact on the availability of entry-level roles during 2020, plus a lack of early career opportunities like internships.



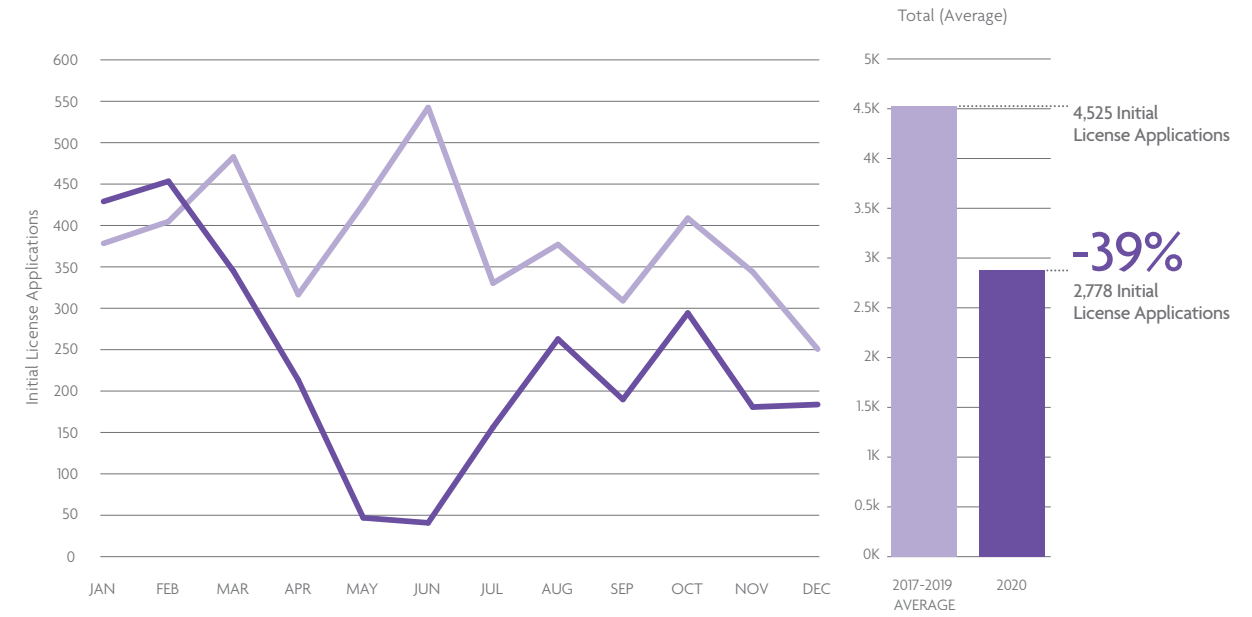
# Applications for Out-of-State Licenses Less Impacted by the Pandemic

When candidates apply for initial licensure or architects apply for reciprocal (or out-of-state) licensure, NCARB reviews and sends their NCARB Record to the licensing board. In 2020, transmittals for both initial and reciprocal licensure applications dropped during the spring and began to recover slightly over the summer months.

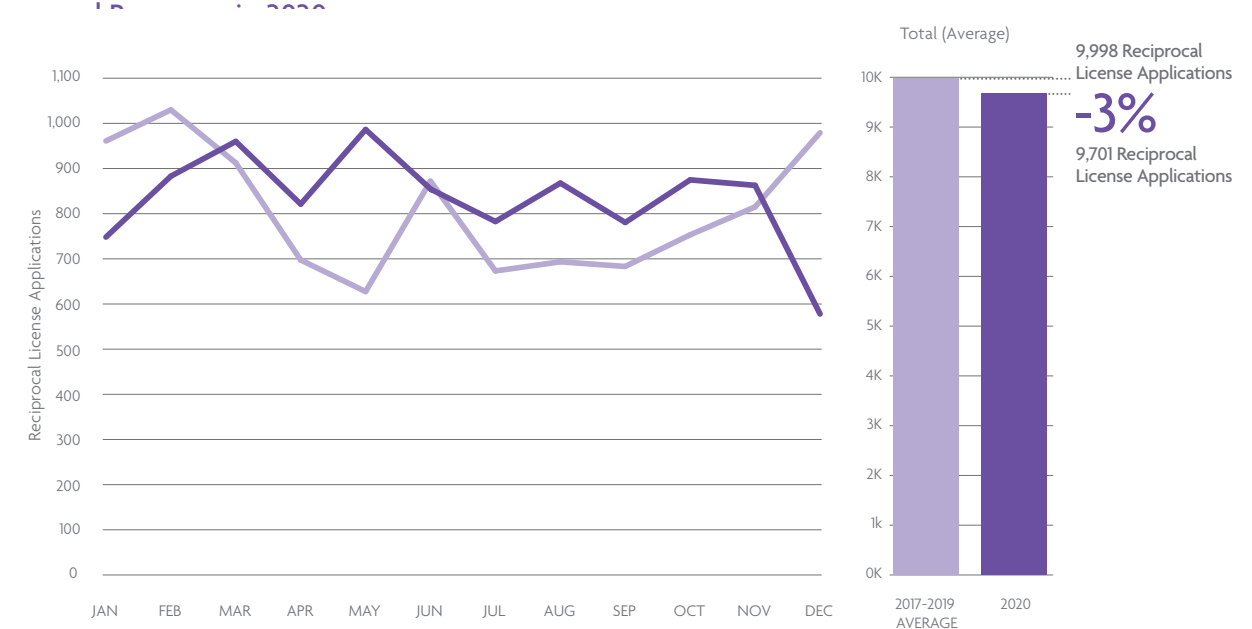
Since completing the ARE is often a final step on the path to initial licensure, the dramatic dip in transmittals for initial licensure applications is likely tied to the March-June test center closures. Overall, transmittals for initial licensure applications in 2020 fell by nearly 39 percent compared to the previous three years.

In contrast, the number of transmittals for reciprocal licensure applications was high coming into 2020. During the first few months of the pandemic, applications fell dramatically before peaking again in June. Numbers then remained relatively strong throughout 2020, falling by only around 3 percent overall compared to previous years.

### Initial Licensure Applications Decline With March-June 2020



### Reciprocal Licensure Applications See Modest Decline



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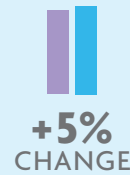
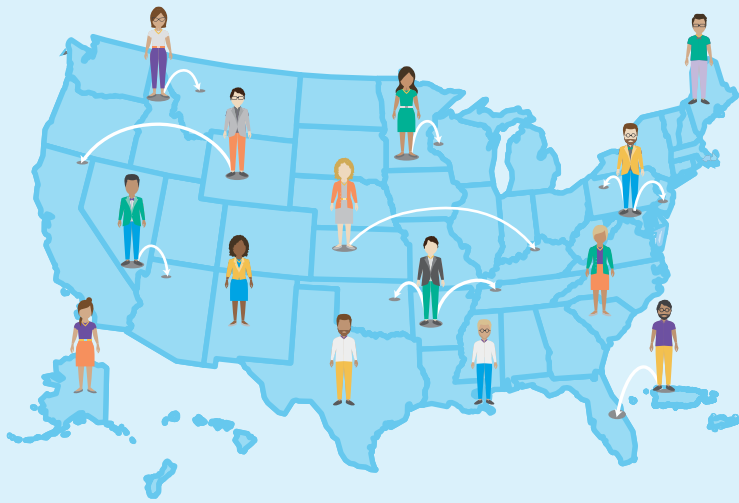
# State of Licensure

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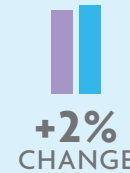
Despite COVID-19's impact on the licensure pipeline, the number of U.S. architects continued to rise in 2020, as did the number of reciprocal (out-of-state) licenses. There are now over 121,000 architects licensed across the 55 U.S. jurisdictions, a 5 percent increase compared to 2019.

Less than 3,000 individuals completed the path to licensure in 2020, a 29 percent decline compared to 2019 caused by the closure of test centers and drop in experience reporting. Candidates completing the licensure process represent 9 percent of the active candidate pool, just one percentage point fewer than the proportion seen in the previous year. However, candidates completed the path to licensure in 12.3 years, about five months sooner than in 2019.

The number of candidates testing or reporting experience fell by 20 percent in 2020, with just over 30,000 candidates making progress on the path to licensure. Early data from 2021 suggests these numbers are already on the path to recovery.



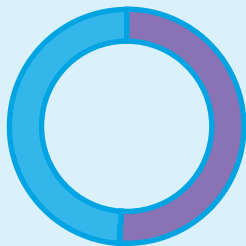
**121,997**  
ARCHITECTS IN THE U.S.



**140,342**  
RECIPROCAL LICENSES

**60,280**

LICENSURE CANDIDATES  
WITH NCARB RECORDS

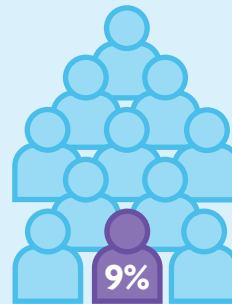


**30,453**

*candidates actively working  
toward licensure in 2020*



OF ACTIVE CANDIDATES



**2,863**

*Candidates completed  
the path to licensure*



**12.3 YEARS**

*Time to complete the  
path to licensure*





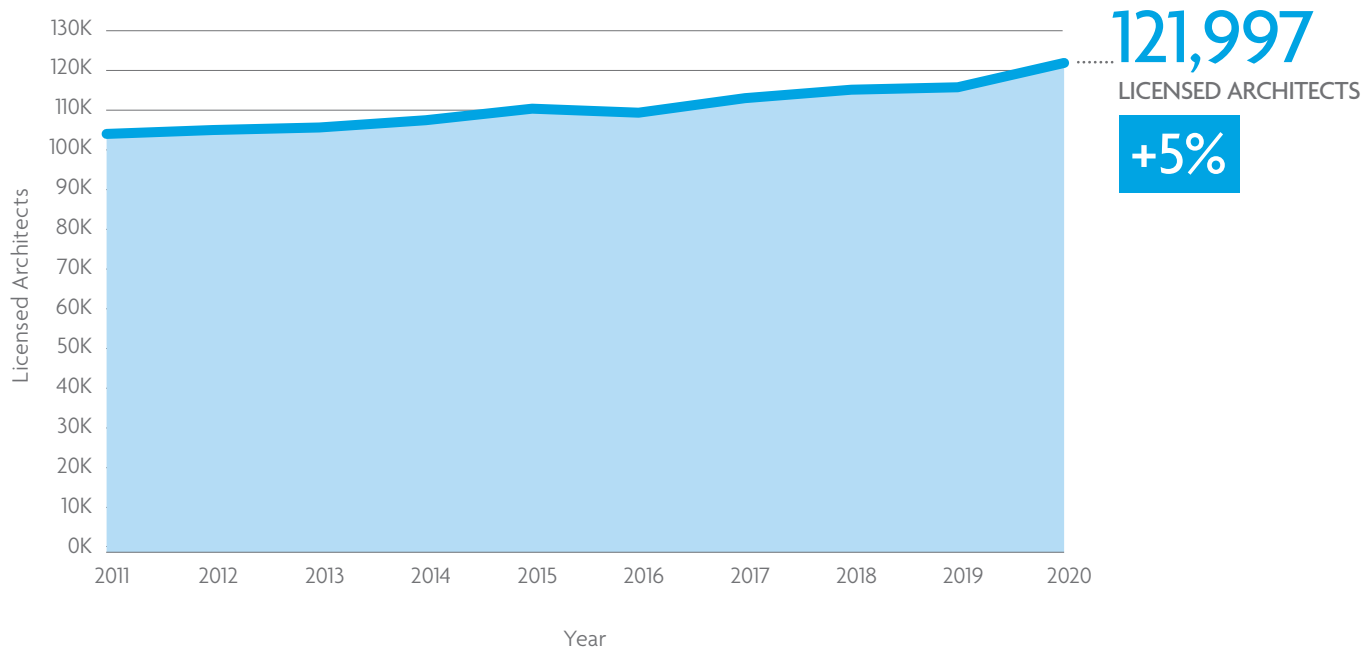
## Number of U.S. Architects Continues to Increase

The number of architects licensed in the United States rose to 121,997 in 2020, according to the annual Survey of Architectural Registration Boards. This is a 5 percent increase from 2019 and represents a 17 percent increase compared to the number of U.S. architects seen a decade ago. This suggests that the pipeline of new architects continues to offset the number of retiring architects.

The 2020 uptick seems at odds with the impact of COVID-19, which saw fewer candidates complete the path to licensure in 2020. However, there is usually a slight lag between candidates' completion of the licensure path and the impact of those completions on state licensure data. This, coupled with the commercial and social turbulence of the pandemic, suggests the number of licensed architects seen in the years ahead may not be as high as the number reported in 2020.

Generally, the steady growth seen in previous years supports a positive trend line, and assuages the profession's concern that the number of practitioners would dwindle as baby boomers (who made up a large proportion of the architect population) began to step away from the profession. It appears many retiring architects choose to maintain their professional credentials, which could also impact this data.

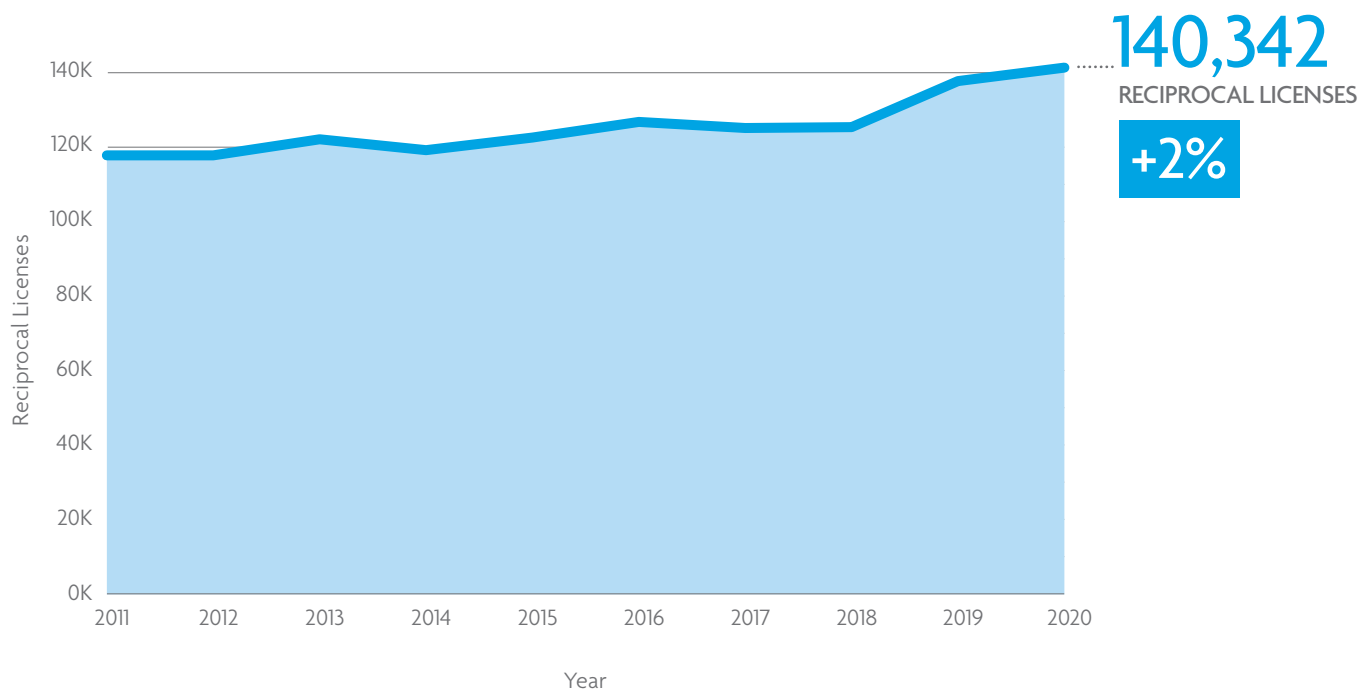
Each year, NCARB collects this data from its 55 Member Boards, which include the 50 states, the District of Columbia, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands.



## Mobility in Architecture on the Rise

The 2020 Survey of Architectural Registration Boards also revealed that there continues to be more reciprocal (out-of-state) licenses than resident licenses issued in the United States. Regulators and legislators frequently use data related to reciprocal licenses as an indicator of mobility in licensed professions.

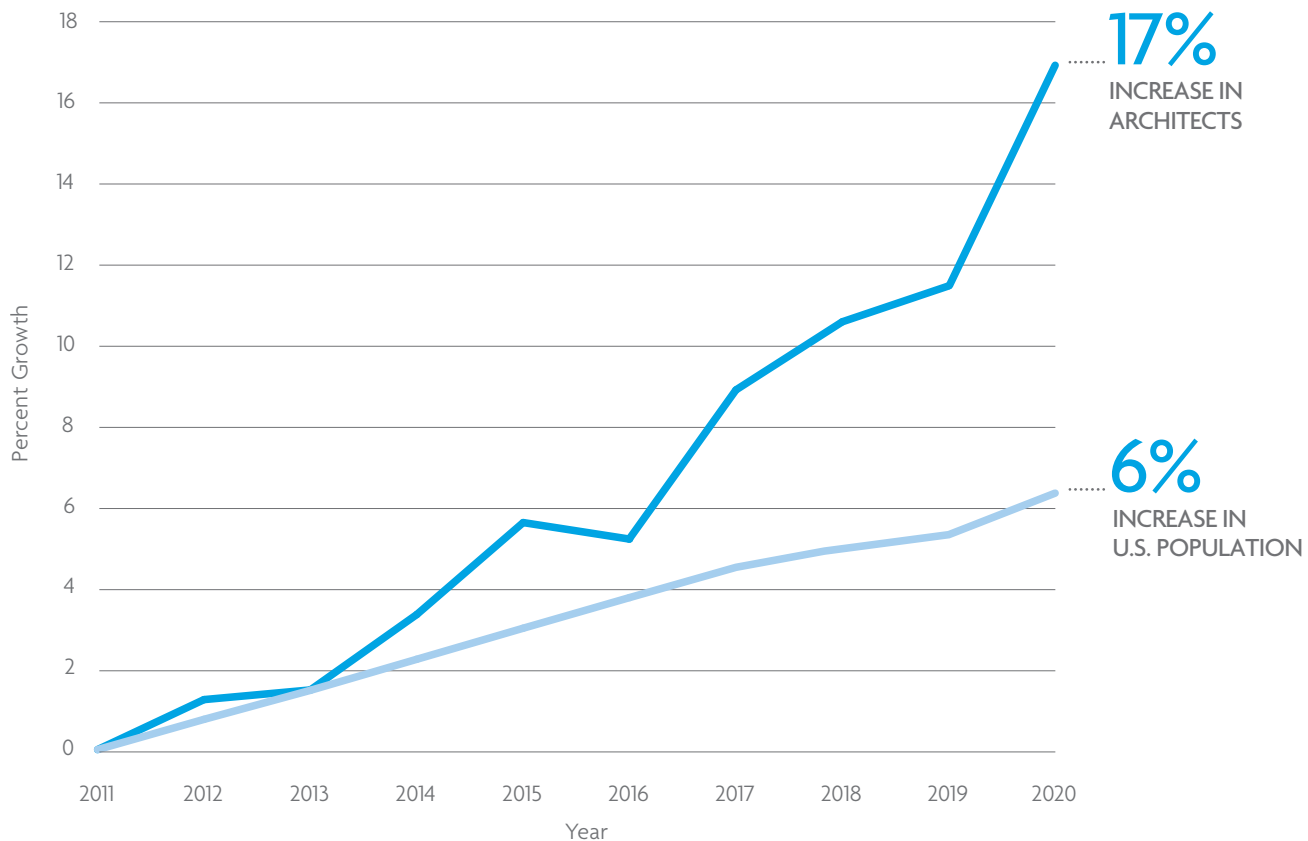
There were 140,342 reciprocal licenses reported in 2020, approximately 2 percent more than in 2019 and nearly 20,000 higher than the number of individual architects. This represents the largest number of reported reciprocal licenses on record. The total number of reciprocal licenses suggests that the average architect is licensed in at least two U.S. jurisdictions, and that the current path to mobility in the profession is effective.



# Architects Rise in Comparison to U.S. Population

While the number of architects licensed in the United States has risen 17 percent in the last decade, the total U.S. population has risen just 6 percent, according to data from the U.S. Census Bureau.

There are now slightly more architects per capita (roughly 1 architect to every 2,700 people) than there were in 2011 (roughly 1 architect to every 2,900 people). Many architects maintain their professional licenses into retirement, which could also impact this data.

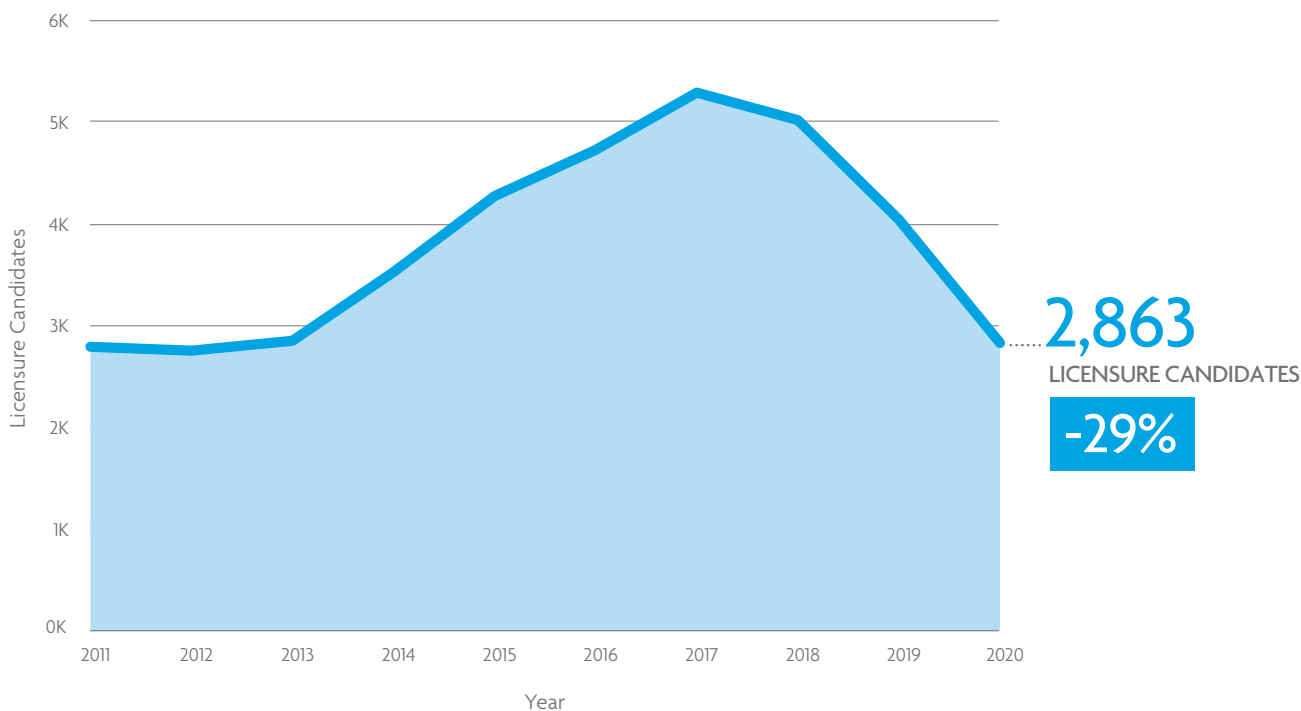


# Number of Candidates Ready for Licensure Falls

In 2020, just under 3,000 candidates finished the path to licensure, which includes the national experience and examination programs. Completing these key requirements for licensure is a reliable indicator that an individual has become (or will soon become) licensed in a U.S. jurisdiction.

The number of candidates completing their core requirement fell by 29 percent compared to 2019. The decrease over the last three years was expected following the peak in 2017, driven by experience and examination program changes. The 2020 figure appears to represent a return to historical normal; however, the COVID-19 pandemic had a negative impact on this datapoint, as candidates were unable to make exam progress for three months due to test center closures.

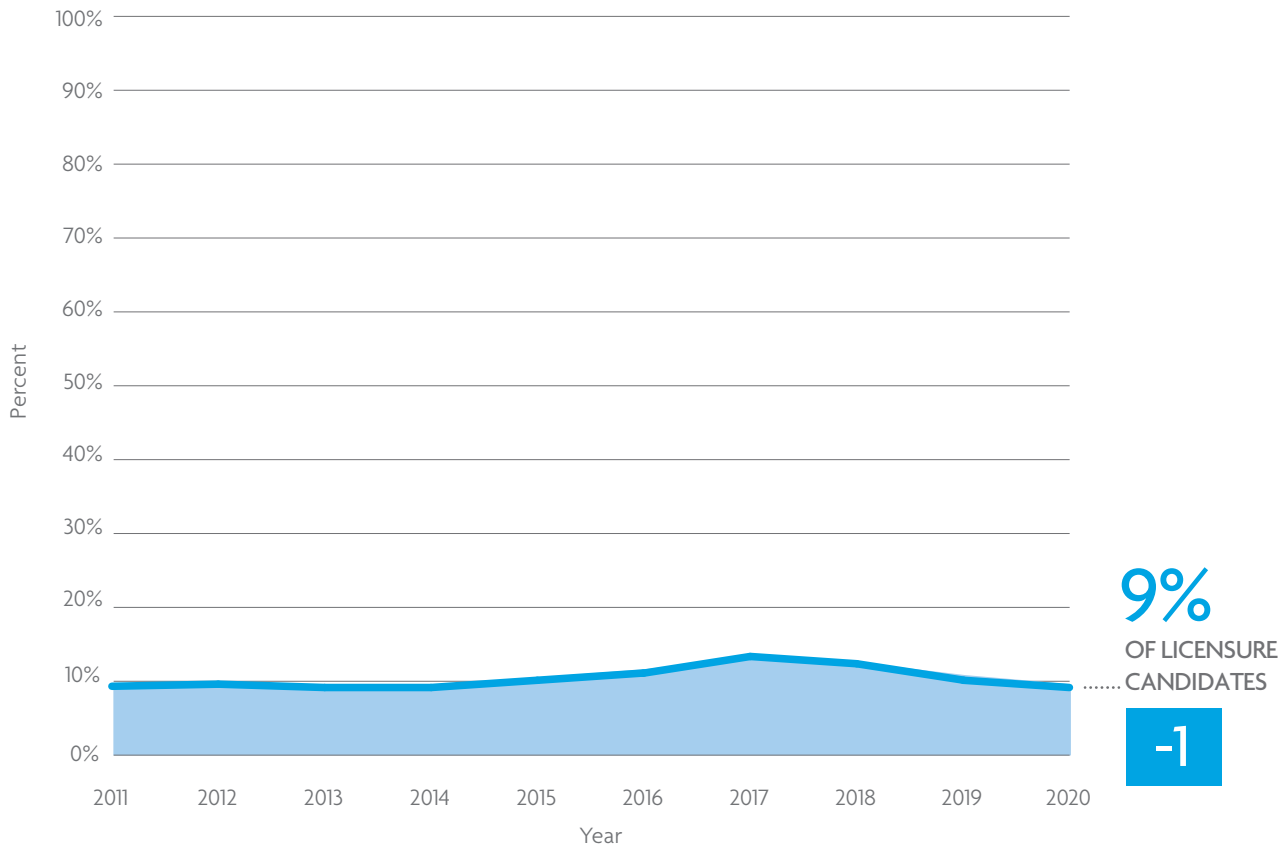
*Note: The core requirements for licensure in the United States include gaining an education (typically a degree from a NAAB-accredited program), completing the AXP, and passing the ARE. Some jurisdictions have additional requirements, such as a supplemental exam.*



## Percentage of Candidate Pool Completing Core Requirements Dips

The 2,863 candidates who completed their final core requirement for licensure in 2020 represented approximately 9 percent of all individuals actively working toward earning a license. This is a 1 percentage point decrease compared to 2019 and is similar to the percentages seen from 2011-2014.

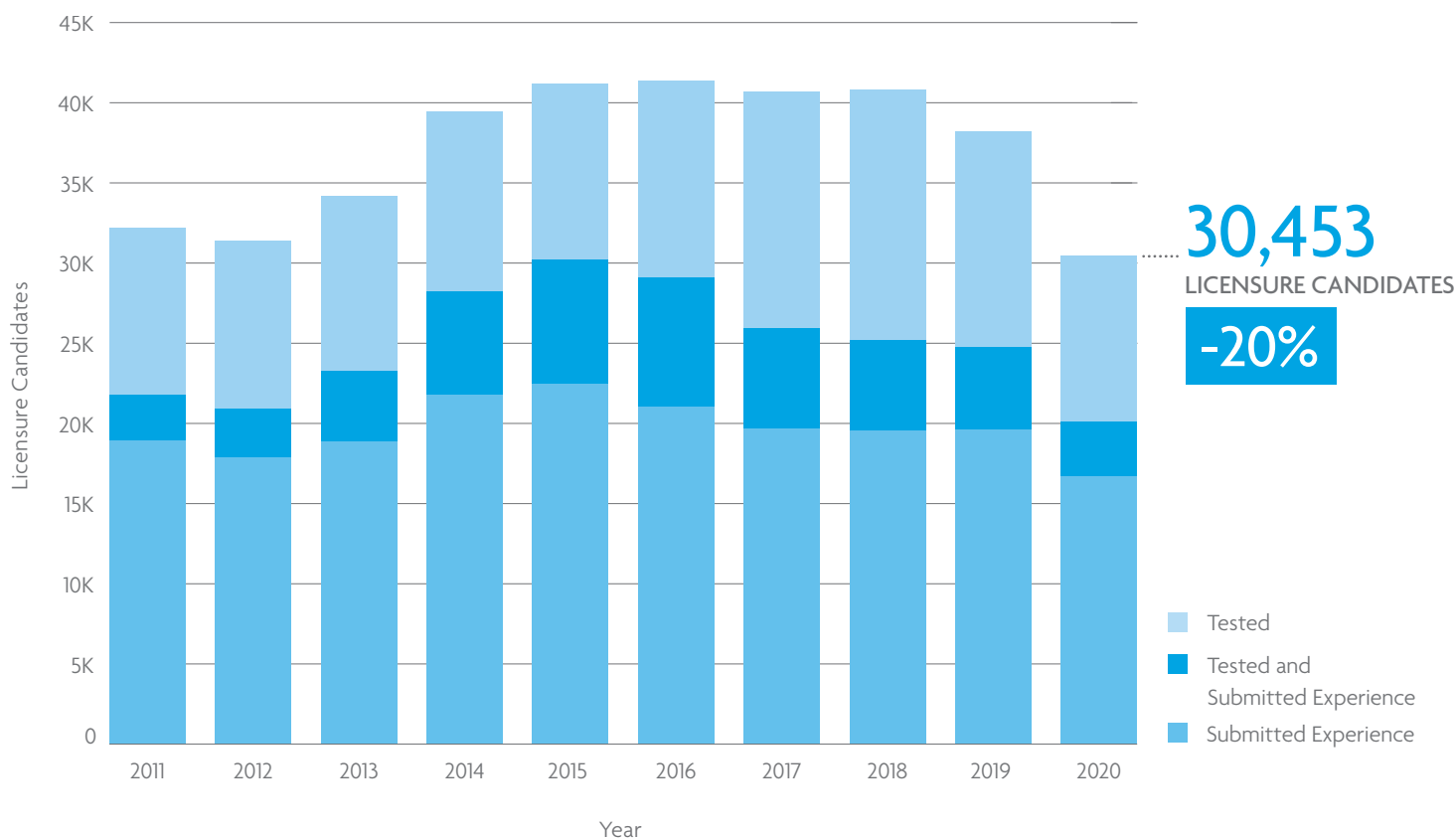
This chart indicates that while the number of candidates who completed the path to licensure in 2020 was significantly smaller than in recent years (see Number of Candidates Ready for Licensure Falls), the total candidate pool is also smaller. This is a result of the high number of candidates who completed the path—and therefore left the pool—in 2016-2019, as well as the increase in candidates leaving the licensure path (potentially temporarily) due to COVID-19's impact on the profession.



## Number of Licensure Candidates Decreases

In 2020, just over 30,000 individuals actively worked toward licensure by reporting experience, taking the examination, or both. This is a 20 percent decrease in the number of candidates making AXP and/or ARE progress compared to 2019.

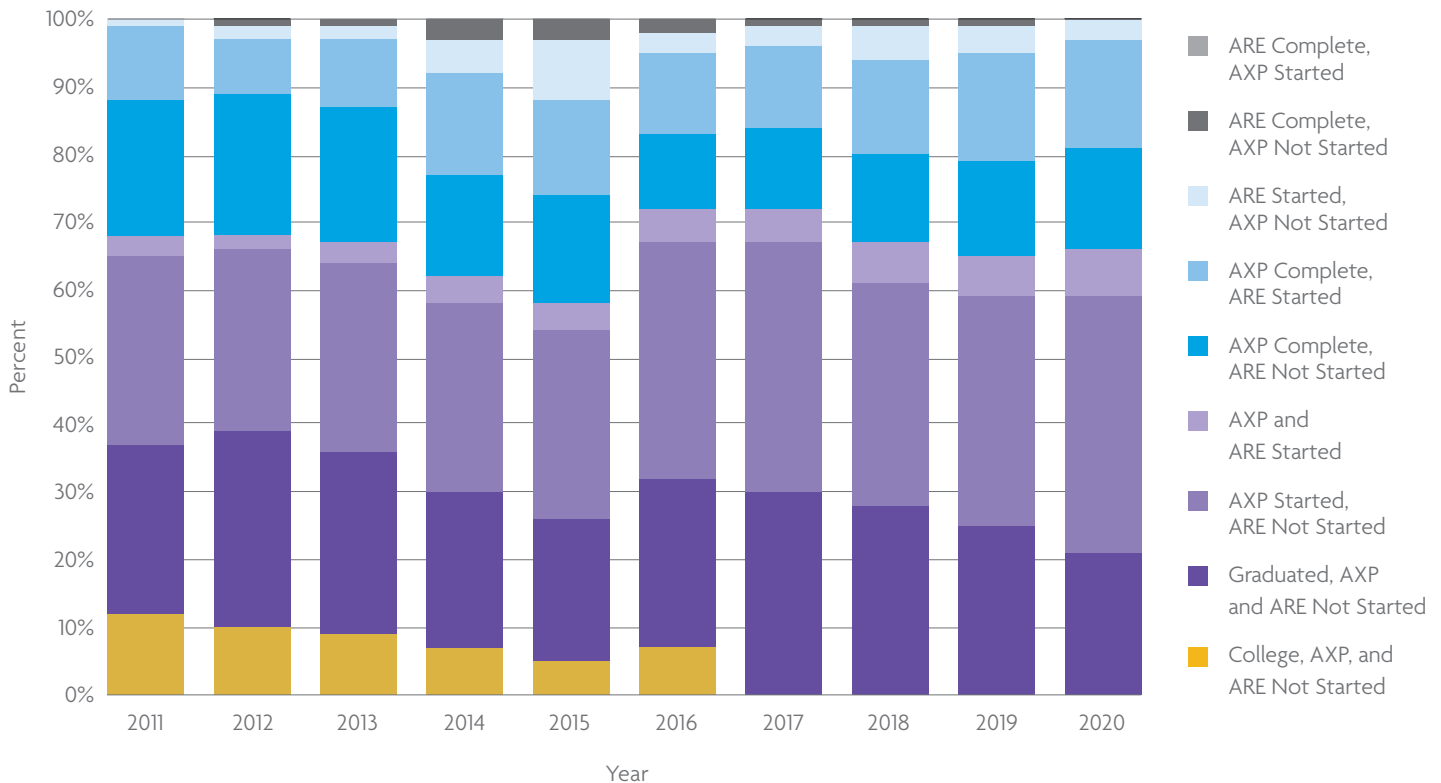
Of the pool of candidates making progress in 2020, just over 3,400 overlapped programs by taking at least one ARE division while reporting AXP experience. This marks the third year in a row the number of candidates overlapping programs has shrunk, and represents a 34 percent decrease in the number of candidates working to complete both programs at the same time. However, the majority of candidates still overlap these core requirements at some point during their licensure pathway (see Most Candidates Overlap the ARE and AXP).



# Most Candidates Not Actively Working Toward Licensure Stopped During AXP

In 2020, over 30,000 candidates maintained an active NCARB Record, but didn't report any experience or take a division of the ARE. While these candidates did not make progress toward licensure in 2020, their active NCARB Record indicates that they intend to return to the licensure path in the future.

Of candidates who maintained an active Record but didn't work toward licensure, the largest group have reported experience but have yet to take an exam (37 percent). A significant number of candidates (21 percent) have established a Record, but have yet to report any experience or exam progress.

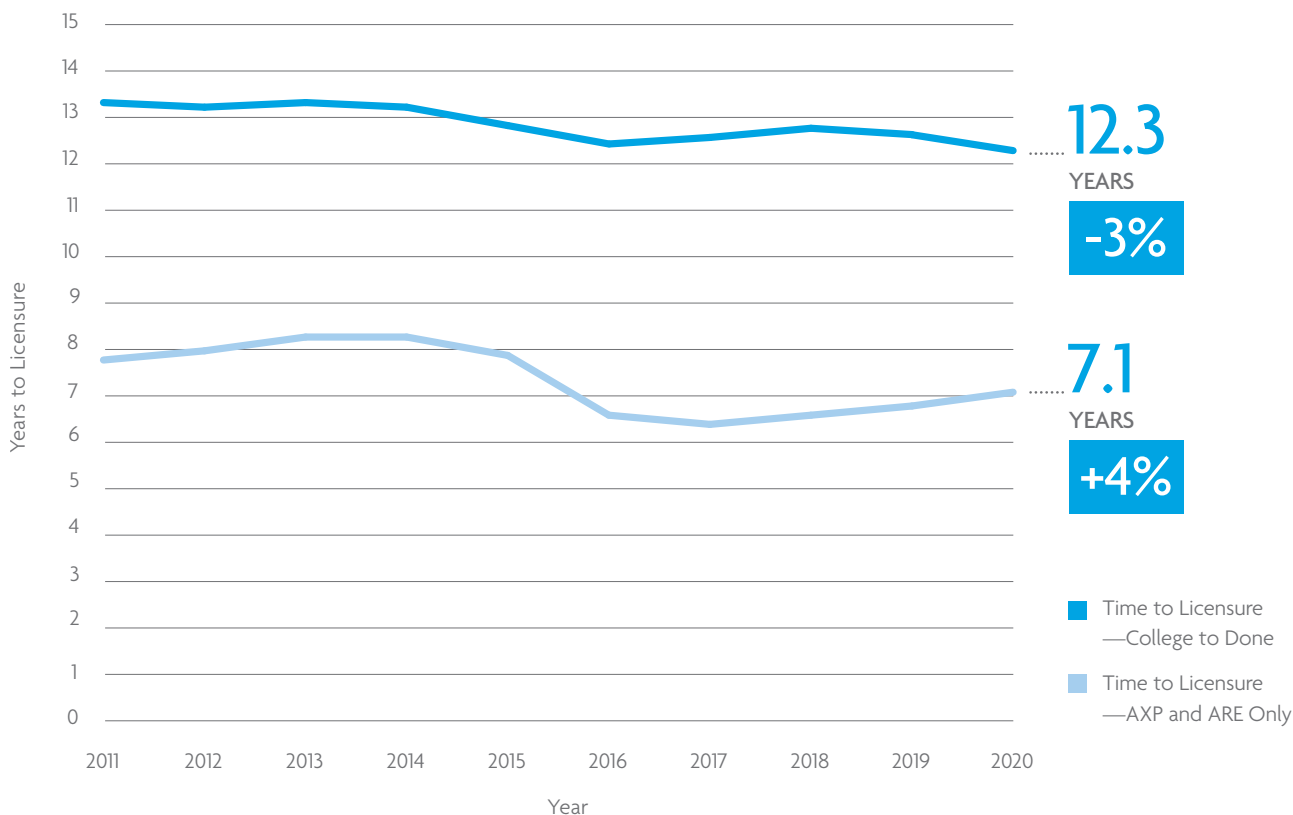


# Candidates Complete Core Licensure Requirements Sooner

The average licensure candidate who completed their final core requirement for licensure in 2020—including education, experience, and examination—took 12.3 years. This is 3 percent less time (about five months) than candidates who completed their final core requirement in 2019.

On average, 7.1 of those years were spent completing NCARB’s experience and examination programs, an increase of 4 percent (about 4 months) compared to 2018. This uptick in time to complete NCARB programs reflects the impact of test center closures and general disruption caused by the COVID-19 pandemic.

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





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# Education

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Earning a degree from an architecture program accredited by the National Architectural Accrediting Board (NAAB) remains the most common path for candidates seeking architectural licensure in the United States. Data continues to show that, on average, licensure candidates with a degree from a NAAB-accredited program have greater success when taking the ARE. The NAAB's 2020 data also reveals that both new and total enrollment in accredited programs continue to increase. And, after remaining steady for the past two years, the number of graduates from NAAB-accredited programs increased slightly to just over 6,000. Approximately 59 percent of those degrees were earned at Master of Architecture programs.

The number of students enrolled in IPAL options continues to increase, with 650 students across the United States as of the 2019-2020 school year. Additionally, roughly 53 percent of newly licensed architects started their NCARB Record while in school, suggesting that NCARB's continued efforts to raise awareness of the licensure process are helping students make early progress.

- HELLO Joe
- HELLO Ann
- HELLO Carla
- HELLO John
- HELLO Maria
- HELLO Nick
- HELLO Omar
- HELLO Sam

DURING THE 2019-2020 SCHOOL YEAR  
**26,977 STUDENTS**  
*were enrolled in NAAB-accredited programs*



**7,968**  
 NEW STUDENTS



**6,079**  
 GRADUATES

*On average, graduates from accredited programs:*

FINISHED THE AXP  
**4 MONTHS LATER**



FINISHED THE ARE  
**5 MONTHS LATER**

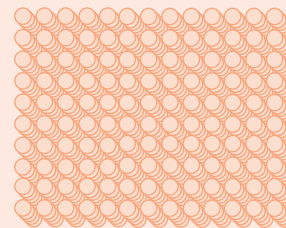


ACHIEVED  
**HIGHER**  
 ARE PASS RATES



**86%**  
 OF NEW ARCHITECTS  
*graduated from an accredited program*

**28 IPAL**  
 PROGRAMS WITH OVER



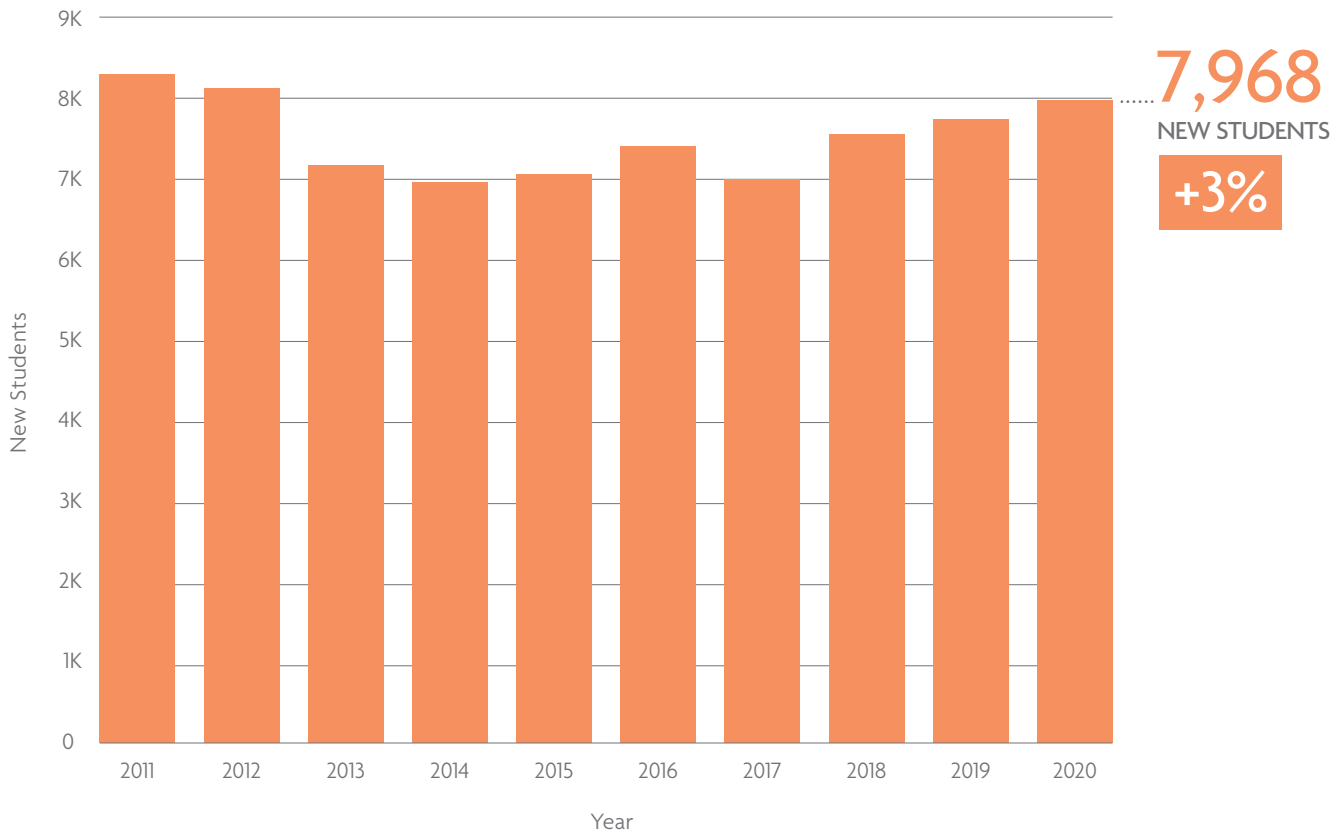
**650 STUDENTS**  
 ENROLLED AT  
 23 SCHOOLS

## New Enrollment Increases Slightly

NAAB data shows nearly 8,000 new students enrolled in a NAAB-accredited program in the 2019-2020 school year—roughly a 3 percent increase from the previous school year. Of the new students, 48 percent are enrolled in Master of Architecture programs, and 51 percent are enrolled in Bachelor of Architecture programs. Less than 1 percent are enrolled in Doctor of Architecture programs.

Just over half of new students are women (51 percent), which is 4 percentage points higher than the proportion of female candidates reporting experience. This suggests that NCARB may see greater gender representation on the licensure path in the years to come.

*Note: This data is provided to the NAAB by accredited programs and will be published in the 2020 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

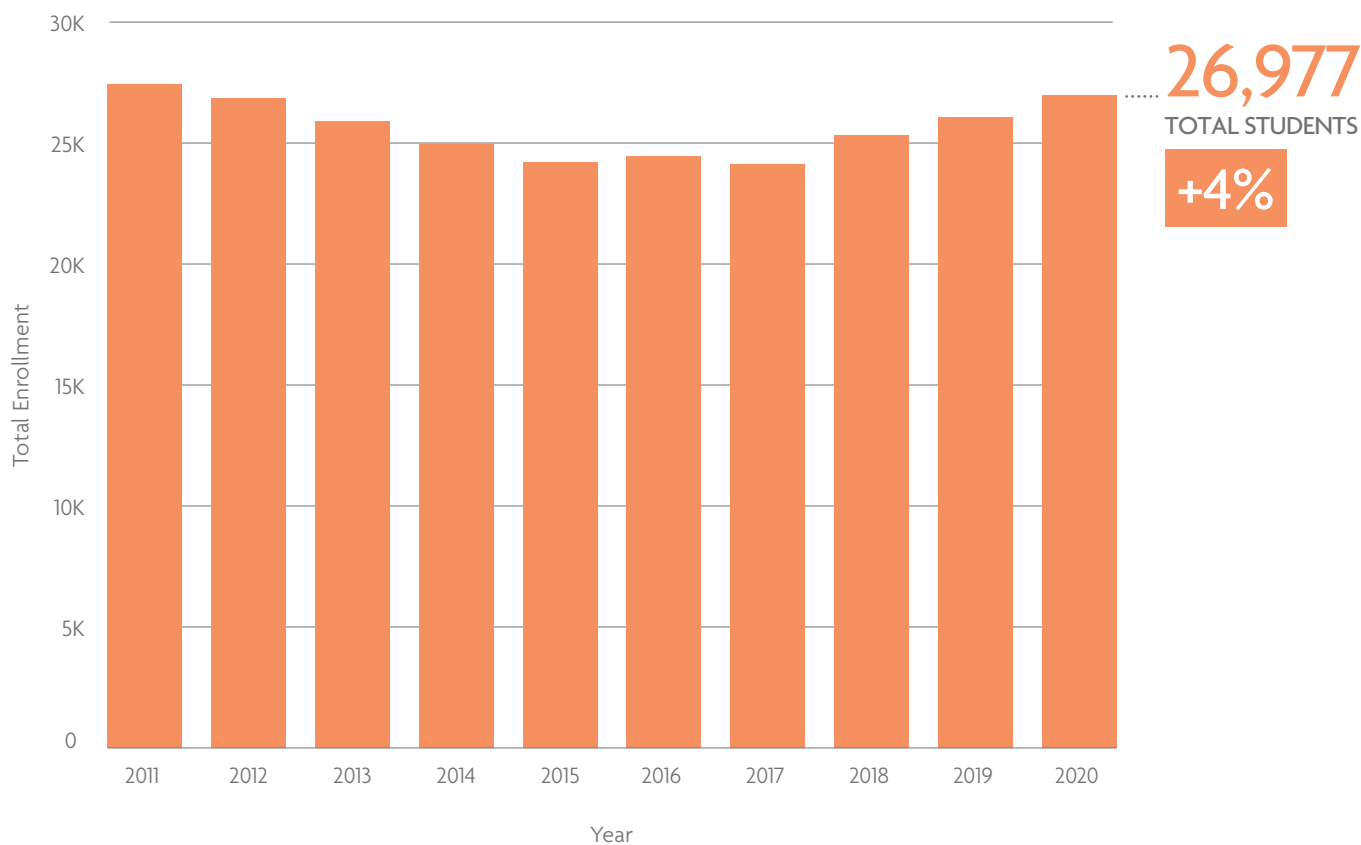


## Total Enrollment Improves Slightly

Nearly 27,000 students were enrolled in a NAAB-accredited program in the 2019-2020 school year, an increase of 4 percent compared to the previous academic year. This is the third consecutive year of steady increases.

