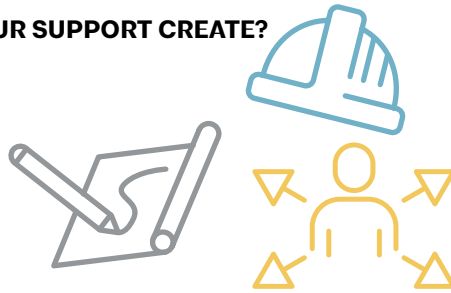


Why should you support Emerging Professionals on the path of licensure?

WHY?

HOW MUCH OF AN IMPACT DOES YOUR SUPPORT CREATE?

- **EMPLOYEE RETENTION**
- **APPRECIATION**
- **INVESTMENT**
- **IMPROVED PRODUCTIVITY**
- **LOYALTY**
- **INCREASE AVAILABLE SKILLS**



DID YOU KNOW?
2.6 years is the average time taken between starting and finishing the exams.
-NCARB

HOW?

- Reimbursing the costs of each exam upon passing
- Supplying resources for exam preparation
- Providing paid time off on the day of each exam
- Encouraging creative ways to achieve AXP hours (bring them with you to your next site visit.)



Research Says When You Invest in Emerging Professionals:

- Employee retention rates are 30–50% higher.
 - 52% of employees are more productive.
 - 17% more profitable than their peers since they have more knowledge & experience.
- Harvard Business Review

Employee retention saves you money

People are your firm’s biggest asset. In a market this competitive, investing in your employees is an investment in your firm’s future. Professional development is a valuable perk that supports their careers and your business.

Consider the facts:

- Hiring a new employee costs firms an average of \$4,435 plus 280 billable hours.¹
- Satisfied employees have a lower turnover rate, especially if they’re high performers—their turnover rate is 11 points lower than the average.²
- Professional development contributes to high performance. 90% of firms pay for employees to attend conferences and workshops.³

1 SHRM Talent Acquisition Benchmarking Report. ©2018 Society for Human Resource Management. 2 SHRM Human Capital Benchmarking Report. ©2018 Society for Human Resource Management. 3 2017 AIA Compensation Report

FIRM TESTIMONIAL

“It is incredibly important to support our EP’s path to licensure to develop our leadership pipeline and ensure our practice, and the future of the design profession, continues to grow. The most valuable asset of any company is the people, and by offering support, mentorship and opportunities to those early in their careers, we are more likely to retain talent, build our bench, and achieve the collective success that benefits all.” – **Kelly Wieczorek, AIA**

ASSOCIATE/EP TESTIMONIALS

“Supporting emerging professionals on the path to licensure is an investment in the future of our industry. By providing guidance and resources, we empower the next generation to reach their full potential and drive innovation forward.”

Shadia Jaramillo, AIA

“After being encouraged by my firm’s generous support of the exams, I was able to learn and understand much more about our field that allowed me to take on more responsibility with projects.”

Centari Rodriguez, Assoc. AIA

“I feel incredibly supported by my firms immense support of online study resources, time off, and reimbursement. Their assistance gave me a stronger sense of appreciation for the company, and propelled me to invest in our office culture, mentoring other emerging professionals, and uplifting each other through our licensure journeys.”

– **Nicky Pereda, Assoc. AIA**