



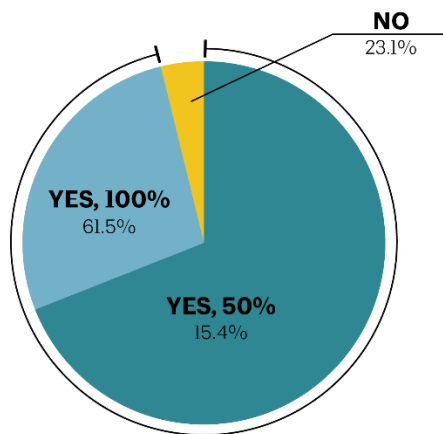
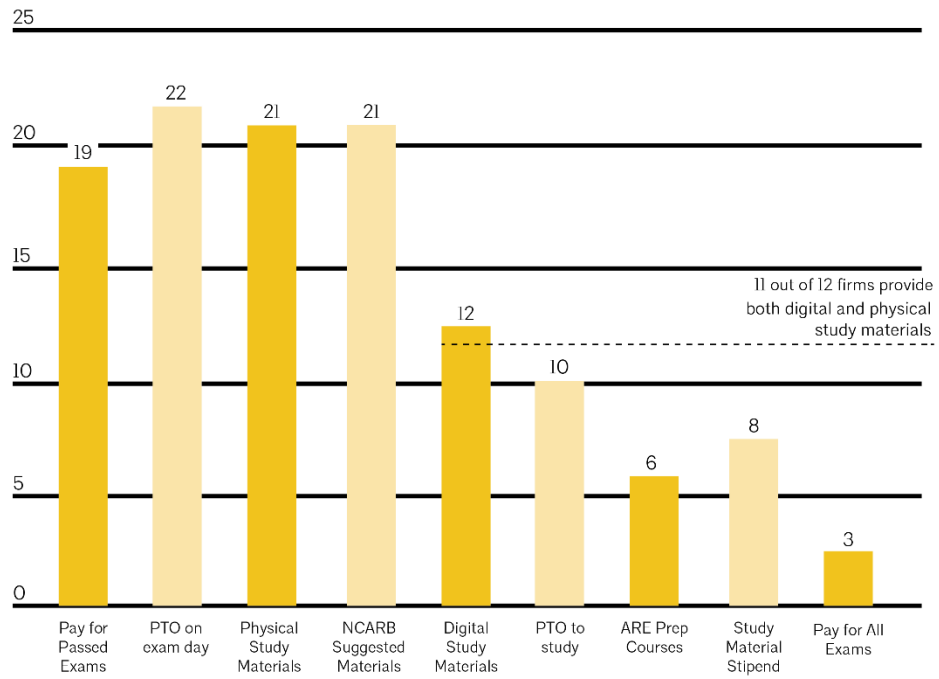
## AIA Ohio Early Professional Firm Designation



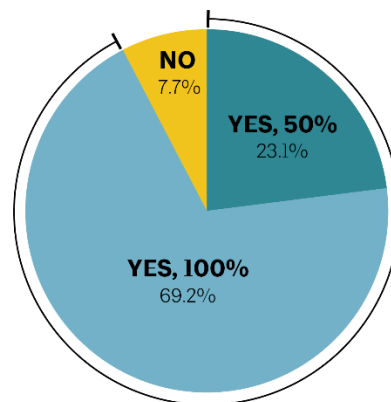
# 2022 Data

**Category 01 Licensing Process**

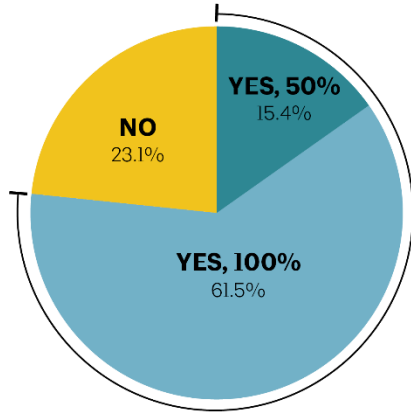
The firm provides assistance for ARE candidates through:  
(may select more than one)



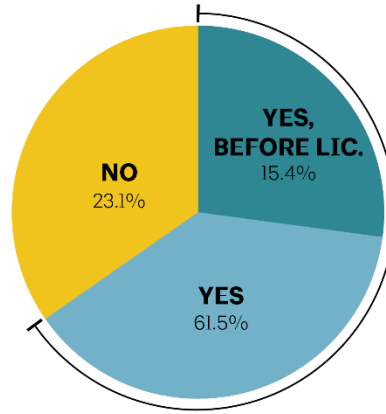
**Category 03 Professional Development**  
The firm provides early professionals with comprehensive reviews.



**Category 04 Support & Compensation**  
The firm pays for AIA dues.



**Category 04 Support & Compensation**  
The firm provides financial support to early professionals to attend conventions, conferences or other continuing education.

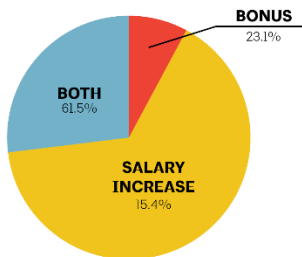


**Category 04 Support & Compensation**  
The firm pays for NCARB fees.

**92%** of firms offer flexibility of work hours within each pay period

**89%** of firms provide paid time off to volunteer for AIA or related opportunities.

**77%** of firms encourage early professionals to seek mentorship outside the firm.



**Category 04 Support & Compensation**  
Upon licensure, the firm provides: (may select more than one)

**Category 05 Equity, Diversity & Inclusion**

**73%** of firms do not have minorities in positions of leadership and management.

**46%** of firms do not have women in positions of leadership and management.

**54%** of firms do not reference, utilize, and distribute the AIA Guide for Equitable Practice.

↓ ↓ ↓

**27%** of firms report having neither minorities nor women in positions of leadership and management, and they do not reference, utilize, and distribute the AIA Guide for Equitable Practice.