Of these students, 60 percent are enrolled in Bachelor of Architecture programs, 39 percent in Master of Architecture programs, and less than 1 percent in Doctor of Architecture programs. Fifty percent are men, and 50 percent are women.

*Note: This data is provided to the NAAB by accredited programs and will be published in the 2020 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

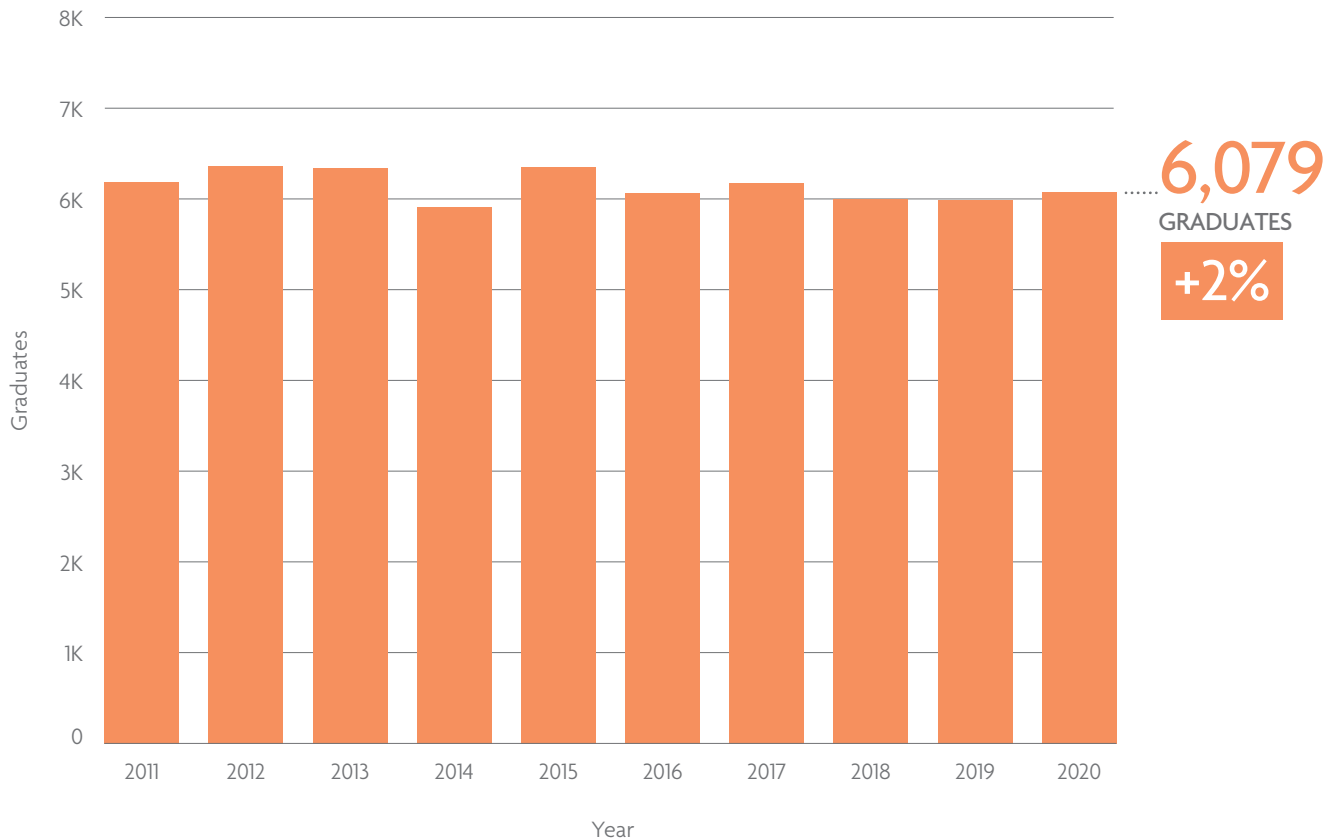


## Number of Graduates Remains Steady

In 2020, 6,079 degrees were awarded by NAAB-accredited programs across the country, a 2 percent increase compared to the previous school year. This is only slightly lower than the average number of graduates over the past decade (6,145).

Of these graduates, 50 percent were men and 50 percent were women—a 3 percentage point increase in gender equity compared to 2019, when women represented 47 percent of graduates.

*Note: This data is provided to the NAAB by accredited programs and will be published in the 2020 NAAB Report on Accreditation in Architecture, available at [www.naab.org](http://www.naab.org). Students enrolled in non-accredited architecture programs are not represented.*

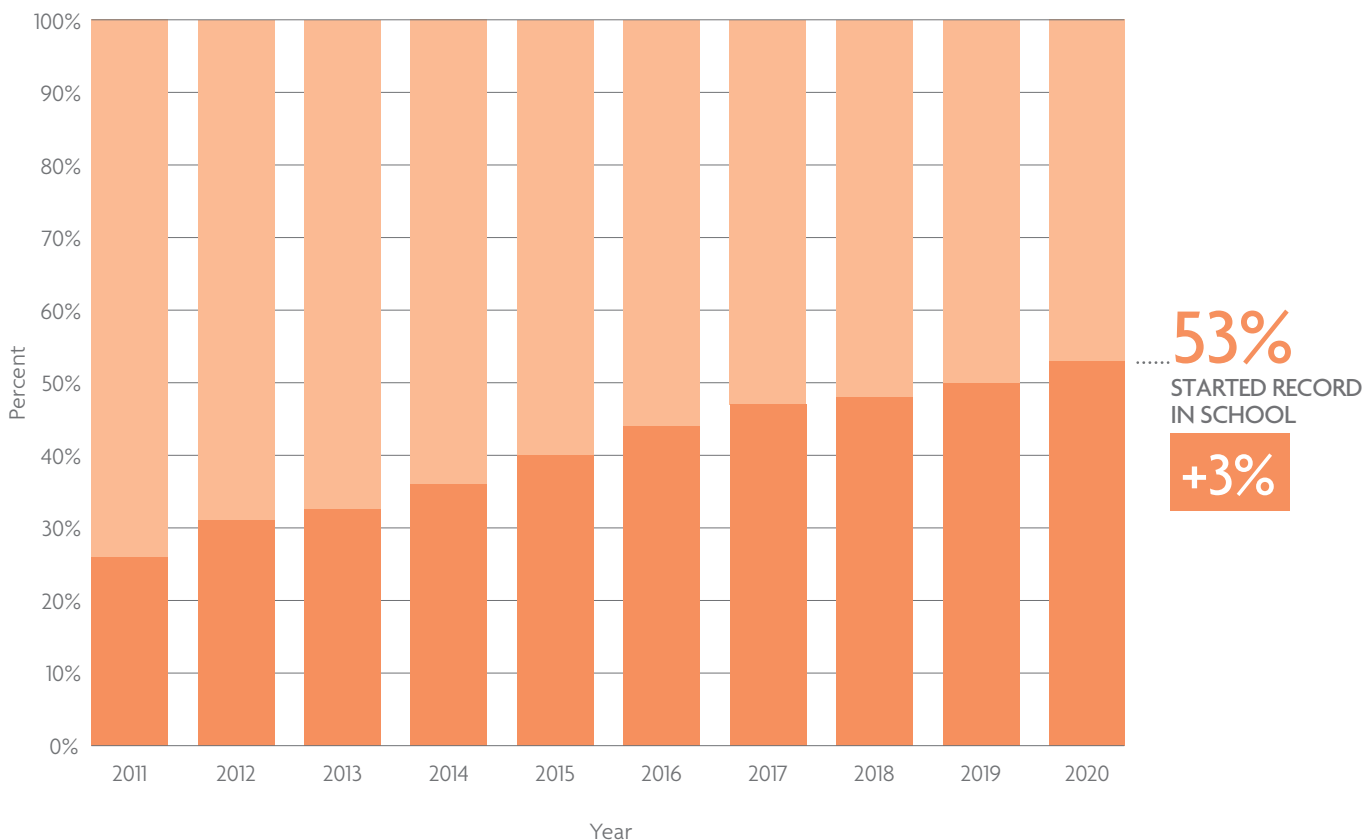


# More Than Half of Newly Licensed Architects Start NCARB Record While in School

Of all individuals who completed the path to licensure in 2020, 53 percent started their NCARB Record while in school—a 3 percentage point increase from 2019. This proportion has more than doubled in the past decade and may reflect NCARB's efforts to encourage candidates to start the path to licensure early.

Creating an NCARB Record is considered one of the first steps on the path to licensure because it enables students to begin reporting experience. The growing trend of architects starting their Record in school (and having more overlap between education, experience, and education) may lead to decreases in the amount of time to complete licensing requirements for future candidates.

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

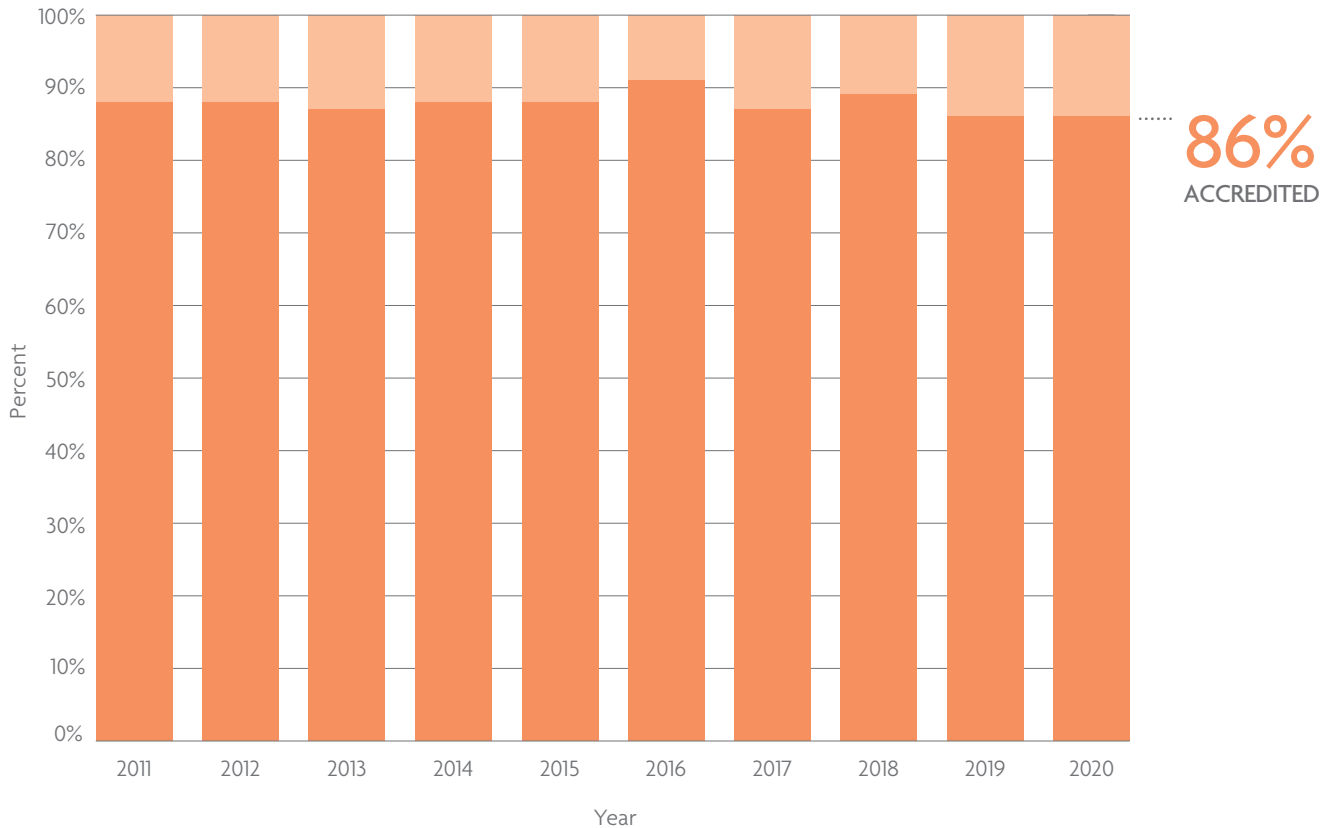


## Most Licensure Candidates Attend NAAB-Accredited Programs

Similar to the previous year, roughly 86 percent of licensure candidates who completed the path to licensure in 2020 held a degree from a NAAB-accredited program.

While this percentage has seen little fluctuation over the years, the proportion of graduates who hold a degree from a NAAB-accredited program has decreased by 5 percentage points after a peak in 2016 at 91 percent.

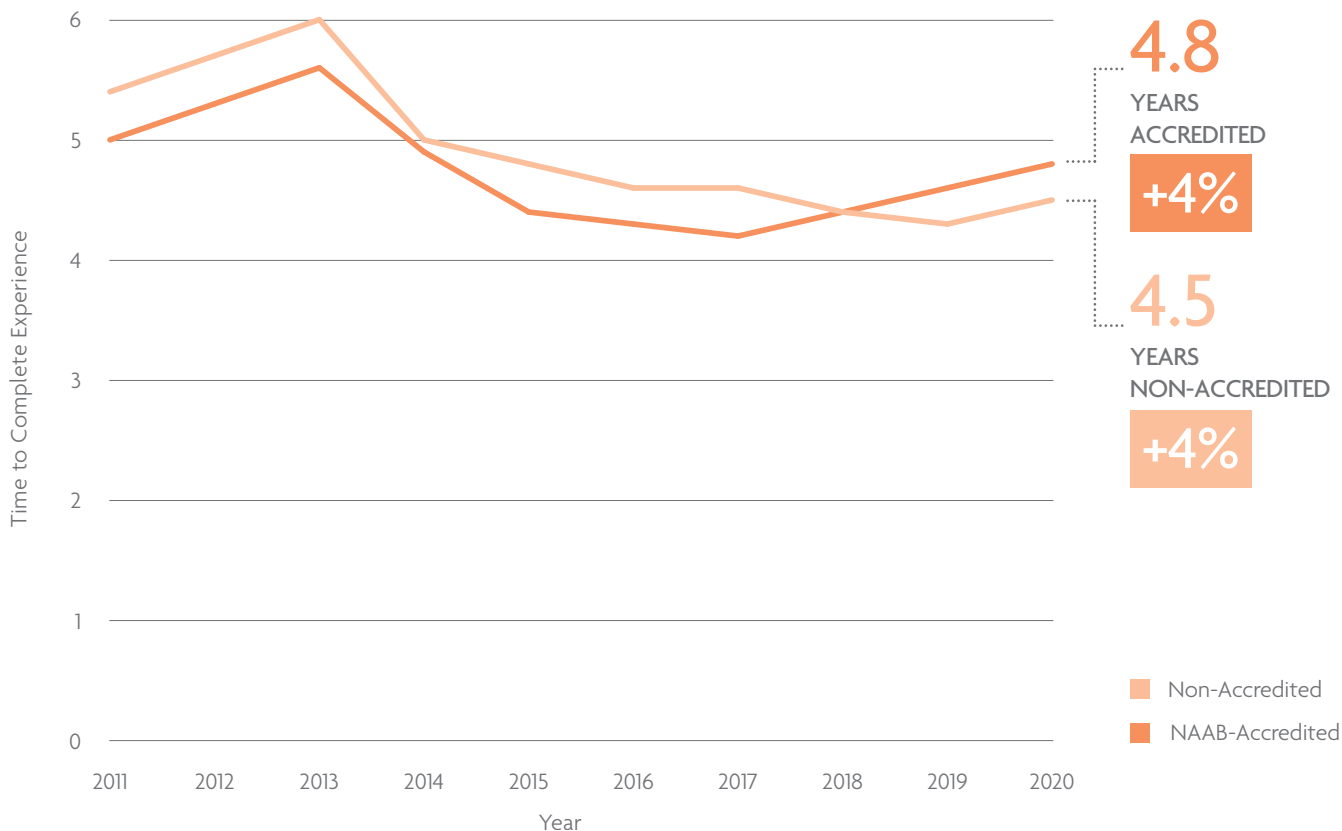
*Note: Historical data can shift because licensure candidates can backdate AXP experience up to five years.*



# Graduates From Non-Accredited Programs Complete the AXP Sooner

Candidates in accredited programs took approximately 4 months longer to complete experience requirements than candidates in non-accredited programs, at 4.8 and 4.5 years respectively.

Though candidates in non-accredited programs have historically taken longer to complete the AXP, the amount of time it takes all candidates to complete the program has declined significantly since 2013. 2020 marked the first year since 2013 that the time to complete the AXP has increased for candidates from non-accredited programs. The amount of time for candidates in accredited programs has seen gradual increases each year since 2017.





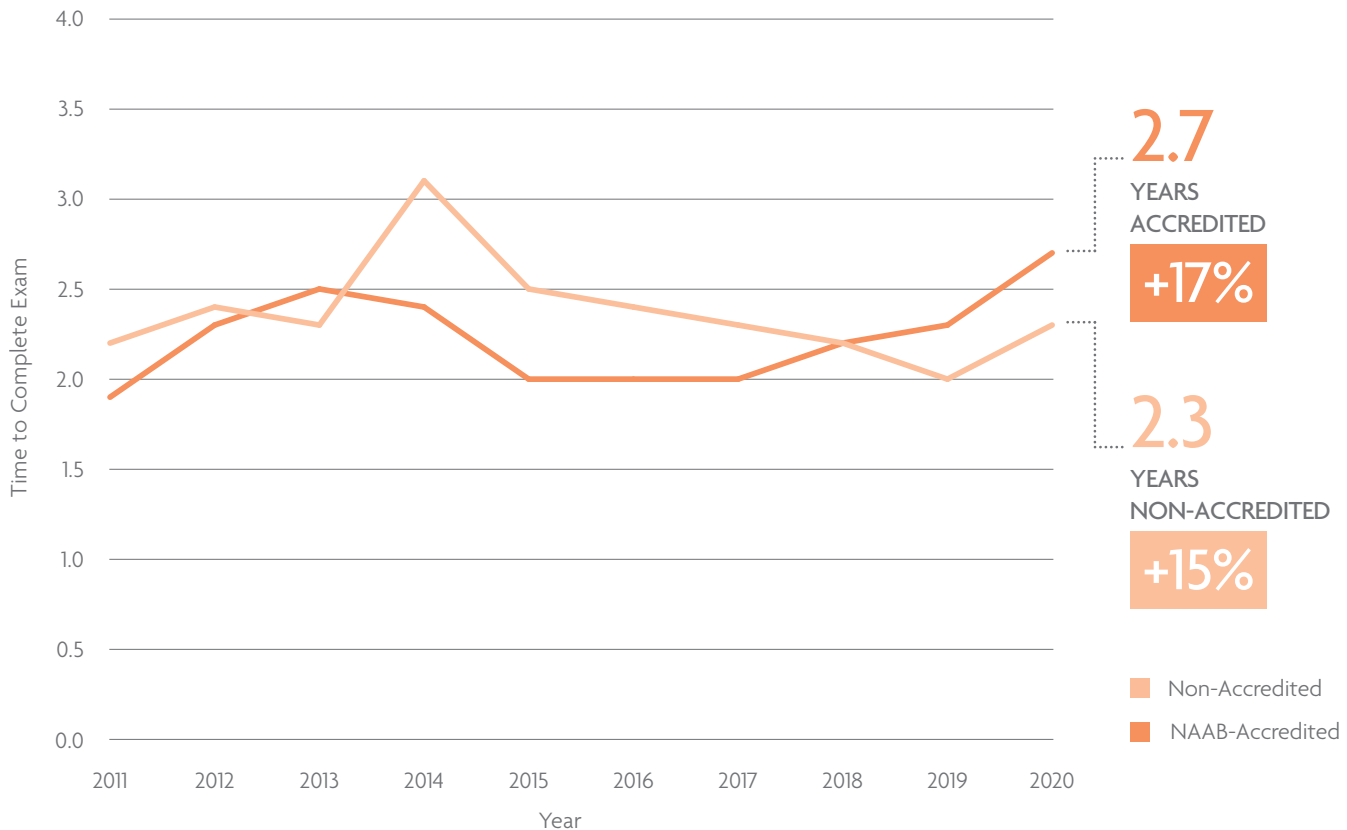
# Graduates From Non-Accredited Programs Complete the ARE Sooner

In 2020, individuals who don't hold a degree from a NAAB-accredited program finished the national licensing exam approximately five months sooner than individuals who graduated from NAAB-accredited programs.

Similar to 2019, this is a reversal of the historical trend where graduates from accredited programs typically completed the exam several months before their counterparts.

Because most candidates hold a degree from a NAAB-accredited program, this shift is likely influenced by the recent increase in the amount of time candidates take to complete the exam\*.

*\*Note: See Time to Complete Exam Increases.*

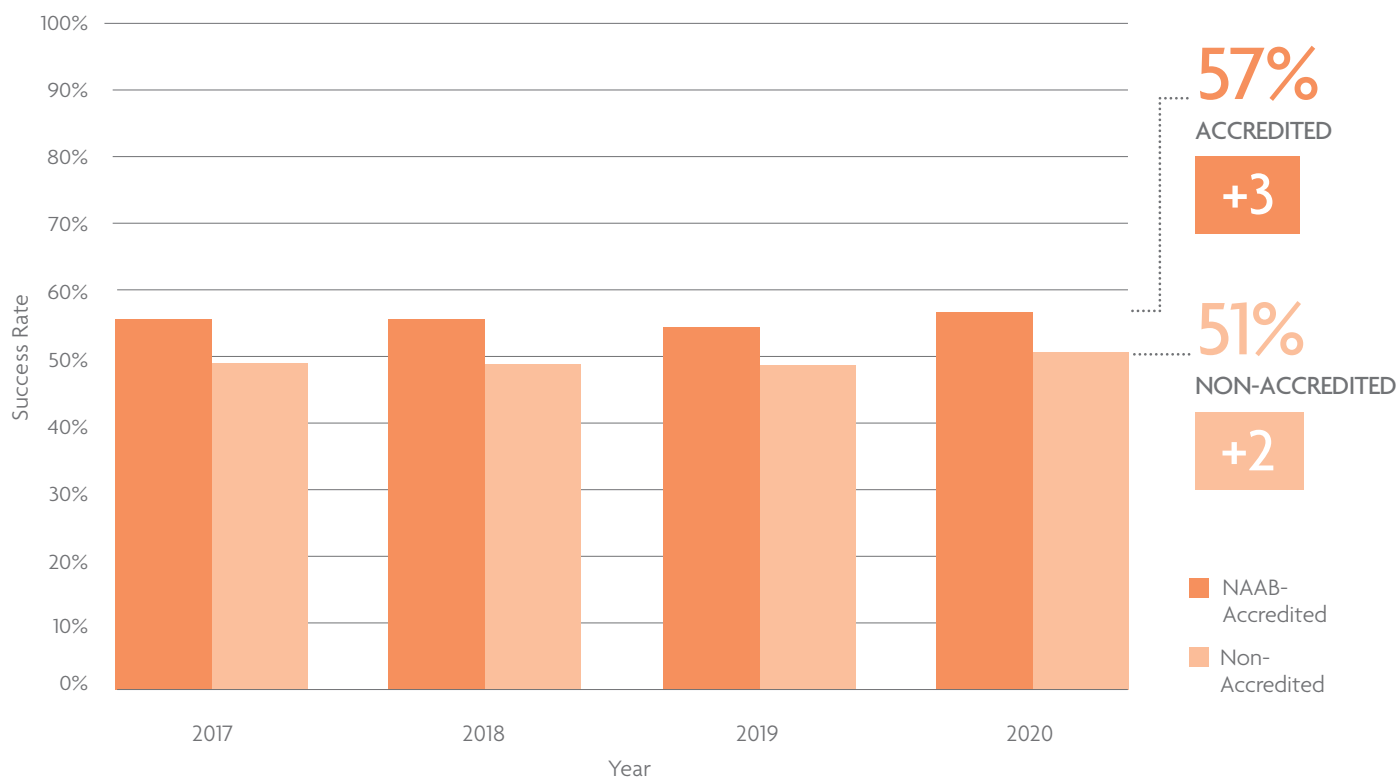


# Graduates From Accredited Programs Have Higher ARE Success Rates

Despite taking longer to complete the exam, graduates of NAAB-accredited programs consistently perform better than their counterparts. In 2020, graduates from accredited programs had a success rate of roughly 57 percent, about 3 percentage points higher than the average pass rate across all ARE 5.0 divisions. This is also 6 percentage points higher than graduates from non-accredited programs.

Historically, candidates from accredited programs outperform their peers by 6 to 9 percentage points. The average ARE 5.0 success rate increased by 2 percentage points in 2020\*.

*\*Note: See ARE Success Rate Shows Slight Improvement.*

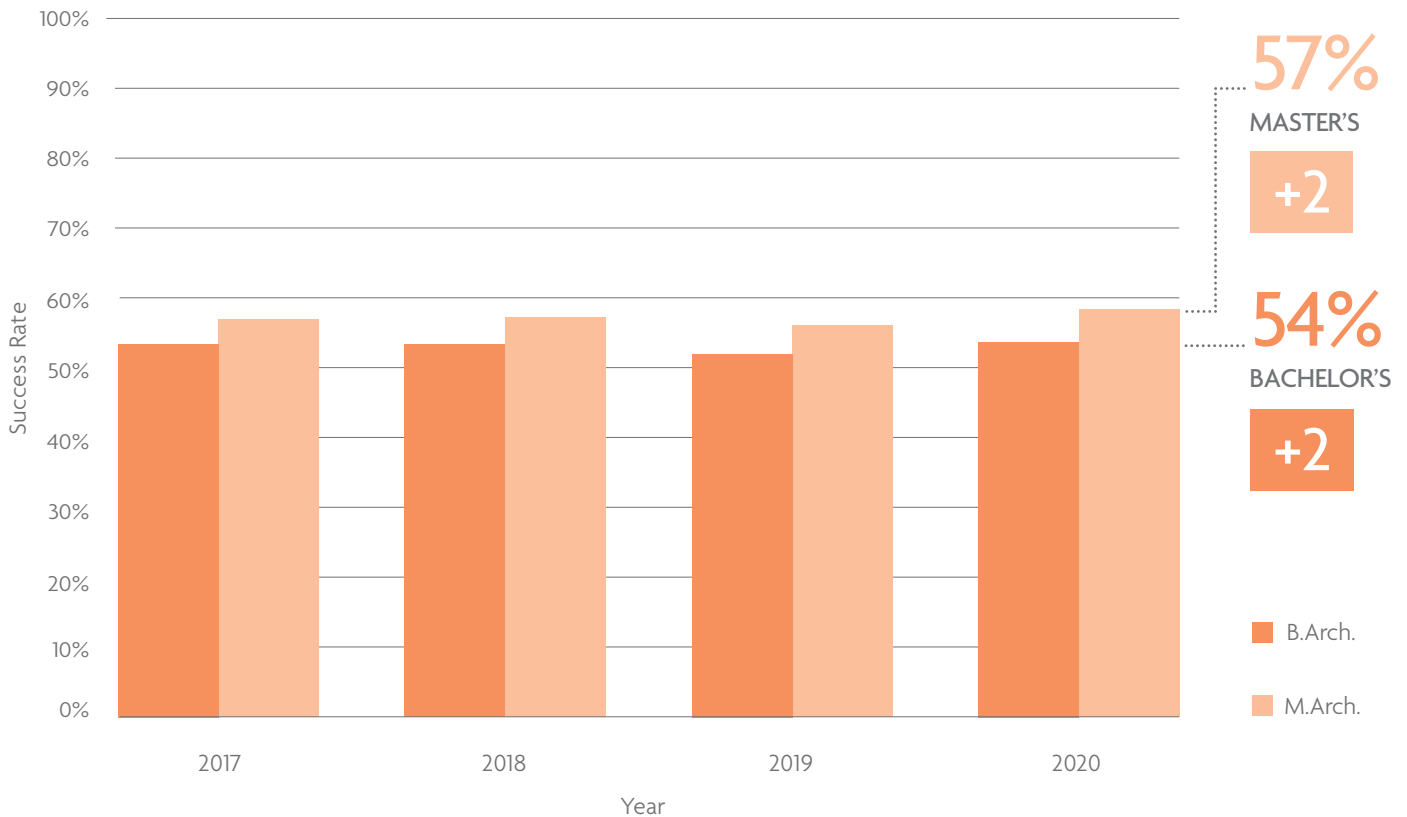


# Candidates With Master's Degree Have Higher ARE Success Rate

Candidates holding a master's degree consistently have higher ARE success rates than candidates holding a bachelor's degree.

In 2020, master's graduates had a success rate of 58 percent, roughly 4 percentage points higher than candidates with a bachelor's degree. This gap is on par with recent years, which all have a difference of roughly 4 percentage points.

Success rates for both groups increased by 2 percentage points in 2020.



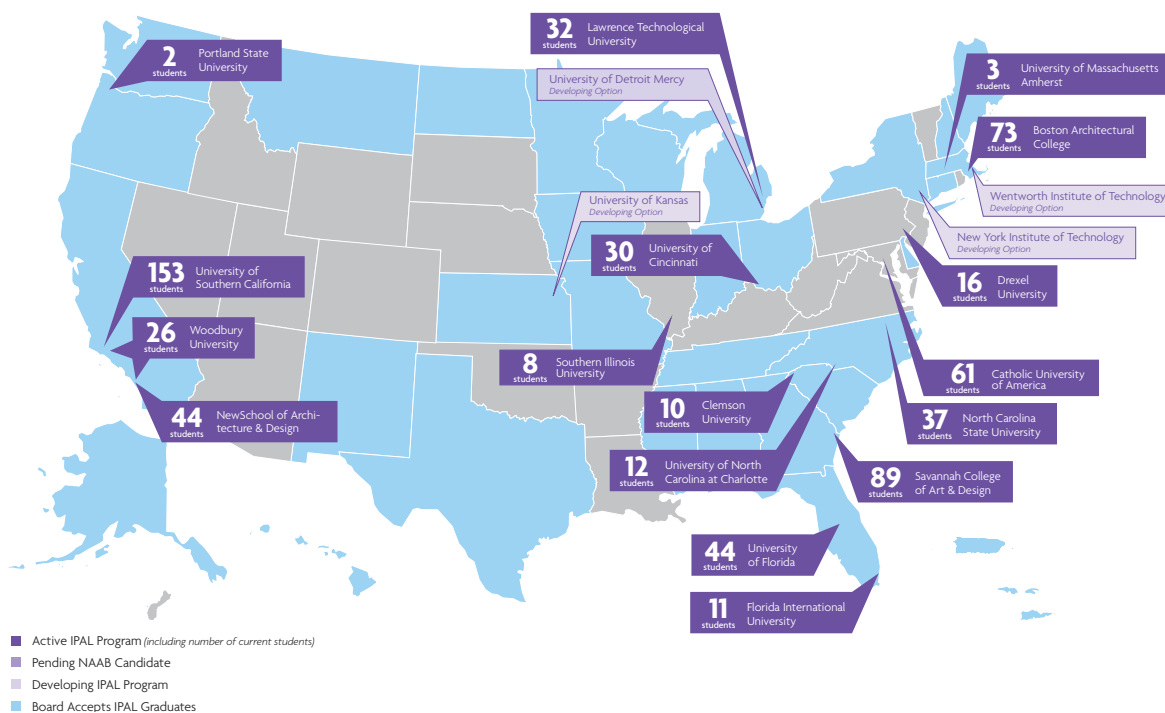
## IPAL Students Across the U.S.

There are currently 28 NAAB-accredited programs at 23 colleges participating in NCARB's Integrated Path to Architectural Licensure (IPAL) initiative, which launched in 2015.

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 dedicated to earning a license. Participating programs provide students with the opportunity to complete the AXP and take all six ARE 5.0 divisions prior to graduation.

As of the 2019-2020 school year, nearly 650 students had enrolled in IPAL options across the United States, and nearly 80 have begun taking the ARE. Currently, 33 boards will accept licensure applications from candidates who have completed the ARE prior to graduation through an IPAL program.

*Note: Enrollment data is from the 2019-2020 school year. Some accepted programs are still developing their IPAL options.*



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# Experience

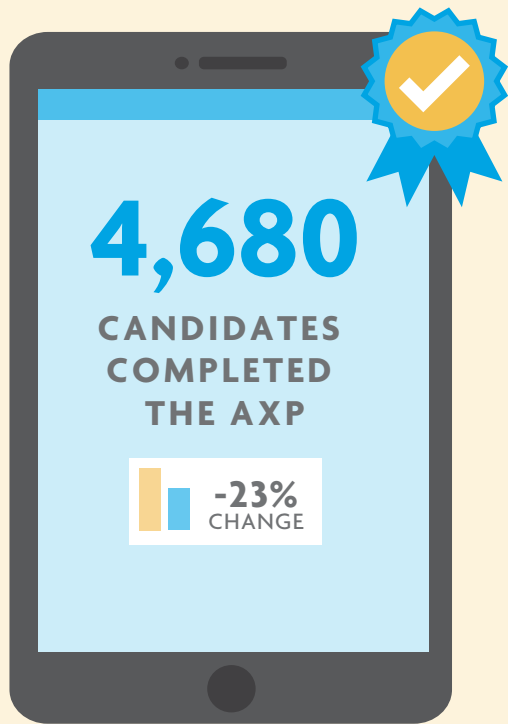
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Gaining real-world experience is a long-standing component of the licensure pathway for architects. Designed to guide candidates through earning and reporting the experience needed to practice architecture competently, NCARB's Architectural Experience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

Unsurprisingly, candidates in 2020 faced unprecedented hurdles that made it difficult to gain program experience due to a variety of challenges brought on by the COVID-19 pandemic.

The number of candidates who completed the AXP fell sharply to 4,680 total completions. This is 23 percent fewer AXP completions than in 2019 and well below the decade's average of 5,354.

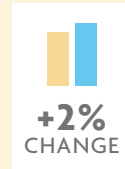
Nonetheless, 2020 data shows that candidates continue to earn and record experience earlier, often while in college—a trend NCARB expects to increase in the coming years. On average, candidates who finished the AXP in 2020 took 4.5 years to complete the program—one month longer than candidates in 2019.



**25**

**AVERAGE AGE**

*candidates start the AXP*



**4.5**

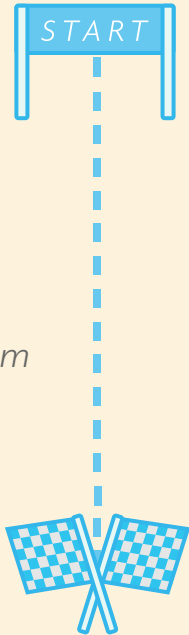
**AVERAGE YEARS**

*it takes to finish the program*

**30**

**AVERAGE AGE**

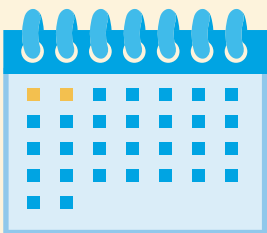
*candidates complete the AXP*



**17%**

**OF CANDIDATES COMPLETE**

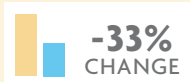
*exam before finishing experience*



**2 DAYS**

**AVERAGE TIME  
FOR SUPERVISORS**

*to approve experience reports*



**21%**

**AXP SUPERVISORS**

*are women*



**13%**

**AXP SUPERVISORS**

*are people of color*

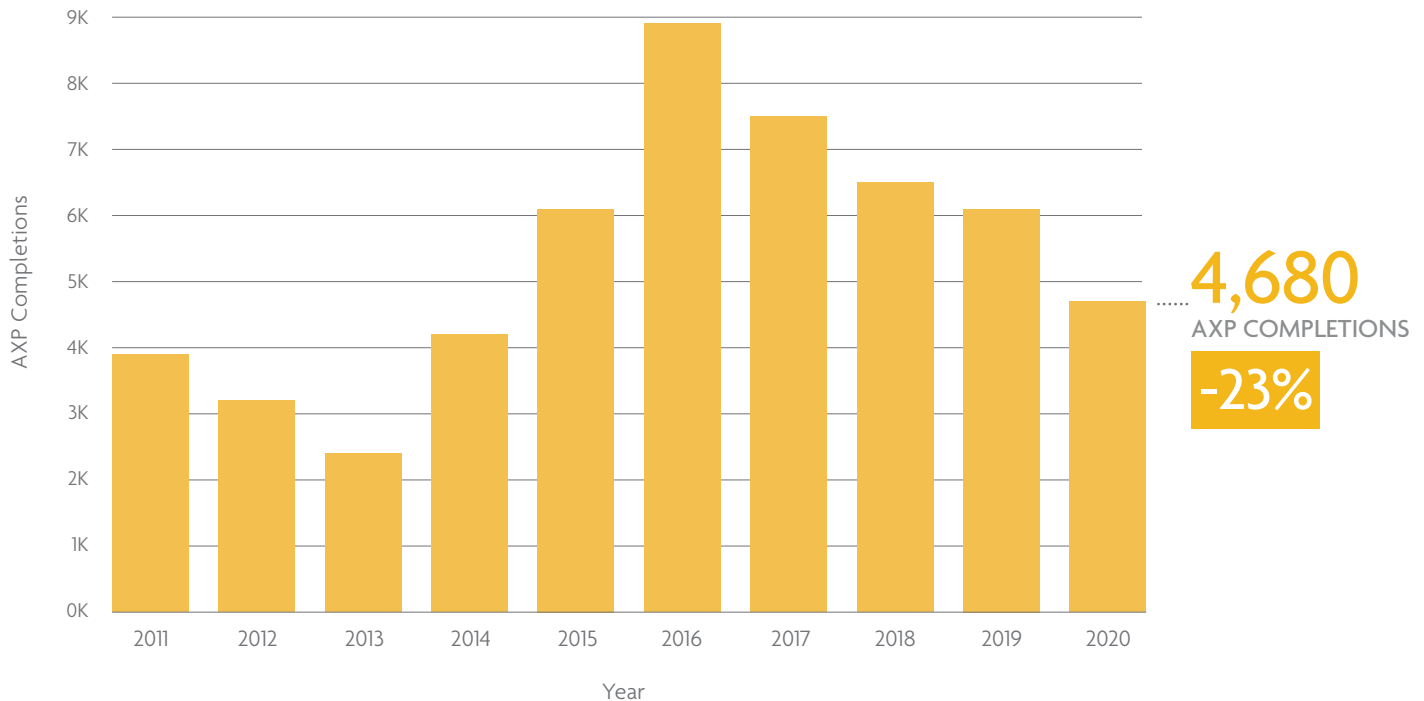
## Sharp Decline in Experience Program Completions

In 2020, nearly 4,700 candidates completed NCARB's experience program. This is 23 percent fewer candidates than in 2019. This sharp decline can likely be attributed to the uncertain economy throughout the COVID-19 pandemic, which may have resulted in fewer opportunities for candidates to gain firm experience.

Additionally, the overall decreasing trend seen over the last four years reflects a return toward normal rates, after a large number of candidates completed the program in 2016-2017 (leaving fewer candidates in the pool to complete the program in the following years).

Nearly 2,400 candidates automatically completed the program when experience areas were realigned in 2016. Additional program updates include removing elective hours (July 2015) and enabling candidates to earn 50 percent credit for experience more than eight months old (July 2014).

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

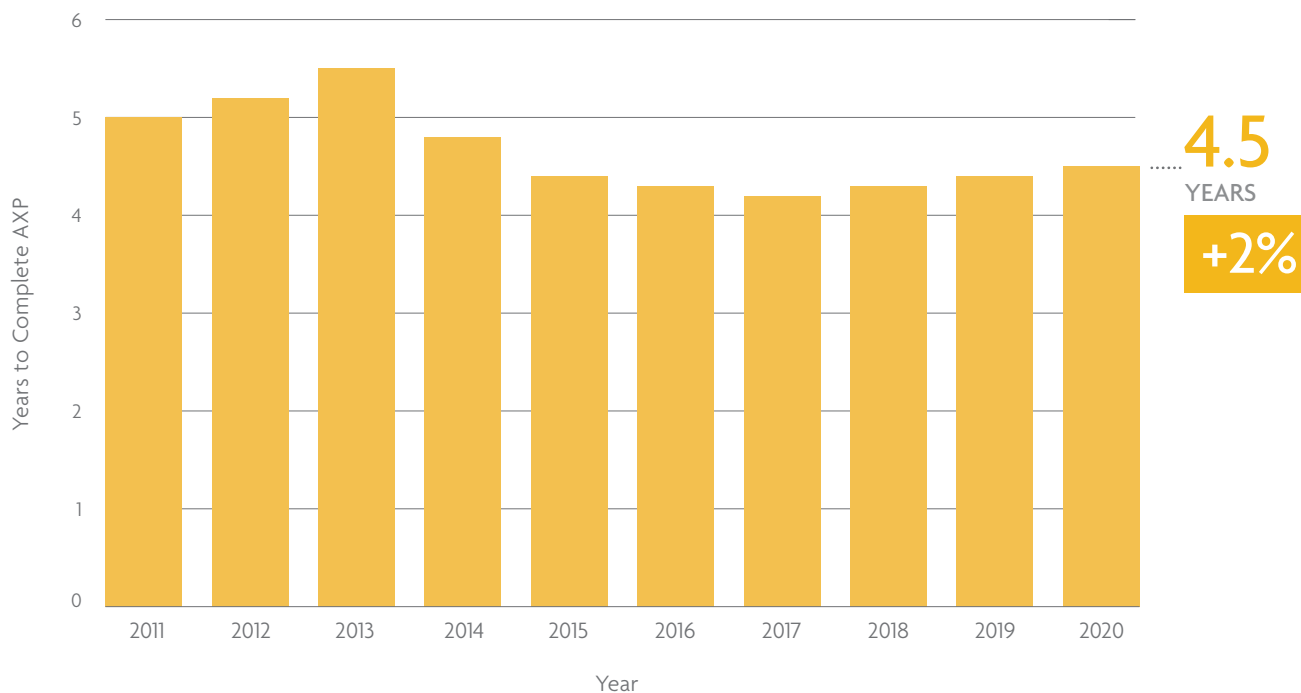


## Time to Complete Experience Increases Slightly

The average licensure candidate who completed the AXP in 2020 took 4.5 years, an increase of 2 percent—slightly more than one month—compared to 2019. The slight increases seen from 2017 to 2020 suggest that the time spent completing the experience requirement is stabilizing after the initial impact of several program updates made earlier in the previous decade.

The time it takes to complete the experience program has remained between 4.2 and 4.5 years since the removal of the program's elective hours in 2015, which reduced the number of required hours by about a third. Two additional program updates—allowing candidates to report experience older than six months (2014) and realigning experience areas (2016)—contributed to the overall drop in the amount of time candidates take to complete the program.

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

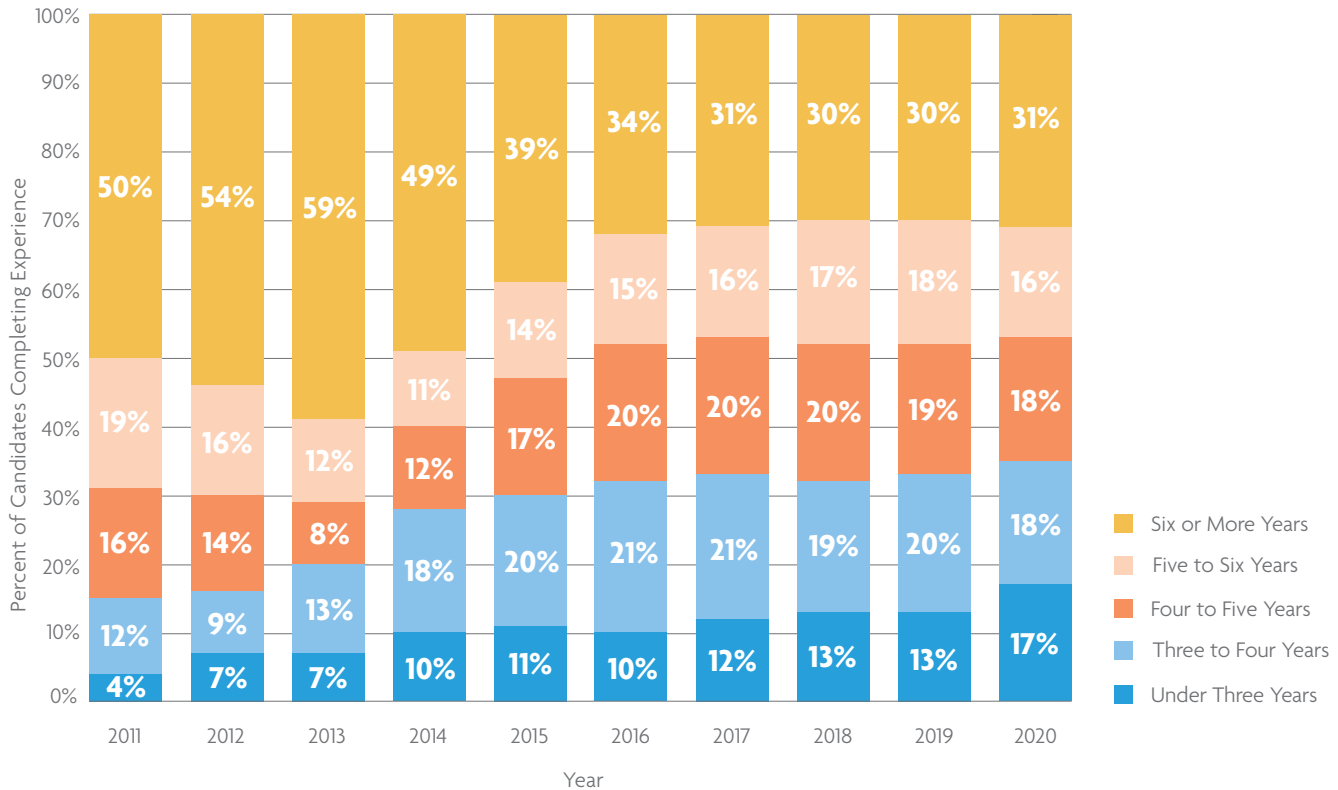




## Over a Decade, More Candidates Completing Experience in Less Time

Over the past decade, the amount of time it takes candidates to complete the experience program has shifted significantly, with greater proportions of candidates finishing experience requirements in less time. For example, the proportion of candidates finishing in under three years has more than quadrupled since 2011, now at 17 percent.

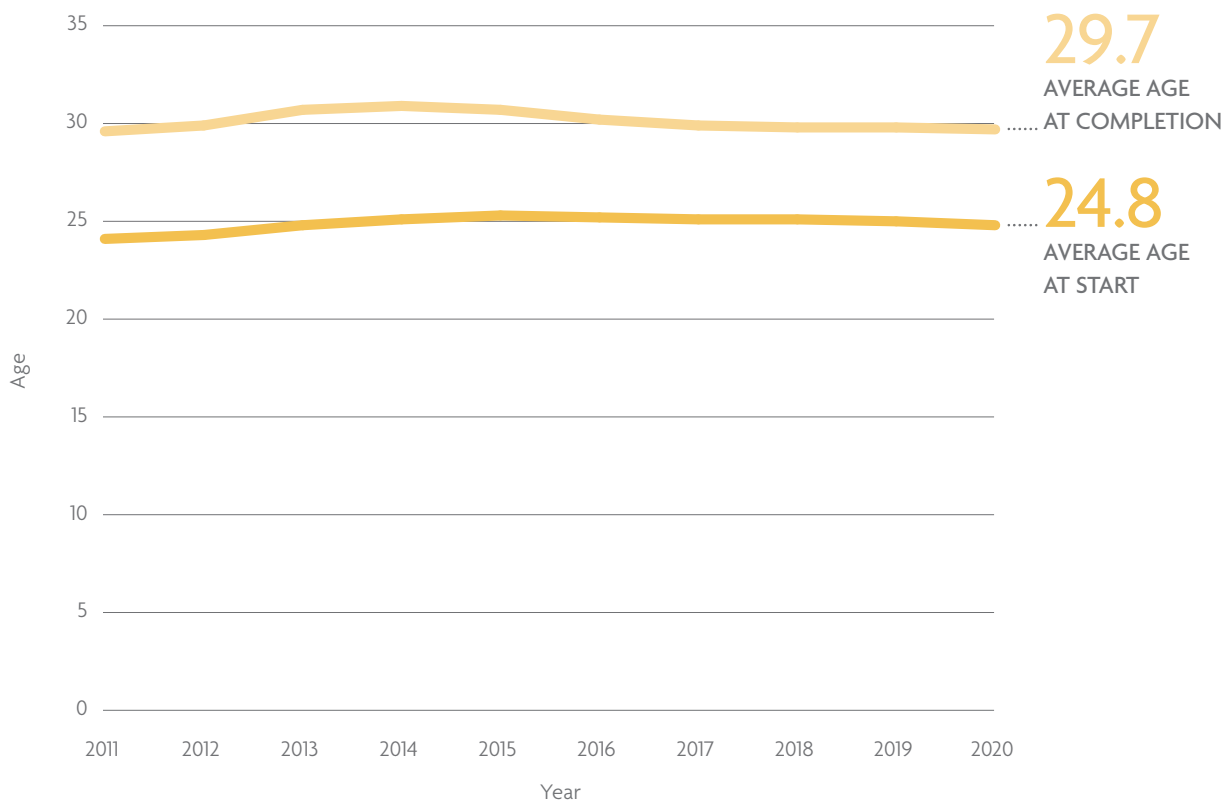
Candidates who take six or more years to complete the program still make up the largest proportion of individuals completing the AXP at 31 percent. However, this represents a 19 percent decrease from a decade ago, when 50 percent of candidates took six or more years to complete the experience program.



## Age at Experience Start and Completion Remains Steady

The average candidate beginning the AXP in 2020 was 24.8 years old—two months younger than the average candidate beginning the program in 2019. Licensure candidates who completed the experience program in 2020 were, on average, 29.7 years old when they finished, approximately one month younger than in 2019.

While neither age has shifted dramatically in recent years, NCARB's ongoing outreach program to architecture students and the Integrated Path to Architectural Licensure (IPAL)—which allows students to complete the AXP and take the national licensing exam while in school—aim to encourage candidates to begin recording their professional experience sooner.

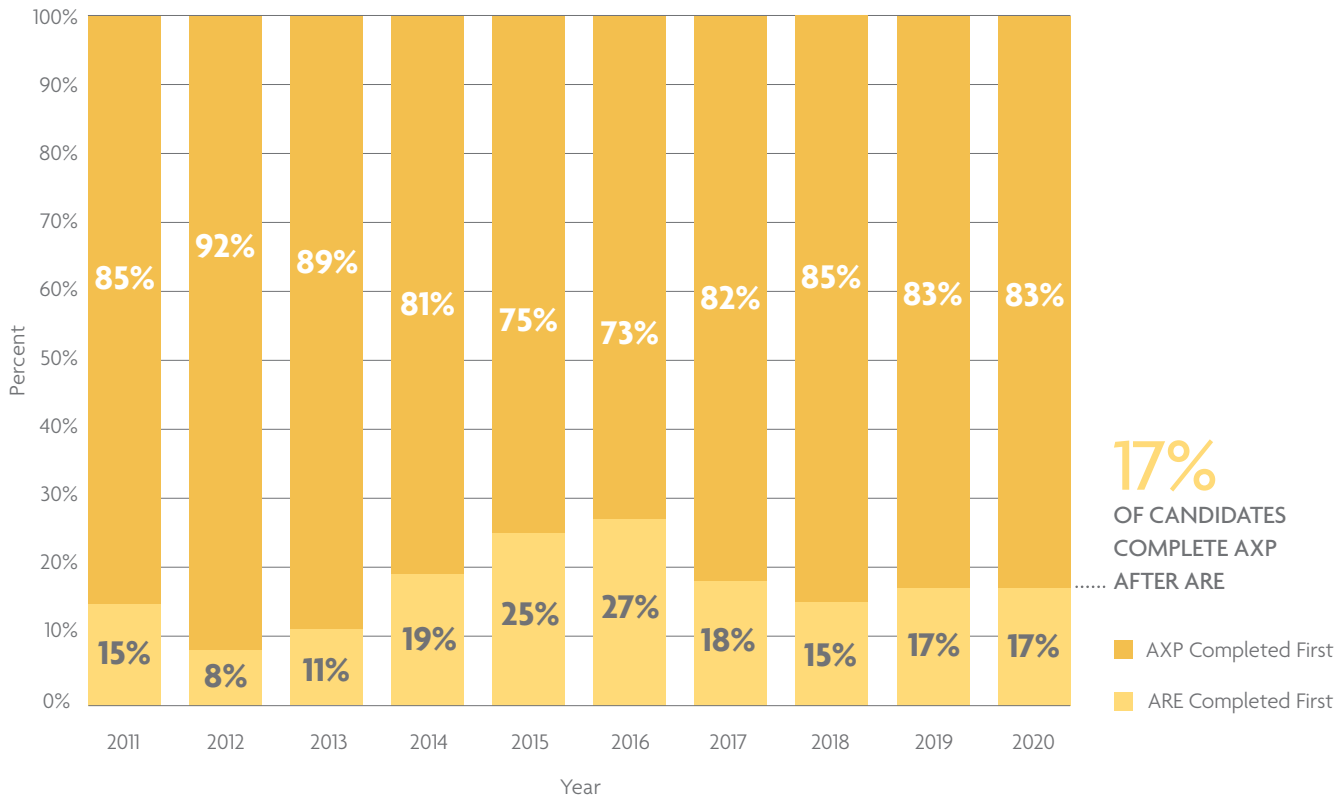


# Candidates Continue to Complete Experience Before Examination

Of the candidates who completed the path to licensure in 2020, approximately 17 percent finished the Architect Registration Examination® (ARE®) before they completed their experience, the same proportion seen in 2019.

The gradual downward trend since 2016 of candidates completing the exam before completing the AXP is likely linked to the alignment of the AXP and ARE. Candidates appear to favor completing an experience area before taking the corresponding exam division.

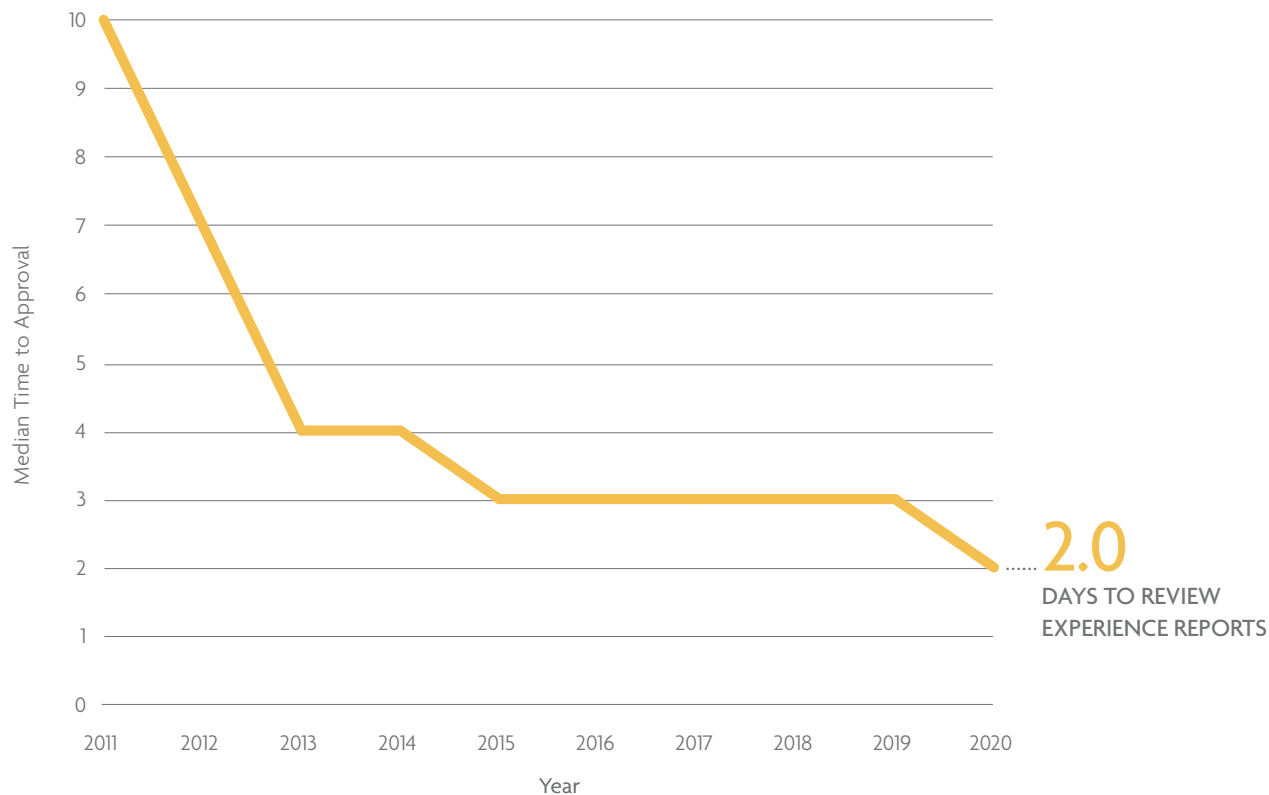
*Note: Historical data can shift because licensure candidates can backdate experience up to five years. For example, if someone submitted a final experience report today containing experience earned in 2017, their AXP completion date would be 2017.*



## Most Experience Reports Approved in 2 Days

On average, most experience reports in 2020 were reviewed and approved by a supervisor within just two days of the report's submission. This reduction in approval time reflects improved technology and corresponding supervisor familiarity with the digital review and approval process.

Prior to 2009, experience was reported via mailed paper forms. In June 2010, NCARB implemented online experience reporting and began requiring candidates to report experience within six months of earning it for full credit. These changes contributed to the reduction in approval time from 2011-2013.



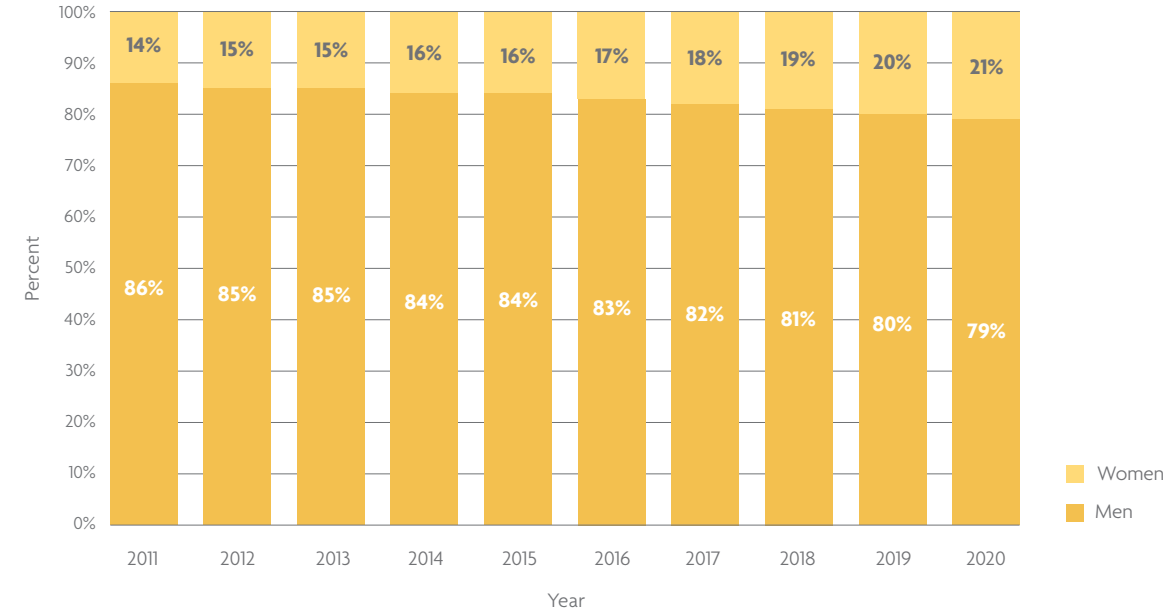
## Diversity Among Supervisors Shows Slight Improvements Over a Decade

Of active AXP supervisors in 2020, nearly 21 percent were women—a 7 percent increase over the last decade. Men have made up between 79 and 80 percent of active AXP supervisors since 2018, with the proportion of male supervisors decreasing steadily over the last decade.

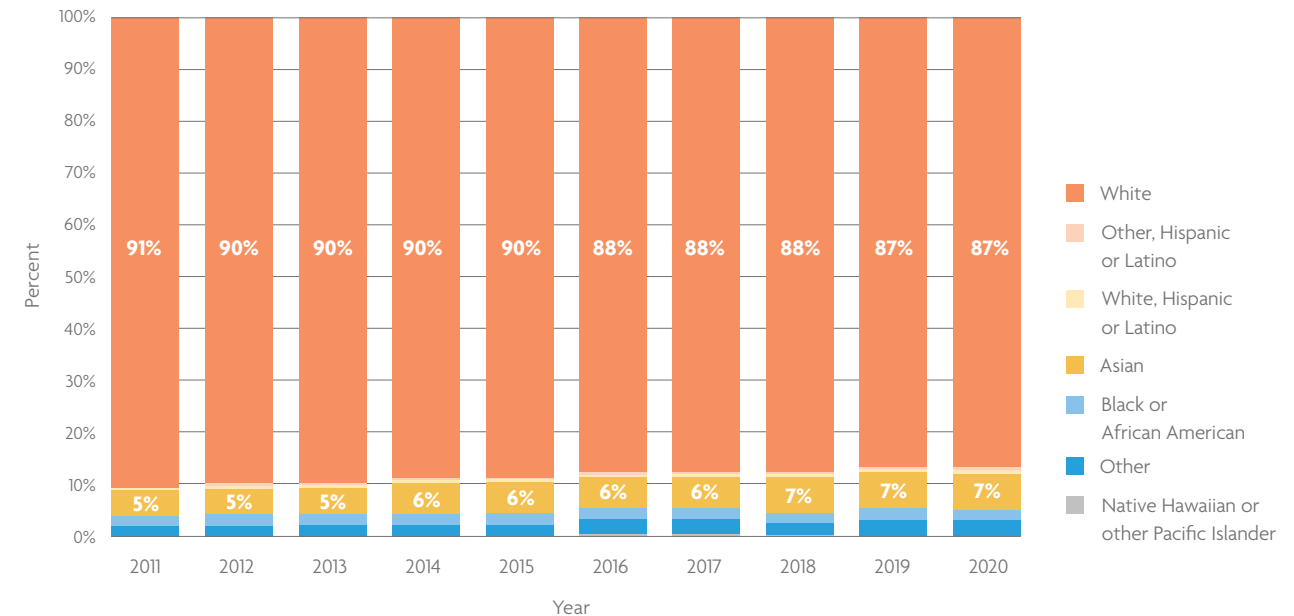
The proportion of AXP supervisors who were people of color did not change from 2019, remaining at around 13 percent. Following white supervisors, Asians were the next most represented at 7 percent of the total supervisor population.

Though 2020's data shows slight increases in the representation of women among AXP supervisors across the past decade, the slow progress highlights the ongoing need to support equity and inclusion efforts for historically underrepresented groups within the architecture profession.

Gender Diversity Among Supervisors



Racial and Ethnic Diversity Among Supervisors



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# Examination

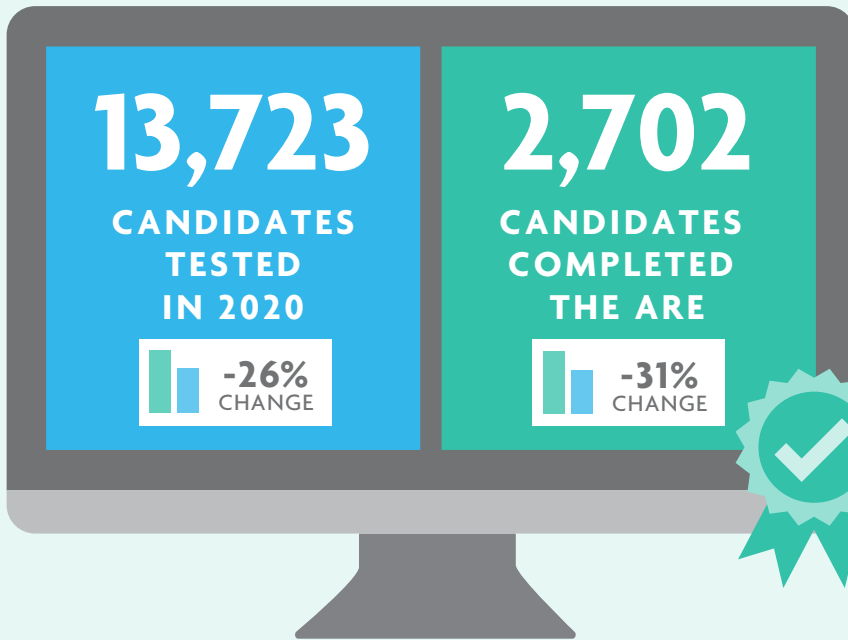
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Required by all 55 U.S. jurisdictions, the Architect Registration Examination® (ARE®) 5.0 is a six-part exam taken by candidates seeking architectural licensure.

Just over 2,700 candidates completed the ARE in 2020, a 31 percent drop compared to 2019. The average candidate took four months longer to finish the exam in 2020 compared to 2019—primarily a result of the March-June Prometric test center closures during the pandemic.

The average success rate, which is the percentage of passed divisions out of all division attempts, increased by 2 percentage points to 54 percent. Candidates also performed more consistently across the divisions compared to 2019.

Changes NCARB implemented to the exam format in late December 2020, such as providing candidates with more time per question, are anticipated to support further increases in exam performance in 2021.



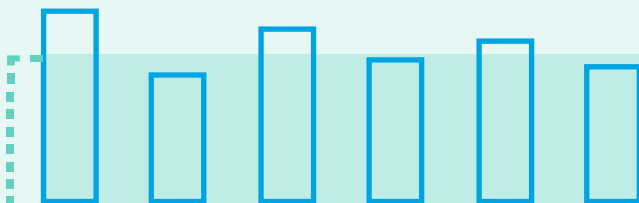
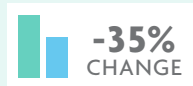
**29 YEARS**  
AVERAGE AGE  
*a candidate starts testing*



**2.6 YEARS**  
AVERAGE TIME  
*taken between starting and finishing the exam*



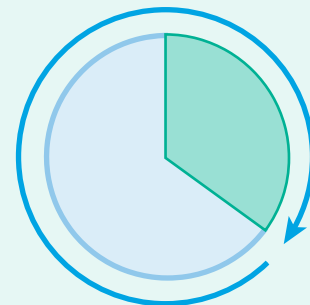
**29,394**  
DIVISIONS TAKEN IN 2020



**54%**

AVERAGE PASS RATE  
*across ARE 5.0 divisions*

**10,373**  
RETAKES



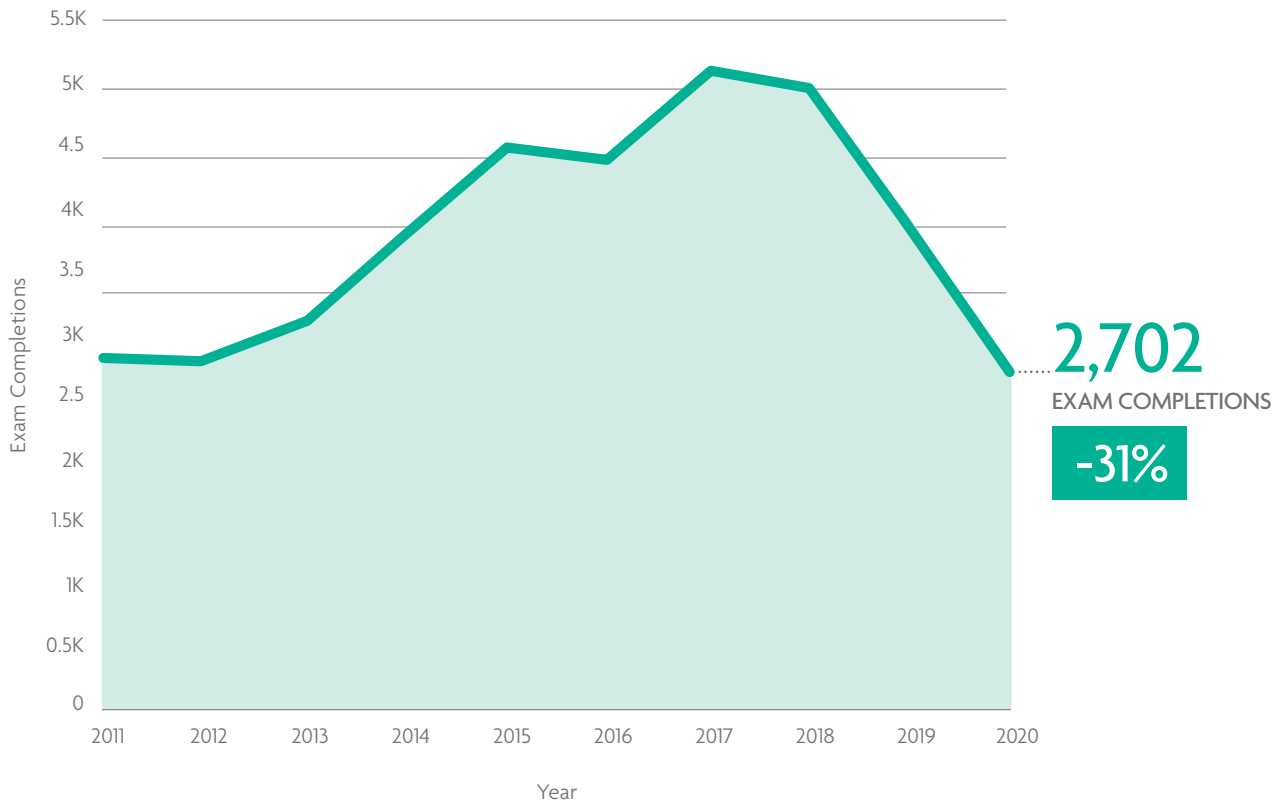
**35%**

OF ADMINISTRATIONS

# Number of Exam Completions Declines

In 2020, just over 2,700 candidates completed the ARE. This is 31 percent fewer than the number of individuals who completed the exam in 2019.

Though a significant drop, 2020's decline was almost certainly due to the closure of test centers across the U.S through the early months of the COVID-19 pandemic and ongoing limitations to testing availability as part of test centers' COVID-19 mitigation measures.





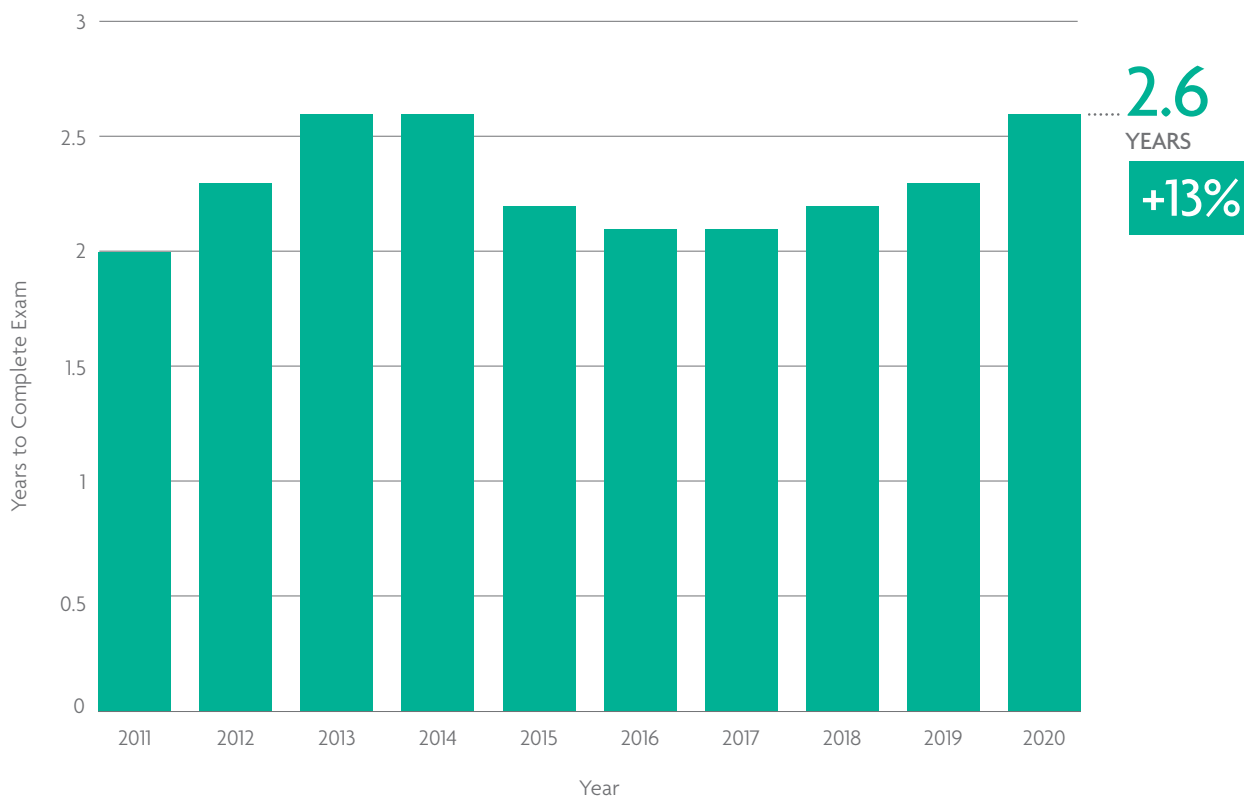
## Time to Complete Exam Increases

The average candidate who completed the ARE in 2020 took 2.6 years, an increase of 13 percent—about four months—compared to 2019. This increase was almost certainly caused by the closure of test centers from mid-March to mid-June during the COVID-19 pandemic.

To prevent candidates' progression from being impacted by test center closures, NCARB extended all candidates' rolling clocks (the time frame in which division scores are valid) by a total of 18 months during the pandemic.

The significant decline in time to complete the exam seen in 2015 came after NCARB greatly reduced the amount of time candidates must wait before retaking a failed division. Prior to October 2014, candidates had to wait six months to retake a failed division; now, they only have to wait 60 days.

Candidates can also attempt each division up to three times per 12-month period—a provision that is both necessary for exam security and encourages candidates to properly prepare before testing again.

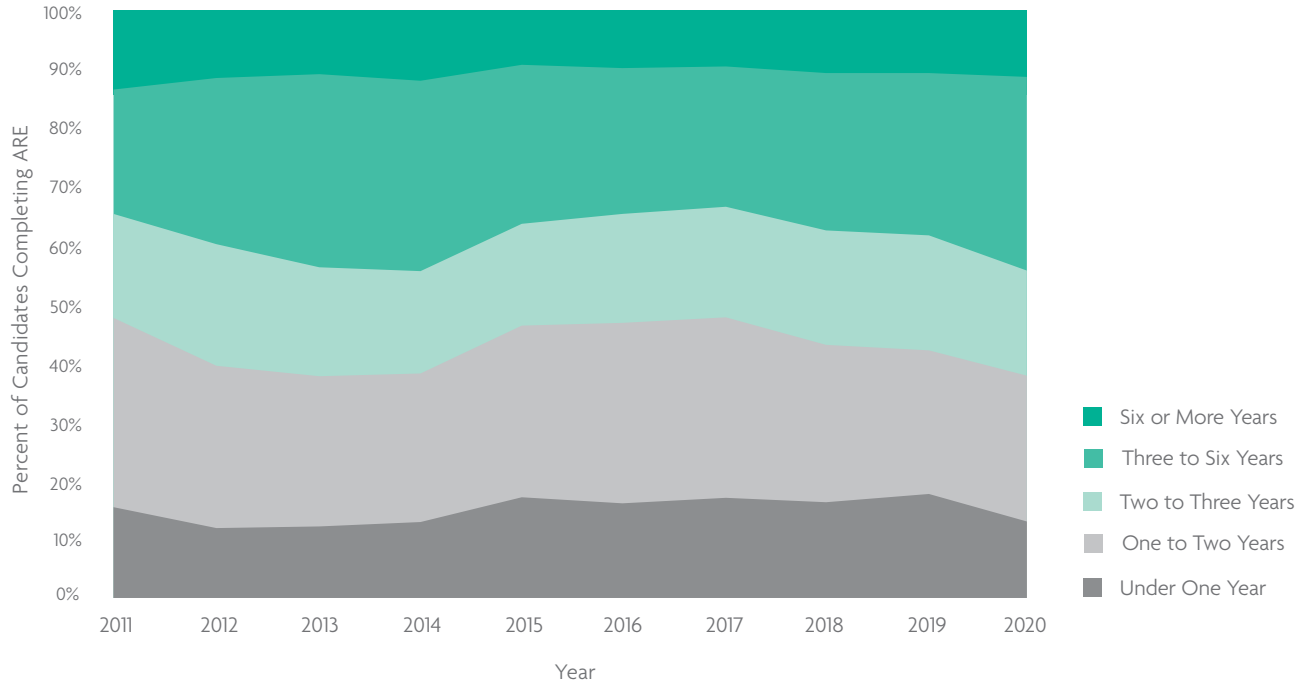


## Fewer Candidates Completing the ARE in Three Years

The proportion of candidates who completed the exam within three years of taking their first division was 56 percent in 2020. This is an 11 percentage point decrease from the high of 2017, when 67 percent of candidates completed the exam within three years.

There are two influencing factors for this trend. Test center closures in 2020 delayed candidates from testing for several months, and some candidates are likely to have delayed or deferred testing during the pandemic.

The peaks around 2016 and 2017 were also influenced by the transition from ARE 4.0 to ARE 5.0, when the option of strategic testing enabled candidates to complete the ARE in as few as five divisions.

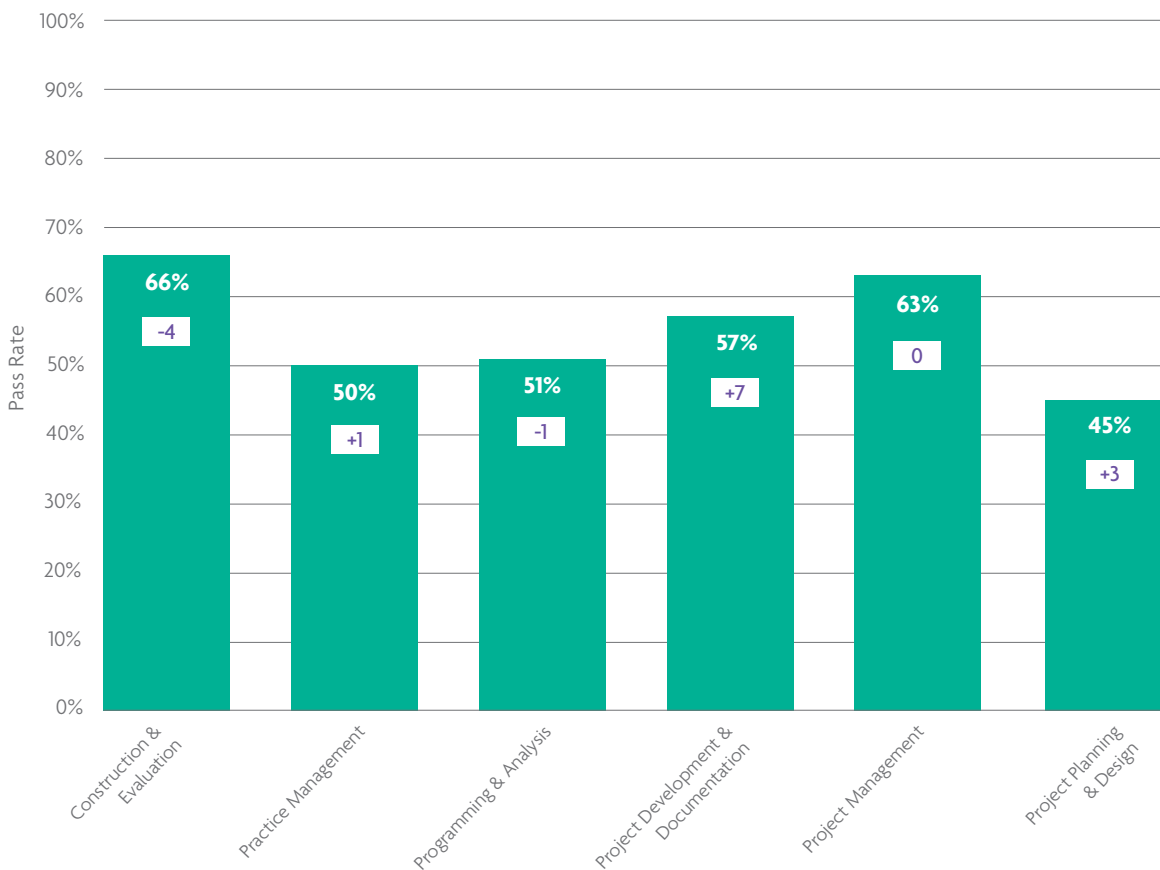


## Construction & Evaluation Has Highest Pass Rate

Construction & Evaluation (CE) had the highest pass rate of all ARE 5.0 divisions in 2020 at 66 percent, though this was 4 percentage points lower than the CE pass rate from 2019. Project Planning & Design (PPD) had the lowest pass rate at 45 percent, a 3 percentage point increase compared to 2019.

The division with the biggest change was Project Development & Documentation (PDD), which had a 7 percentage point increase in candidate performance since 2019. For comparison, the average success rate across all six divisions was 54 percent—a 2 percentage point uptick compared to 2019.

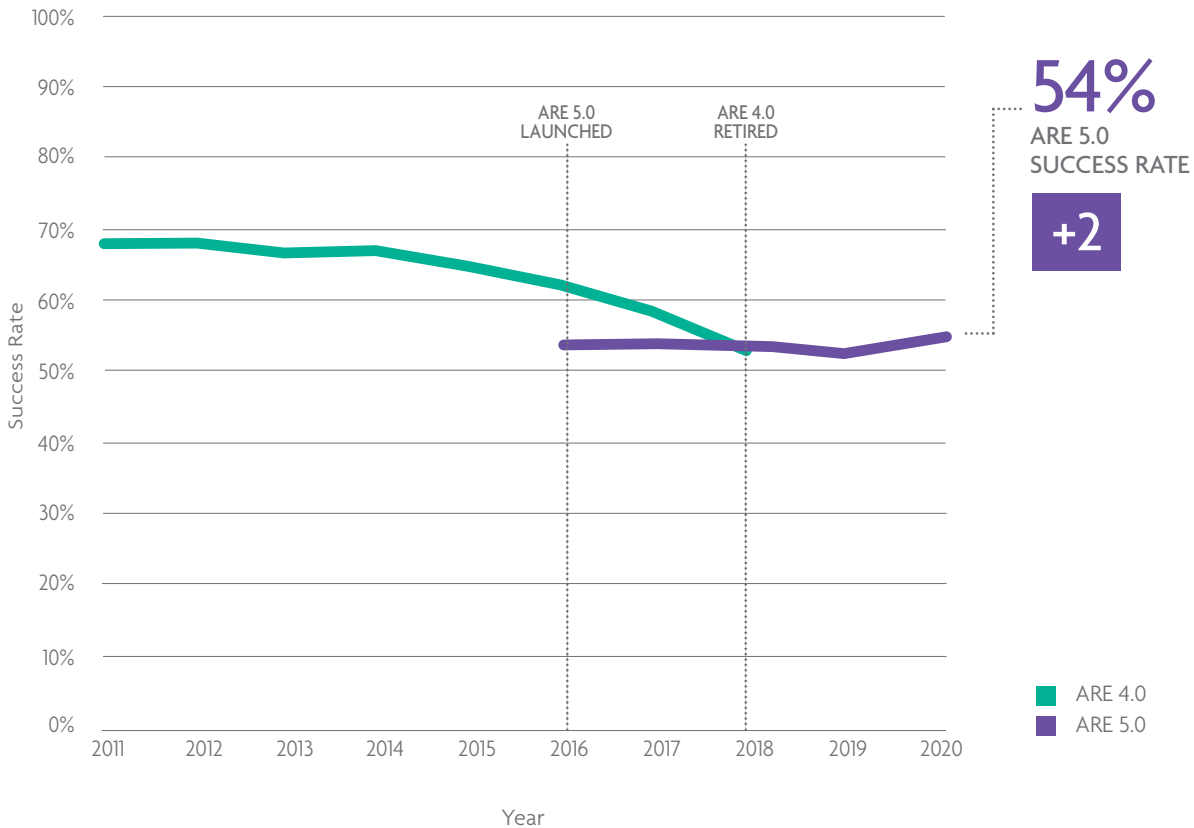
*Note: Pass rates reflect the percent of testers who achieve a passing score on a specific ARE division. Success rates reflect the combined average pass rate across all ARE divisions.*



# ARE Success Rate Shows Slight Increase

ARE 5.0's success rate, or the average of all division pass rates, increased by 2 percentage points between 2019 and 2020. At slightly over 54 percent, 2020 saw the strongest collective exam performance by candidates since the launch of ARE 5.0 in 2016.

Changes to the exam format in mid-December 2020, which provided candidates with more time per question and fewer questions per division, are anticipated to support further improvements in candidate performance in 2021.

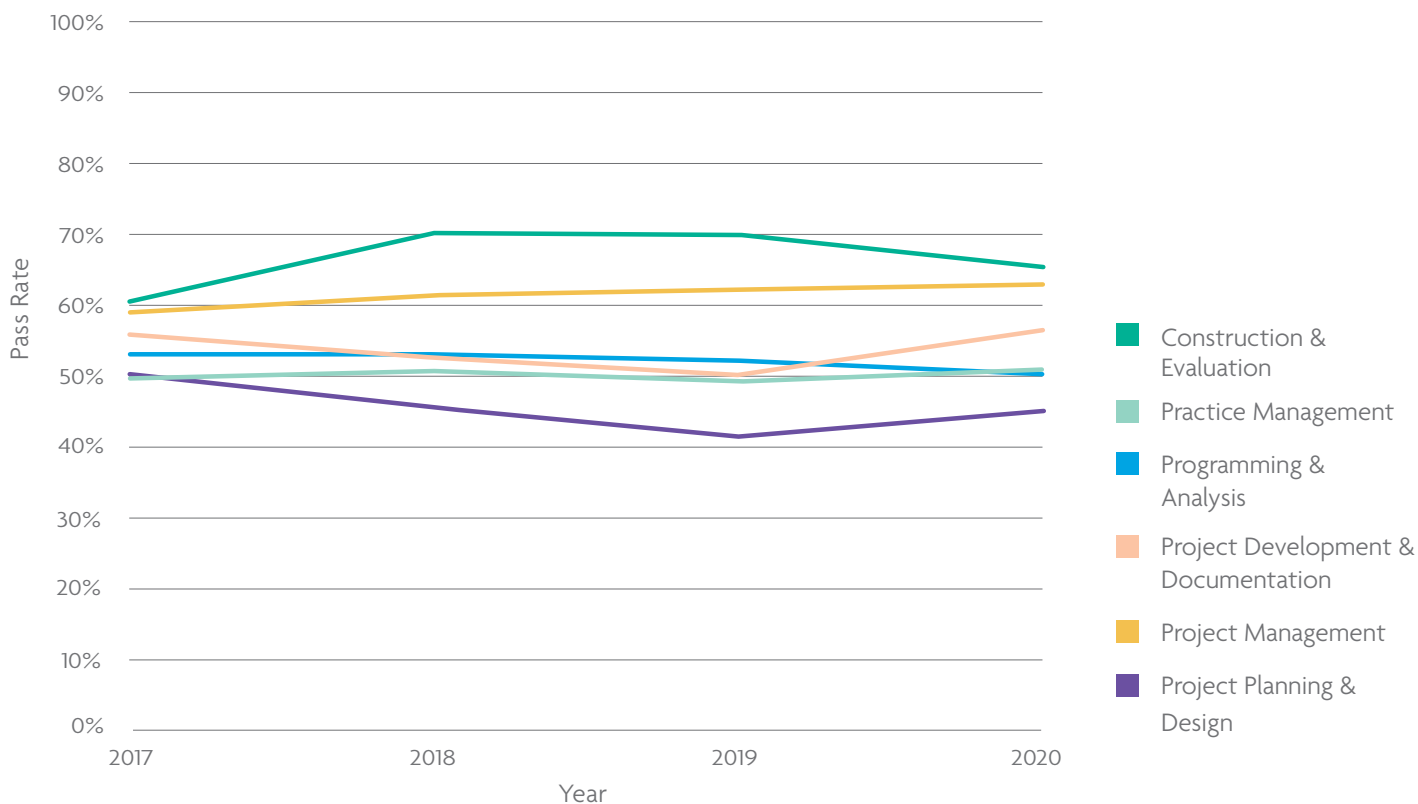


# Candidates Performing More Consistently Across Divisions

An assessment of ARE 5.0 division pass rates over time reveals a noticeable convergence in 2020.

In 2019, pass rates ranged from 42 percent for Project Planning & Design to 70 percent for Construction Evaluation—a range of 28 percentage points. Though these two divisions still marked the upper and lower thresholds for average pass rates in 2020, they shifted to 66 and 45 percent, respectively—a range of only 21 percentage points. This indicates that candidates are performing more consistently across the different divisions.

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

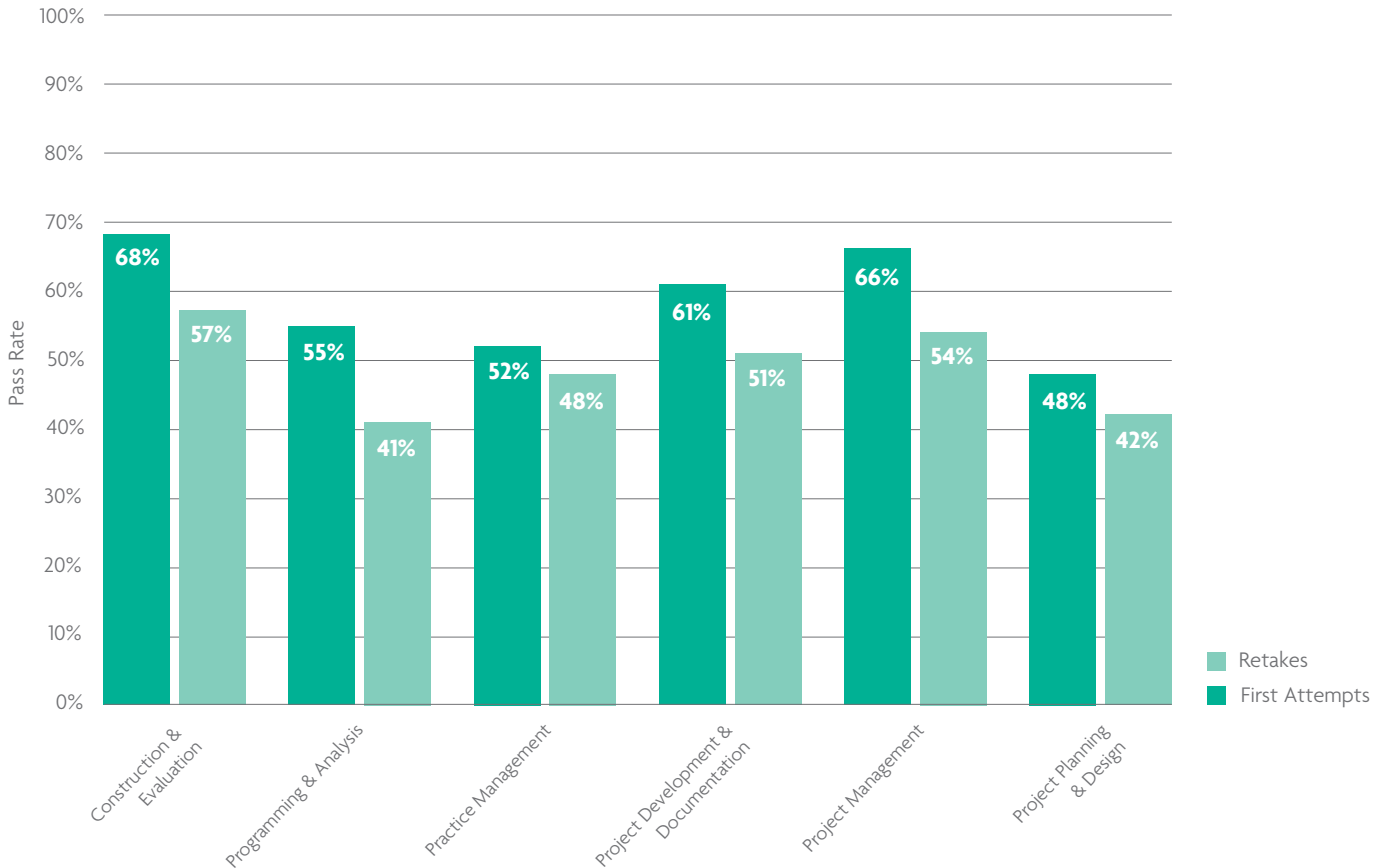


# Pass Rates for Retakes Lower Than First Attempts

2020 data shows the average pass rate for all ARE 5.0 divisions is higher for first attempts than it is for retakes.

The largest difference in pass rates for retakes compared to first attempts was seen in the Programming & Analysis (PA) division, which saw a 14 percentage point decrease in average pass rates between first attempts and retest attempts. Though Programming & Analysis ranked only as the fourth most difficult division for first attempts at 55 percent, it proved the most difficult division for re-testers, with a pass rate of just 41 percent.

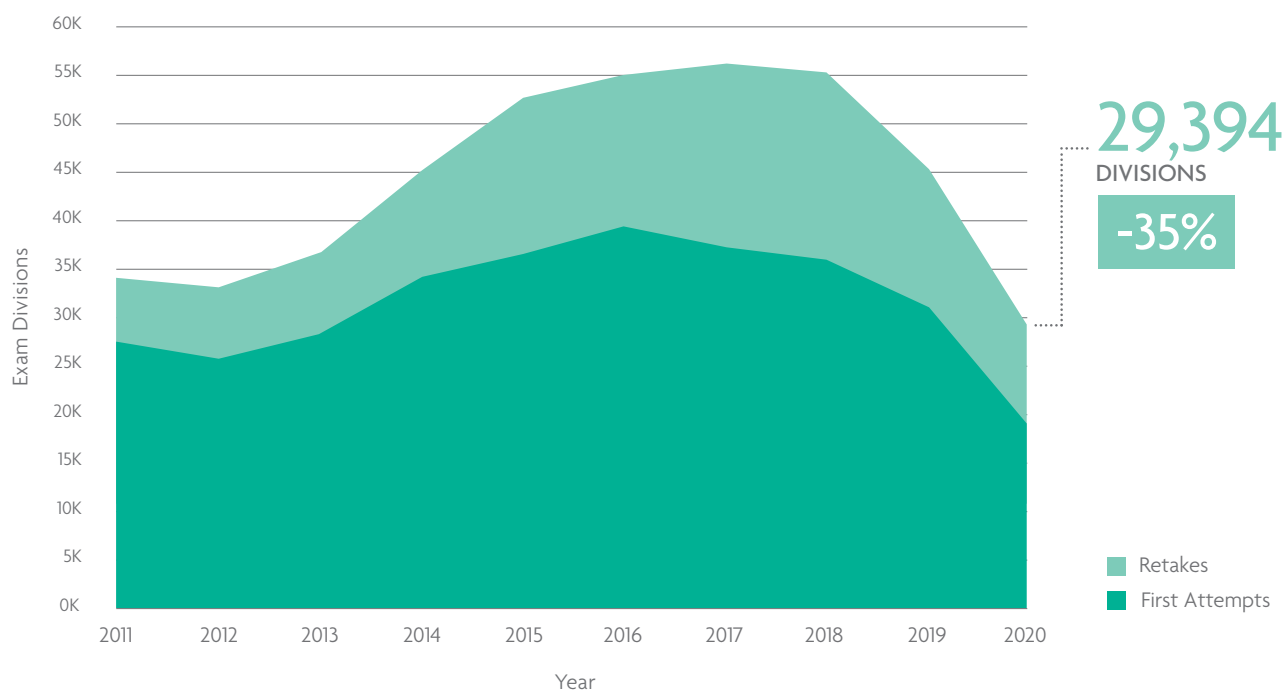
In contrast, the smallest difference in pass rates was seen for the Practice Management (PcM) division, which saw only a 4 percentage point decrease in average pass rates following the first attempt.



# Test Center Closures Cause Sharp Decline in Tests Administered

The total number of tests administered in 2020 fell significantly to 29,394 divisions—a 35 percent drop from 2019. The driving factor for this decrease was the closure of test centers between mid-March and mid-June due to the COVID-19 pandemic, as well as the continued limitations to testing availability as part of test centers' COVID-19 mitigation measures.

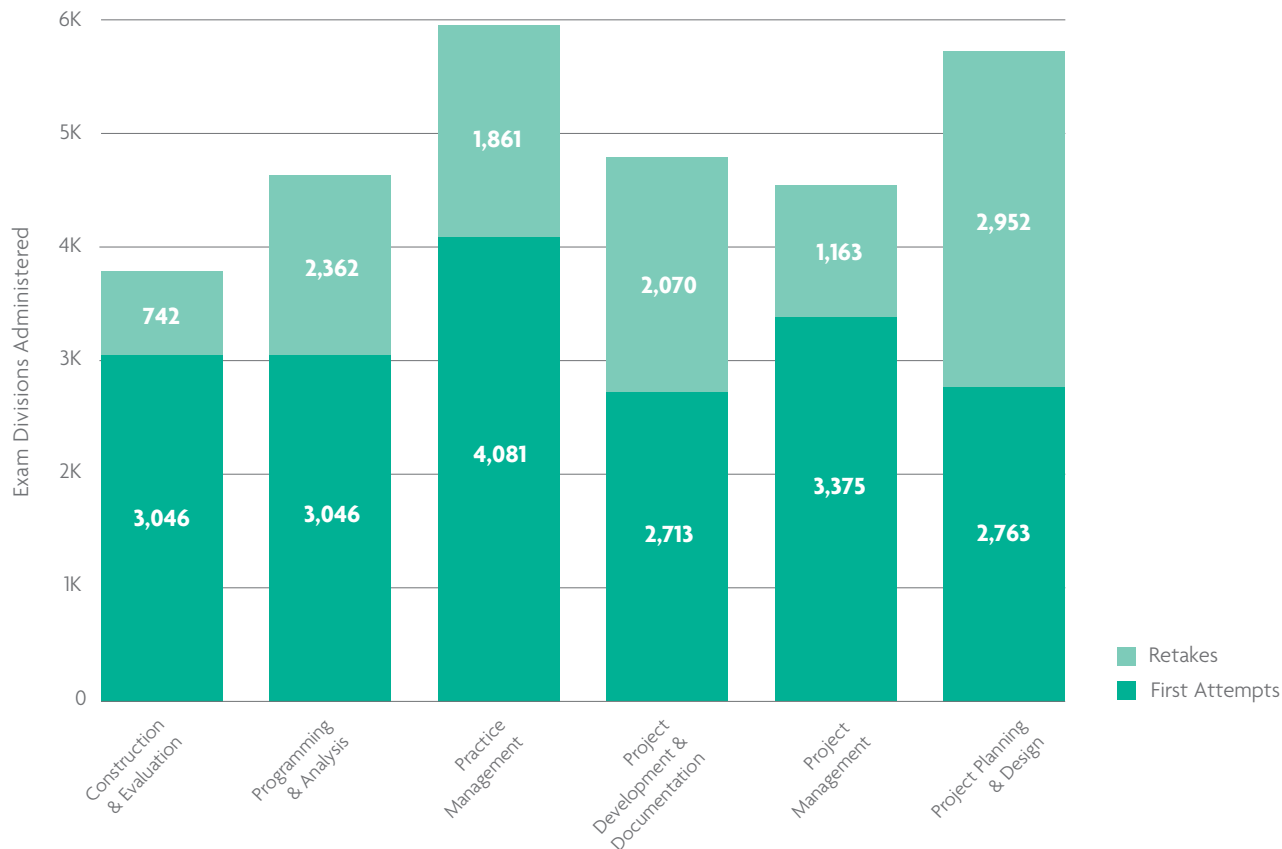
Additionally, just under two-thirds (19,021) of the tests administered in 2020 were first-time attempts. The remaining third (10,373) were retakes. Proportionally, this was the same ratio of first attempts to retakes as seen in 2019.



## Practice Management Has Highest Number of Tests Administered

Of the 29,394 ARE 5.0 tests administered in 2020, nearly 6,000 of them were for the Practice Management division—including over 4,000 first attempts and over 1,800 retakes. Project Planning & Design saw the largest number of retakes, with 2,952 candidates repeating this division in 2020. This is unsurprising given this division had the lowest pass rate at 45 percent.

Construction & Evaluation had the fewest administrations in 2020, influenced by high pass rates that reduced the need for retakes.

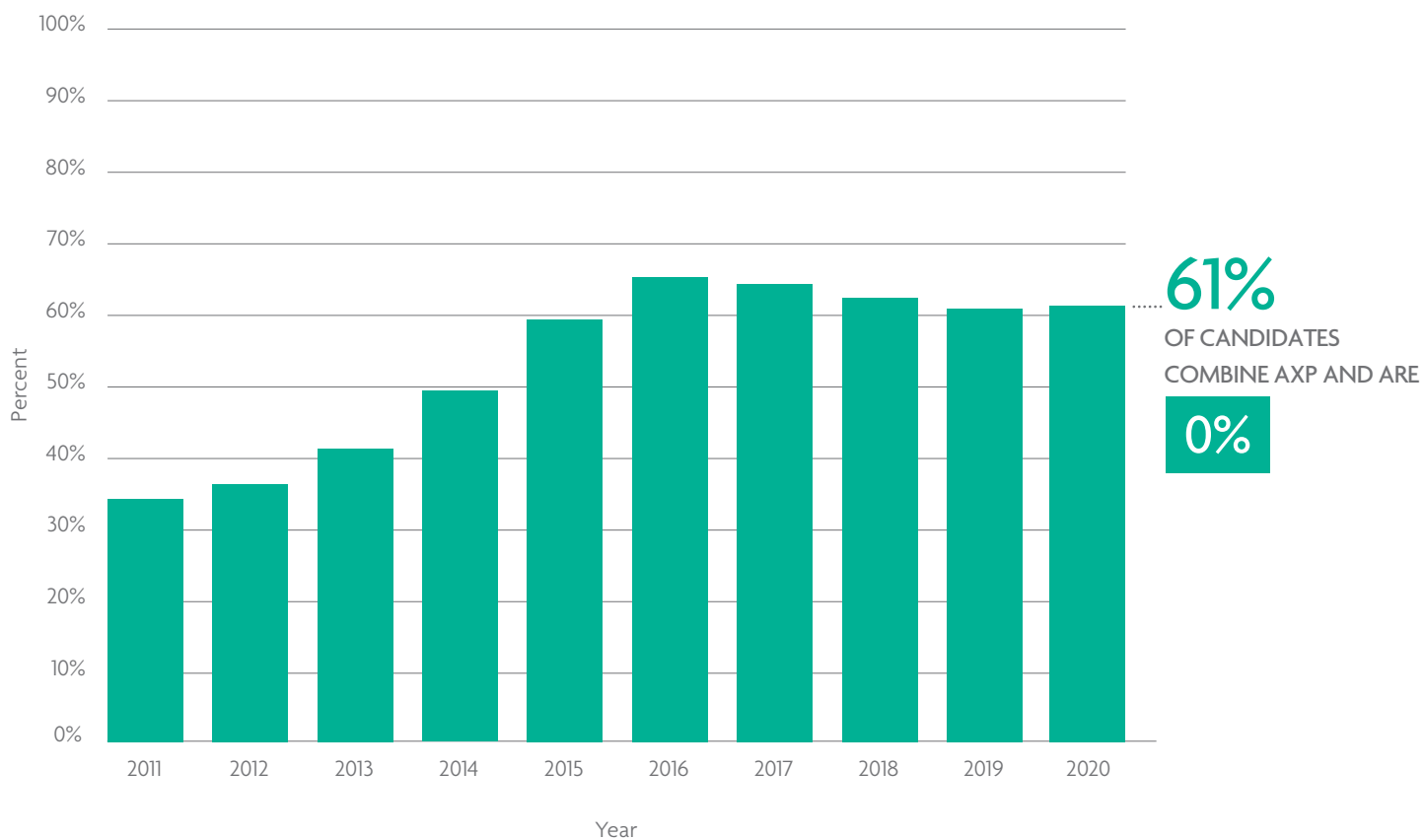




# Most Candidates Overlap the AXP and ARE

Of the licensure candidates who completed the ARE in 2020, 61 percent took at least one division prior to completing the experience program. This is the same percentage as seen in 2019.

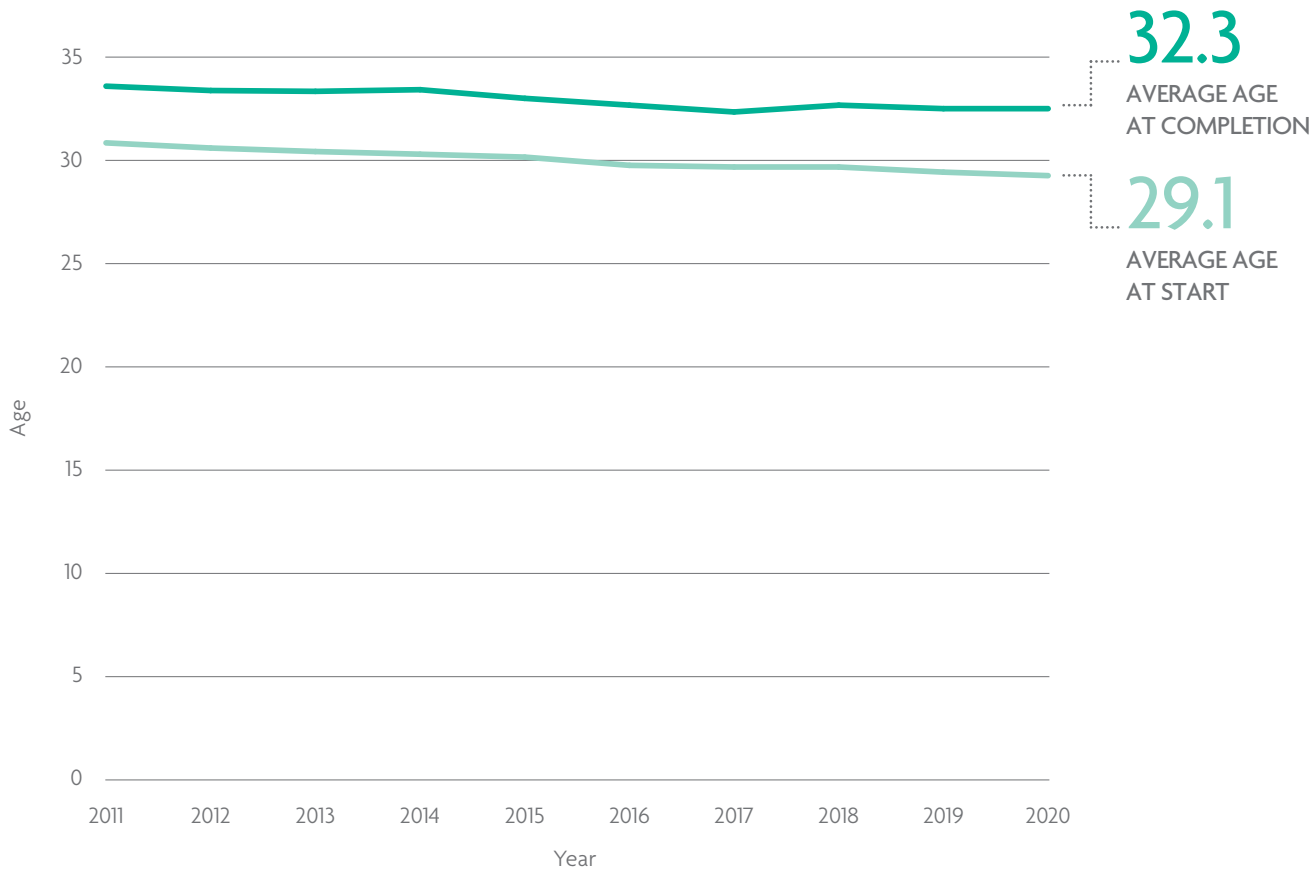
Currently, 52 of the 55 licensing boards allow candidates to overlap gaining experience with taking the ARE.



## Age at ARE Completion Unchanged

On average, licensure candidates who began the ARE in 2020 were 29 years old when they started testing. Likewise, licensure candidates who completed the ARE in 2020 were around 32 years old when they finished testing—the same average age as candidates who finished testing in 2019.

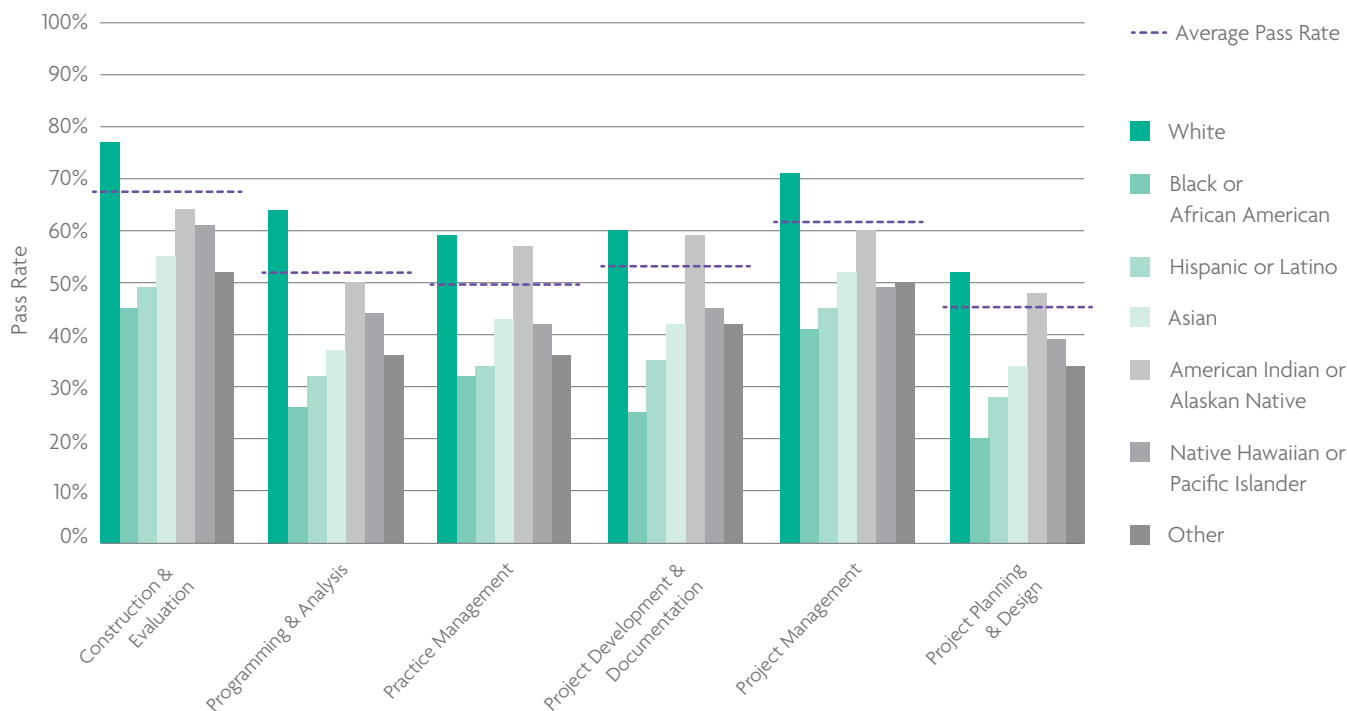
While the ages candidates start and finish the ARE have not shifted dramatically in recent years, candidates are now 18 months younger when they start testing and a year younger when they finish the ARE compared to candidates a decade ago.



# African Americans Least Likely to Pass All ARE 5.0 Divisions

For each ARE 5.0 division, white candidates had the highest pass rates, while Black or African American candidates had the lowest. This disparity is largest for the Programming & Analysis division, where white candidates' pass rate is 38 percentage points higher than their African American peers. The smallest range is seen with the Practice Management (PcM) division, where white candidates' pass rate is 27 percentage points higher.

On average, Asian candidates had the second highest pass rates of all races/ethnicities; however, the gap between white and Asian candidates is also large, ranging between 16-27 percentage points. Hispanic or Latino candidates performed slightly better than their African American peers; for comparison, the gap between white and Hispanic or Latino candidates ranged from 24-32 percentage points across the six divisions.



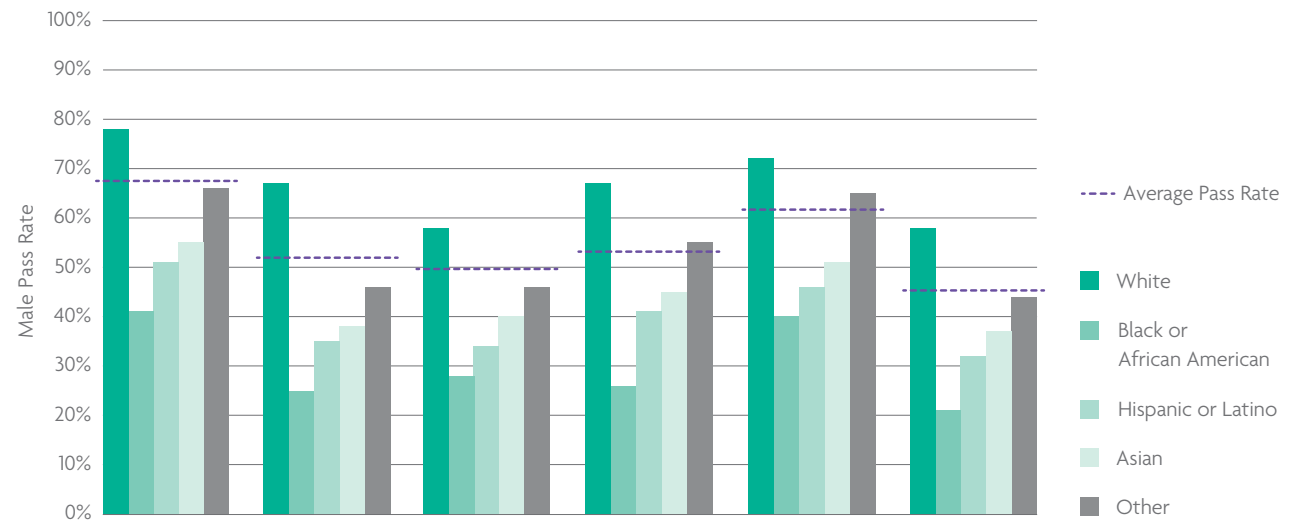
## For Most Races/Ethnicities, Men More Likely to Pass the ARE Than Women

When looking at all candidates (regardless of race/ethnicity), men out performed women on all ARE 5.0 divisions, with the exception of Practice Management, where men and women performed equally. The disparity between men and women was greatest on the Project Planning & Design and Project Development & Documentation divisions, where men performed 12 and 15 percentage points higher, respectively.

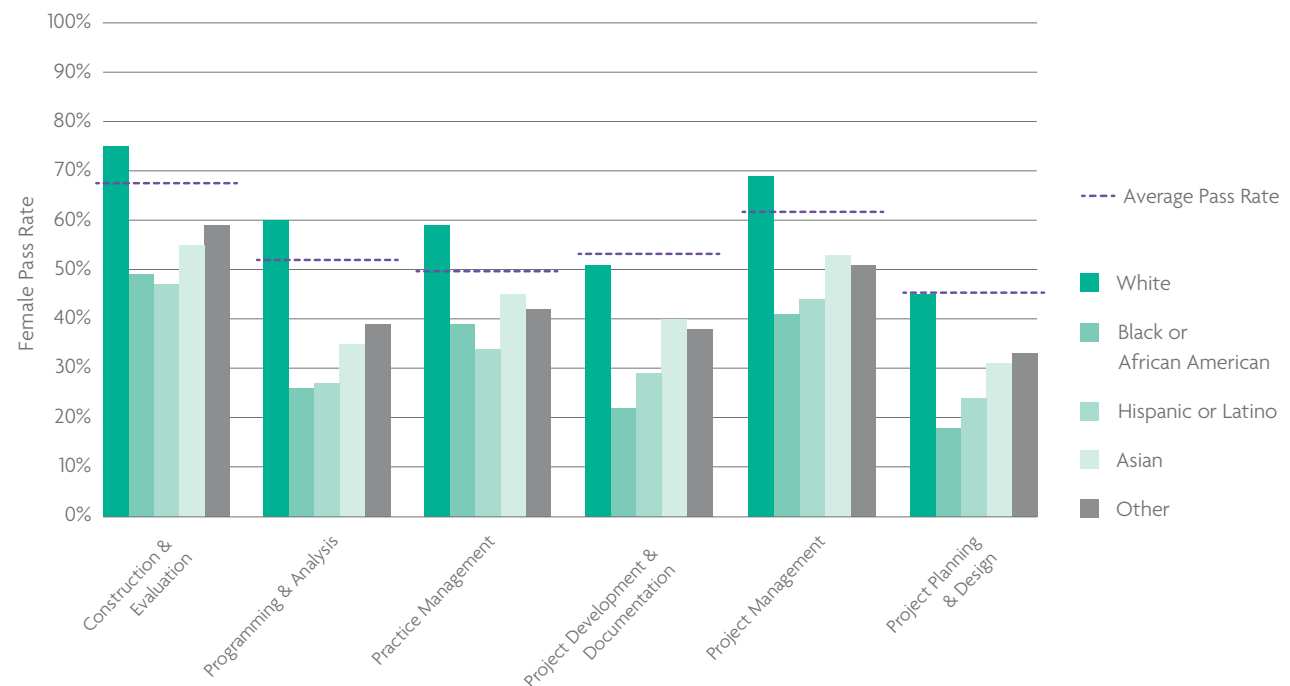
For most races/ethnicities, the same trend of men outperforming women was seen across most exam divisions. The exception was candidates who identify as Black or African American: African American women had higher pass rates than their male counterparts on four of the six ARE 5.0 divisions.

Hispanic or Latino candidates were the only race/ethnicity where women perform worse than men on all divisions, and experienced the greatest overall disparity in pass rates between men and women.

Pass Rates for Men



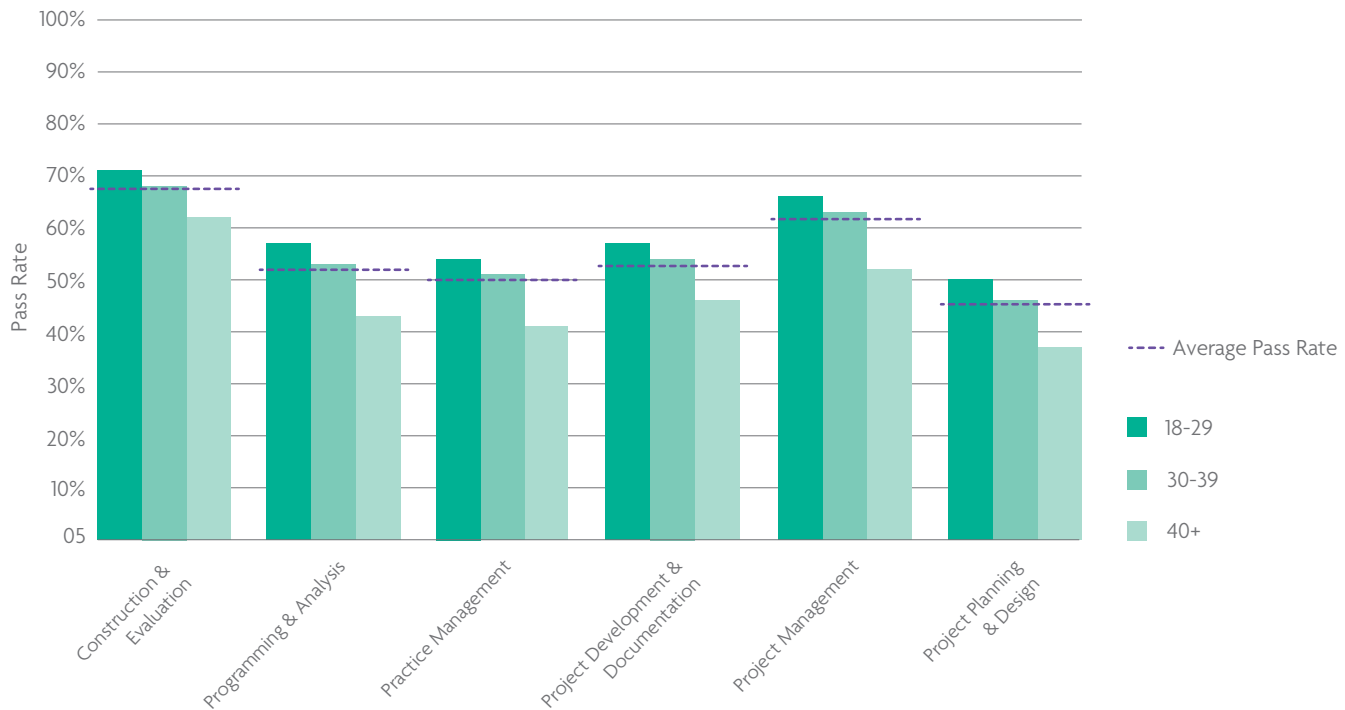
Pass Rates for Women



## Younger Candidates More Likely to Pass All ARE 5.0 Divisions

For all divisions of ARE 5.0, candidates between the ages of 18-29 had the highest pass rates, while candidates who were 40 or older had the lowest.

This gap is the largest on the Programming & Analysis and Project Management divisions, where 18-29-year-olds outperform candidates who were 40-plus by 14 percentage points. Compared to 18-29-year-olds, candidates who were 30-39 had slightly lower pass rates on all ARE 5.0 divisions, ranging between 3-4 percentage points lower.



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# Demographics

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Gender representation and racial and ethnic diversity both saw significant increases in 2020 at several key stages on the path to licensure.

NCARB continued to see near equal representation of men and women early on the path to licensure, with women accounting for 47 percent of individuals reporting hours toward the experience program and 46 percent of individuals testing. Additionally, 2020 saw continued slight increases in gender representation along later career stages, including a 3 percentage point increase in the proportion of new women architects to 41 percent.

Racial and ethnic diversity also increased or held steady at all career stages in 2020, with the proportion of new Record holders who identify as people of color now equal to the proportion of white candidates. Additionally, the proportion of individuals completing the AXP who identify as non-white or Hispanic has reached a record high at 43 percent—6 percentage points higher than in 2019 and a 16 percentage point increase over the past decade.

However, it is worth noting that 2020's increases in racial and ethnic diversity are limited to the Asian and Hispanic or Latino population. The proportion of African American candidates in the profession has seen little change over the past decade and continues to be underrepresented when compared to the U.S. Census data.

Though women and people of color remain underrepresented within the profession overall, 2020's data suggests that the gradual improvements in early career stages seen in recent years are beginning to filter through to later stages on the path to licensure.



**2 IN 5**

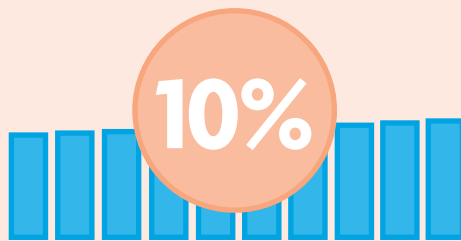
**NEW ARCHITECTS ARE WOMEN**

**HALF**  
OF NEW RECORD  
HOLDERS IDENTIFY AS



**A PERSON  
OF COLOR**

*In the last 10 years,*  
**GENDER REPRESENTATION  
IMPROVED**



*for candidates  
completing examination*

*Candidates identifying as a  
person of color make up*




**44%**

*of candidates testing,  
but only*




**29%**


*of candidates  
completing examination*

 *Women are ready  
for licensure*

**1 YEAR SOONER  
THAN MEN**

 *Asian candidates  
ready for licensure  
soonest at*

**11.1 YEARS**

 *African American  
candidates ready for  
licensure latest at*

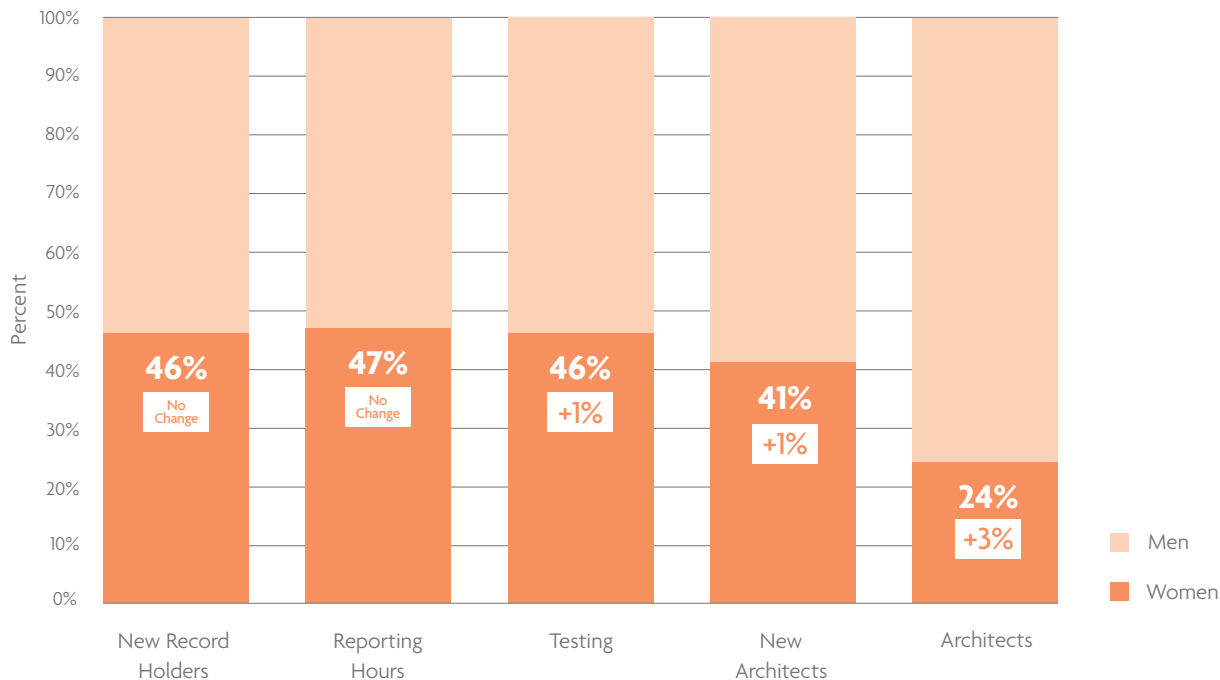
**15.2 YEARS**

## Gender Representation Improves at Most Career Stages

While the proportion of women starting an NCARB Record and reporting experience (46 and 47 percent, respectively) did not change compared to 2019 proportions, slight improvements were seen at all other career stages. The proportion of women testing rose to 46 percent in 2020. And the proportion of new women architects also increased to 41 percent—up 3 percentage points from 2019.

Though NCARB is not currently seeing equal proportions of men and women at any career stage, the steady increase in the proportion of women in the profession (including female licensed architects, who now represent 24 percent of the architect population) indicates the profession continues to make progress toward gender parity.

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





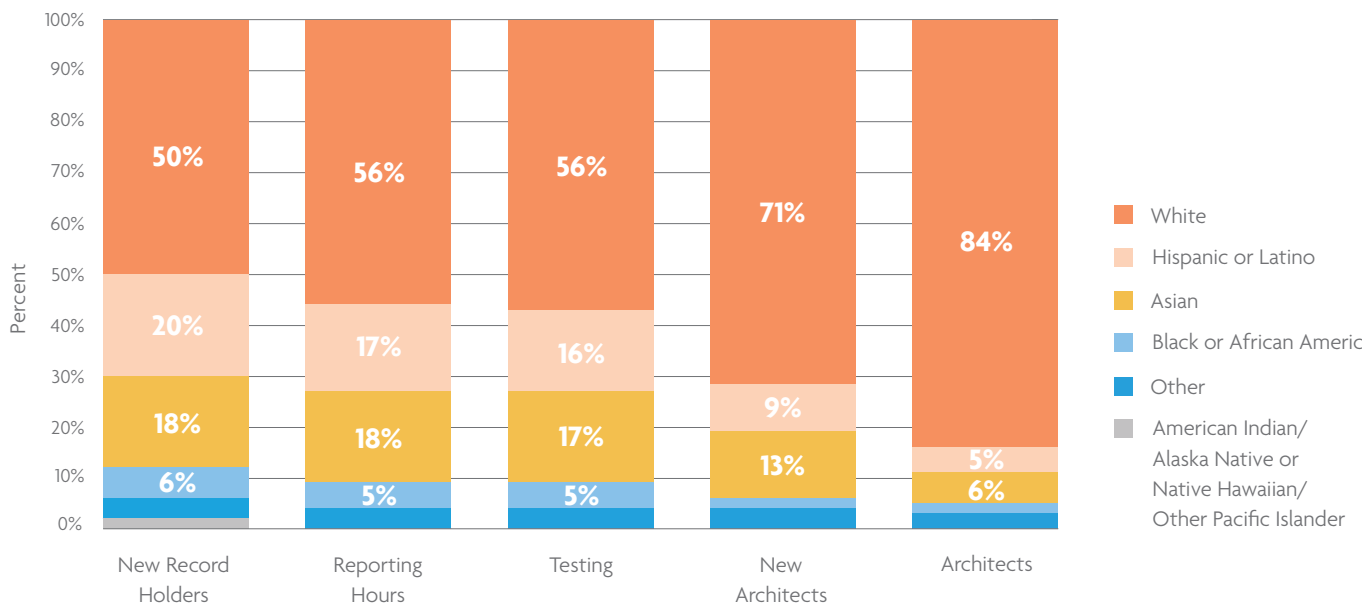
## Racial and Ethnic Diversity Increased or Held Steady at All Career Stages

Racial and ethnic diversity increased or held steady at every career stage in 2020, with the proportion of new Record holders who identify as people of color now equal to the proportion of white candidates. For candidates testing, the proportion of people of color also rose to 44 percent, a 2 percentage point increase.

The proportion of candidates of color who completed the licensure path and became architects (roughly 29 percent) increased by 4 percentage points compared to 2019. The proportion of all architects who are people of color stayed the same from 2019 to 2020, at 16 percent.

While these increases in diversity are significant, they are confined to the Asian and Hispanic or Latino communities. The proportion of candidates identifying as Black or African American has not changed at most career stages, and African Americans continue to be underrepresented in the architecture profession when compared to U.S. Census data.

*Note: To make reading NBTN's race and ethnicity charts simpler, NCARB has grouped individuals who identify their ethnicity as Hispanic or Latino and their race as white or other. Individuals who identify their ethnicity as Hispanic or Latino and their race as either Asian or Black/African American make up a fraction of a percent and are grouped here with other individuals of their race. To see exact percentages of the racial and ethnic makeup of each career stage, please view the Appendix on page 152. NCARB's Record holders have the same race and ethnicity options as those used by the U.S. Census Bureau.*



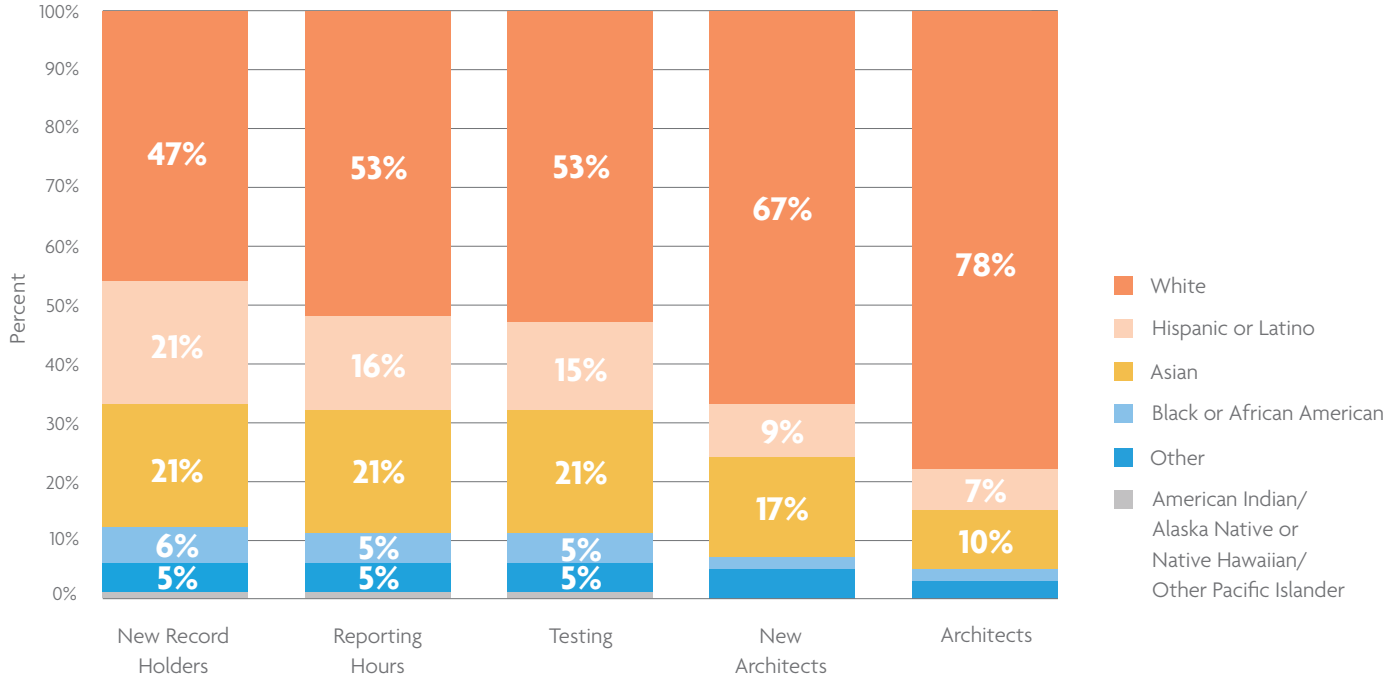
## More Racial Diversity Among Women in the Profession Than Men

Women in the profession continue to be more diverse than men in the profession, with a higher percentage of women identifying as a person of color at each career stage.

The key area of difference is seen among Asian professionals—at any given career stage, the proportion of Asian women is 5 to 7 percentage points higher than the proportion of Asian men at the same stage.

Additionally, over half (53 percent) of women who started an NCARB Record in 2020 identified as a person of color, with the majority identifying as Asian (21 percent) or Hispanic or Latino (20 percent).

*Note: To make reading NBTN's race and ethnicity charts simpler, NCARB has grouped individuals who identify their ethnicity as Hispanic or Latino and their race as white or other. Individuals who identify their ethnicity as Hispanic or Latino and their race as either Asian or Black/African American make up a fraction of a percent and are grouped here with other individuals of their race. To see exact percentages of the racial and ethnic makeup of each career stage, please view the Appendix on page 152. NCARB's Record holders have the same race and ethnicity options as those used by the U.S. Census Bureau.*

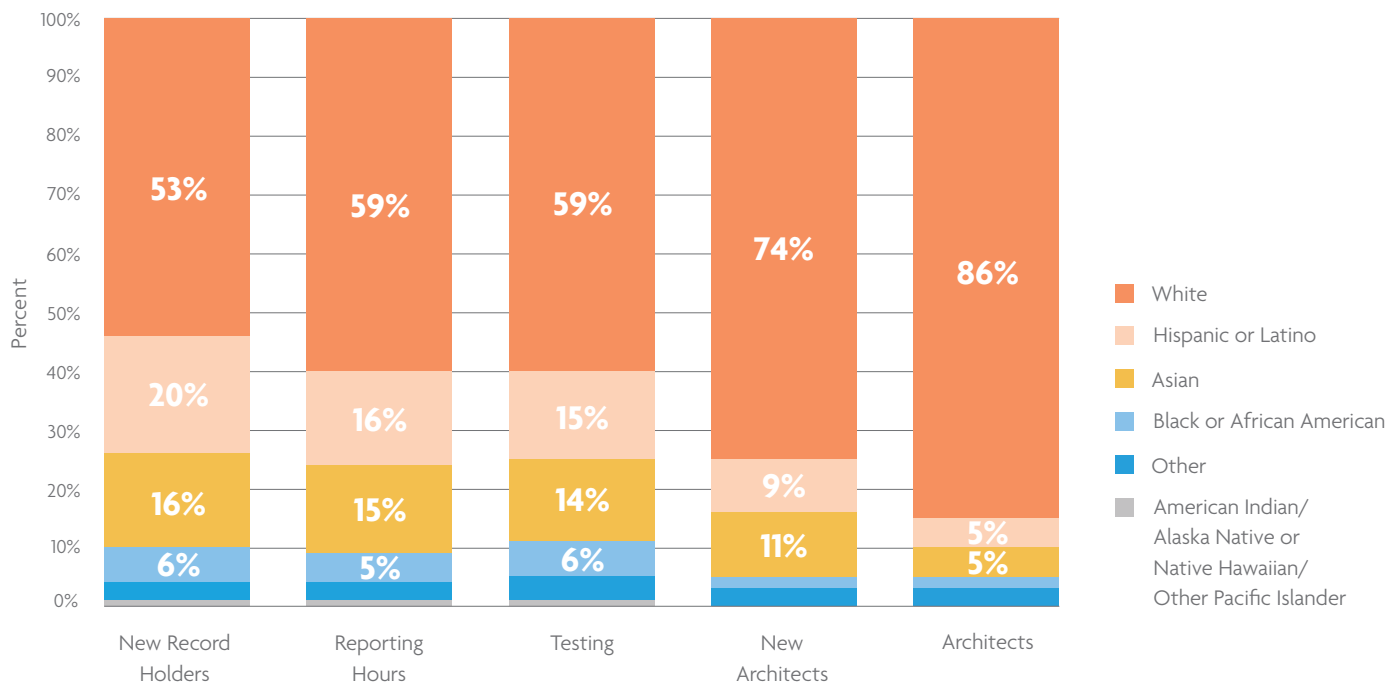


## Men in Profession Slightly More Diverse Than Last Year

For men in the profession, racial and ethnic diversity increased at most career stages in 2020. Nine percent of new male architects, for example, now identify as Hispanic or Latino.

Although the proportion of men of color is lower than the proportion of women of color at each career stage, the proportion of African American men taking the ARE is one percentage point higher than the proportion of African American women.

*Note: To make reading NBTN's race and ethnicity charts simpler, NCARB has grouped individuals who identify their ethnicity as Hispanic or Latino and their race as white or other. Individuals who identify their ethnicity as Hispanic or Latino and their race as either Asian or Black/African American make up a fraction of a percent and are grouped here with other individuals of their race. To see exact percentages of the racial and ethnic makeup of each career stage, please view the Appendix on page 152. NCARB's Record holders have the same race and ethnicity options as those used by the U.S. Census Bureau.*

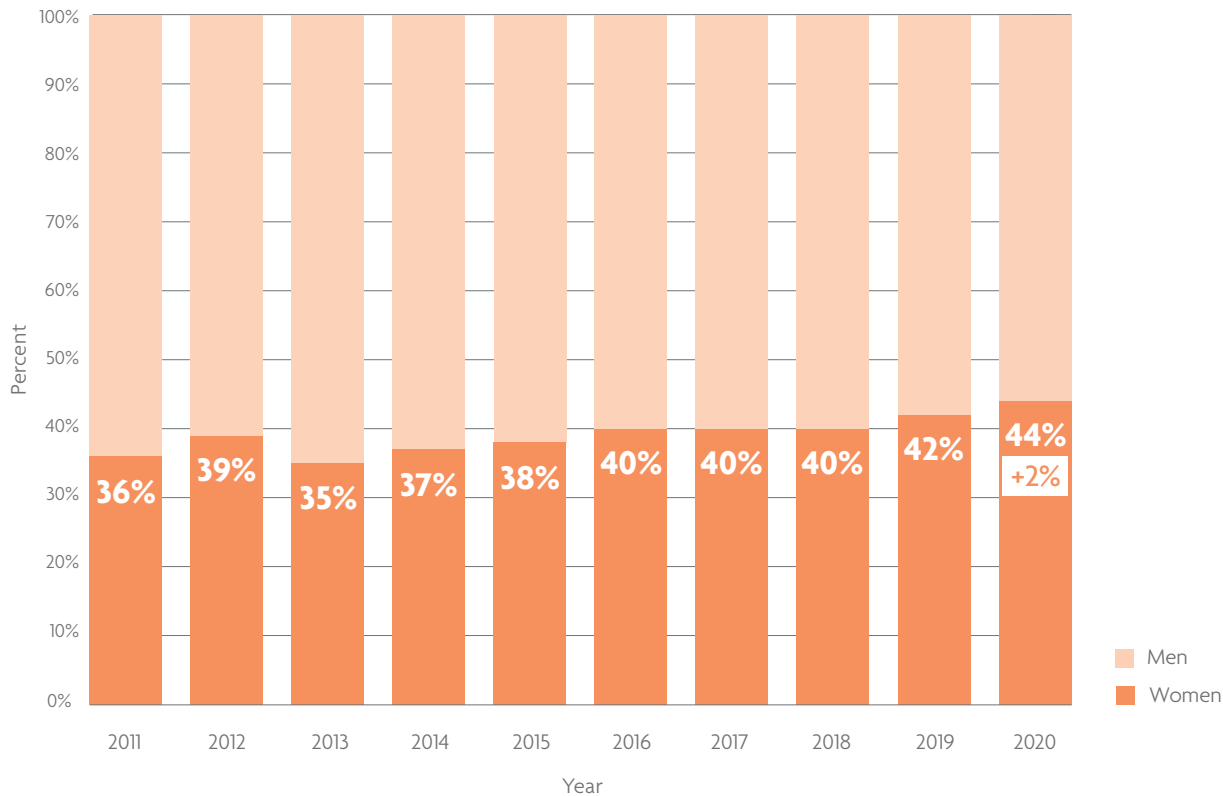


## Proportion of Female Candidates Completing Experience Increases Slightly

The proportion of women who completed the AXP in 2020 increased by 2 percentage points to 44 percent. This is an 8 percent increase from a decade ago, when women made up just 36 percent of AXP completions.

With near-equitable proportions of men and women starting the experience program over the past three years, the proportion of women completing the AXP should continue to increase over the next several years. For reference, the average candidate takes 4.4 years to complete the AXP.

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

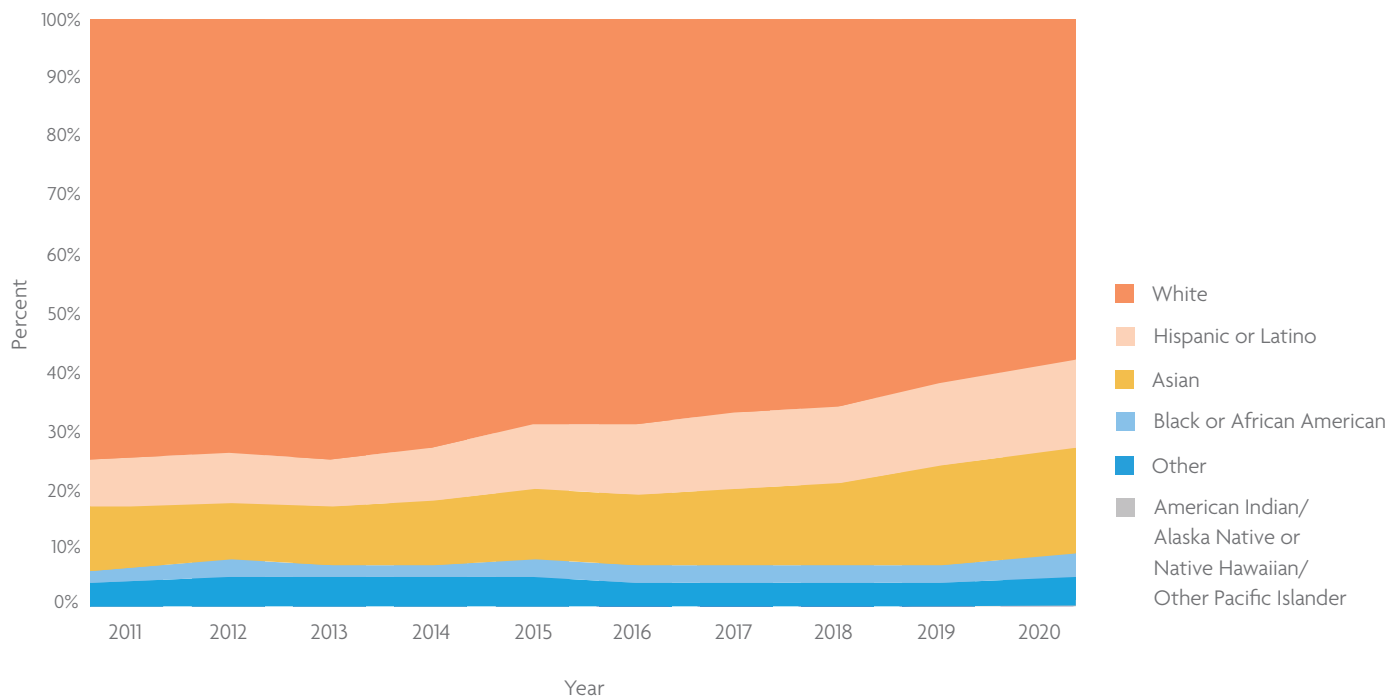


## Diversity Continues to Improve at Experience Completion

The proportion of individuals completing the AXP who identify as people of color has reached a record high at 43 percent—3 percentage points higher than in 2019 and 17 percentage points higher than in 2011. The growth was primarily seen in the proportions of Asian and Latino candidates.

The proportion of candidates of color completing the experience program has been steadily increasing since 2014, a trend that should lead to future improvements in diversity among architects.

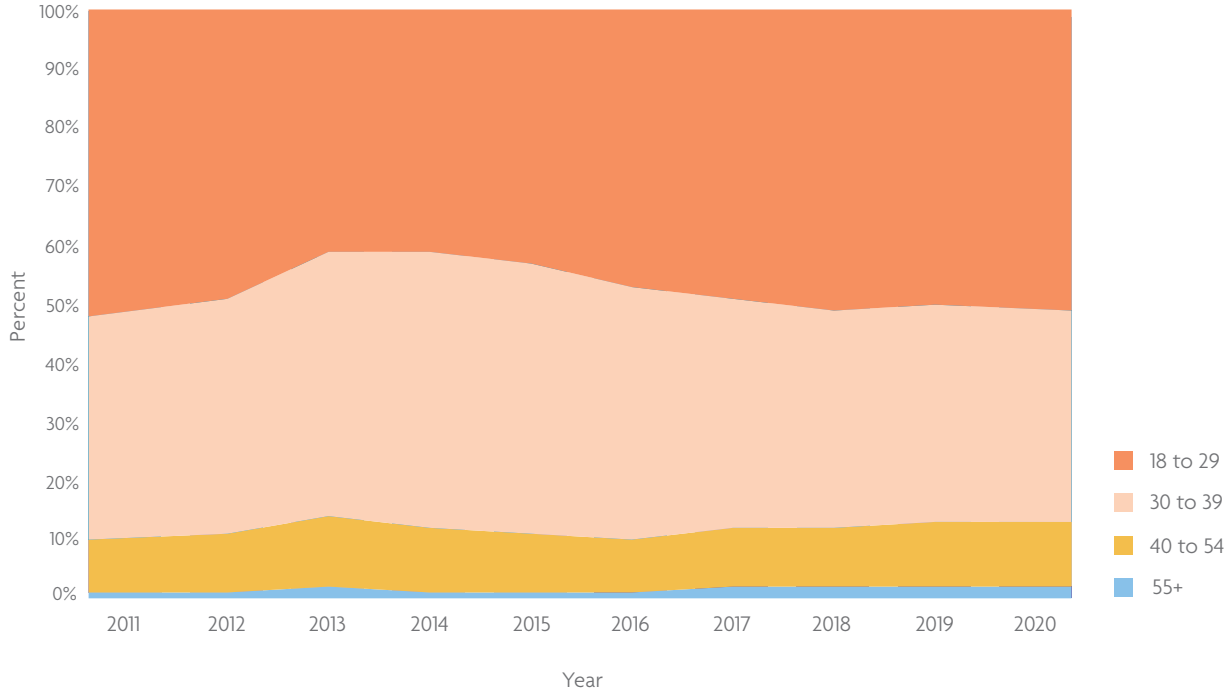
*Note: To make reading NBTN's race and ethnicity charts simpler, NCARB has grouped individuals who identify their ethnicity as Hispanic or Latino and their race as white or other. Individuals who identify their ethnicity as Hispanic or Latino and their race as either Asian or Black/African American make up a fraction of a percent and are grouped here with other individuals of their race. To see exact percentages of the racial and ethnic makeup of each career stage, please view the Appendix on page 152. NCARB's Record holders have the same race and ethnicity options as those used by the U.S. Census Bureau.*



## Candidates Aged 18-29 Make Up Majority of AXP Completions

Professionals aged 18-29 make up the majority of candidates completing the experience program at 50 percent—roughly a 1 percentage point increase since 2019. Likewise, candidates aged 30-39 represent the second-largest age group for experience program completions at 36 percent—a 1 percentage point decrease compared to 2019.

The proportion of candidates aged 40-54 and 55+ who completed the program saw no change compared to 2019 at 11 percent and 2 percent, respectively.

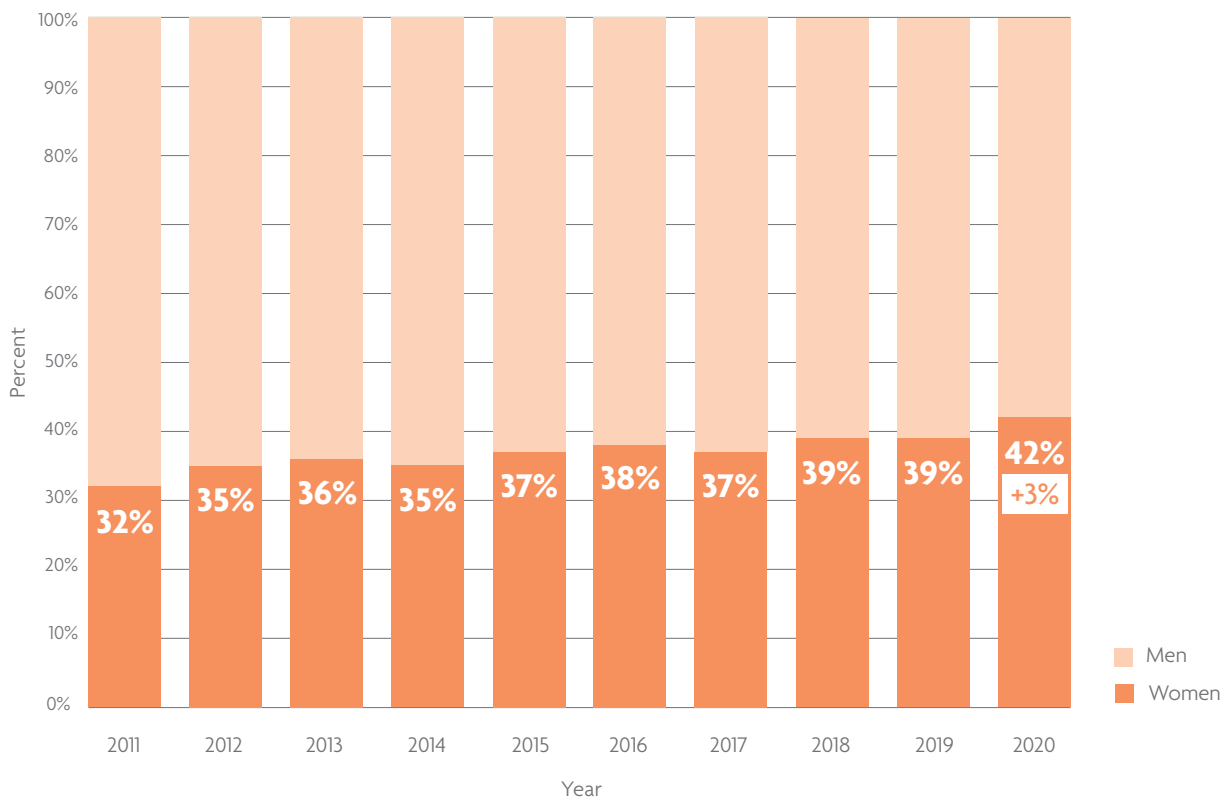


## Proportion of Women Completing ARE Increases Steadily Over Past Decade

In 2020, roughly 42 percent of candidates who completed the exam were women. This represents a 3 percentage point increase from the past two years and sets a new high for the proportion of women candidates completing the ARE.

Over the past decade, gender representation in candidates finishing the exam has increased by roughly 10 percentage points. In 2011, women made up only 32 percent of candidates completing the ARE. NCARB expects to see further improvements in gender representation in the coming years, as increases in the proportion of women starting the path to licensure have impacts further along the pipeline.

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

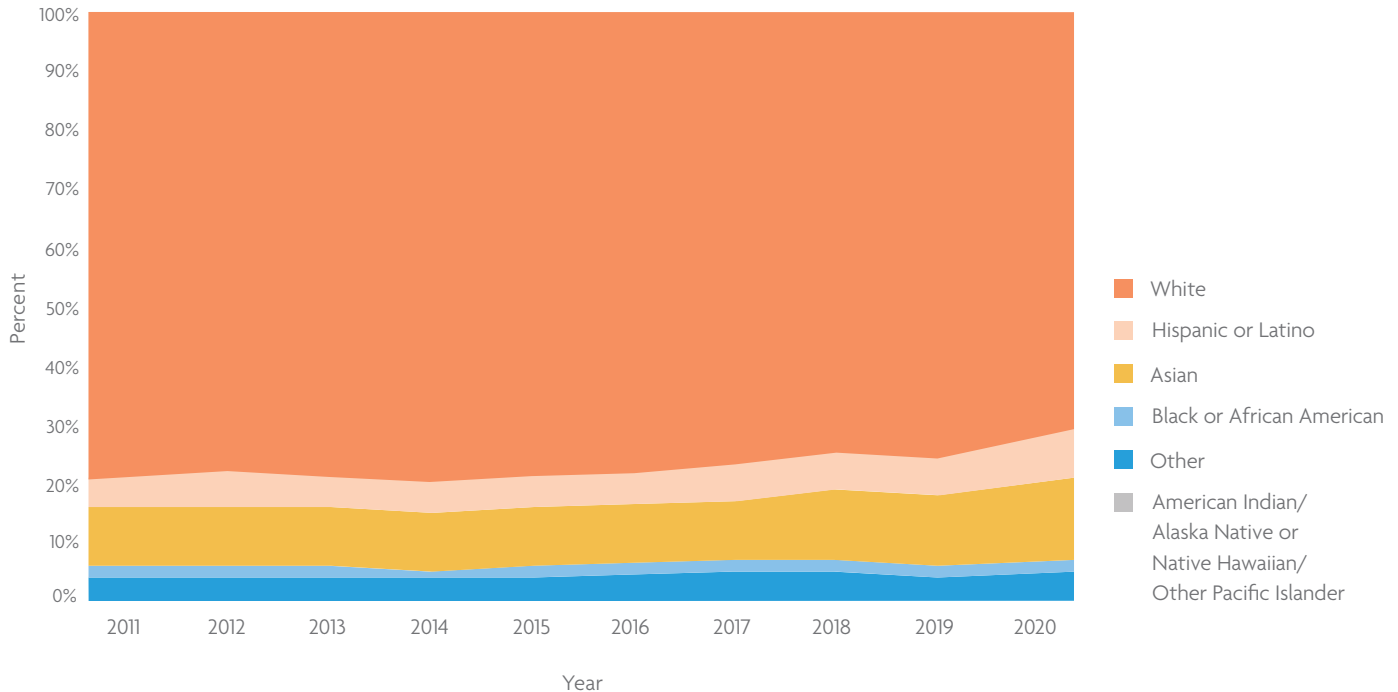


## Slight Increases in Racial/Ethnic Diversity at ARE Completion

Twenty-nine percent of candidates who completed the ARE in 2020 identified as a person of color, a 4 percentage point increase from the previous year, and a new record high. This 4 percentage point uptick also represents the biggest single-year gain over the last decade.

Racial and ethnic diversity has been slow to progress at this point on the path to licensure, increasing just 7 percentage points since 2011. This is significantly less than increases in racial and ethnic diversity at the point of AXP completion, which has seen a 17 percentage point improvement over the past decade. Nevertheless, 2020 data represents a positive shift from recent years.

Asian and Hispanic or Latino candidates saw the biggest representation increases at this career stage compared to 2019, and now make up 14 and 9 percent of candidates completing the exam (a 2 percentage point increase for both groups). Black or African American candidates, on the other hand, remained at just 2 percent and are the least represented group compared to U.S. Census data.



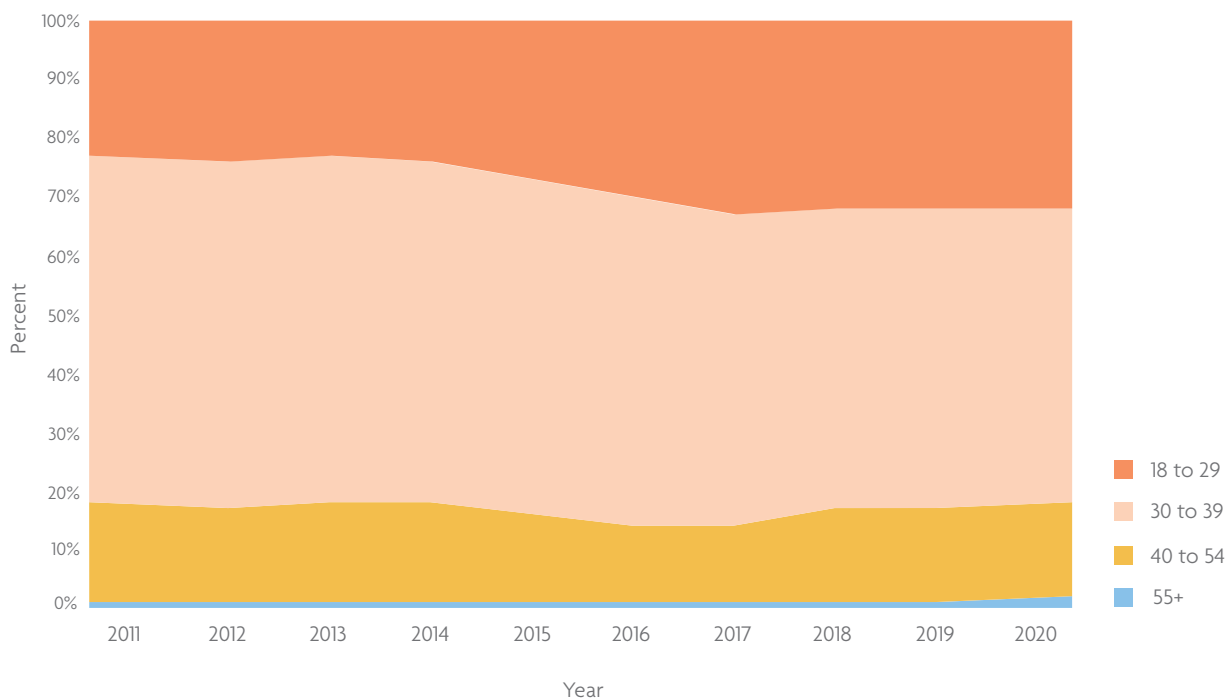


## Most Candidates Complete the ARE in Their Thirties

Similar to recent years, the majority of candidates (50 percent) completing the ARE in 2020 were aged between 30-39. Candidates aged 18-29 make up the second largest age group at 32 percent.

When viewed over a decade, the age of candidates completing the ARE has shifted slightly toward younger candidates—with the 30-39 age group *decreasing* by 9 percentage points and the 18-29 age group *increasing* by 9 percentage points since 2011.

This trend toward younger candidates has not caused a decrease in the proportion of older candidates completing the exam. The 40-54 category is relatively unchanged compared to 2011, as is the 55+ age group, which make up 16 and 2 percent of candidates completing the exam, respectively. These shifts could be tied to more interest in NCARB's alternative licensure pathways, which were refreshed in 2016-2017.

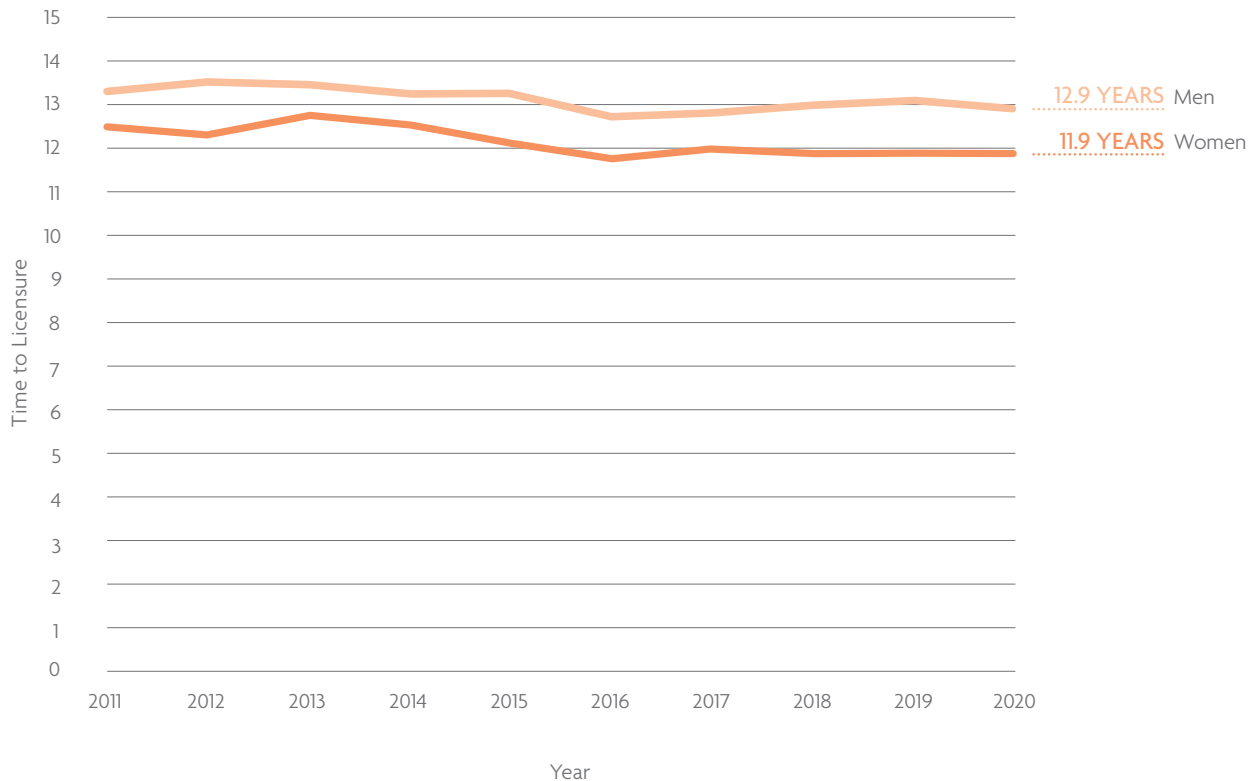


## Women Ready for Licensure One Year Sooner

On average, women consistently complete their education, experience, and examination requirements sooner than their male peers. In 2020, the average woman completed the path in roughly 11.9 years, similar to previous years. Men took 12.9 years on average to complete the path, approximately 2 months sooner than in 2019.

The difference between the average time each gender takes to complete the licensure path has remained relatively steady in recent years, widening by just two months compared to the gap seen a decade ago.

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



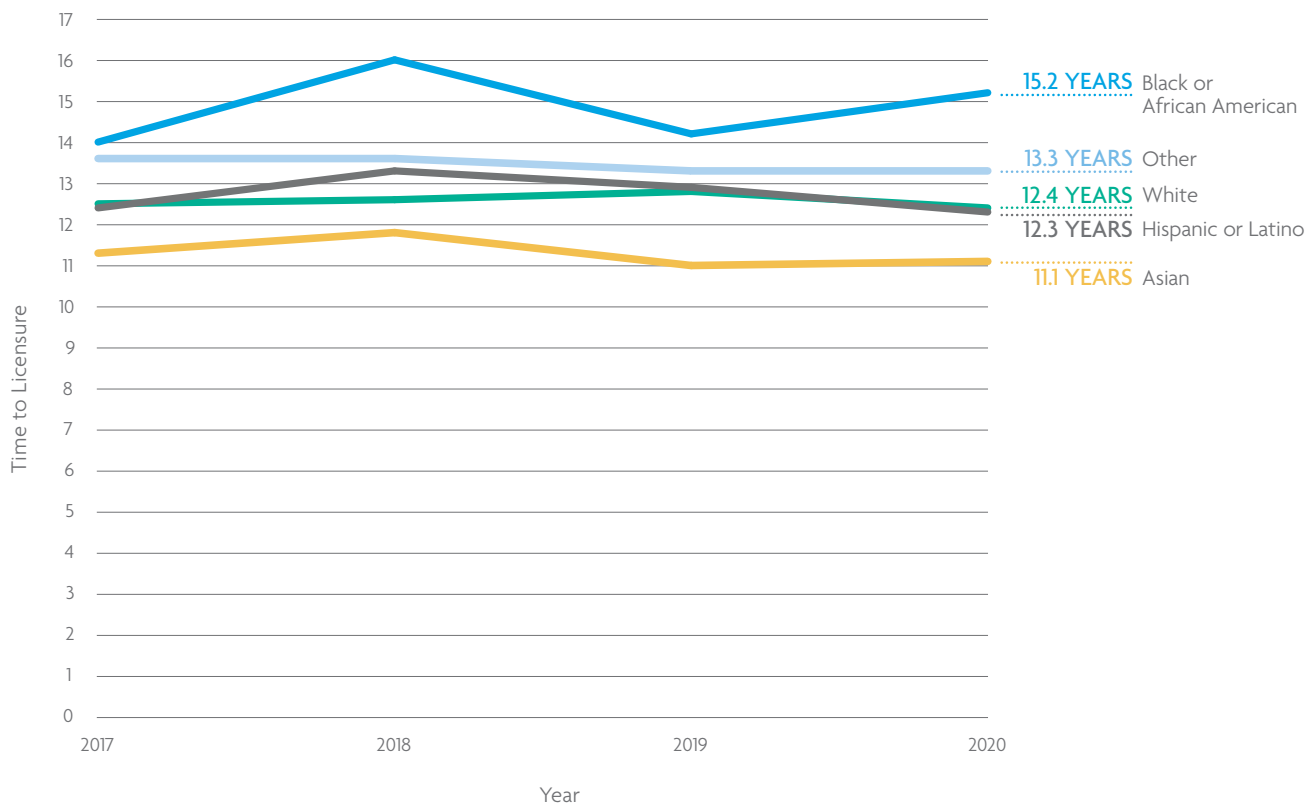
## Asian Candidates Ready for Licensure Soonest

In 2020, Asian candidates were ready for licensure sooner than their peers finishing the path in 11.1 years. This is over a year sooner than candidates of any other race or ethnicity. Black or African American candidates taking the longest at 15.2 years.

For comparison, the average overall time to licensure in 2020 was 12.3 years—similar to the time seen for white and Latino candidates (12.4 and 12.3 years, respectively).

While most racial or ethnic groups have reduced their average time to licensure at least slightly since 2017, the average Black or African American candidate took over a year longer in 2020 than they did in 2017.

*Note: NCARB does not have sufficient demographic data to show the average time to licensure by race/ethnicity beyond 2017, or for candidates who identify as Native Hawaiian/Pacific Islander or Native American/Alaskan Native (these individuals are included in the "Other" category).*

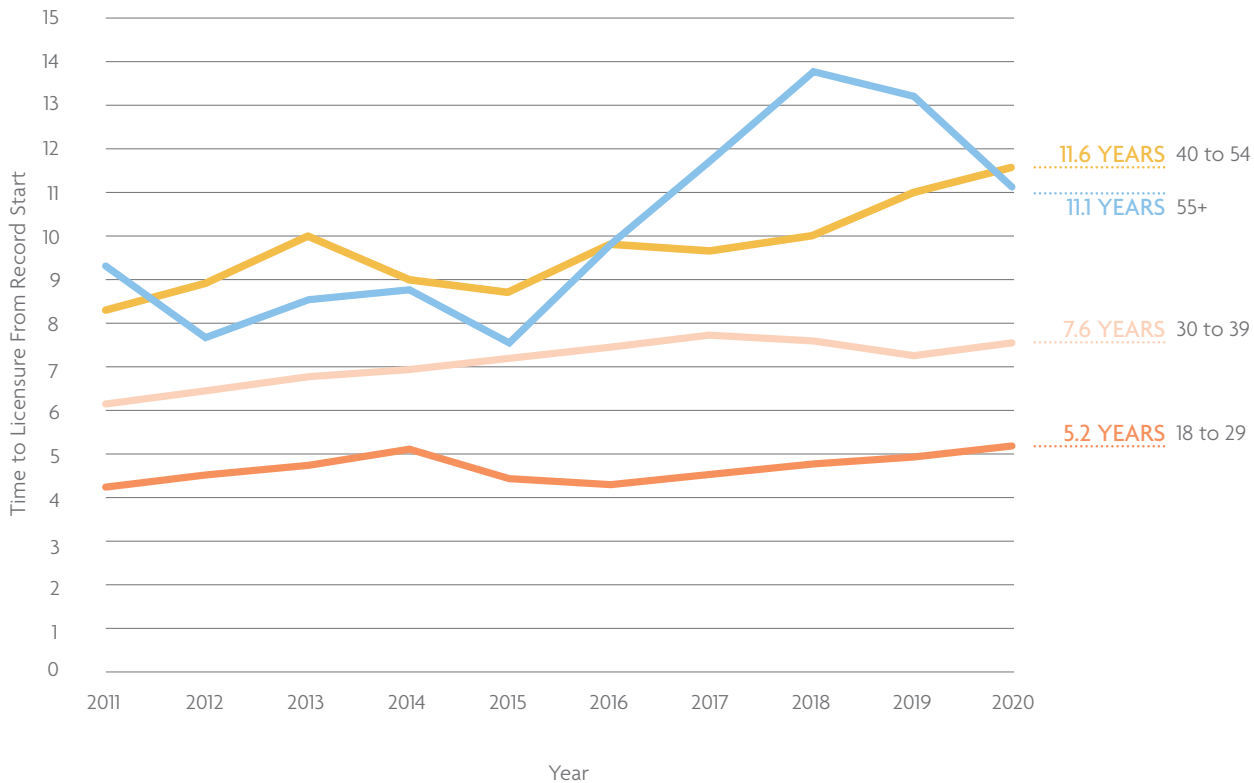


## Younger Candidates Ready for Licensure Much Sooner Than 40+ Counterparts

To help provide a clearer picture of the differences in time to licensure by age, NCARB compares the time from the date a candidate started their NCARB Record to the date they completed their final licensure requirement—as opposed to other “time to licensure” charts, which use the date a candidate began their college degree as the start date. This provides a more accurate comparison for older candidates, who may have earned an unrelated degree earlier in their careers.

Candidates in the 18-29 age group completed the licensure process the soonest, taking just 5.2 years on average. This is over two years sooner than those in the 30-39 age group, who took an average of 7.6 years. Candidates aged 40-54 and 55+ took an average of 11.6 and 11.1 years, respectively.

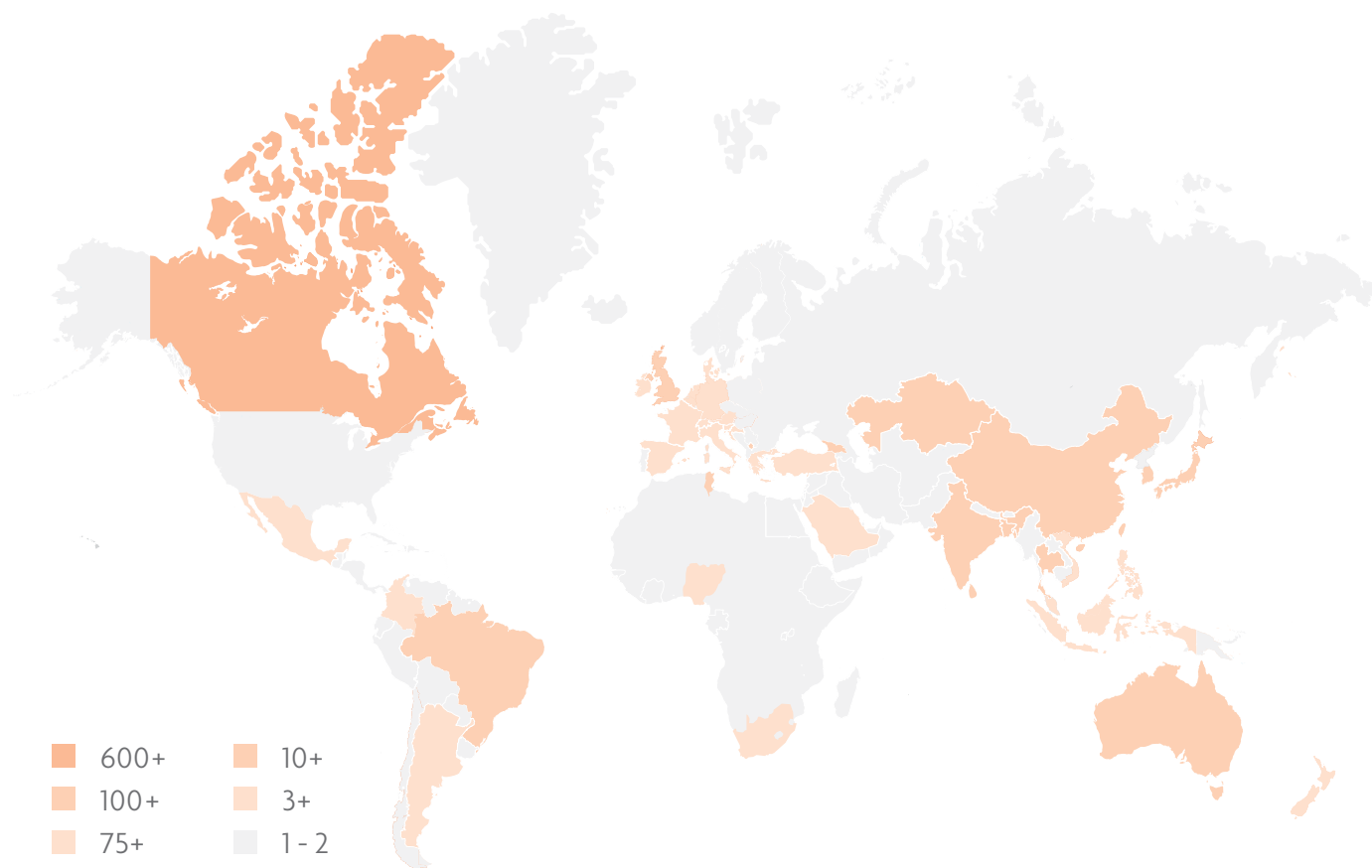
*Note: The pool of candidates over 55 years old is very small, which can lead to dramatic fluctuations in time to licensure from year to year.*



## Record Holders Around the World

Licensure candidates and NCARB Certificate holders can be found in many countries across the globe. Outside of the United States, the largest population of Record holders are based in Canada (730), the United Kingdom (118), the Republic of Korea (106), and China (100). These numbers represent slight increases from 2019, though these numbers have not shifted much over the past several years.

Through mutual recognition arrangements, NCARB Certificate holders can pursue reciprocal licenses in Australia, Canada, Mexico, and New Zealand. In 2019, NCARB also added new international testing locations in Hong Kong, the United Arab Emirates, and more.



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# Navigating the Path

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Understanding when and why candidates stop pursuing a license provides valuable insight into how NCARB's programs impact individuals who are just beginning their career in architecture. By comparing the progress of different demographic groups, NCARB can identify pinch points throughout the process of becoming an architect and examine how program adjustments might combat inequity in the profession.

By 2020, 37 percent of candidates who started the licensure path a decade ago had stopped pursuing a license, with the remaining 63 percent having completed, or still working on their licensure requirements—a slight improvement compared to the proportion of attrition seen in 2019. However, candidates who started the licensure path later than 2011 faced increased rates of attrition compared to those seen in 2019, likely a result of the COVID-19 pandemic.

Overall, women continue to pursue licensure at higher rates than their male counterparts, though on the whole both genders were similarly impacted by the pandemic.

Candidates of color—especially Black or African American candidates—are far more likely to stop pursuing licensure than their white peers, even as few as two years into the licensure process. The same is true of candidates over 40 years old when compared to their younger peers.

Most candidates fall off the path either prior to starting the experience and examination programs, or while working to gain and report experience. Many candidates who stop pursuing a license are likely to continue working in the architecture industry and could decide to resume the licensure process in the future.

**OVER  
10 YEARS**

**63%**

**OF ALL  
CANDIDATES**

*stay on the path to  
licensure, including:*



**66%**  
OF WHITE  
CANDIDATES

**64%**  
OF 18-29  
YEAR-OLDS

**64%**  
OF MEN

**58%**  
OF ASIAN  
CANDIDATES

**59%**  
OF 30-39  
YEAR-OLDS

**61%**  
OF WOMEN

**57%**  
OF HISPANIC  
OR LATINO  
CANDIDATES

**56%**  
OF 40+  
YEAR-OLDS

**46%**  
OF BLACK OR  
AFRICAN AMERICAN  
CANDIDATES

**61%**

**OF CANDIDATES**

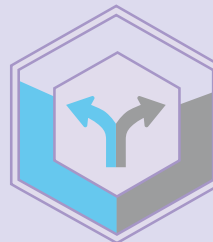
*never pause their  
licensure progress*



**OF CANDIDATES**

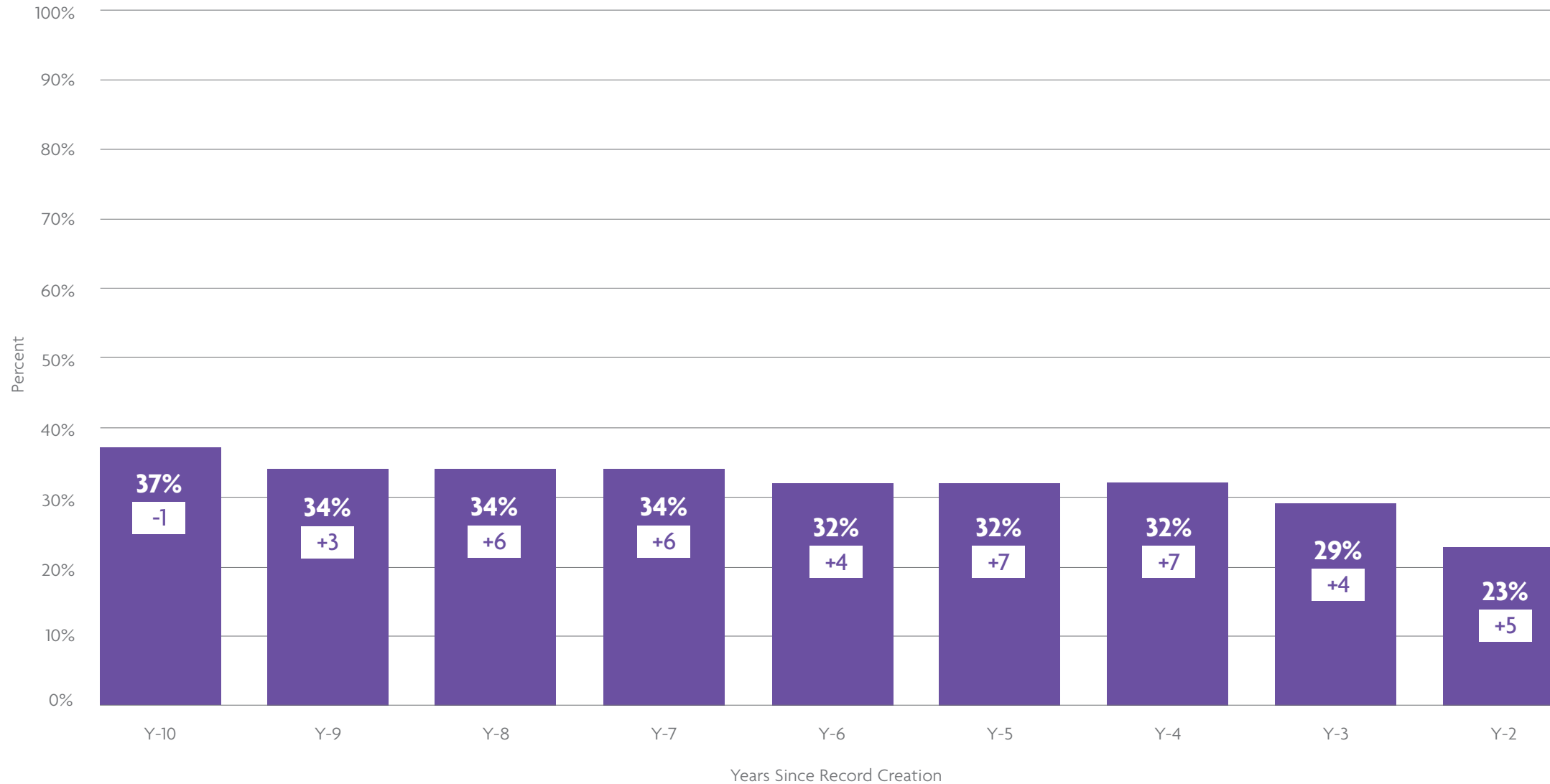
**WHO FALL OFF THE PATH:**

**36%**  
**NEVER**  
started AXP  
or ARE



**34%**  
**REPORTED**  
experience but  
never tested

## Over 10 Years, Nearly 2 Out of 5 Candidates Stop Pursuing Licensure



Of candidates who created an NCARB Record 10 years ago (Y-10), 37 percent stopped working toward earning a license—suggesting that approximately two out of every five candidates stop pursuing licensure over the course of a decade. Many of these candidates likely continue to work in the architecture industry and could decide to resume the licensure process in the future.

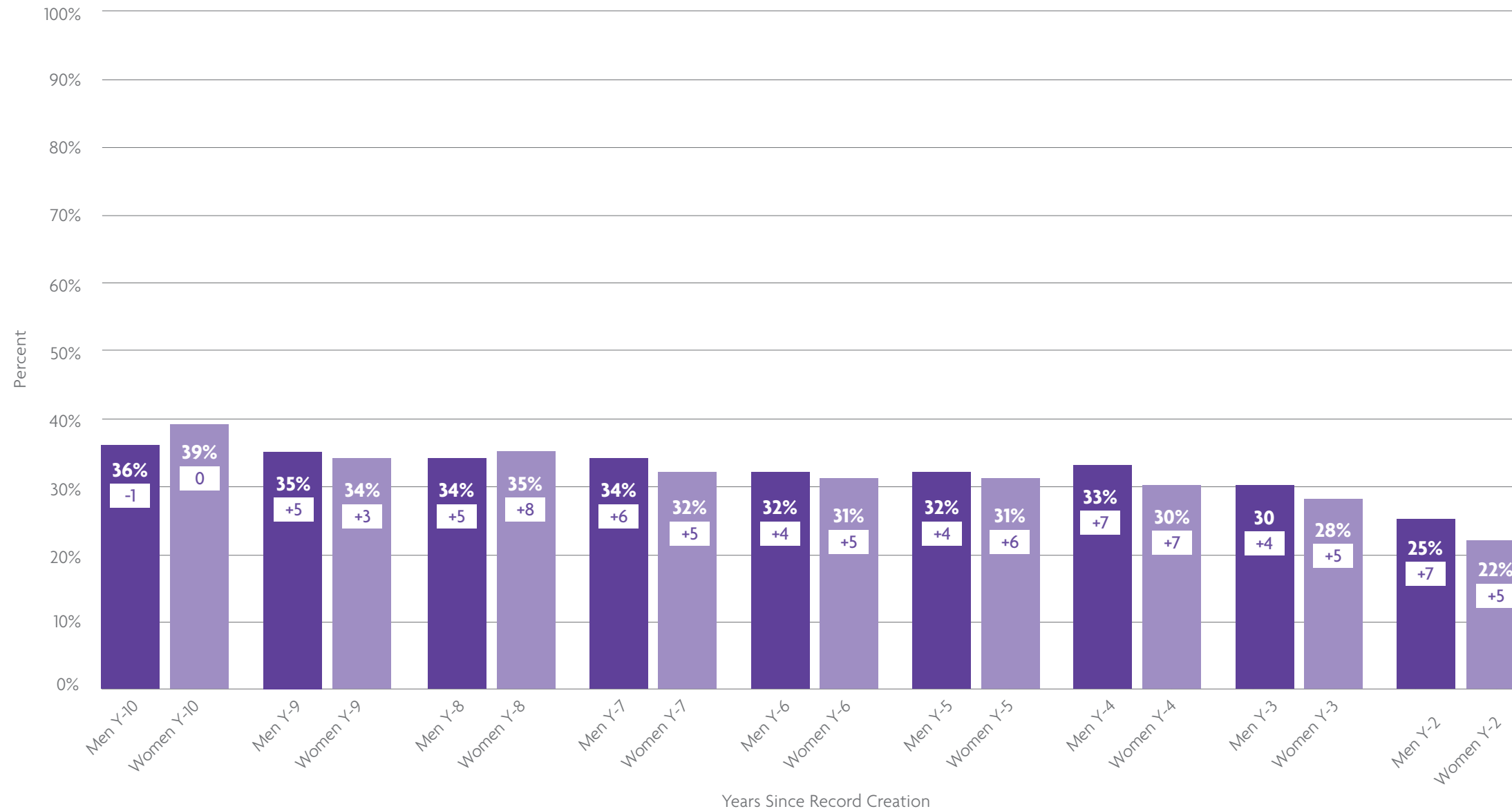
2020 data reveals the proportion of candidates who have stopped working toward licensure increased in almost every year's cohort since 2019. While 2020's attrition rate at the 10-year mark (candidates who started working toward an architecture license in 2011) is 1 percentage point below the rate of attrition seen after a decade in 2019, it was the only cohort to see a decrease in attrition. The percentage of candidates who started a Record and have since left the licensure path for every other year saw a 3-7 percentage point increase in attrition compared to the rate seen in 2019.

These increases are likely a result of the COVID-19 pandemic, as the numbers of candidates reporting experience and taking the exam dropped during 2020. Hopefully, these candidates will return to the licensure path in the future as the architecture profession adjusts to the changes brought on by the pandemic.

*Note: Candidates who started their NCARB Record in 2020 are all still active, and not represented on this chart.*



## Overall, Women Less Likely to Stop Pursuing Licensure

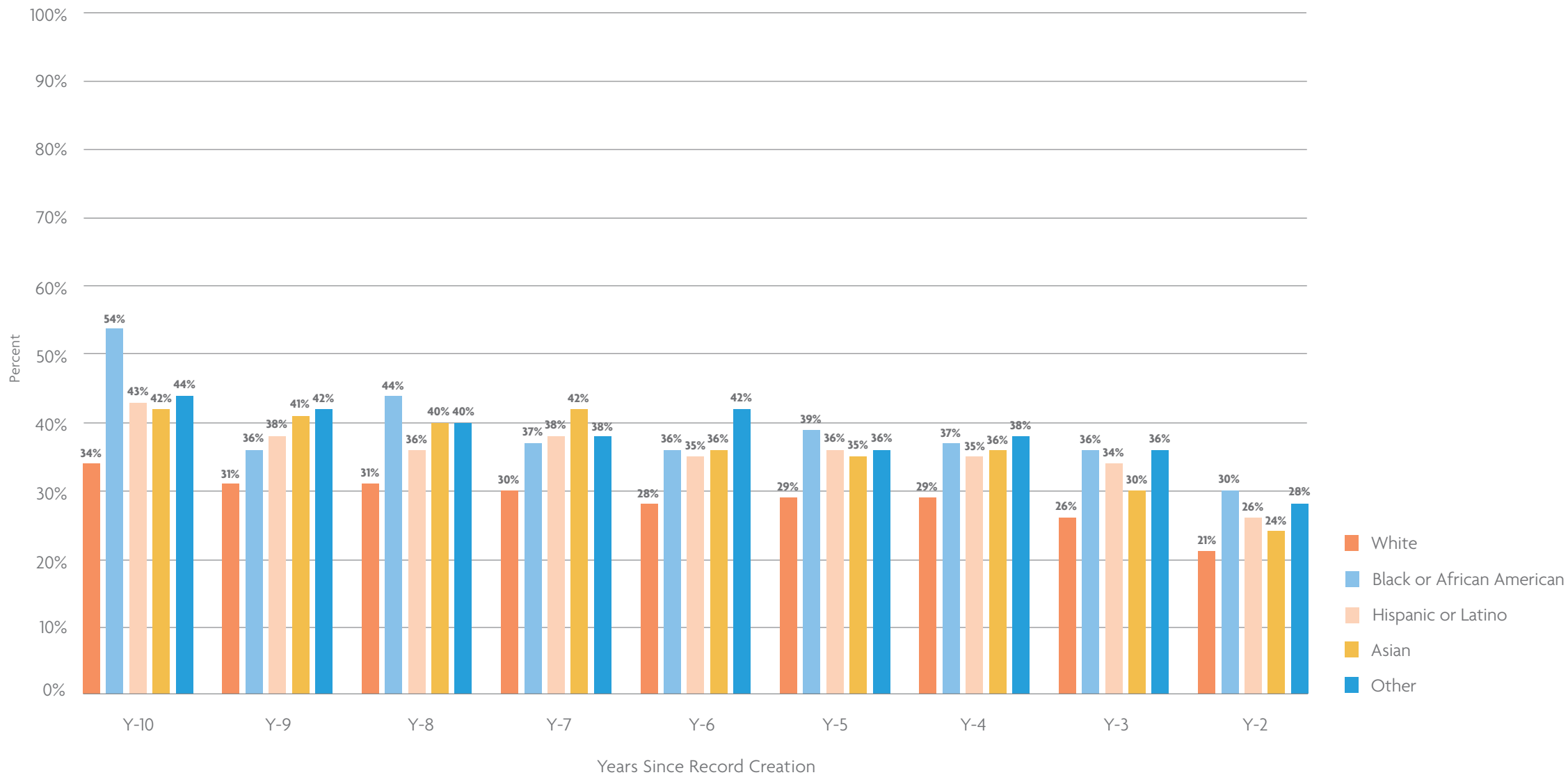


In the past, NCARB has seen women leave the path to licensure at higher rates than men. However, this trend has largely reversed for licensure candidates who started their NCARB Record since 2014 (Y-7). Among these more recent candidates, the proportion of women leaving the path to licensure is 1-3 percentage points fewer than the proportion of men.

Both men and women saw increased rates of attrition in 2020 compared to the rates seen in 2019—likely a result of the COVID-19 pandemic (see previous chart). The overall attrition increases for both genders suggests that men and women on the path to licensure were similarly impacted by the pandemic.

While NCARB's demographic data shows that there is still work to be done to achieve equal gender representation in the profession, lower rates of female attrition on the path to licensure should help address this historical imbalance over time.

## Over 10 Years, More Than Half of African American Candidates Stop Pursuing a License



White candidates leave the path to licensure at lower rates than their peers of other races and ethnicities, with the greatest overall disparity seen between white and Black or African American candidates.

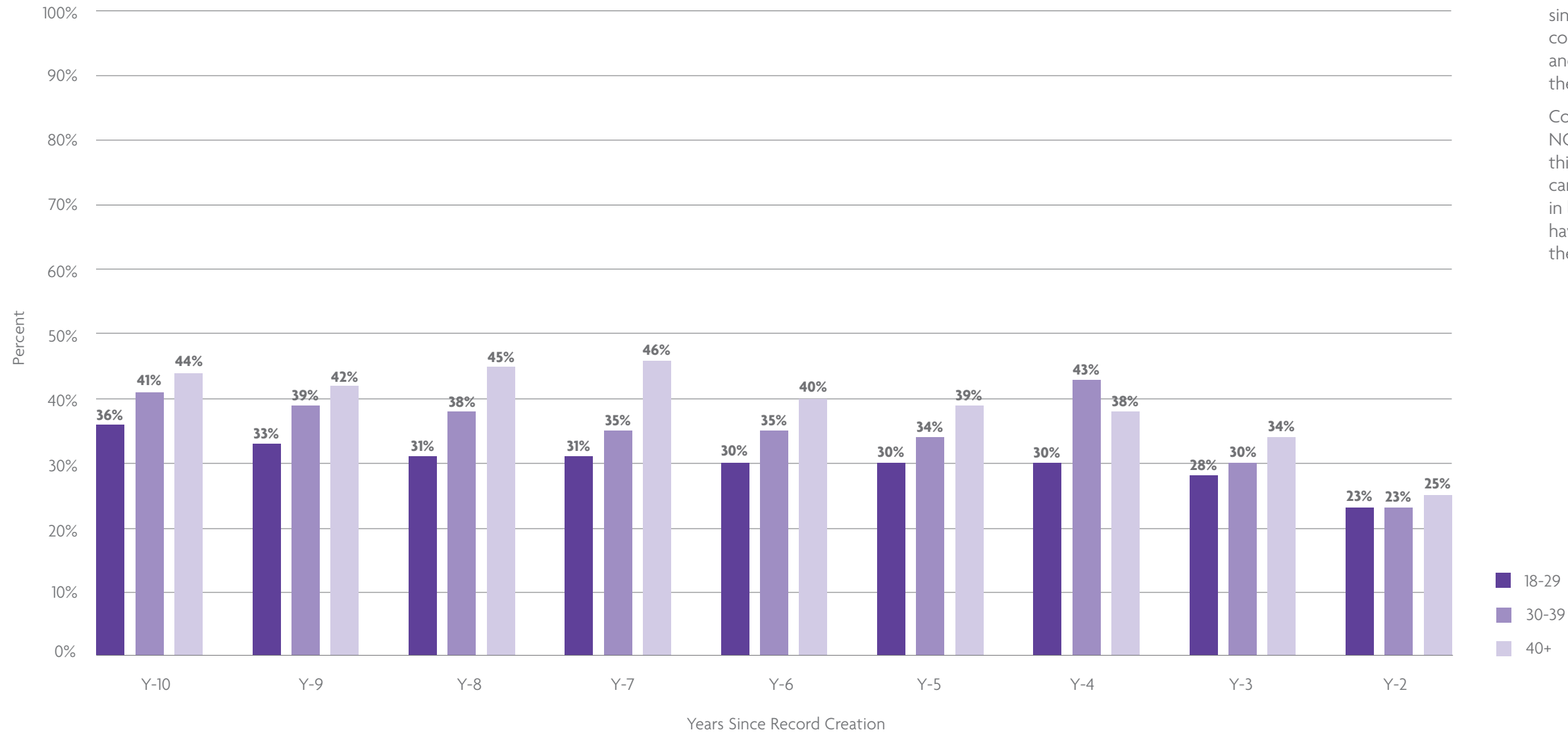
For example, 34 percent of white candidates who started their NCARB Record a decade ago (in 2011) have since stopped pursuing a license, compared to 54 percent of Black or African American candidates—a 20 percentage point difference.

Candidates who identify as Asian and Hispanic or Latino also face higher rates of attrition compared to their white peers, with 43 percent of Hispanic or Latino candidates and 42 percent of Asian candidates who started a Record a decade ago dropping off the path.

While disparities have reduced slightly among more recent cohorts, white candidates consistently leave the path at the lowest rate every year. The gap in attrition between races/ethnicities is seen as soon as two years into the licensure process, with 30 percent of Black or African American candidates who started a Record in 2018 having already stopped pursuing licensure, compared to just 21 percent of white candidates.

When combined with results from NCARB and NOMA's joint *Baseline on Belonging* study, this disparity suggests that candidates of color face impediments along the path starting early in their careers, which only increase as they progress toward licensure.

## Candidates Over 40 Most Likely to Stop Pursuing Licensure



Candidates between 18-29 years old are more likely to stay on the path to licensure compared to those who are aged 30-39 and 40+. Candidates over 40 are the most likely to stop pursuing a license.

Of those who started the path to licensure in 2011 (Y-10), 36 percent of 18-29-year-olds have since stopped pursuing licensure. This is in contrast to the 41 percent of 30-39-year-olds and 44 percent of those aged 40+ falling off the path.

Combined with findings from NCARB and NOMA's joint *Baseline on Belonging* survey, this data highlights the difficulties faced by candidates who start the licensure process later in life, or who return to the licensure path after having stopped pursuing a license previously in their careers.

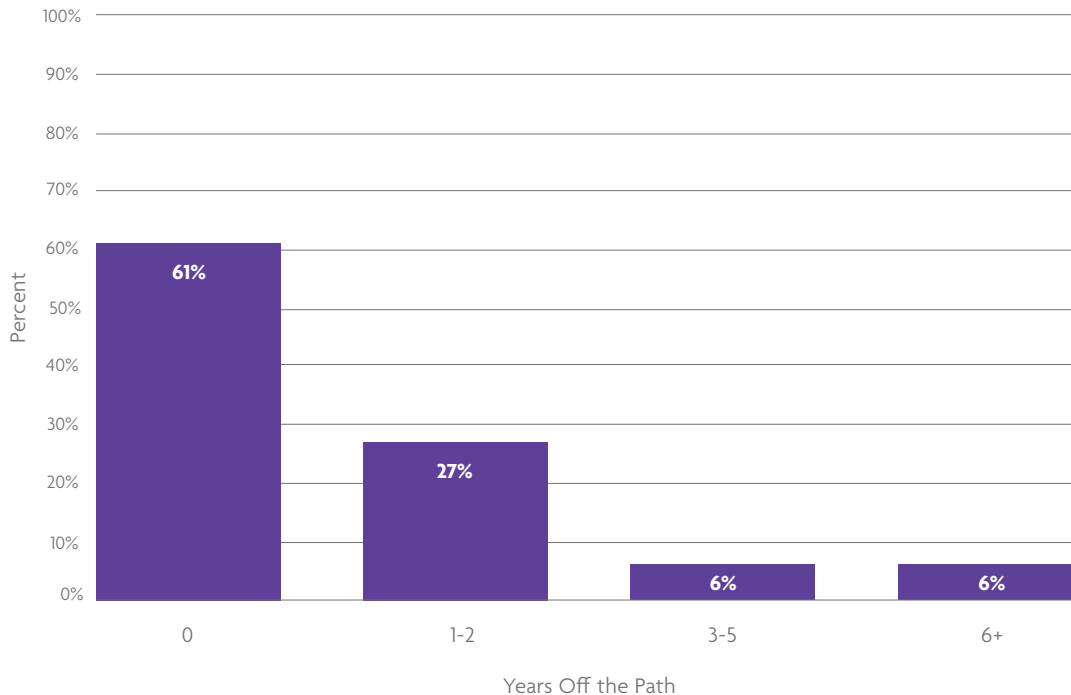
# Most Candidates Who Achieve Licensure Never Paused Licensure Progress

Of candidates who completed the path to licensure in 2020, 61 percent never put their licensure progress on hold. These individuals continued actively pursuing a license from the point of starting an NCARB Record until they completed all core requirements for licensure (education, experience, and examination).

Of the remaining candidates who completed the licensure process in 2020, 27 percent stopped pursuing a license for a period of one to two years, and 6 percent put the process on hold for a period of three to five years. Six percent of candidates spent six years or more off the path.

This data highlights the importance of momentum for many candidates earning a license, suggesting that many candidates power through the licensure process rather than put their progress on pause.

*Note: Continuous pursuit of licensure means the candidate was actively maintaining their NCARB Record without a hiatus.*





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# Inside NCARB

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With over 113,200 Record holders, more than 400 licensing board members, and over 350 volunteers, NCARB's community continues to fuel and shape the field of architecture. Despite the challenges that 2020 brought, our volunteers—made up of architects, licensure candidates, educators, and experts from other professions—came together across 27 committees to write exam questions, explore the future of architecture, develop resources for licensing boards, and more.

With 55 architectural licensing boards in the United States, which each have their own rules and requirements, NCARB works to provide board support, encourage program alignment, and assist individuals seeking licensure. Of the 432 members who serve on these boards, approximately 240 are practicing architects, 95 are in related professions (such as engineering and landscape architecture), and 75 ensure the public consumer has a voice on the board.

**29,827**

CANDIDATES NOT  
ACTIVELY TESTING OR  
REPORTING HOURS

**46,949**

NCARB  
CERTIFICATE HOLDERS

**113,238**

NCARB  
RECORD HOLDERS

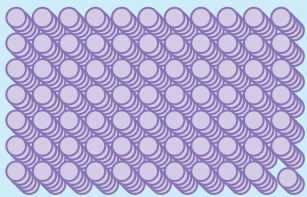


**30,453**

CANDIDATES  
ACTIVELY WORKING  
TOWARD LICENSURE

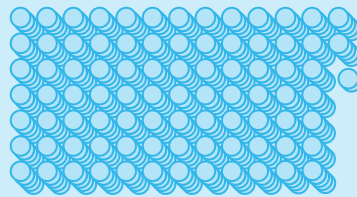
**6,009**

NON-CERTIFIED  
ARCHITECTS



**383**

VOLUNTEERS



**432**

MEMBER BOARD MEMBERS



**18,000**

**SUPERVISORS**

*approved at least one  
report for a licensure  
candidate in AXP in 2020*

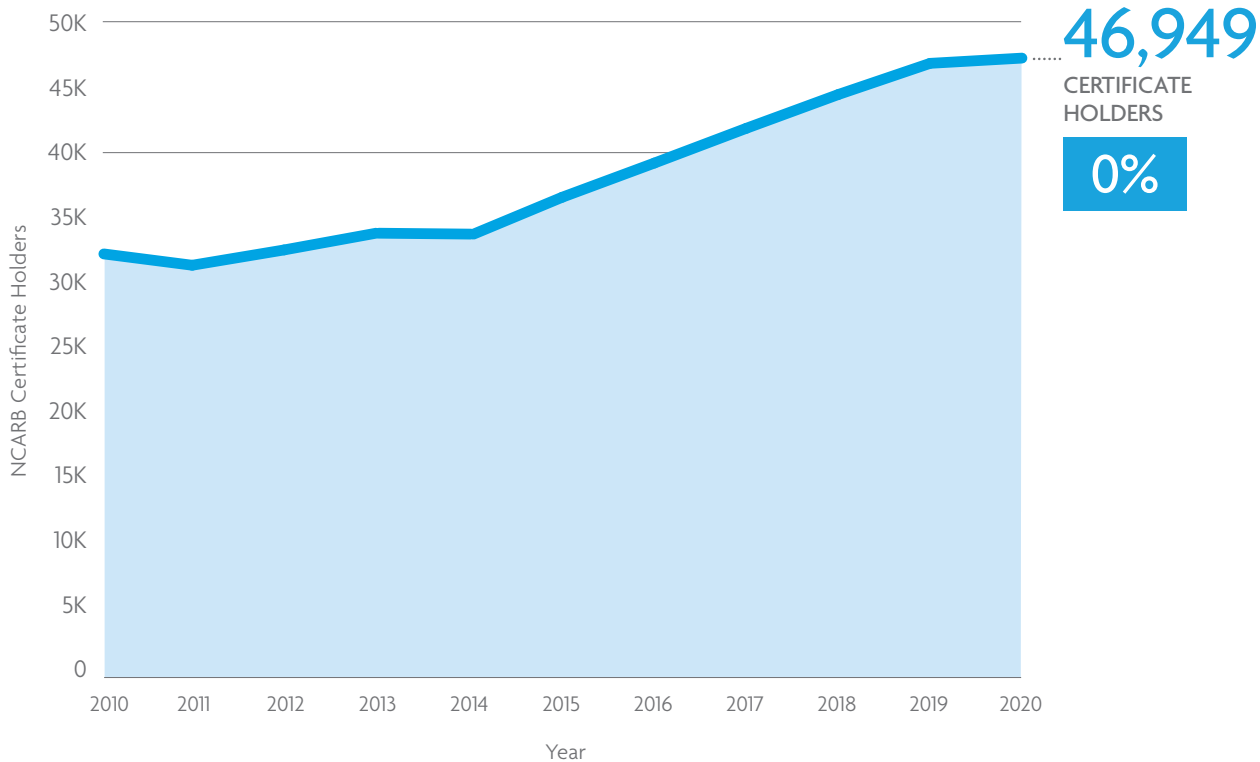
# Number of NCARB Certificate Holders Remains Steady

Nearly 47,000 architects held an active NCARB Certificate in 2020, similar to the previous year.

2020 marks the first lull in growth after a period of steady, yearly increases in the number of Certificate holders since 2014. This is likely due to effects of COVID-19, as architects adapted to the pandemic's impacts on the profession\*.

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

*\*Note: See COVID-19's Impact on Architectural Licensure and Mobility.*



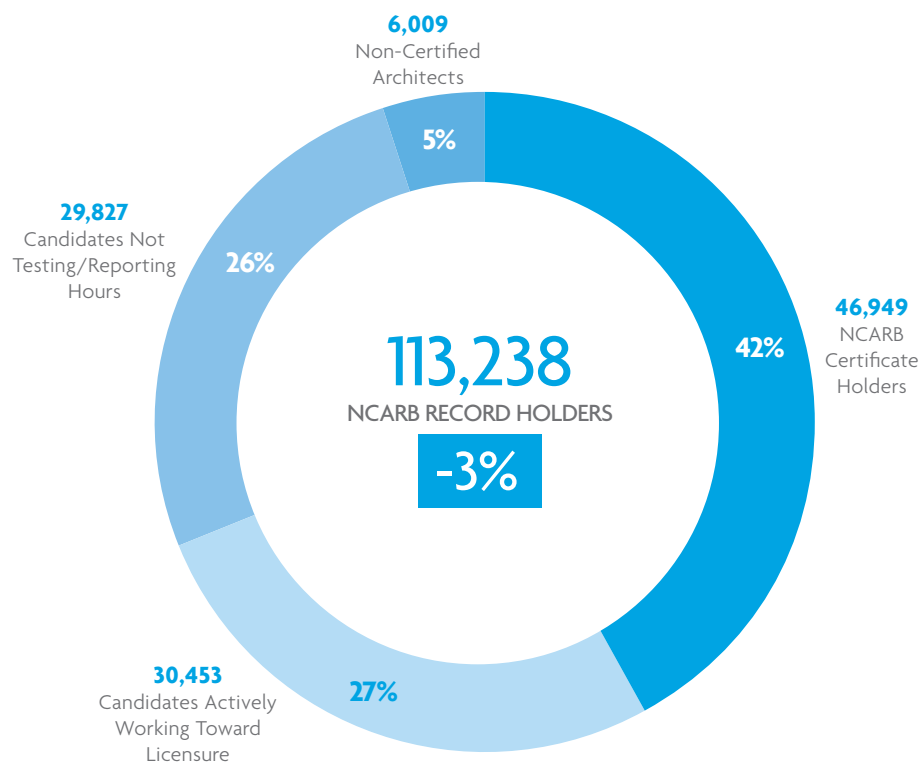


# Number of Candidates Working Toward Licensure Declines

Around 113,000 individuals held an active NCARB Record in 2020, a 3 percent decrease compared to 2019. Of those Record holders, 42 percent are architects with an NCARB Certificate, and 5 percent are architects without a Certificate (no change from 2019).

The proportion of Record holders actively working toward licensure declined 6 percentage points compared to 2019, now at 27 percent. The remaining 26 percent of individuals are licensure candidates who haven't taken a division of the ARE or reported AXP hours in the last year (up 4 percentage points since 2019). These changes are likely due to effects from the COVID-19 pandemic, such as the test center closures from March-June 2020, increased unemployment rates, and changes in firms' day-to-day work\*.

*\*Note: See COVID's Impact on Architectural Licensure and Mobility.*

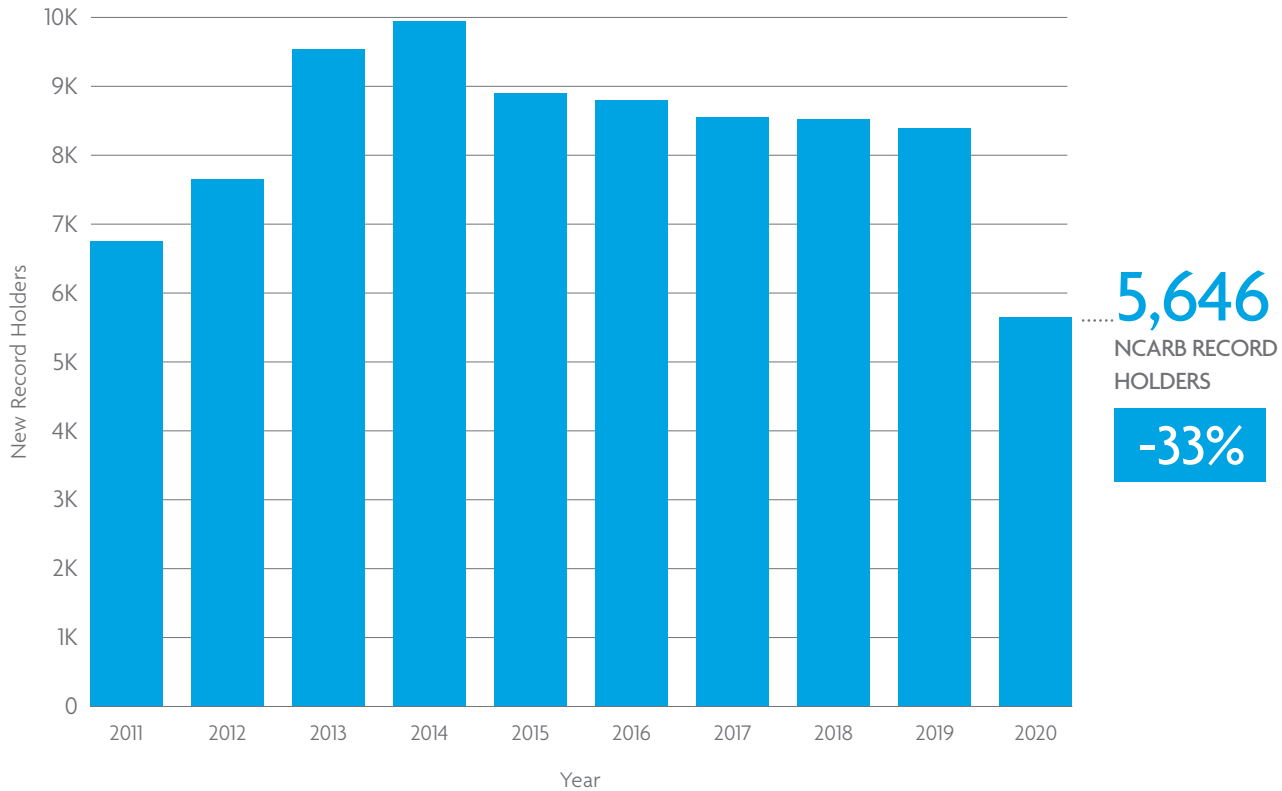


## Number of New Record Holders Declines

Over 5,500 individuals started an NCARB Record in 2020—33 percent fewer than the number who started a Record in 2019. For reference, the average number of new Record holders per year over the past decade is 8,266.

Candidates create NCARB Records so they can document their professional experience (AXP) and examination requirements (ARE). The drop in Record creations seen in 2020 can likely be attributed to the effects of the COVID-19 pandemic and the resulting test center closures\*.

*\*Note: See Fewer Candidates Start Path to Licensure During the Pandemic.*



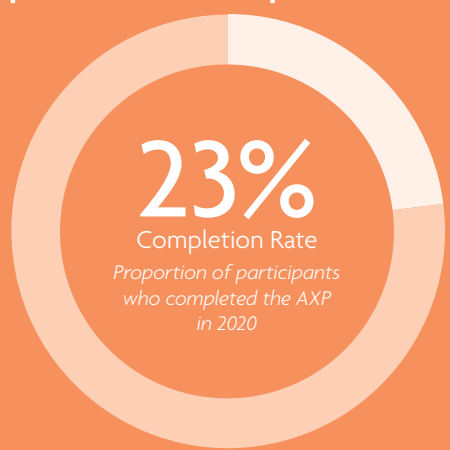
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# Jurisdictions

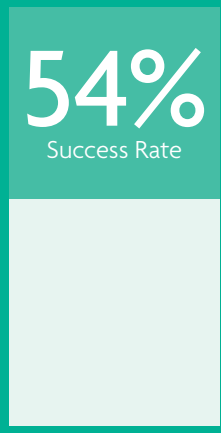
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The following section includes baseline comparisons for NCARB's 55 Member Boards, which include all 50 states, the District of Columbia, Guam, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands. Each page includes a 2020 snapshot of the jurisdiction's experience program completion rate, examination success rate, number of licenses, and completion time for the experience program and examination.

### Experience Completion Rate



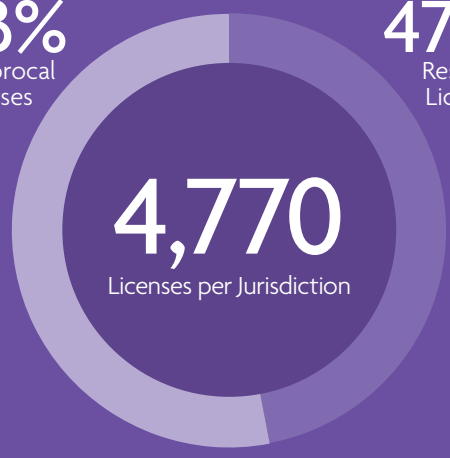
### Exam Success Rate



### Completion Timeline



### Licensure



# 55 Jurisdictions

Alabama.....	90	Illinois .....	104
Alaska .....	91	Indiana.....	105
Arizona.....	92	Iowa.....	106
Arkansas .....	93	Kansas.....	107
California.....	94	Kentucky .....	108
Colorado.....	95	Louisiana.....	109
Connecticut.....	96	Maine.....	110
Delaware .....	97	Maryland .....	111
District of Columbia.....	98	Massachusetts .....	112
Florida.....	99	Michigan.....	113
Georgia .....	100	Minnesota.....	114
Guam .....	101	Mississippi.....	115
Hawaii.....	102	Missouri.....	116
Idaho.....	103	Montana.....	117

Nebraska .....	118	Rhode Island.....	132
Nevada.....	119	South Carolina.....	133
New Hampshire.....	120	South Dakota .....	134
New Jersey.....	121	Tennessee .....	135
New Mexico.....	122	Texas .....	136
New York .....	123	Utah.....	137
North Carolina.....	124	Vermont .....	138
North Dakota.....	125	U.S. Virgin Islands.....	139
Northern Mariana Islands .....	126	Virginia .....	140
Ohio .....	127	Washington.....	141
Oklahoma .....	128	West Virginia.....	142
Oregon.....	129	Wisconsin.....	143
Pennsylvania .....	130	Wyoming.....	144
Puerto Rico .....	131		

# Alabama

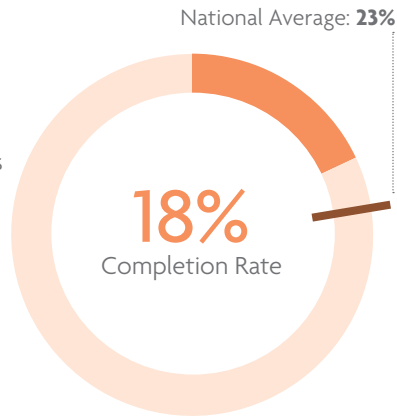
## AXP

146

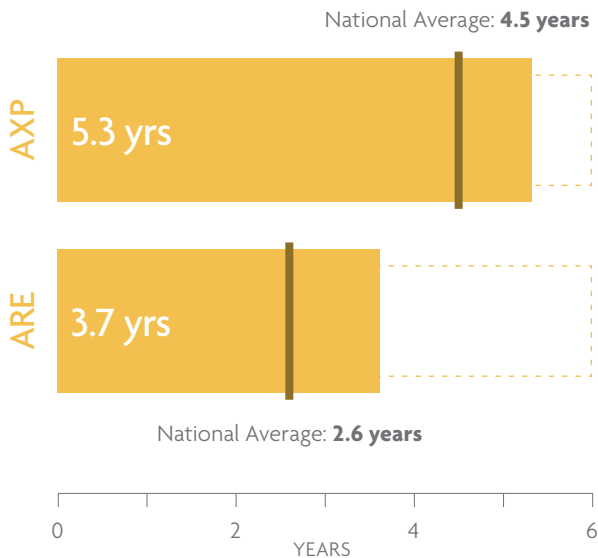
Licensure Candidates  
Reporting Hours

27

Completions



## COMPLETION TIMELINE



## ARE

65

Active Testers

121

Divisions Taken

16

Completions

National Average:  
**54%**

**53%**  
Success Rate

## LICENSURE

72%  
Reciprocal  
Licenses

28%  
Resident  
Licenses

**3,039**  
Total Licenses

National Averages:  
**Reciprocal** 53% | **Resident** 47%

# Alaska

## EXPERIENCE

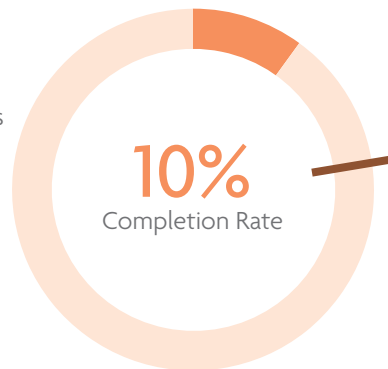
21

Licensure Candidates Reporting Hours

2

Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**

AXP

6.5 yrs

ARE

1.5 yrs

National Average: **2.6 years**



## EXAMINATION

6

Active Testers

10

Divisions Taken

2

Completions

80%  
Success Rate

National Average:

**54%**

## LICENSURE

58%  
Reciprocal  
Licenses

42%  
Resident  
Licenses

581  
Total Licenses

National Averages:  
Reciprocal: **53%** Resident: **47%**



# Arizona

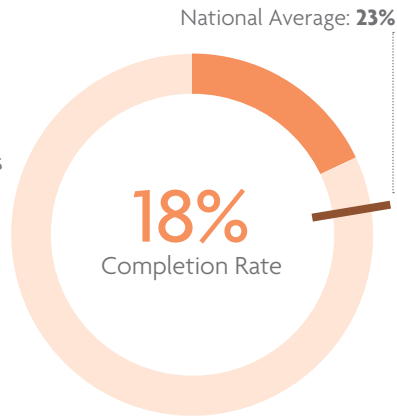
## AXP

503

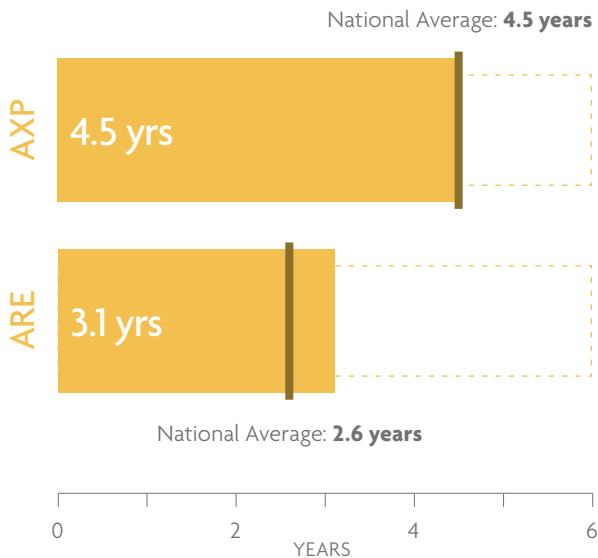
Licensure Candidates  
Reporting Hours

92

Completions



## COMPLETION TIMELINE



## ARE

237

Active Testers

496

Divisions Taken

35

Completions

National Average:  
**54%**

**52%**  
Success Rate

## LICENSURE

68%  
Reciprocal  
Licenses

32%  
Resident  
Licenses

**7,530**  
Total Licenses

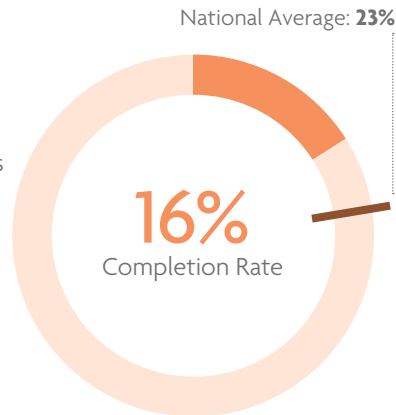
National Averages:  
**Reciprocal** 53% | **Resident** 47%

# Arkansas

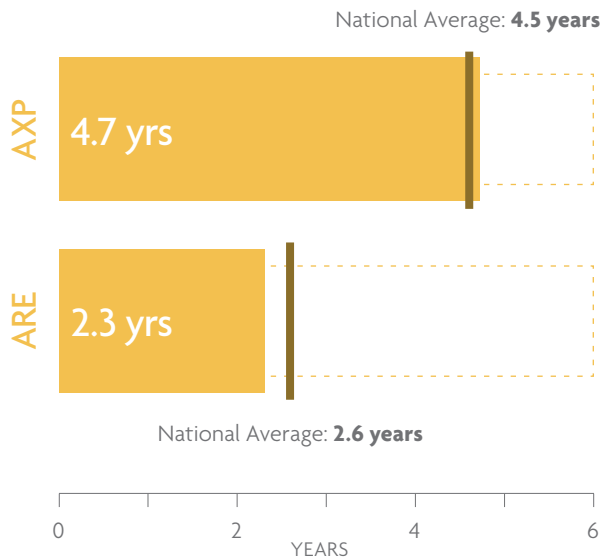
## AXP

**89**  
Licensure Candidates  
Reporting Hours

**14**  
Completions



## COMPLETION TIMELINE



## ARE

**34**  
Active Testers

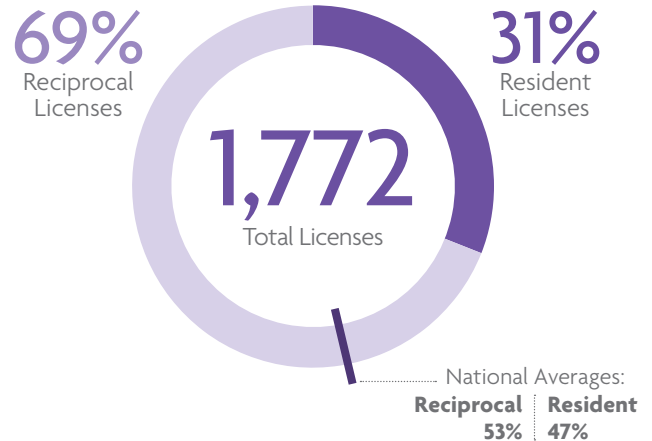
**62**  
Divisions Taken

**10**  
Completions

**60%**  
Success Rate

National Average:  
**54%**

## LICENSURE

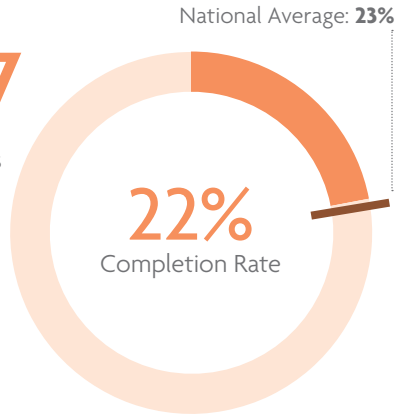


# California

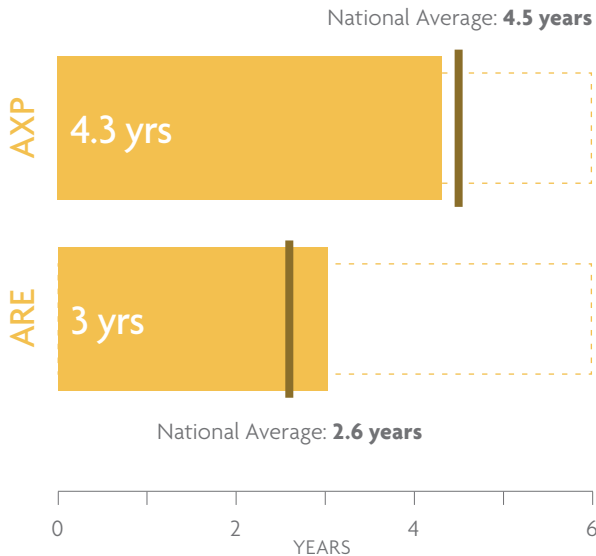
## AXP

4,007  
Licensure Candidates Reporting Hours

888  
Completions



## COMPLETION TIMELINE



## ARE

2,409  
Active Testers

4,968  
Divisions Taken

341  
Completions

National Average:  
54%

48%  
Success Rate

## LICENSURE

20%  
Reciprocal  
Licenses

80%  
Resident  
Licenses

22,365  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Colorado

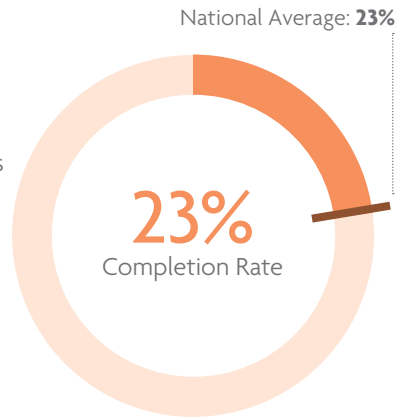
## AXP

782

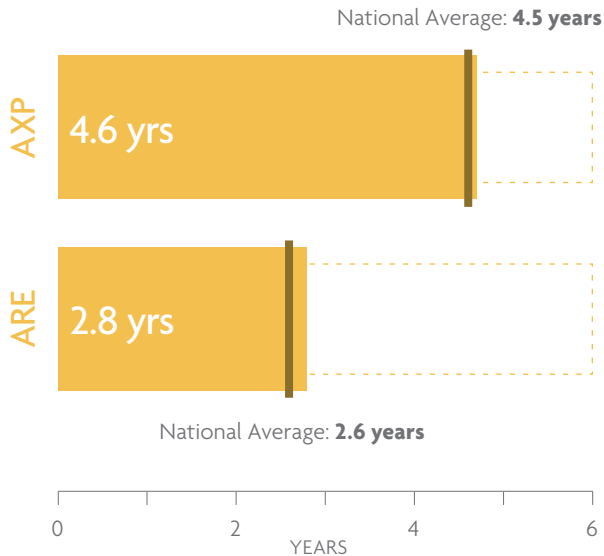
Licensure Candidates Reporting Hours

182

Completions



## COMPLETION TIMELINE



## ARE

370

Active Testers

746

Divisions Taken

104

Completions

64% Success Rate

National Average: 54%

## LICENSURE

53% Reciprocal Licenses

47% Resident Licenses

7,804 Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Connecticut

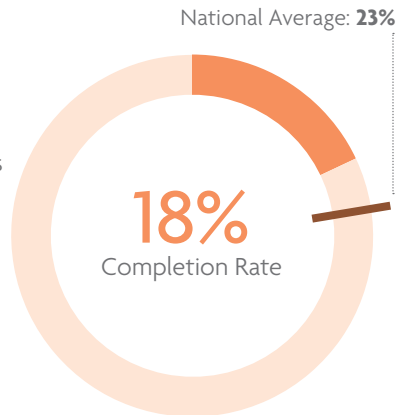
## AXP

158

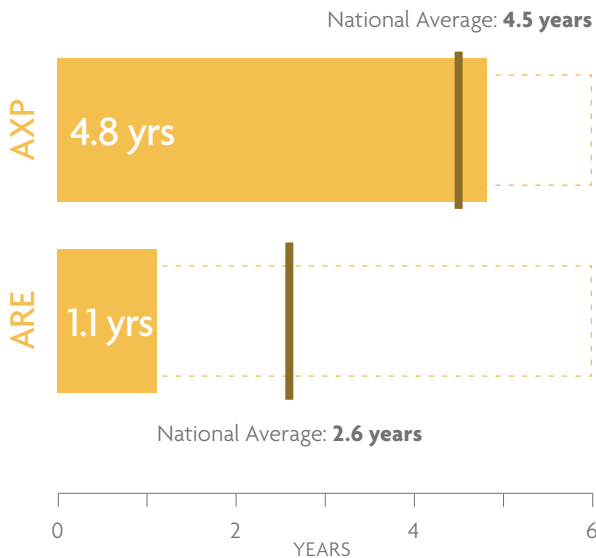
Licensure Candidates  
Reporting Hours

29

Completions



## COMPLETION TIMELINE



## ARE

79

Active Testers

165

Divisions Taken

16

Completions

**65%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**68%**  
Reciprocal  
Licenses

**32%**  
Resident  
Licenses

**4,480**  
Total Licenses

National Averages:  
**Reciprocal** 53% | **Resident** 47%

# Delaware

## AXP

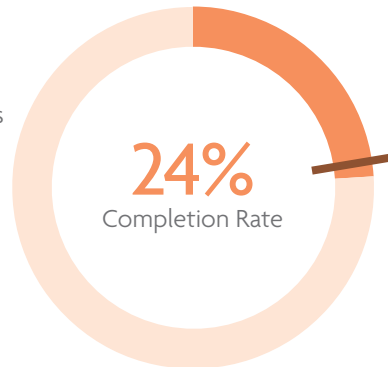
17

Licensure Candidates Reporting Hours

4

Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**

AXP

5.2 yrs

ARE

6.7 yrs

National Average: **2.6 years**



## ARE

6

Active Testers

9

Divisions Taken

2

Completions

78%  
Success Rate

National Average:  
**54%**

## LICENSURE

53%  
Reciprocal  
Licenses

47%  
Resident  
Licenses

1,734  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# District of Columbia

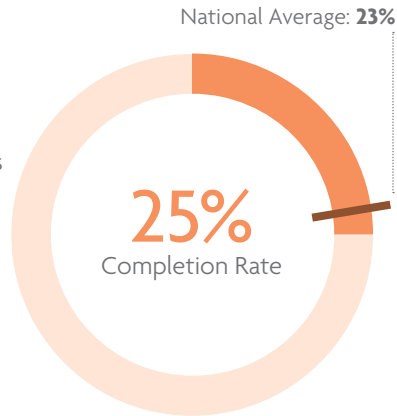
## AXP

392

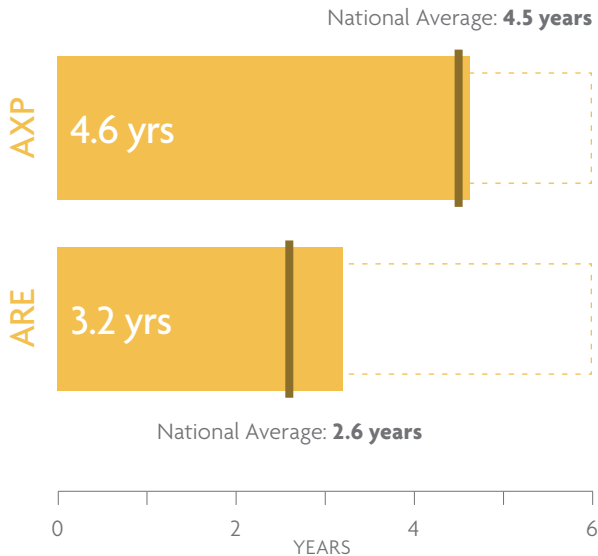
Licensure Candidates  
Reporting Hours

97

Completions



## COMPLETION TIMELINE



## ARE

306

Active Testers

624

Divisions Taken

56

Completions

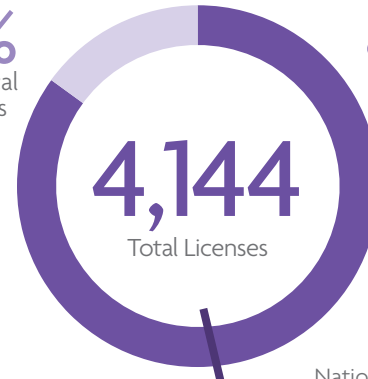
National Average:  
**54%**

**52%**  
Success Rate

## LICENSURE

15%  
Reciprocal  
Licenses

85%  
Resident  
Licenses



National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Florida

## AXP

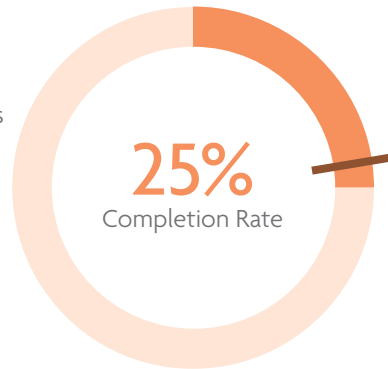
1,065

Licensure Candidates Reporting Hours

263

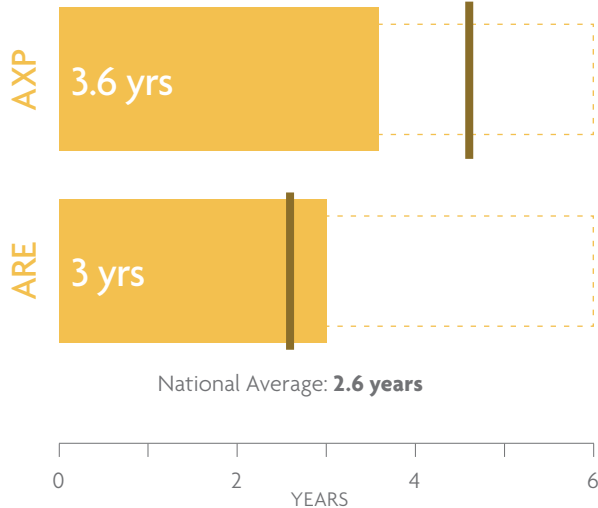
Completions

National Average: 23%



## COMPLETION TIMELINE

National Average: 4.5 years



## ARE

697

Active Testers

1,522

Divisions Taken

125

Completions

National Average:  
54%

44%  
Success Rate

## LICENSURE

51%  
Reciprocal  
Licenses

49%  
Resident  
Licenses

11,559  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%



# Georgia

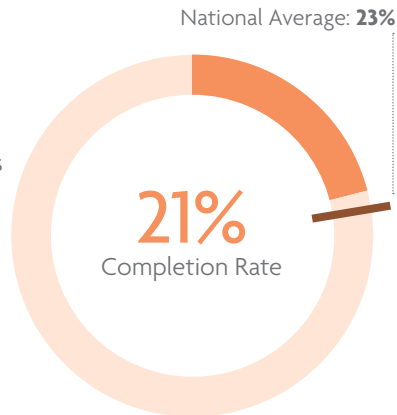
## AXP

493

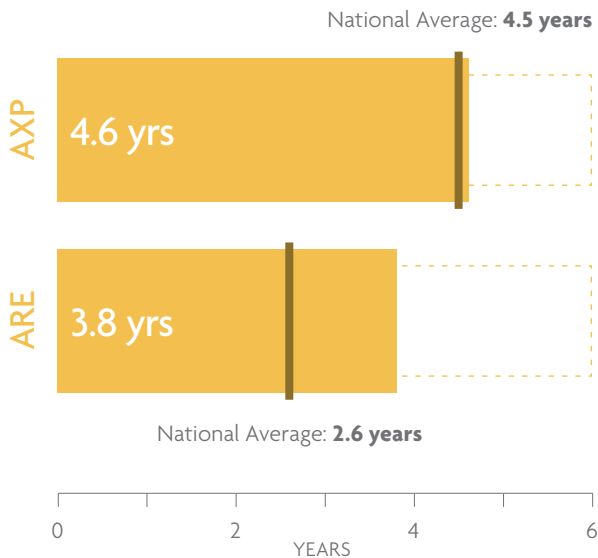
Licensure Candidates  
Reporting Hours

104

Completions



## COMPLETION TIMELINE



## ARE

289

Active Testers

609

Divisions Taken

48

Completions

National Average:  
**54%**

52%  
Success Rate

## LICENSURE

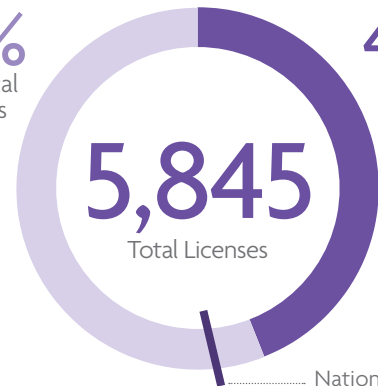
56%  
Reciprocal  
Licenses

44%  
Resident  
Licenses

5,845

Total Licenses

National Averages:  
Reciprocal: **53%** | Resident: **47%**



# Guam

## AXP

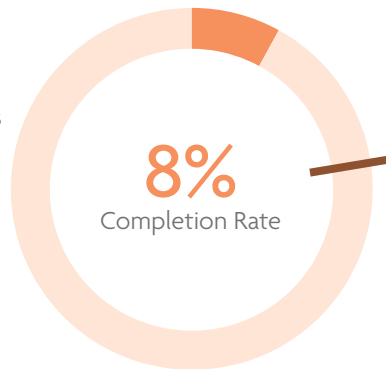
12

Licensure Candidates Reporting Hours

1

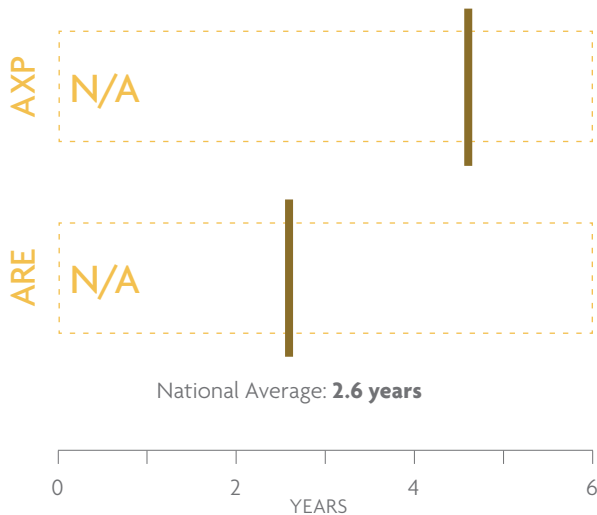
Completion

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**



## ARE

4

Active Testers

9

Divisions Taken

0

Completions

National Average:  
**54%**

**22%**  
Success Rate

## LICENSURE

69%  
Reciprocal  
Licenses

31%  
Resident  
Licenses

89  
Total Licenses

National Averages:  
**Reciprocal 53%** **Resident 47%**

# Hawaii

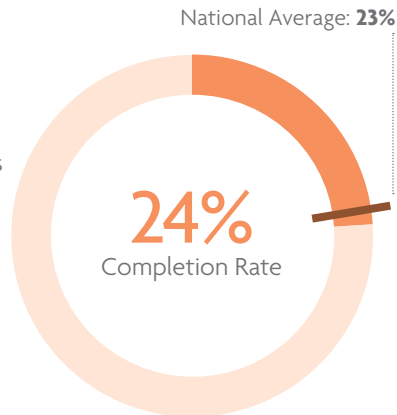
## AXP

139

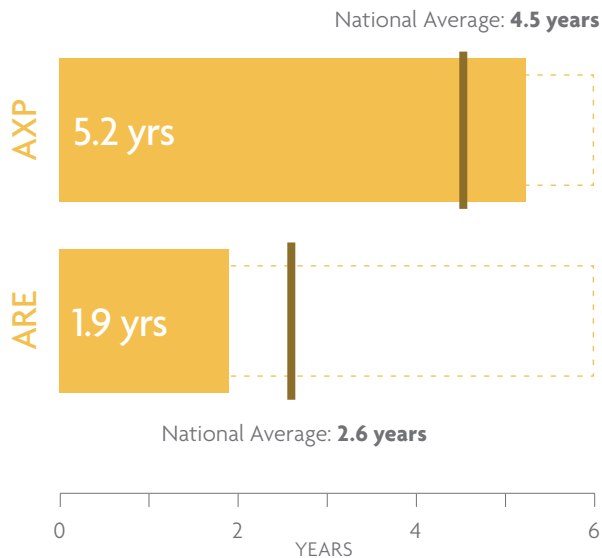
Licensure Candidates  
Reporting Hours

34

Completions



## COMPLETION TIMELINE



## EXAMINATION

82

Active Testers

178

Divisions Taken

18

Completions

National Average:  
**54%**

54%  
Success Rate

## LICENSURE

58%  
Reciprocal  
Licenses

42%  
Resident  
Licenses

2,387  
Total Licenses

National Averages:  
Reciprocal: **53%** | Resident: **47%**

# Idaho

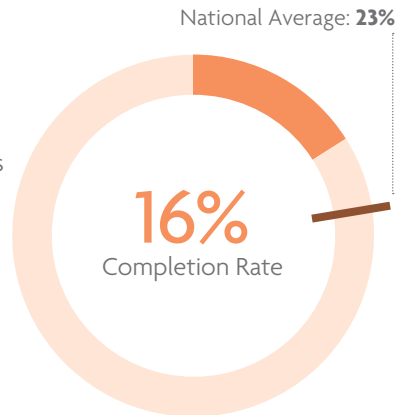
## AXP

117

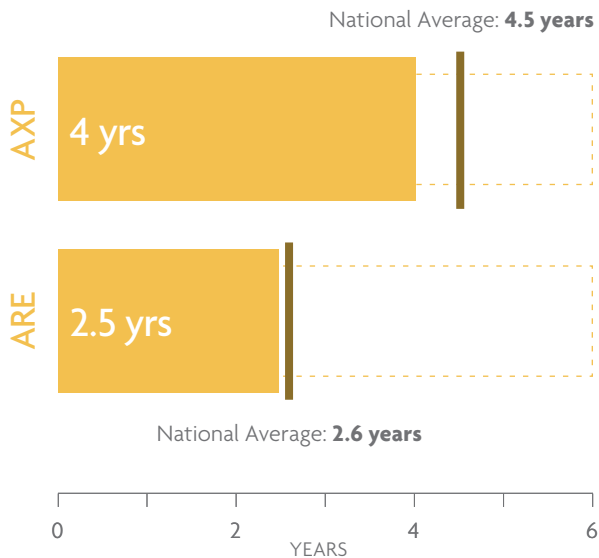
Licensure Candidates Reporting Hours

19

Completions



## COMPLETION TIMELINE



## ARE

52

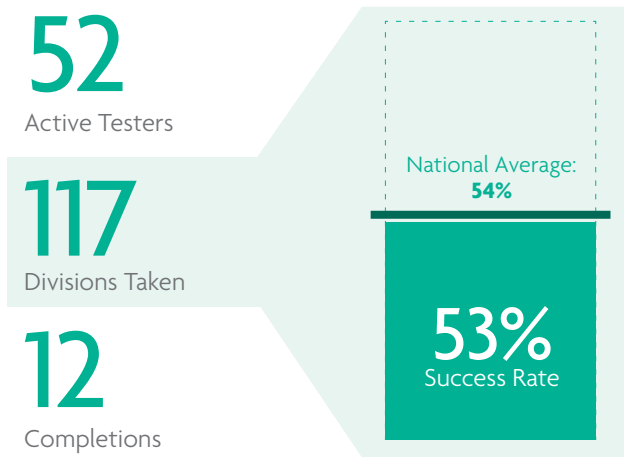
Active Testers

117

Divisions Taken

12

Completions

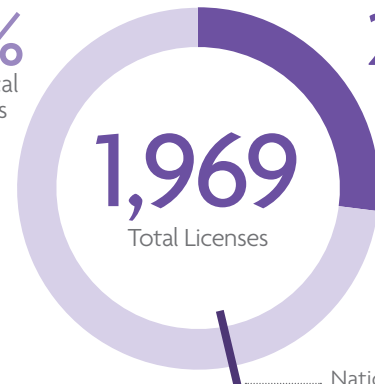


## LICENSURE

73%  
Reciprocal Licenses

27%  
Resident Licenses

1,969  
Total Licenses



National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Illinois

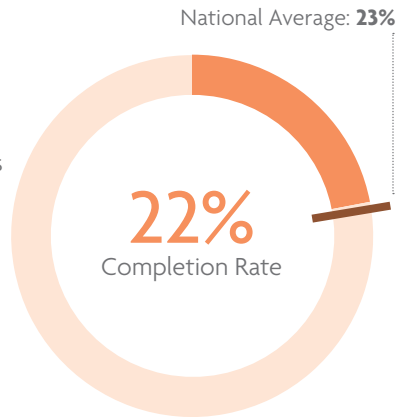
## AXP

992

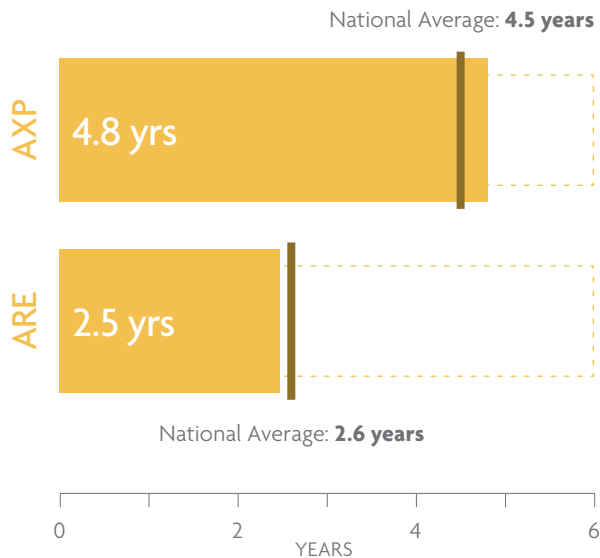
Licensure Candidates  
Reporting Hours

215

Completions



## COMPLETION TIMELINE



## EXAMINATION

551

Active Testers

1,158

Divisions Taken

123

Completions

**58%**  
Success Rate

National Average:  
**54%**

## LICENSURE

42%  
Reciprocal  
Licenses

58%  
Resident  
Licenses

10,338

Total Licenses

National Averages:  
Reciprocal: **53%** | Resident: **47%**

# Indiana

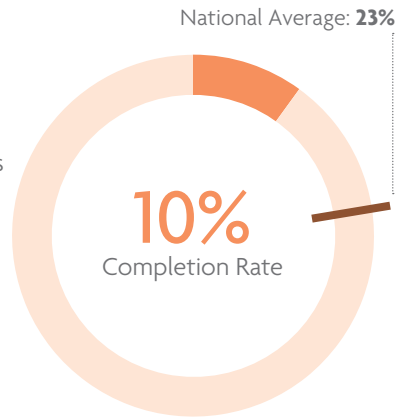
## AXP

250

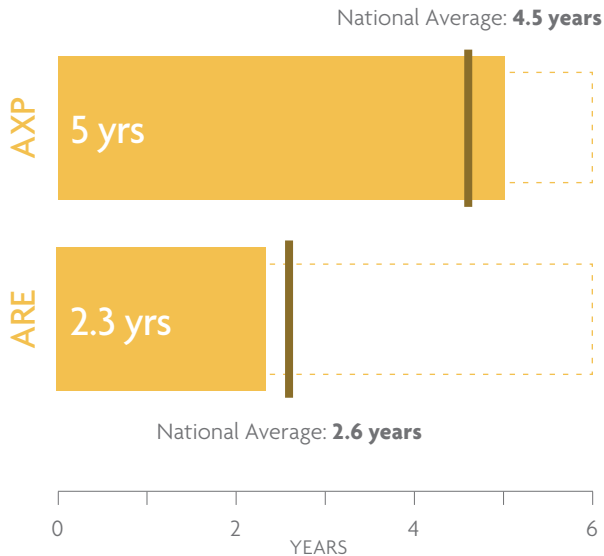
Licensure Candidates Reporting Hours

25

Completions



## COMPLETION TIMELINE



## EXAMINATION

74

Active Testers

140

Divisions Taken

16

Completions

**62%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**70%**  
Reciprocal Licenses

**30%**  
Resident Licenses

**3,654**  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Iowa

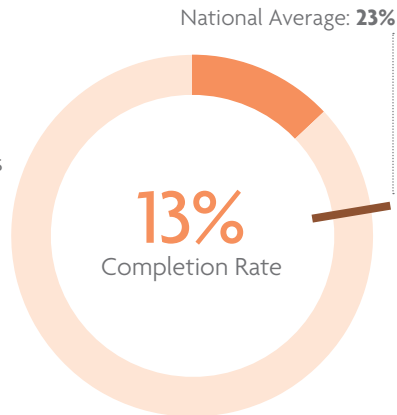
## AXP

158

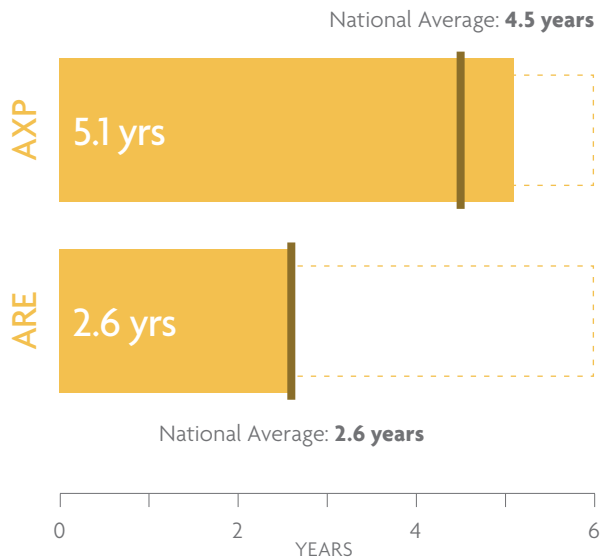
Licensure Candidates  
Reporting Hours

20

Completions



## COMPLETION TIMELINE



## ARE

65

Active Testers

130

Divisions Taken

16

Completions

**62%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**71%**  
Reciprocal  
Licenses

**29%**  
Resident  
Licenses

**2,246**  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Kansas

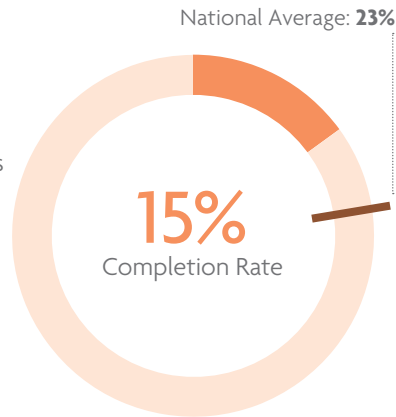
## AXP

162

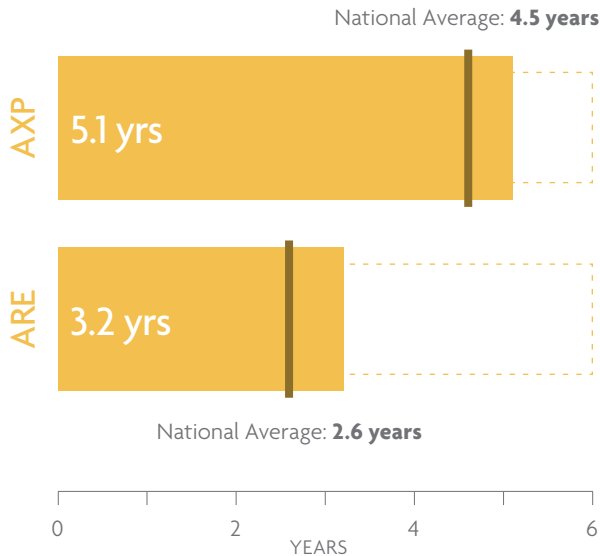
Licensure Candidates Reporting Hours

25

Completions



## COMPLETION TIMELINE



## EXAMINATION

82

Active Testers

170

Divisions Taken

17

Completions

56%  
Success Rate

National Average:  
54%

## LICENSURE

68%  
Reciprocal  
Licenses

32%  
Resident  
Licenses

2,951

Total Licenses

National Averages:  
Reciprocal 53% Resident 47%



# Kentucky

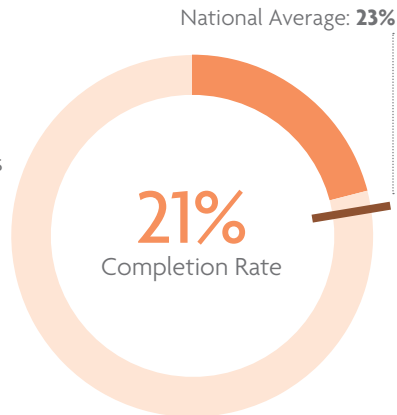
## AXP

121

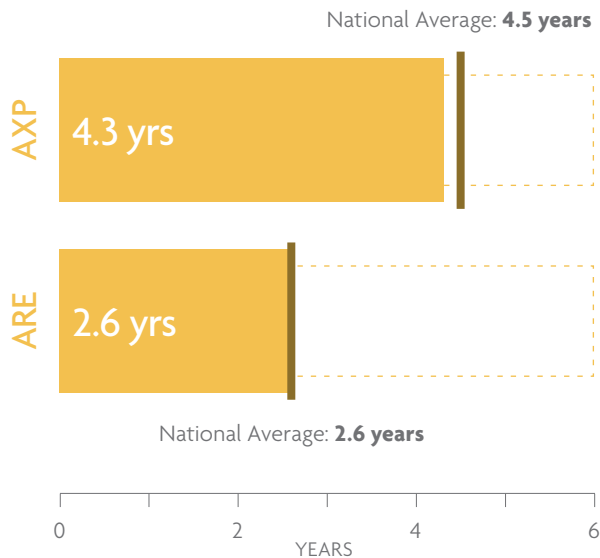
Licensure Candidates  
Reporting Hours

25

Completions



## COMPLETION TIMELINE



## ARE

66

Active Testers

142

Divisions Taken

18

Completions

57%  
Success Rate

National Average:  
**54%**

## LICENSURE

74%  
Reciprocal  
Licenses

26%  
Resident  
Licenses

2,745

Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Louisiana

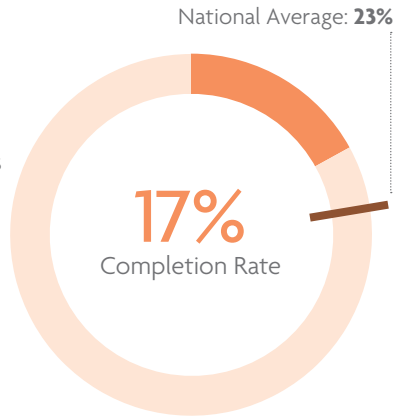
## AXP

183

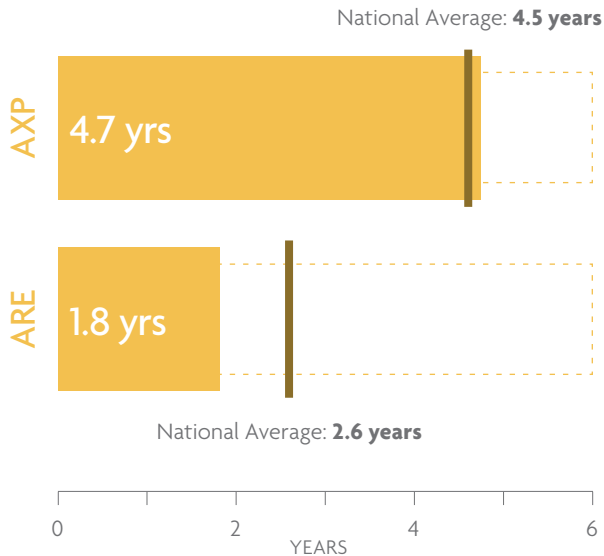
Licensure Candidates Reporting Hours

32

Completions



## COMPLETION TIMELINE



## ARE

117

Active Testers

242

Divisions Taken

23

Completions

59%  
Success Rate

National Average:  
54%

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

3,248  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Maine

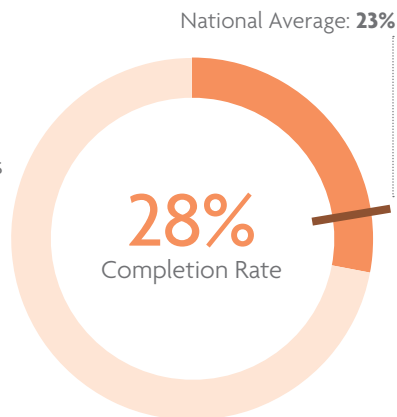
## AXP

87

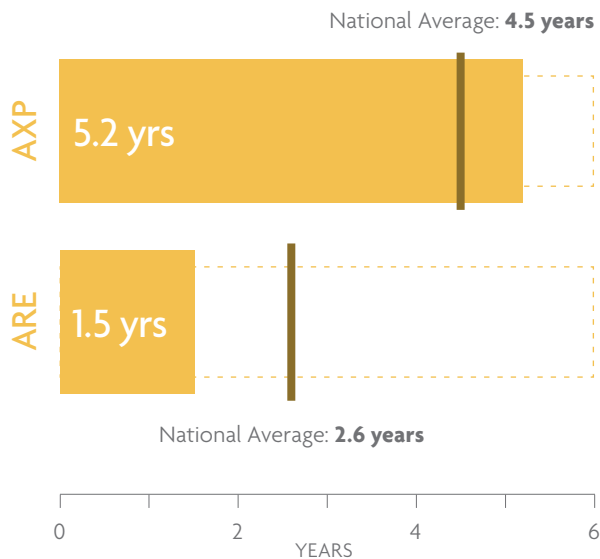
Licensure Candidates  
Reporting Hours

24

Completions



## COMPLETION TIMELINE



## ARE

40

Active Testers

88

Divisions Taken

11

Completions

64%  
Success Rate

National Average:  
**54%**

## LICENSURE

72%  
Reciprocal  
Licenses

28%  
Resident  
Licenses

1,760  
Total Licenses

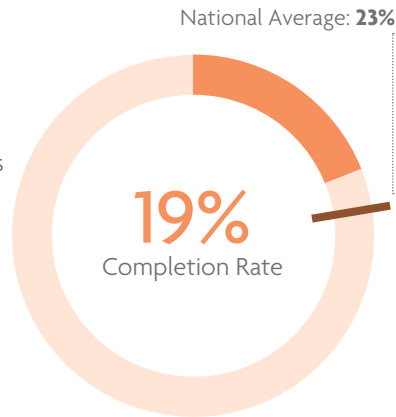
National Averages:  
Reciprocal: **53%** | Resident: **47%**

# Maryland

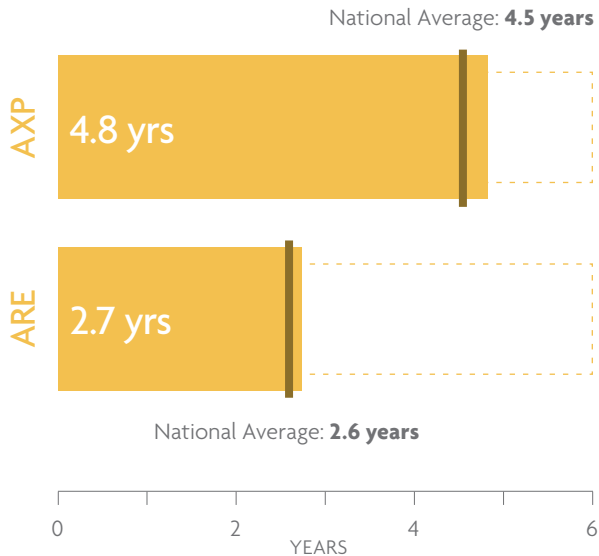
## AXP

**541**  
Licensure Candidates  
Reporting Hours

**103**  
Completions



## COMPLETION TIMELINE



## ARE

**239**  
Active Testers

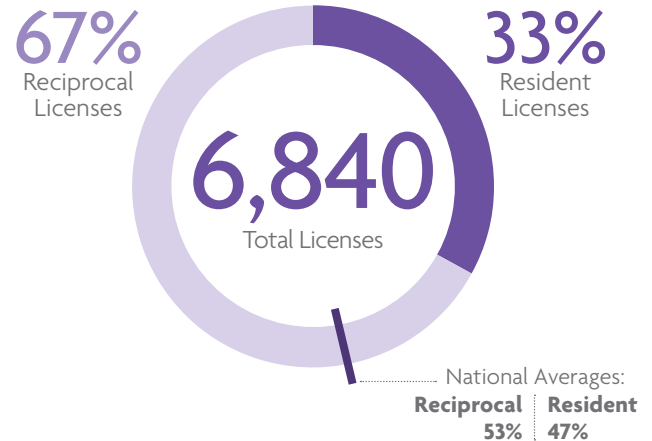
**514**  
Divisions Taken

**54**  
Completions

National Average:  
**54%**

**52%**  
Success Rate

## LICENSURE



# Massachusetts

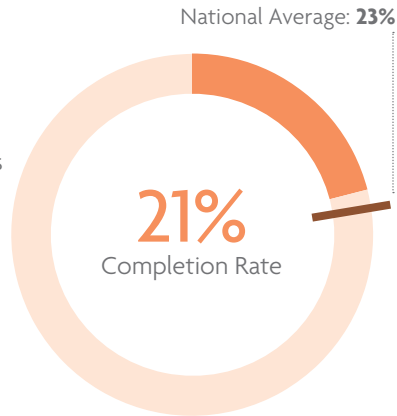
## AXP

957

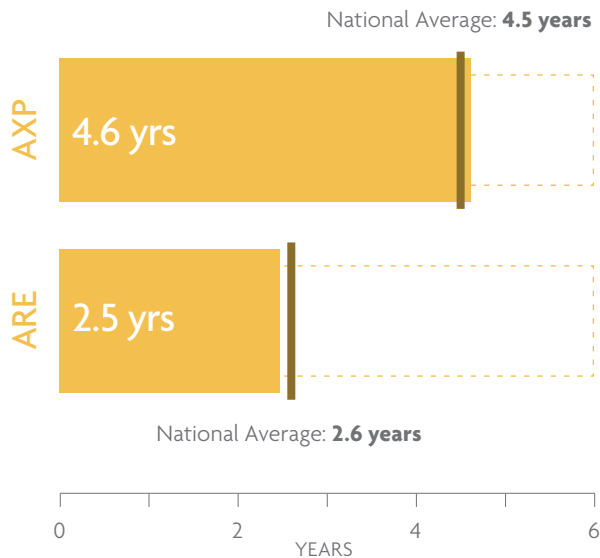
Licensure Candidates  
Reporting Hours

202

Completions



## COMPLETION TIMELINE



## ARE

588

Active Testers

1,244

Divisions Taken

137

Completions

**57%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**46%**  
Reciprocal  
Licenses

**54%**  
Resident  
Licenses

**7,536**  
Total Licenses

National Averages:  
**Reciprocal** 53% | **Resident** 47%

# Michigan

## EXPERIENCE

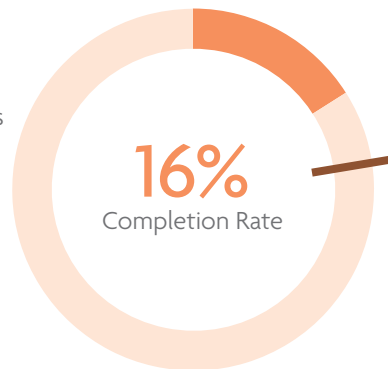
386

Licensure Candidates  
Reporting Hours

62

Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**

AXP

4.4 yrs

ARE

2.8 yrs

National Average: **2.6 years**

0 2 4 6  
YEARS

## EXAMINATION

171

Active Testers

342

Divisions Taken

42

Completions

62%  
Success Rate

National Average:  
**54%**

## LICENSURE

53%  
Reciprocal  
Licenses

47%  
Resident  
Licenses

5,468  
Total Licenses

National Averages:  
**Reciprocal 53%** **Resident 47%**

# Minnesota

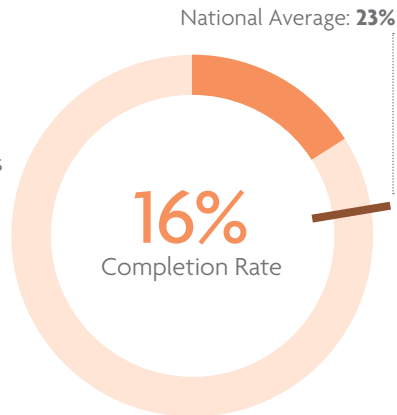
## AXP

390

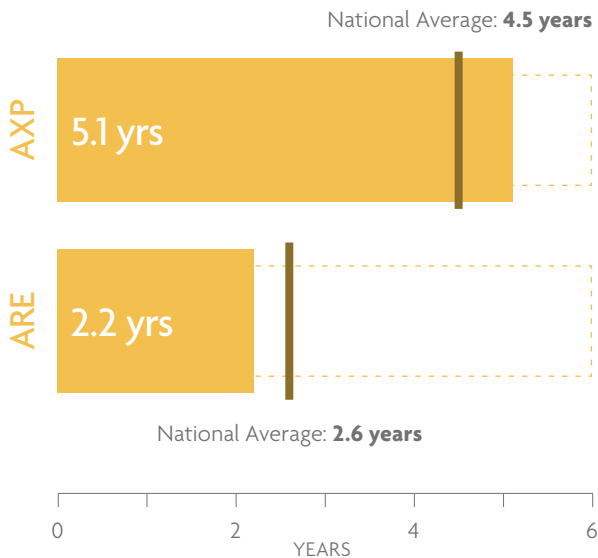
Licensure Candidates  
Reporting Hours

63

Completions



## COMPLETION TIMELINE



## ARE

187

Active Testers

439

Divisions Taken

40

Completions

**67%**  
Success Rate

National Average:  
**54%**

## LICENSURE

45%  
Reciprocal  
Licenses

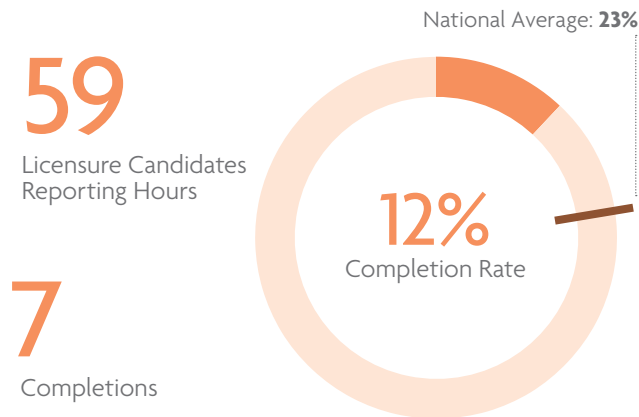
55%  
Resident  
Licenses

**3,554**  
Total Licenses

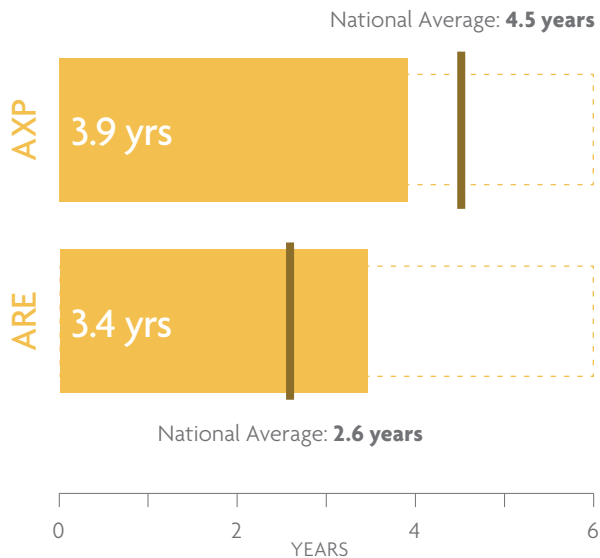
National Averages:  
Reciprocal: **53%** | Resident: **47%**

# Mississippi

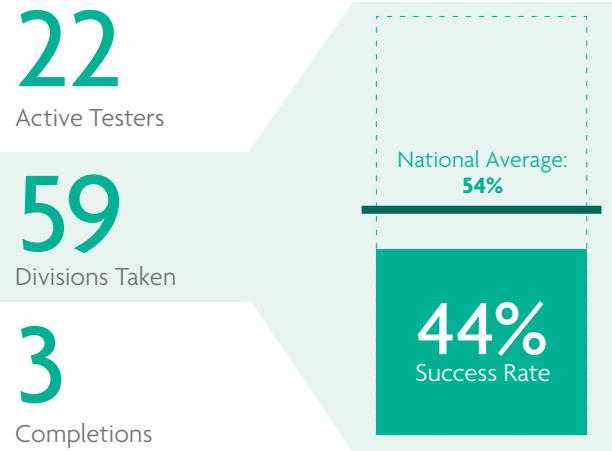
## EXPERIENCE



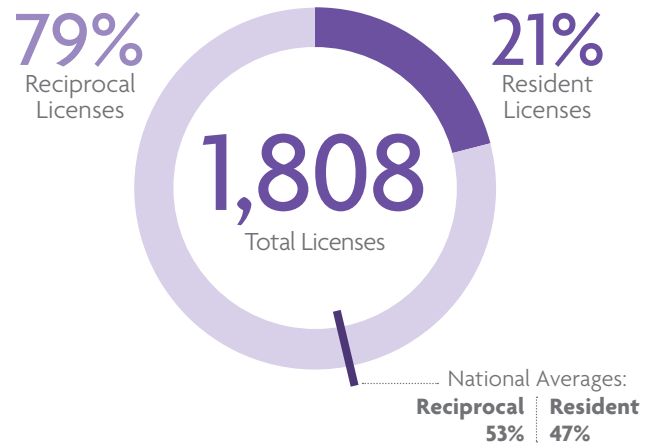
## COMPLETION TIMELINE



## EXAMINATION



## LICENSURE





# Missouri

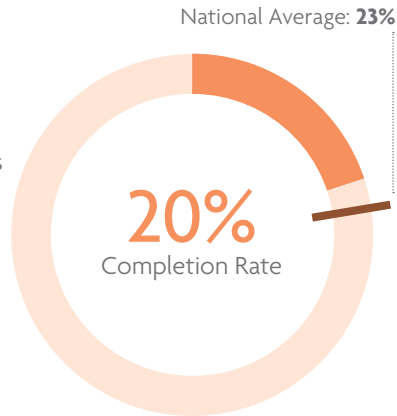
## AXP

401

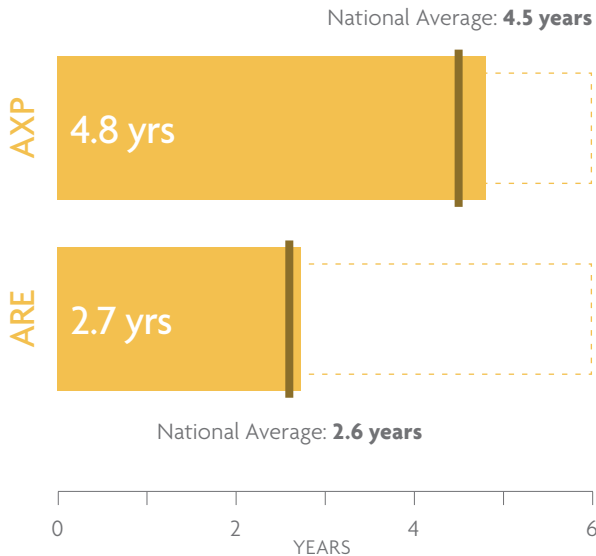
Licensure Candidates  
Reporting Hours

82

Completions



## COMPLETION TIMELINE



## ARE

201

Active Testers

415

Divisions Taken

41

Completions

61%  
Success Rate

National Average:  
**54%**

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

5,582  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Montana

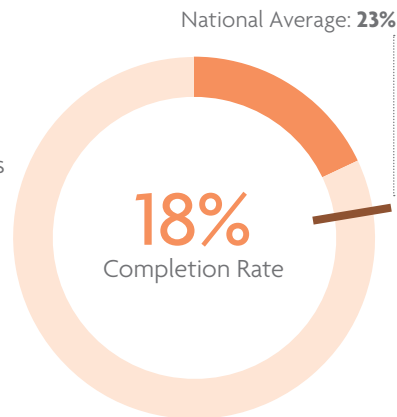
## AXP

102

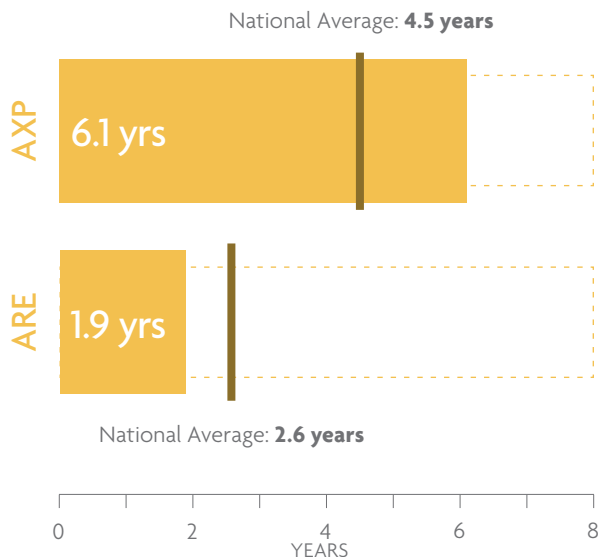
Licensure Candidates  
Reporting Hours

18

Completions



## COMPLETION TIMELINE



## ARE

54

Active Testers

117

Divisions Taken

19

Completions

73%

Success Rate

National Average:

54%

## LICENSURE

70%  
Reciprocal  
Licenses

30%  
Resident  
Licenses

1,660  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Nebraska

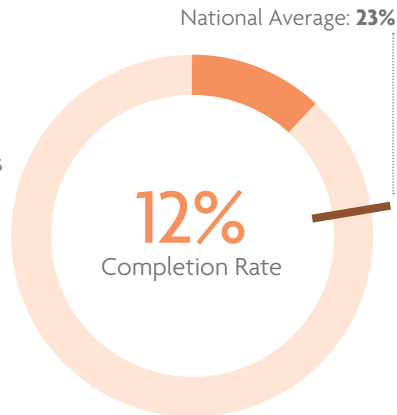
## AXP

111

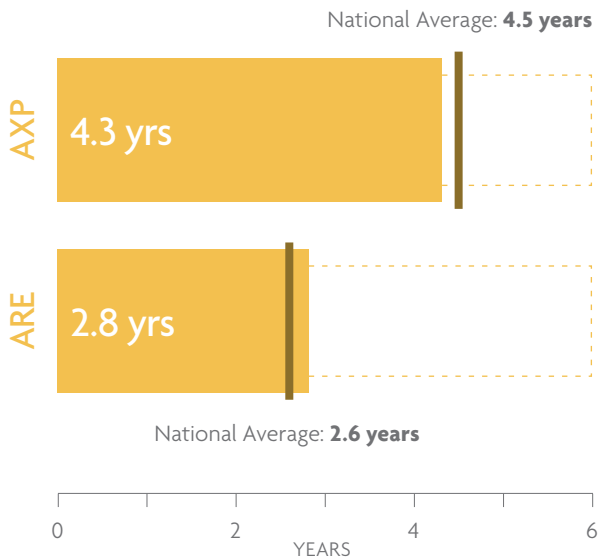
Licensure Candidates  
Reporting Hours

13

Completions



## COMPLETION TIMELINE



## ARE

43

Active Testers

89

Divisions Taken

8

Completions

**66%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**69%**  
Reciprocal  
Licenses

**31%**  
Resident  
Licenses

**2,042**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Nevada

## AXP

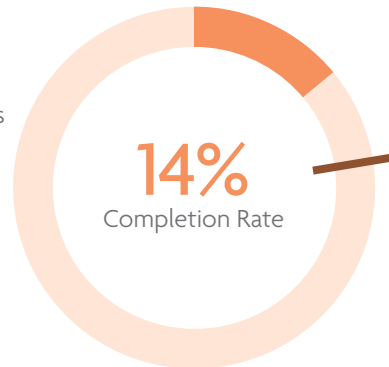
153

Licensure Candidates  
Reporting Hours

21

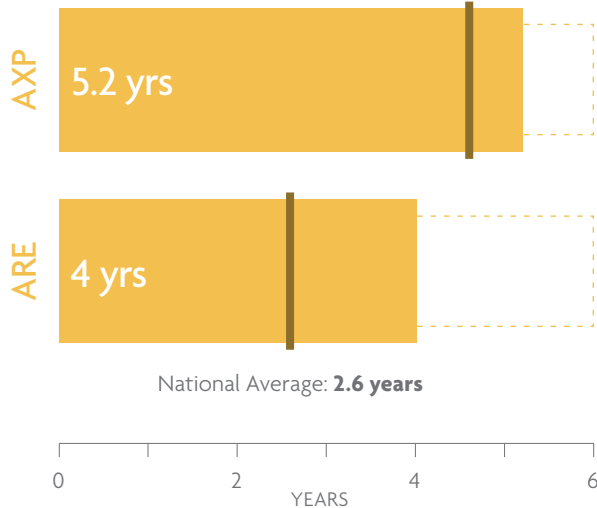
Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**



## ARE

81

Active Testers

167

Divisions Taken

15

Completions

National Average:  
**54%**

47%  
Success Rate

## LICENSURE

80%  
Reciprocal  
Licenses

20%  
Resident  
Licenses

2,814  
Total Licenses

National Averages:  
Reciprocal **53%** Resident **47%**

# New Hampshire

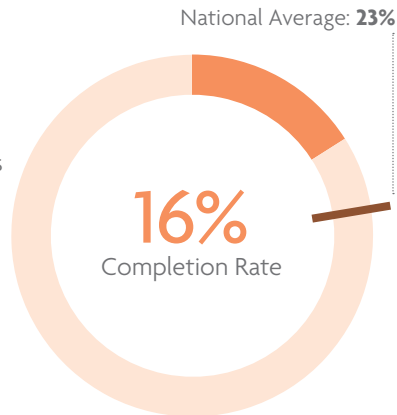
## AXP

57

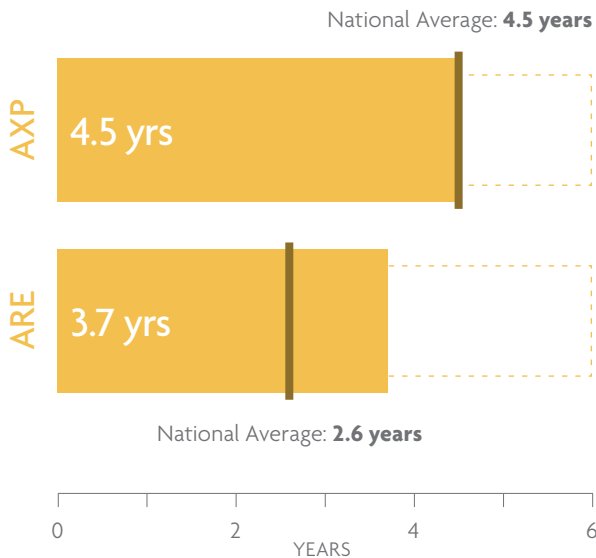
Licensure Candidates Reporting Hours

9

Completions



## COMPLETION TIMELINE



## ARE

22

Active Testers

42

Divisions Taken

5

Completions

**67%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**83%**  
Reciprocal  
Licenses

**17%**  
Resident  
Licenses

**1,813**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# New Jersey

## AXP

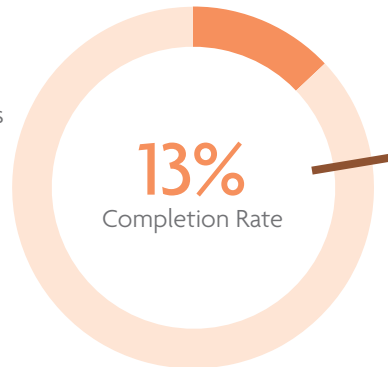
408

Licensure Candidates  
Reporting Hours

54

Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**

AXP

4.1 yrs

ARE

3.3 yrs

National Average: **2.6 years**

0 2 4 6  
YEARS

## ARE

161

Active Testers

350

Divisions Taken

41

Completions

55%  
Success Rate

National Average:

54%

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

8,135

Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# New Mexico

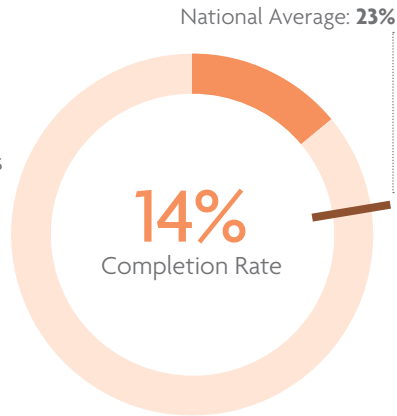
## AXP

109

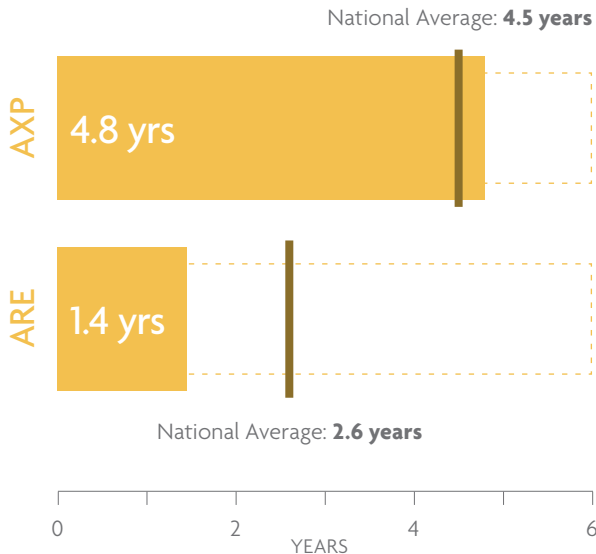
Licensure Candidates Reporting Hours

15

Completions



## COMPLETION TIMELINE



## ARE

43

Active Testers

90

Divisions Taken

8

Completions

National Average:  
54%

50%  
Success Rate

## LICENSURE

67%  
Reciprocal  
Licenses

33%  
Resident  
Licenses

2,117  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# New York

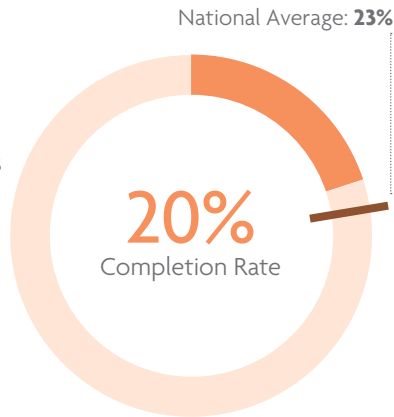
## AXP

3,972

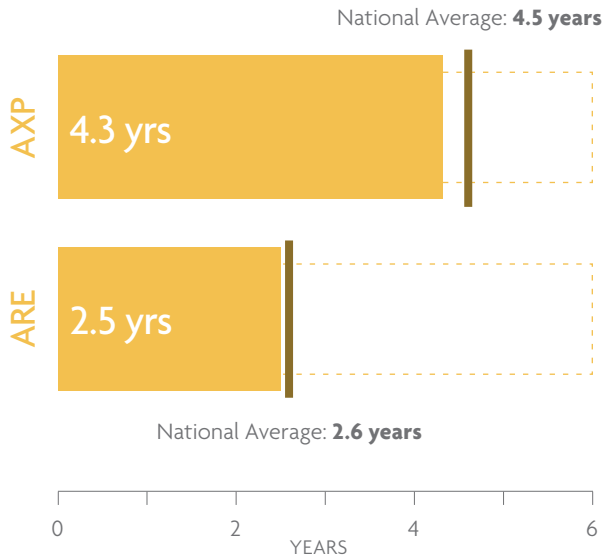
Licensure Candidates Reporting Hours

806

Completions



## COMPLETION TIMELINE



## ARE

2,211

Active Testers

4,934

Divisions Taken

414

Completions

National Average: 54%

51%  
Success Rate

## LICENSURE

43%  
Reciprocal  
Licenses

57%  
Resident  
Licenses

20,309

Total Licenses

National Averages:  
Reciprocal 53% Resident 47%



# North Carolina

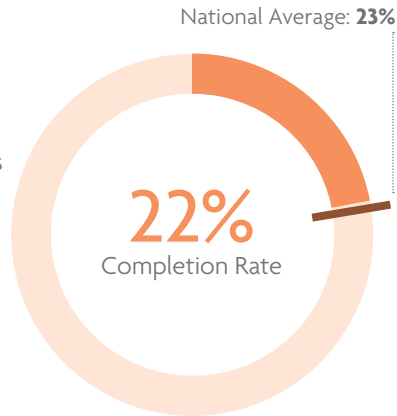
## AXP

431

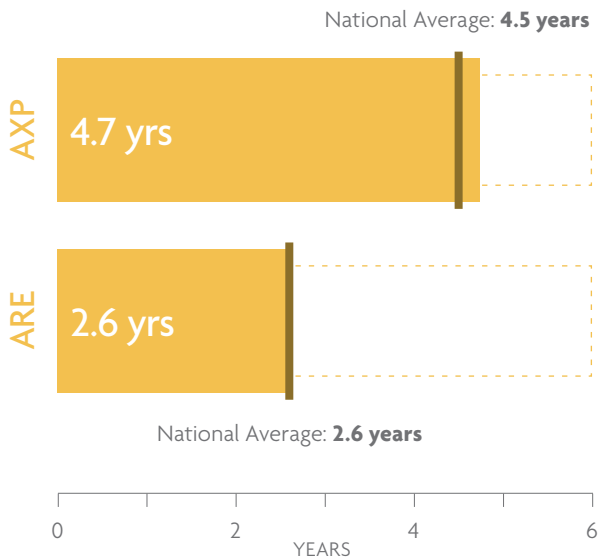
Licensure Candidates  
Reporting Hours

96

Completions



## COMPLETION TIMELINE



## ARE

237

Active Testers

478

Divisions Taken

57

Completions

**58%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**58%**  
Reciprocal  
Licenses

**42%**  
Resident  
Licenses

**6,515**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# North Dakota

## AXP

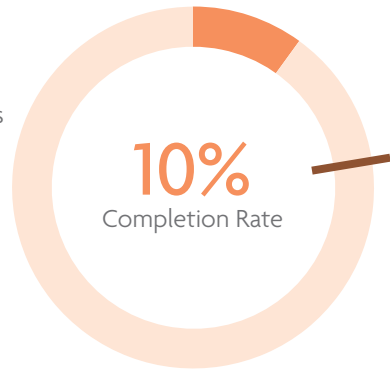
63

Licensure Candidates Reporting Hours

6

Completions

National Average: 23%



## COMPLETION TIMELINE

National Average: 4.5 years

AXP

6.7 yrs

ARE

7.2 yrs

National Average: 2.6 years



## ARE

18

Active Testers

44

Divisions Taken

2

Completions

73%

Success Rate

National Average:

54%

## LICENSURE

84%  
Reciprocal  
Licenses

16%  
Resident  
Licenses

1,233  
Total Licenses

National Averages:  
Reciprocal 53% Resident 47%

# Northern Mariana Islands

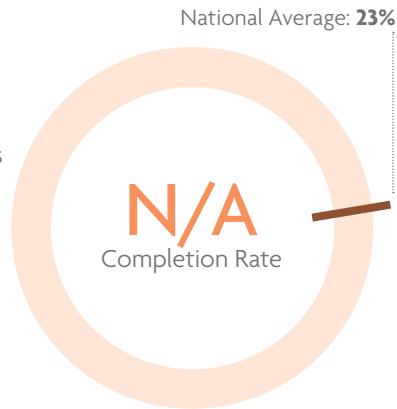
## AXP

0

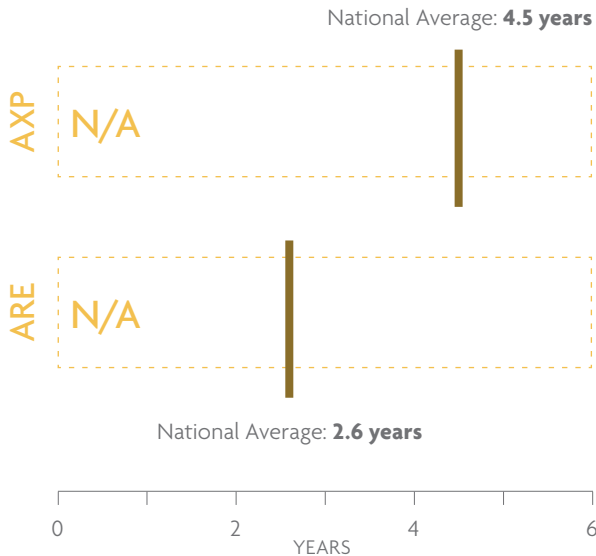
Licensure Candidates Reporting Hours

0

Completions



## COMPLETION TIMELINE



## ARE

0

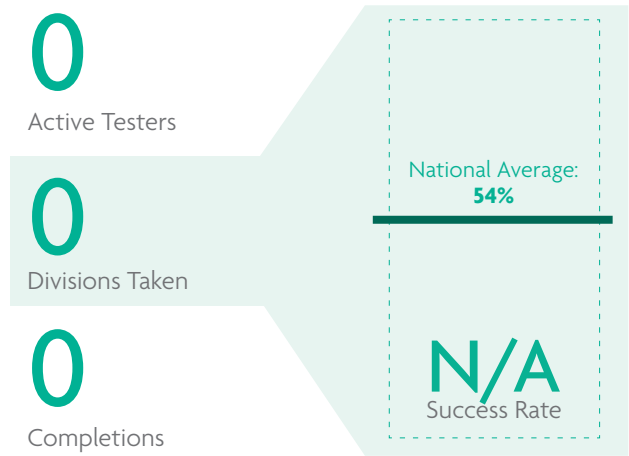
Active Testers

0

Divisions Taken

0

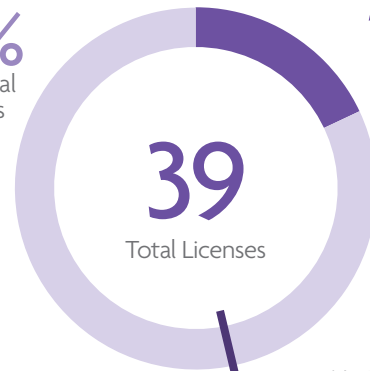
Completions



## LICENSURE

82%  
Reciprocal  
Licenses

18%  
Resident  
Licenses



National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Ohio

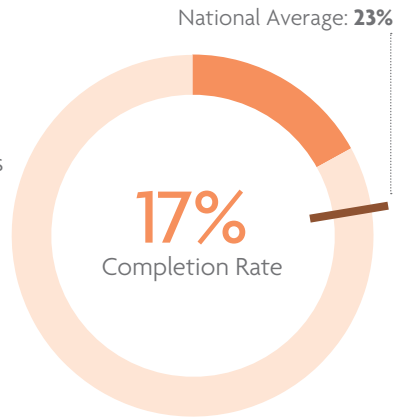
## AXP

578

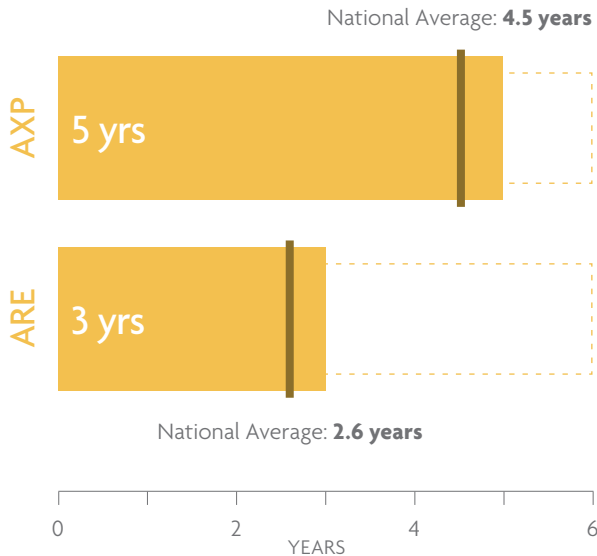
Licensure Candidates Reporting Hours

97

Completions



## COMPLETION TIMELINE



## ARE

239

Active Testers

507

Divisions Taken

59

Completions

**64%**  
Success Rate

National Average:  
**54%**

## LICENSURE

50%  
Reciprocal  
Licenses

50%  
Resident  
Licenses

6,731

Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Oklahoma

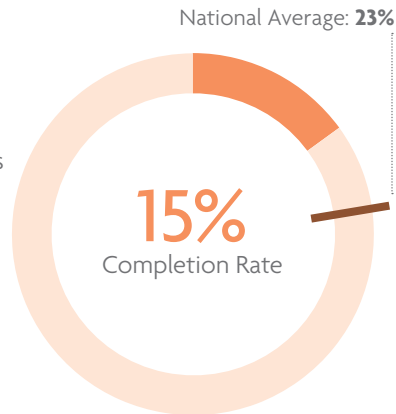
## AXP

156

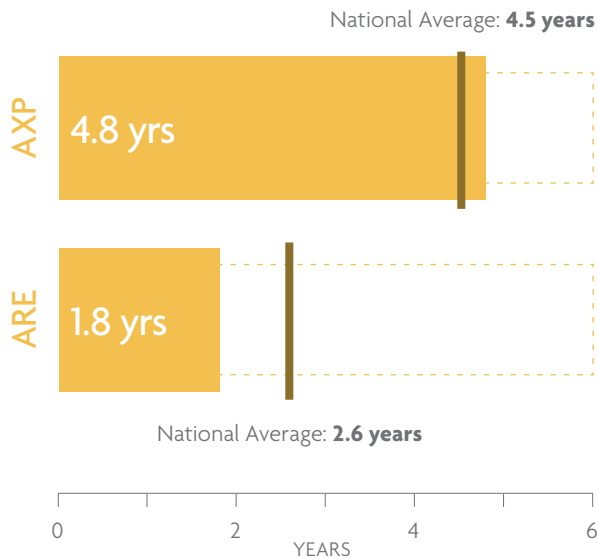
Licensure Candidates  
Reporting Hours

24

Completions



## COMPLETION TIMELINE



## ARE

89

Active Testers

184

Divisions Taken

17

Completions

**58%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**66%**  
Reciprocal  
Licenses

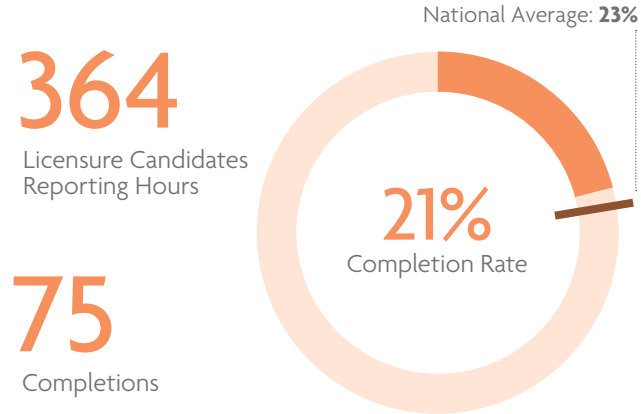
**34%**  
Resident  
Licenses

**2,539**  
Total Licenses

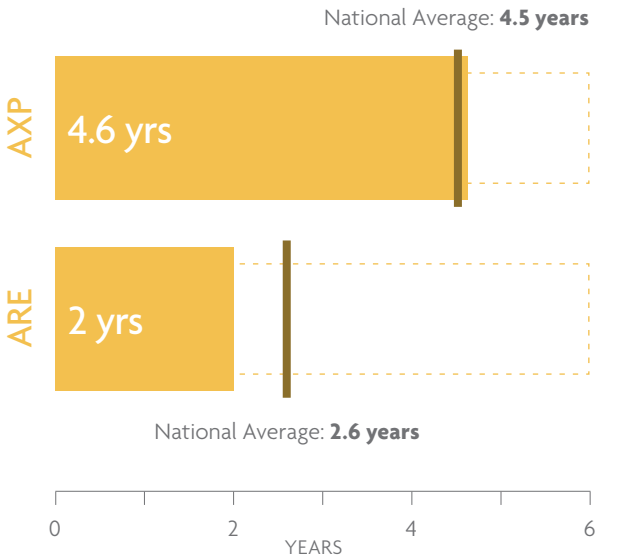
National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Oregon

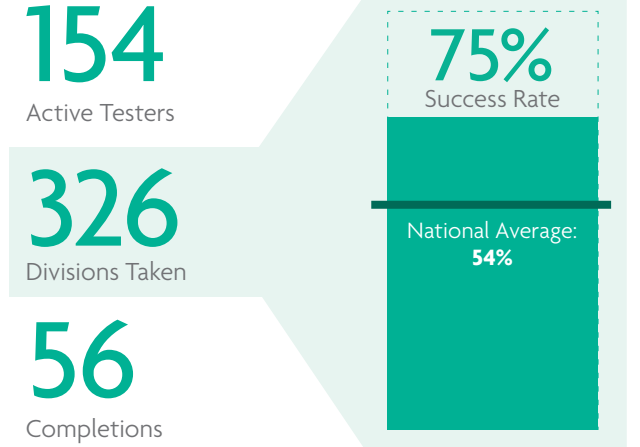
## AXP



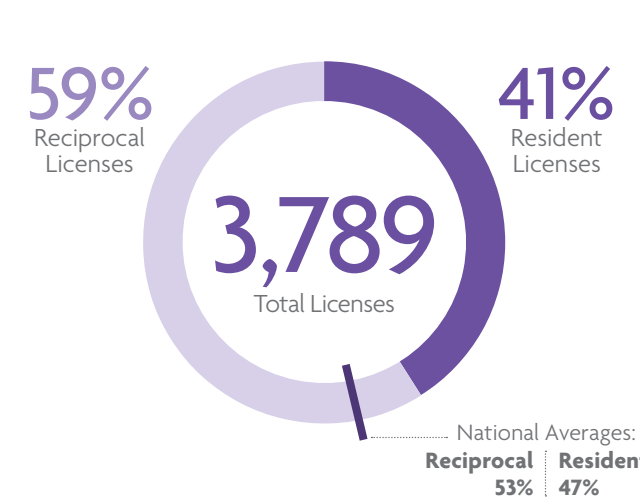
## COMPLETION TIMELINE



## ARE



## LICENSURE



# Pennsylvania

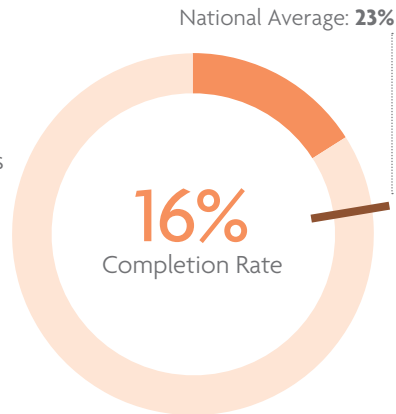
## AXP

834

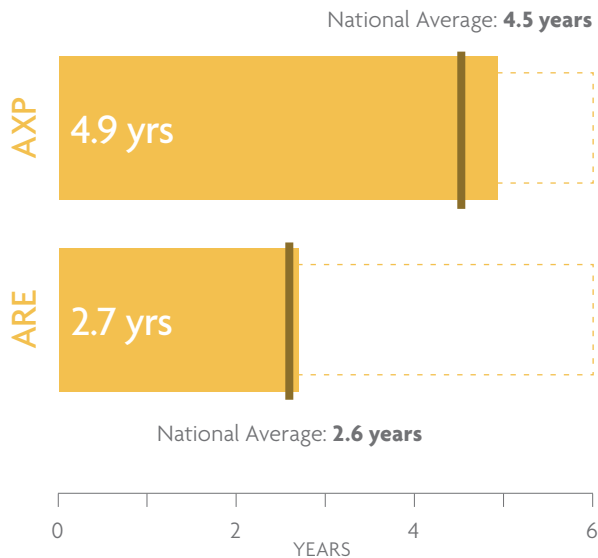
Licensure Candidates  
Reporting Hours

135

Completions



## COMPLETION TIMELINE



## EXAMINATION

359

Active Testers

722

Divisions Taken

87

Completions

**63%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**53%**  
Reciprocal  
Licenses

**47%**  
Resident  
Licenses

**9,058**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Puerto Rico

## AXP

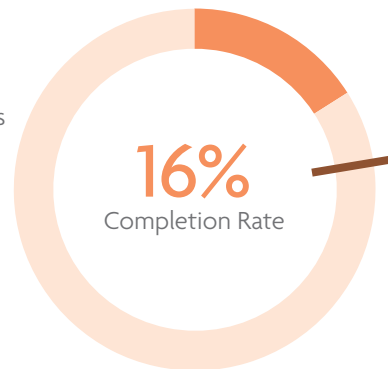
187

Licensure Candidates Reporting Hours

29

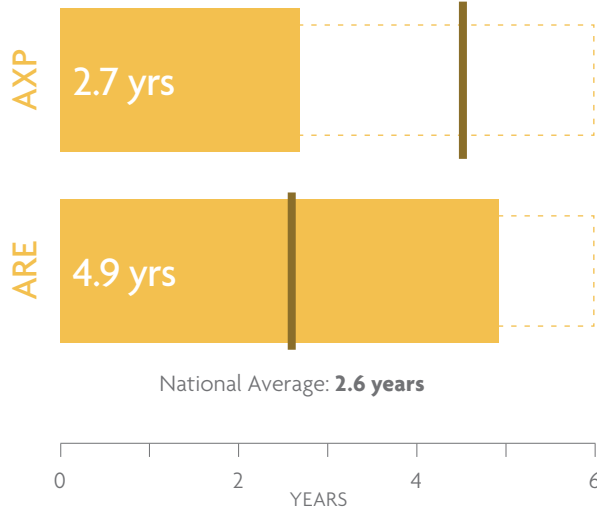
Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**



## ARE

94

Active Testers

179

Divisions Taken

8

Completions

National Average:  
**54%**

**33%**  
Success Rate

## LICENSURE

8%  
Reciprocal  
Licenses

92%  
Resident  
Licenses

1,153  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**



# Rhode Island

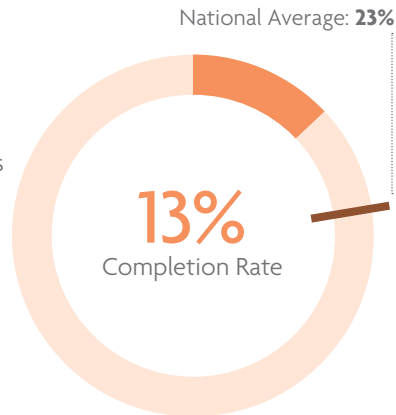
## AXP

71

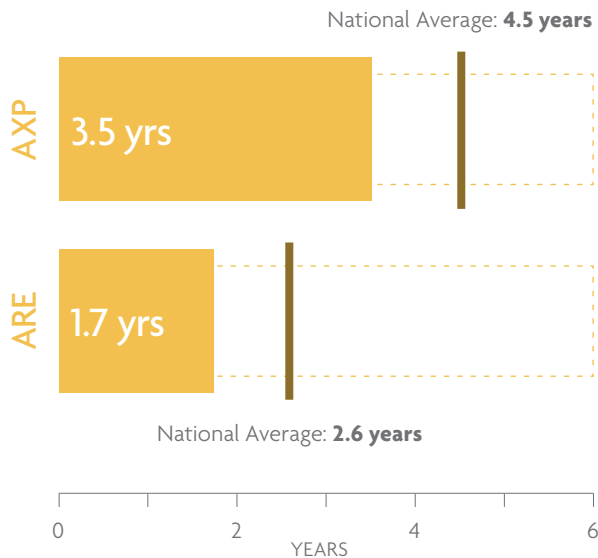
Licensure Candidates Reporting Hours

9

Completions



## COMPLETION TIMELINE



## ARE

32

Active Testers

55

Divisions Taken

9

Completions

73%

Success Rate

National Average:

**54%**

## LICENSURE

82%

Reciprocal Licenses

18%

Resident Licenses

1,715

Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# South Carolina

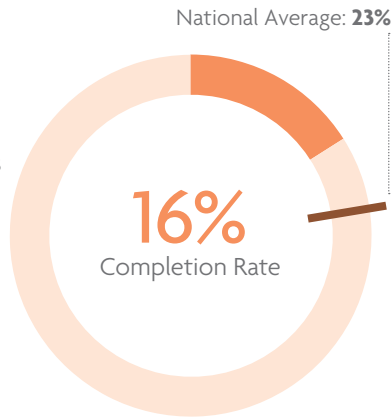
## AXP

192

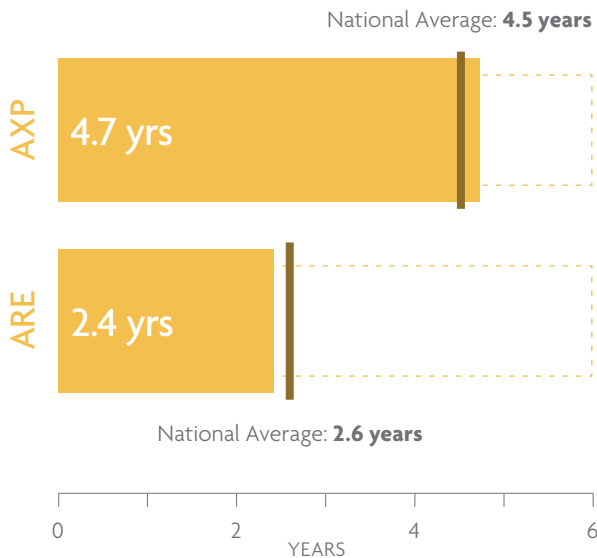
Licensure Candidates Reporting Hours

30

Completions



## COMPLETION TIMELINE



## ARE

83

Active Testers

198

Divisions Taken

29

Completions

**64%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**73%**  
Reciprocal Licenses

**27%**  
Resident Licenses

**4,449**  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# South Dakota

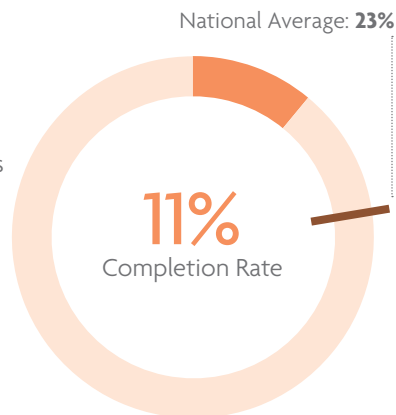
## AXP

47

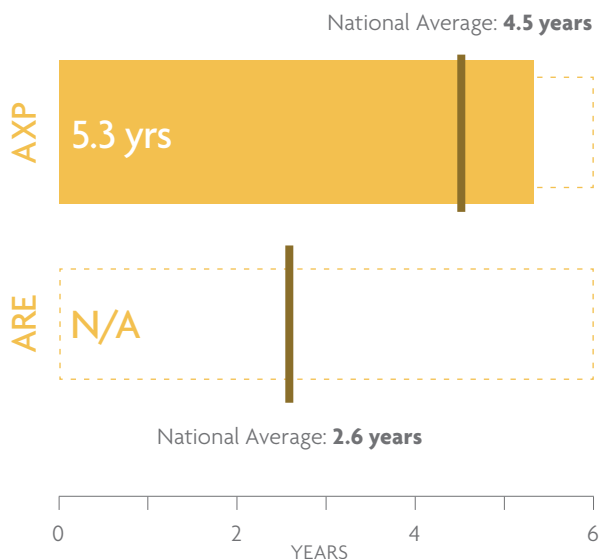
Licensure Candidates Reporting Hours

5

Completions



## COMPLETION TIMELINE



## EXAMINATION

7

Active Testers

17

Divisions Taken

0

Completions

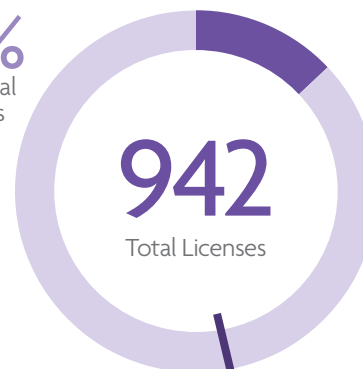
National Average:  
**54%**

**35%**  
Success Rate

## LICENSURE

87%  
Reciprocal  
Licenses

13%  
Resident  
Licenses



National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Tennessee

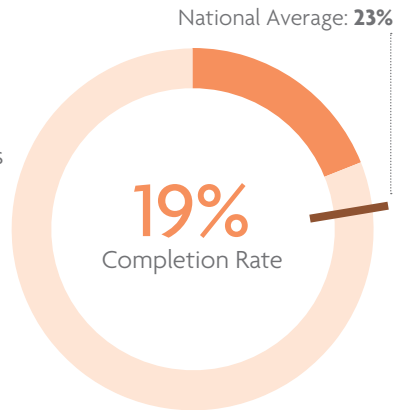
## AXP

333

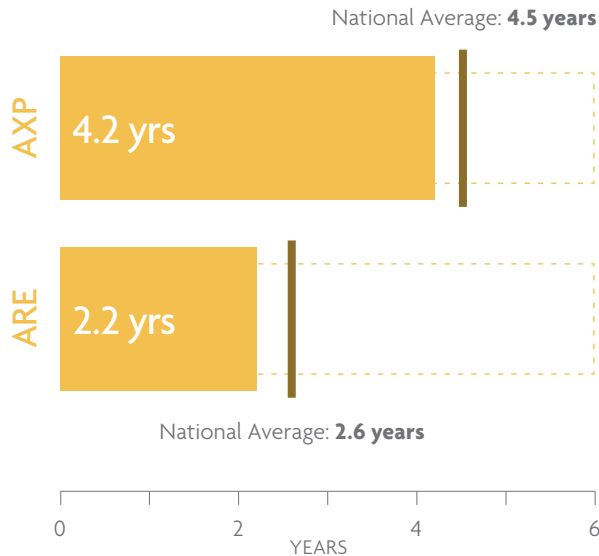
Licensure Candidates Reporting Hours

62

Completions



## COMPLETION TIMELINE



## EXAMINATION

157

Active Testers

353

Divisions Taken

38

Completions

**66%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**76%**  
Reciprocal Licenses

**24%**  
Resident Licenses

**10,486**  
Total Licenses

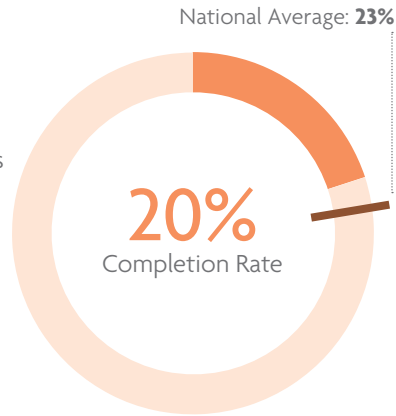
National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Texas

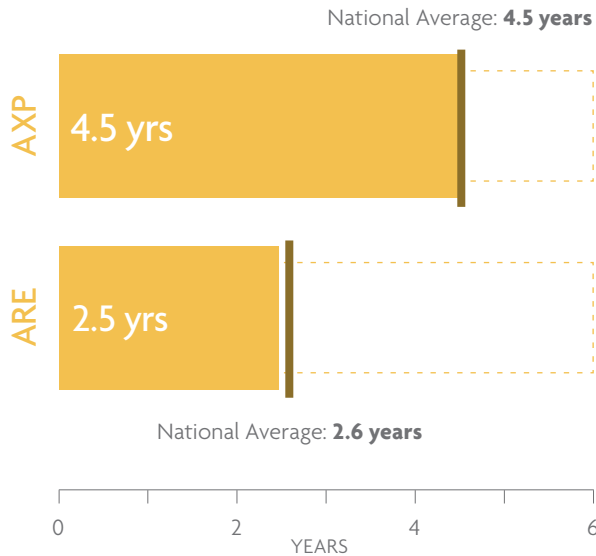
## AXP

1,751  
Licensure Candidates  
Reporting Hours

346  
Completions



## COMPLETION TIMELINE



## ARE

1,044  
Active Testers

2,130  
Divisions Taken

225  
Completions

National Average:  
**54%**

**50%**  
Success Rate

## LICENSURE

36%  
Reciprocal  
Licenses

64%  
Resident  
Licenses

15,470  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Utah

## AXP

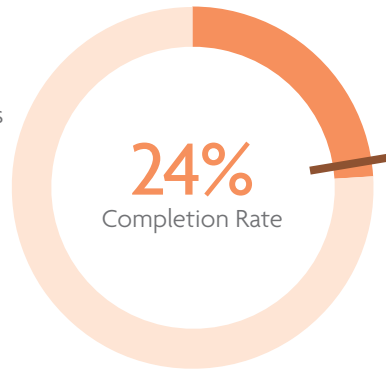
166

Licensure Candidates  
Reporting Hours

40

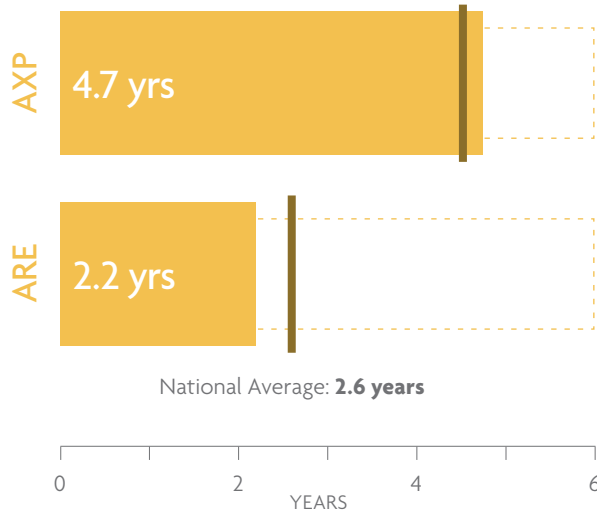
Completions

National Average: **23%**



## COMPLETION TIMELINE

National Average: **4.5 years**



## EXAMINATION

96

Active Testers

247

Divisions Taken

30

Completions

56%  
Success Rate

National Average:  
**54%**

## LICENSURE

55%  
Reciprocal  
Licenses

45%  
Resident  
Licenses

2,793  
Total Licenses

National Averages:  
Reciprocal **53%** Resident **47%**

# Vermont

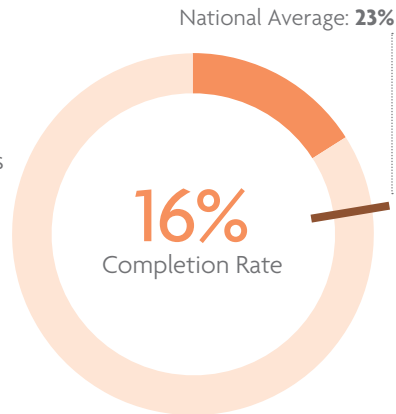
## AXP

44

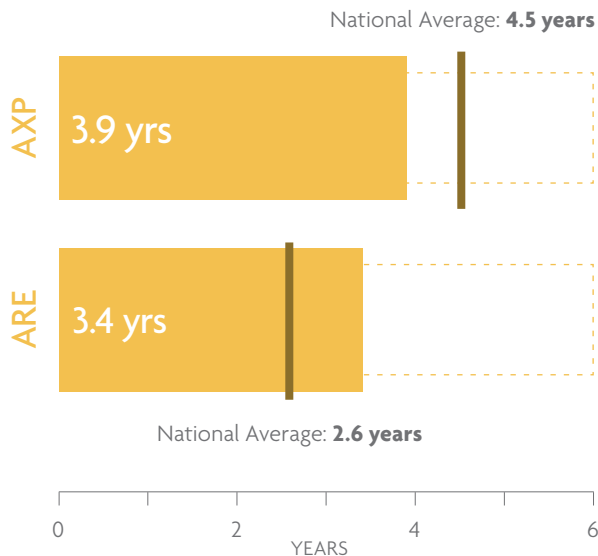
Licensure Candidates Reporting Hours

7

Completions



## COMPLETION TIMELINE



## ARE

27

Active Testers

55

Divisions Taken

9

Completions

**76%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**73%**  
Reciprocal Licenses

**27%**  
Resident Licenses

**1,159**  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# U.S. Virgin Islands

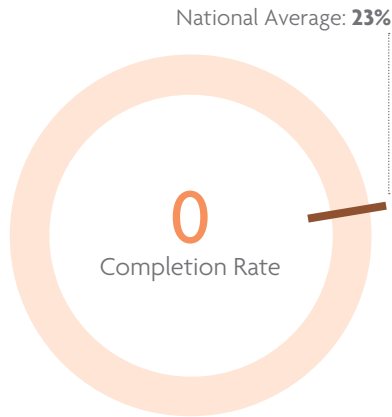
## AXP

1

Licensure Candidate Reporting Hours

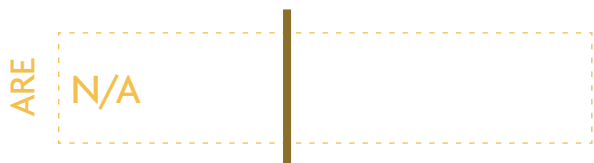
0

Completions



## COMPLETION TIMELINE

National Average: **4.5 years**



National Average: **2.6 years**



## ARE

0

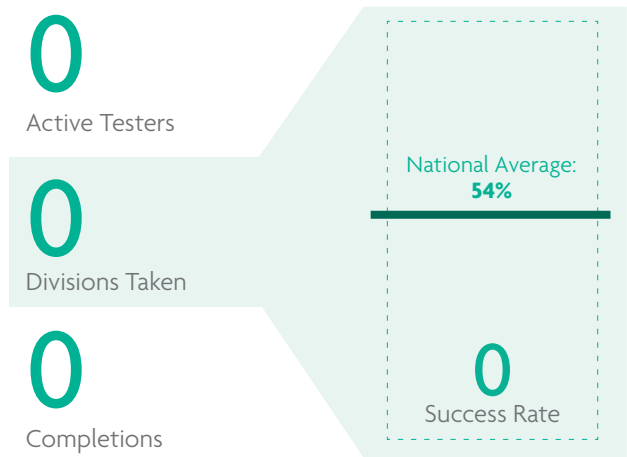
Active Testers

0

Divisions Taken

0

Completions



## LICENSURE

85%  
Reciprocal  
Licenses

15%  
Resident  
Licenses

1,111

Total Licenses

National Averages:  
Reciprocal: **53%**  
Resident: **47%**



# Virginia

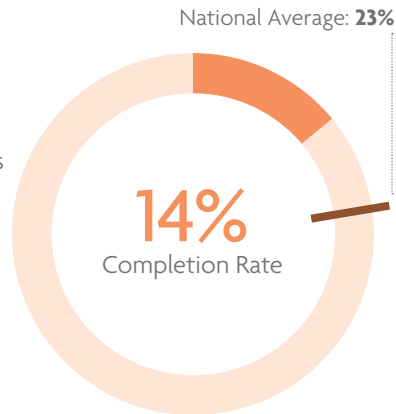
## AXP

414

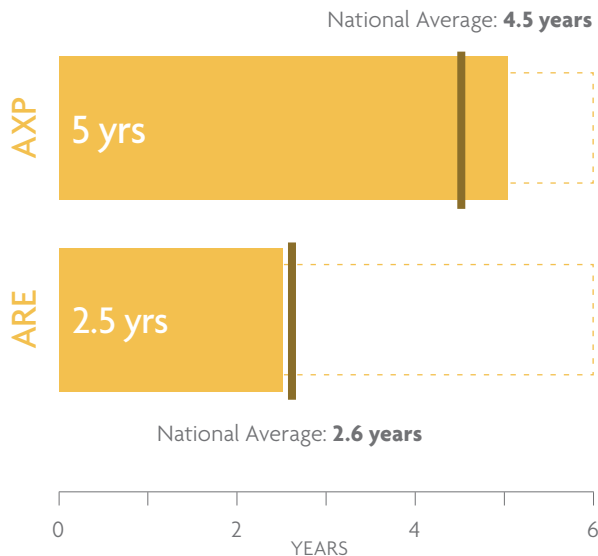
Licensure Candidates  
Reporting Hours

60

Completions



## COMPLETION TIMELINE



## ARE

137

Active Testers

349

Divisions Taken

40

Completions

67%  
Success Rate

National Average:  
**54%**

## LICENSURE

61%  
Reciprocal  
Licenses

39%  
Resident  
Licenses

7,507  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Washington

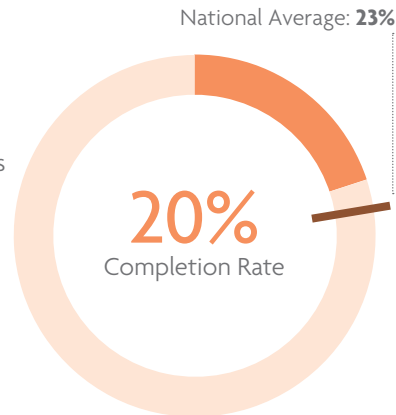
## AXP

873

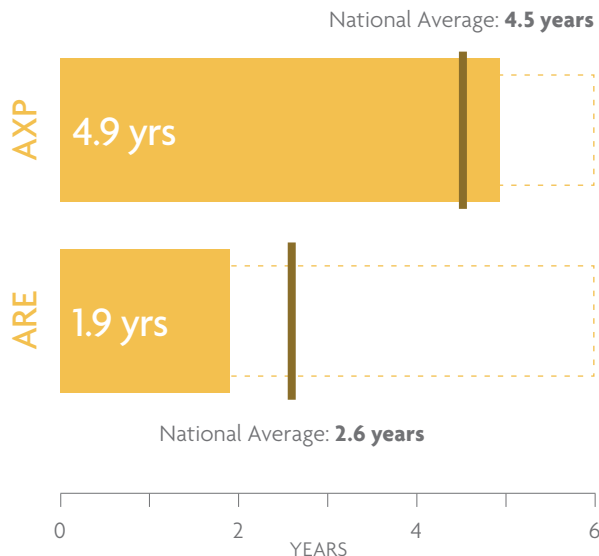
Licensure Candidates Reporting Hours

174

Completions



## COMPLETION TIMELINE



## ARE

410

Active Testers

916

Divisions Taken

107

Completions

66%

Success Rate

National Average:  
**54%**

## LICENSURE

38%  
Reciprocal  
Licenses

62%  
Resident  
Licenses

6,514  
Total Licenses

National Averages:  
Reciprocal **53%** Resident **47%**

# West Virginia

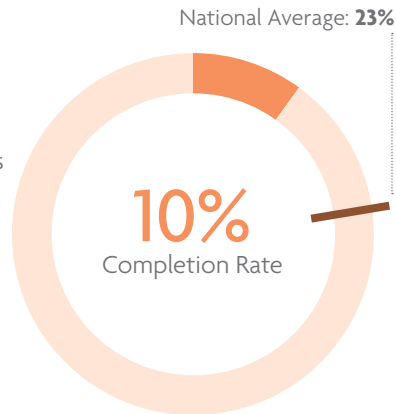
## AXP

21

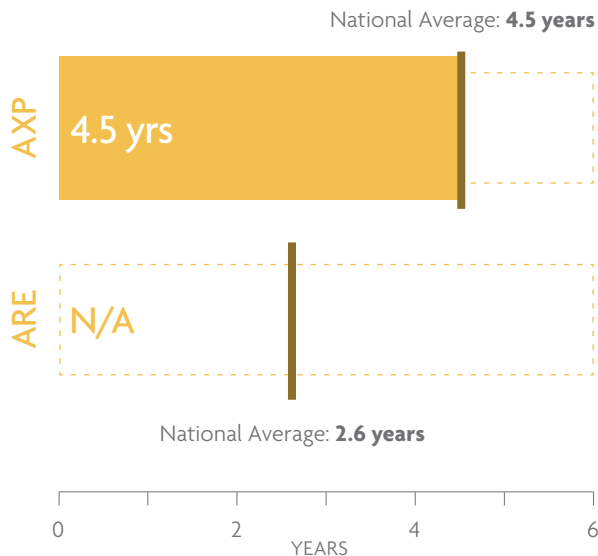
Licensure Candidates  
Reporting Hours

2

Completions



## COMPLETION TIMELINE



## ARE

5

Active Testers

9

Divisions Taken

1

Completion

**67%**  
Success Rate

National Average:  
**54%**

## LICENSURE

**91%**  
Reciprocal  
Licenses

**9%**  
Resident  
Licenses

**1,328**  
Total Licenses

National Averages:  
**Reciprocal** | **Resident**  
**53%** | **47%**

# Wisconsin

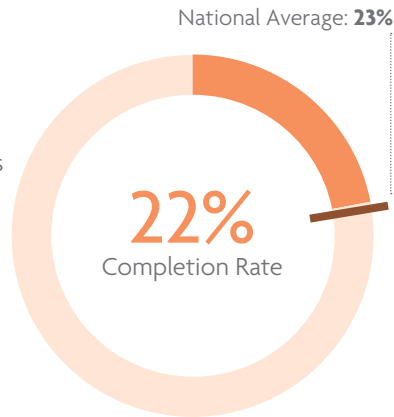
## AXP

744

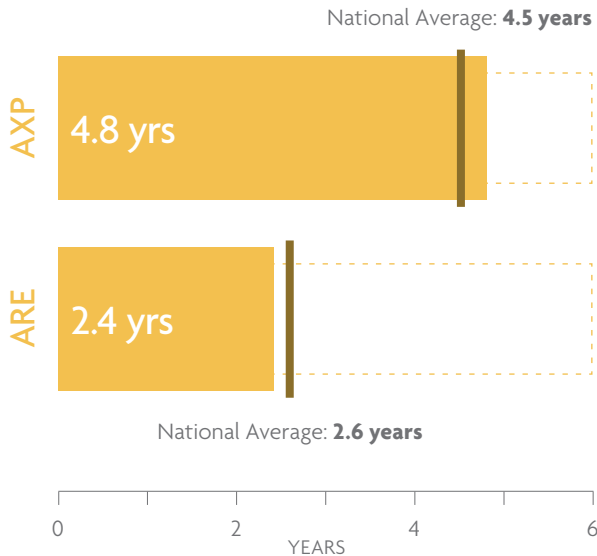
Licensure Candidates Reporting Hours

166

Completions



## COMPLETION TIMELINE



## ARE

414

Active Testers

847

Divisions Taken

76

Completions

National Average:  
**54%**

**52%**  
Success Rate

## LICENSURE

**67%**  
Reciprocal Licenses

**33%**  
Resident Licenses

**4,677**  
Total Licenses

National Averages:  
**Reciprocal 53%** | **Resident 47%**

# Wyoming

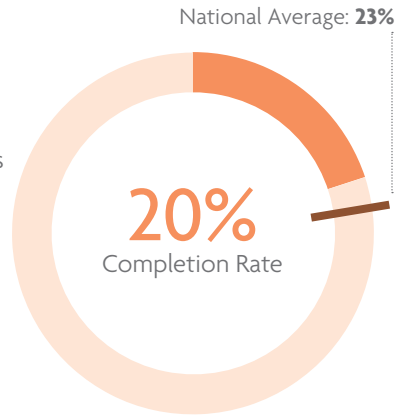
## AXP

20

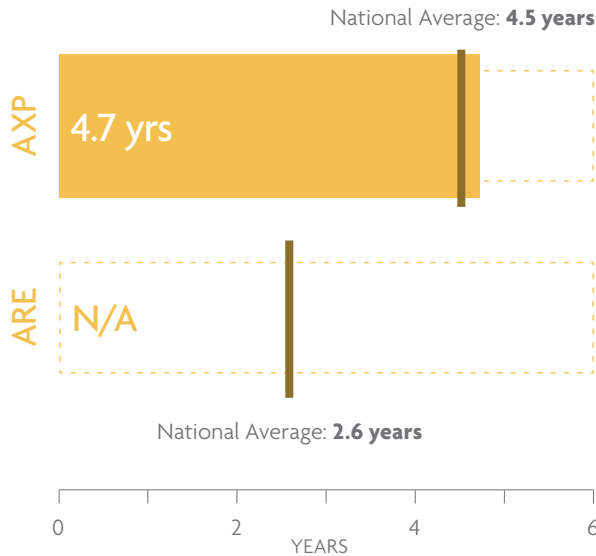
Licensure Candidates Reporting Hours

4

Completions



## COMPLETION TIMELINE



## ARE

4

Active Testers

7

Divisions Taken

1

Completion

National Average:  
**54%**

**29%**  
Success Rate

## LICENSURE

**89%**  
Reciprocal  
Licenses

**11%**  
Resident  
Licenses



National Averages:  
**Reciprocal 53%** | **Resident 47%**

## About This Report

This report is based on data collected by the National Council of Architectural Registration Boards (NCARB) during the 2020 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, 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.

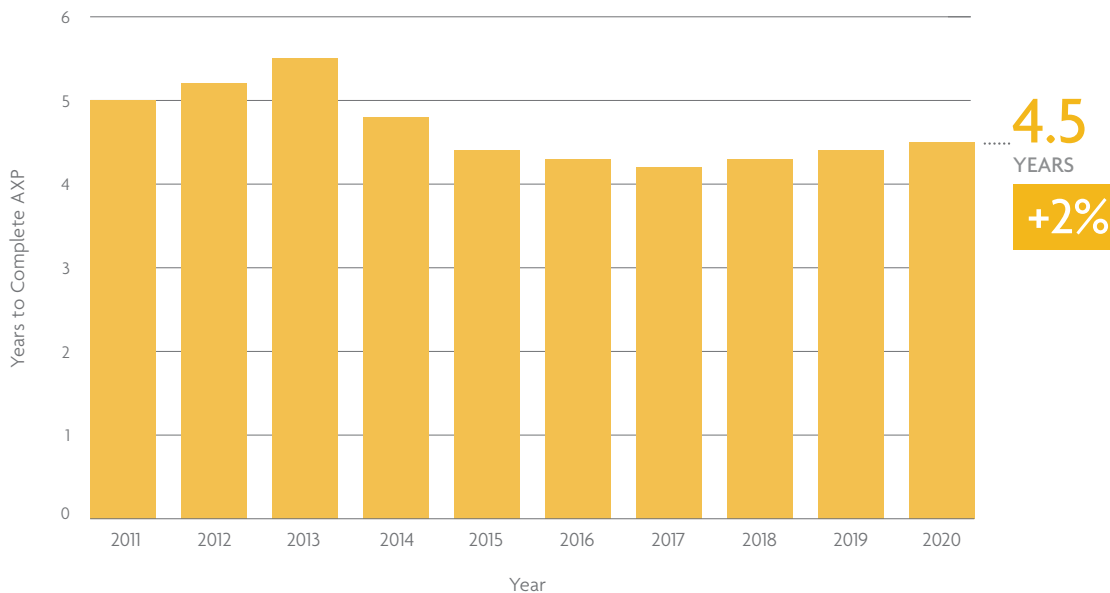
Data from the National Architectural Accrediting Board (NAAB) was also used in this report to provide the number of students entering and graduating from NAAB-accredited programs.

# How to Read This Report

To help readers understand the data presented in *NCARB by the Numbers*, here are some helpful pieces of information to keep in mind.

## 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 y (or vertical) axis of this chart measures time in years, while the x (or horizontal) axis measures each individual year. Reading this chart, you can see the average licensure candidate who completed the XP in 2020 took 4.5 years, a slight increase compared to 2019.

A note about averages: NCARB typically calculates the *median*, rather than the average or mean. The median provides a more accurate measure, because it better accounts for outliers that skew the overall dataset (like a candidate who take decades to complete a program).

## Race and Ethnicity

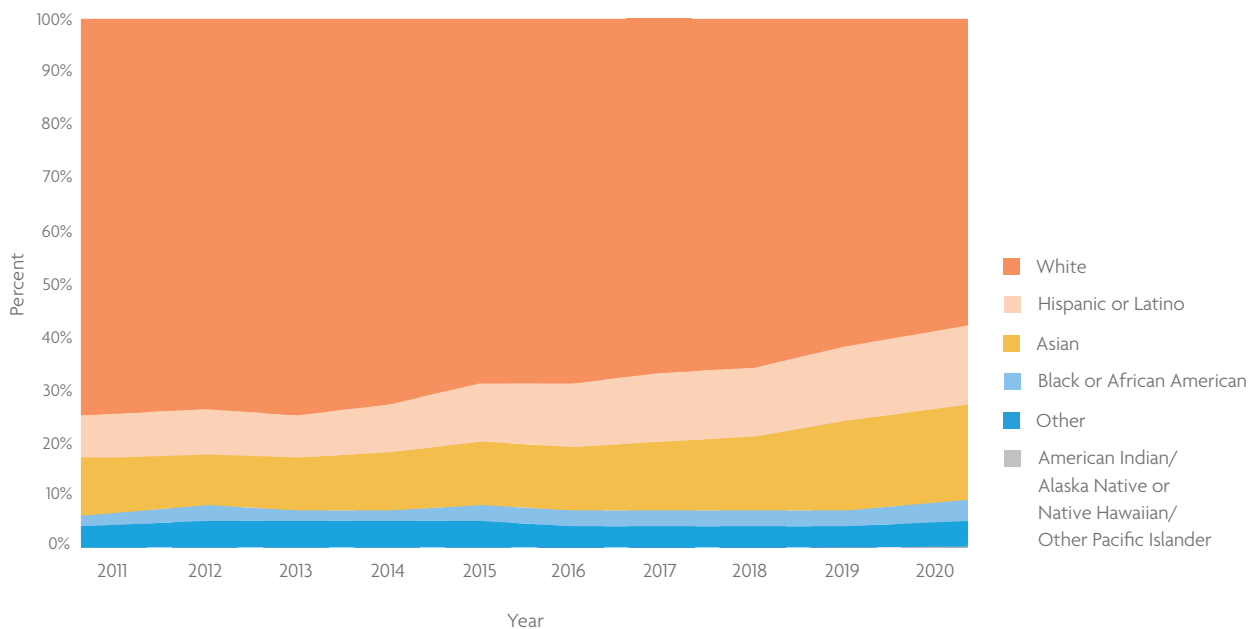
Throughout this year's report, we segment NCARB Record holder data by a variety of demographic factors, such as race and ethnicity, gender, and age.

Currently, NCARB's Record holders have the option to self-identify as one race (American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Pacific Islander, white, or other); customers can also self-identify as either Hispanic or Latino or not Hispanic or Latino. This means that a person can be white *and* not Hispanic or Latino; or Asian *and* Hispanic or Latino.

For a more holistic view of race and ethnicity data, NCARB groups these data sets together. However, to make reading the race and ethnicity charts simpler, NCARB has grouped individuals who identify their ethnicity as Hispanic or Latino *and* their race as white or other under "Hispanic or Latino."

Individuals who identify their ethnicity as Hispanic or Latino *and* their race as either American Indian or Alaskan Native, Asian, Black/African American, Native Hawaiian or Pacific Islander make up a fraction of all NCARB customers. That's why they are grouped here with other individuals of their race.

The chart opposite, for example, shows NCARB Record holders who have completed the experience program over the past decade, with data for each year segmented by race/ethnicity. When viewing the data accurately, you will see the proportion of individuals completing the AXP who identify as people of color reached a record high in 2020 at 43 percent—3 percentage points more than in 2019.





## Percentage Changes vs. Percentage Point Changes

Throughout the 2021 *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 percent increase). Percentage point changes, on the other hand, measures the numerical difference in percentages (i.e., going from 40 percent to 50 percent is a 10 increase in 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 2020 to 2019. 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](mailto: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, and New Zealand.

Join the conversation on social media:



[WWW.TWITTER.COM/NCARB](http://WWW.TWITTER.COM/NCARB)



[WWW.FACEBOOK.COM/NCARB](http://WWW.FACEBOOK.COM/NCARB)

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

# 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.

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

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

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

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

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

**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 2020.

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

**Non-Certified Architect:** An architect who does not hold an NCARB Certificate, but continues to maintain their NCARB Record.

**Pass Rate:** Percentage of division attempts that received a passing score on an ARE division out of the total number of attempts on that division.

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

**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.

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

# Appendix

Each individual is counted only once per career stage, and is included in any career stage where they made progress during the year (for example, if a candidate both tested and reported hours in 2020, they would appear in both career stages). If a Record holder chose not to identify their race, they are not factored in when calculating the breakdown by race; if a Record holder chose not to identify their ethnicity, they are not factored in when calculating the breakdown by ethnicity.

## **A. Racial and Ethnic Diversity Throughout Career Stages**

Appendix A includes detailed race and ethnicity breakdowns for NCARB Record holders at various career stages in 2020.

A – 1. New Record Holders

A – 2. Reporting Hours

A – 3. Testing

A – 4. New Architects

A – 5. Architects

## **B. Racial and Ethnic Diversity of Women Throughout Career Stages**

Appendix B includes detailed race and ethnicity breakdowns of female Record holders at various career stages in 2020.

B – 1. Female New Record Holders

B – 2. Women Reporting Hours

B – 3. Women Testing

B – 4. Female New Architects

B – 5. Female Architects

**C. Racial and Ethnic Diversity of Men Throughout Career Stages**

Appendix C includes detailed race and ethnicity breakdowns of male Record holders at various career stages in 2020.

C – 1. Male New Record Holders

C – 2. Men Reporting Hours

C – 3. Men Testing

C – 4. Male New Architects

C – 5. Male Architects

**D. Racial and Ethnic Diversity of Candidates Completing the Architectural Experience Program (AXP)**

Appendix D includes a detailed race and ethnicity breakdown of candidates who completed the AXP in 2020.

**E. Racial and Ethnic Diversity of Candidates Completing the Architectural Registration Exam (ARE)**

Appendix E includes a detailed race and ethnicity breakdown of candidates who passed the ARE in 2020.

## Appendix A

### A – 1. New Record Holders

Race	Percentage
American Indian or Alaska Native	0.6%
Asian	18.5%
Black or African American	6.4%
Native Hawaiian or Other Pacific Islander	0.6%
Other	13.9%
White	60.0%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	0.2%
	Black or African American	0.3%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	8.5%
	White	8.1%
	No Race Identified	0.7%
<b>Total Hispanic or Latino</b>		<b>18.1%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.3%
	Asian	14.7%
	Black or African American	4.9%
	Native Hawaiian or Other Pacific Islander	0.4%
	Other	3.1%
	White	41.0%
	No Race Identified	0.6%
<b>Total Not Hispanic or Latino</b>		<b>65.0%</b>
<b>No Data Available</b>		<b>16.9%</b>
<b>Grand Total</b>		<b>100.0%</b>

## A – 2. Reporting Hours

Race	Percentage
American Indian or Alaska Native	0.4%
Asian	18.0%
Black or African American	5.3%
Native Hawaiian or Other Pacific Islander	0.5%
Other	11.9%
White	63.9%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	0.1%
	Black or African American	0.3%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	8.4%
	White	7.2%
<b>Total Hispanic or Latino</b>		<b>16.2%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.3%
	Asian	17.4%
	Black or African American	4.9%
	Native Hawaiian or Other Pacific Islander	0.5%
	Other	4.0%
	White	56.8%
<b>Total Not Hispanic or Latino</b>		<b>83.8%</b>
<b>Grand Total</b>		<b>100.0%</b>



### A – 3. Testing

Race	Percentage
American Indian or Alaska Native	0.3%
Asian	18.5%
Black or African American	5.9%
Native Hawaiian or Other Pacific Islander	0.6%
Other	10.2%
White	64.6%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	0.1%
	Black or African American	0.1%
	Other	5.8%
	White	5.1%
<b>Total Hispanic or Latino</b>		<b>11.3%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	18.1%
	Black or African American	5.7%
	Native Hawaiian or Other Pacific Islander	0.5%
	Other	4.5%
	White	59.8%
<b>Total Not Hispanic or Latino</b>		<b>88.7%</b>
<b>Grand Total</b>		<b>100.0%</b>

### A – 4. New Architects

Race	Percentage
American Indian or Alaska Native	0.2%
Asian	14.0%
Black or African American	2.0%
Native Hawaiian or Other Pacific Islander	0.4%
Other	6.5%
White	76.9%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Other	2.4%
	White	2.8%
<b>Total Hispanic or Latino</b>		<b>5.3%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	13.6%
	Black or African American	1.9%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	4.2%
	White	74.5%
<b>Total Not Hispanic or Latino</b>		<b>94.7%</b>
<b>Grand Total</b>		<b>100.0%</b>

## A – 5. Architects

Race	Percentage
Asian	6.5%
Black or African American	1.9%
Native Hawaiian or Other Pacific Islander	0.3%
Other	3.3%
White	88.0%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Other	0.4%
	White	0.7%
<b>Total Hispanic or Latino</b>		<b>1.1%</b>
Not Hispanic or Latino	Asian	6.4%
	Black or African American	1.9%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	2.8%
	White	87.5%
<b>Total Not Hispanic or Latino</b>		<b>98.9%</b>
<b>Grand Total</b>		<b>100.0%</b>

# Appendix B

## B – 1. Female New Record Holders

Race	Percentage
American Indian or Alaska Native	0.4%
Asian	21.2%
Black or African American	6.0%
Native Hawaiian or Other Pacific Islander	0.3%
Other	14.6%
White	57.6%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	0.2%
	Black or African American	0.3%
	Other	9.1%
	White	9.3%
	No Race Identified	0.7%
<b>Total Hispanic or Latino</b>		<b>19.8%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	17.8%
	Black or African American	4.8%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	4.0%
	White	41.4%
	No Race Identified	0.7%
<b>Total Not Hispanic or Latino</b>		<b>69.2%</b>
<b>No Data Available</b>		<b>11%</b>
<b>Grand Total</b>		<b>100.0%</b>

## B – 2. Women Reporting Hours

Race	Percentage
American Indian or Alaska Native	0.3%
Asian	21.6%
Black or African American	5.0%
Native Hawaiian or Other Pacific Islander	0.5%
Other	12.0%
White	60.6%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	0.1%
	Black or African American	0.3%
	Other	7.9%
	White	7.5%
<b>Total Hispanic or Latino</b>		<b>16.0%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	21.0%
	Black or African American	4.6%
	Native Hawaiian or Other Pacific Islander	0.4%
	Other	4.5%
	White	53.3%
<b>Total Not Hispanic or Latino</b>		<b>84.0%</b>
<b>Grand Total</b>		<b>100.0%</b>

### B – 3. Women Testing

Race	Percentage
American Indian or Alaska Native	0.2%
Asian	22.6%
Black or African American	5.2%
Native Hawaiian or Other Pacific Islander	0.5%
Other	10.5%
White	60.9%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Asian	0.1%
	Black or African American	0.1%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	5.5%
	White	5.4%
<b>Total Hispanic or Latino</b>		<b>11.2%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	22.1%
	Black or African American	5.1%
	Native Hawaiian or Other Pacific Islander	0.4%
	Other	5.3%
	White	55.7%
<b>Total Not Hispanic or Latino</b>		<b>88.8%</b>
<b>Grand Total</b>		<b>100.0%</b>

## B – 4. Female New Architects

Race	Percentage
American Indian or Alaska Native	0.4%
Asian	17.8%
Black or African American	2.2%
Native Hawaiian or Other Pacific Islander	0.3%
Other	6.9%
White	72.3%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Black or African American	0.1%
	Other	1.8%
	White	2.9%
<b>Total Hispanic or Latino</b>		<b>4.9%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.3%
	Asian	17.0%
	Black or African American	1.9%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	5.4%
	White	70.2%
<b>Total Not Hispanic or Latino</b>		<b>95.1%</b>
<b>Grand Total</b>		<b>100.0%</b>

## B – 5. Female Architects

Race	Percentage
Asian	10.7%
Black or African American	2.0%
Native Hawaiian or Other Pacific Islander	0.3%
Other	4.3%
White	82.6%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Other	0.7%
	White	1.1%
<b>Total Hispanic or Latino</b>		<b>1.8%</b>
Not Hispanic or Latino	Asian	10.5%
	Black or African American	2.0%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	3.7%
	White	81.6%
<b>Total Not Hispanic or Latino</b>		<b>98.2%</b>
<b>Grand Total</b>		<b>100.0%</b>



## Appendix C

### C – 1. Male New Record Holders

Race	Percentage
American Indian or Alaska Native	0.7%
Asian	16.3%
Black or African American	6.8%
Native Hawaiian or Other Pacific Islander	0.9%
Other	13.2%
White	62.1%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.2%
	Asian	0.1%
	Black or African American	0.3%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	9.5%
	White	8.3%
<b>Total Hispanic or Latino</b>		<b>19.4%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.4%
	Asian	14.5%
	Black or African American	5.7%
	Native Hawaiian or Other Pacific Islander	0.7%
	Other	2.8%
	White	47.7%
<b>Total Not Hispanic or Latino</b>		<b>72.1%</b>
<b>No Data Available</b>		<b>8.5%</b>
<b>Grand Total</b>		<b>100.0%</b>

## C – 2. Men Reporting Hours

Race	Percentage
American Indian or Alaska Native	0.5%
Asian	14.9%
Black or African American	5.5%
Native Hawaiian or Other Pacific Islander	0.6%
Other	11.8%
White	66.8%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	0.1%
	Black or African American	0.3%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	8.9%
	White	6.9%
<b>Total Hispanic or Latino</b>		<b>16.3%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.4%
	Asian	14.4%
	Black or African American	5.1%
	Native Hawaiian or Other Pacific Islander	0.5%
	Other	3.5%
	White	59.9%
<b>Total Not Hispanic or Latino</b>		<b>83.7%</b>
<b>Grand Total</b>		<b>100.0%</b>

### C – 3. Men Testing

Race	Percentage
American Indian or Alaska Native	0.4%
Asian	15.1%
Black or African American	6.4%
Native Hawaiian or Other Pacific Islander	0.6%
Other	9.8%
White	67.8%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	0.1%
	Black or African American	0.1%
	Other	6.1%
	White	4.9%
<b>Total Hispanic or Latino</b>		<b>11.3%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.3%
	Asian	14.7%
	Black or African American	6.1%
	Native Hawaiian or Other Pacific Islander	0.6%
	Other	3.9%
	White	63.2%
<b>Total Not Hispanic or Latino</b>		<b>88.7%</b>
<b>Grand Total</b>		<b>100.0%</b>

### C – 4. Male New Architects

Race	Percentage
American Indian or Alaska Native	0.1%
Asian	11.4%
Black or African American	1.9%
Native Hawaiian or Other Pacific Islander	0.4%
Other	6.1%
White	80.1%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Other	2.9%
	White	2.7%
<b>Total Hispanic or Latino</b>		<b>5.6%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	11.3%
	Black or African American	1.9%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	3.5%
	White	77.4%
<b>Total Not Hispanic or Latino</b>		<b>94.4%</b>
<b>Grand Total</b>		<b>100.0%</b>

## C – 5. Male Architects

Race	Percentage
Asian	5.2%
Black or African American	1.9%
Native Hawaiian or Other Pacific Islander	0.3%
Other	3.0%
White	89.7%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Other	0.4%
	White	0.5%
<b>Total Hispanic or Latino</b>		<b>0.9%</b>
Not Hispanic or Latino	Asian	5.1%
	Black or African American	1.9%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	2.6%
	White	89.3%
<b>Total Not Hispanic or Latino</b>		<b>99.1%</b>
<b>Grand Total</b>		<b>100.0%</b>

## Appendix D

### AXP Completions

Race	Percentage
American Indian or Alaska Native	0.3%
Asian	18.2%
Black or African American	4.2%
Native Hawaiian or Other Pacific Islander	0.7%
Other	11.7%
White	65.0%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Asian	0.1%
	Black or African American	0.2%
	Native Hawaiian or Other Pacific Islander	0.1%
	Other	7.6%
	White	6.9%
<b>Total Hispanic or Latino</b>		<b>14.9%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.3%
	Asian	17.4%
	Black or African American	3.8%
	Native Hawaiian or Other Pacific Islander	0.5%
	Other	4.5%
White	58.6%	
<b>Total Not Hispanic or Latino</b>		<b>85.1%</b>
<b>Grand Total</b>		<b>100.0%</b>

# Appendix E

## ARE Completions

Race	Percentage
American Indian or Alaska Native	0.2%
Asian	14.3%
Black or African American	2.1%
Native Hawaiian or Other Pacific Islander	0.4%
Other	6.6%
White	76.4%
<b>Grand Total</b>	<b>100.0%</b>

Ethnicity	Race	Percentage
Hispanic or Latino	Black or African American	0.0
	Other	2.1%
	White	2.3%
<b>Total Hispanic or Latino</b>		<b>8.1%</b>
Not Hispanic or Latino	American Indian or Alaska Native	0.1%
	Asian	11.2%
	Black or African American	1.5%
	Native Hawaiian or Other Pacific Islander	0.3%
	Other	3.4%
	White	59.0%
	No Race Identified	4.4%
<b>Total Not Hispanic or Latino</b>		<b>79.9%</b>
<b>No Data Available</b>		<b>12%</b>
<b>Grand Total</b>		<b>100.0%</b>

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