

Each year the Intern Development Program Advisory Committee recognizes architectural firms that demonstrate a commitment to IDP by providing their interns with mentoring, supervising, and training opportunities.



NICK SERFASS, AIA, LEED® AP,  
PROJECT ARCHITECT, BASKERVILL

## Recognizing Best Practices for IDP

Each year the Intern Development Program Advisory Committee (IDPAC) recognizes firms from across the county that actively embrace the Intern Development Program (IDP) and demonstrate their commitment by making the path to licensure an integral part of the firm's culture. A jury comprised of representatives from the various collateral organizations involved in the IDPAC selects the winners. The 2007 IDP Outstanding Firm Award was presented to Baskervill of Richmond, VA, and Scott & Goble Architects Inc. of Tulsa, OK.

### BASKERVILL

Nick Serfass, AIA, LEED® AP, a project architect and IDP coordinator at Baskervill, attributes the success of the firm's IDP to their focus on professional development, personal-

ized attention, and firm-wide support. "Interns are consistently exposed to both formal and informal individual discussions about their IDP progress," said Serfass. "This allows us to tailor our efforts specifically to each intern and provides an environment that is truly conducive to mentorship."

In 2004 Baskervill launched their in-house program to provide interns with the depth and breadth of experience they need to become licensed architects. Interns at Baskervill play an active role in all phases of marketing, management, design, documentation, and construction administration. As a result, the firm has become known as one of the top firms in the region for intern training experience.

Members of the IDPAC jury noted, "Through their progressive and proactive approach they've been able to retain talent."

Baskervill's program includes brown bag lunch and learn sessions, products and materials education, construction tours, and peer advisory meetings. To learn more about their program, download the Baskervill IDP Outstanding Firm Award submission packet at: [www.aia.org/SiteObjects/files/Baskervill%20Web.pdf](http://www.aia.org/SiteObjects/files/Baskervill%20Web.pdf).



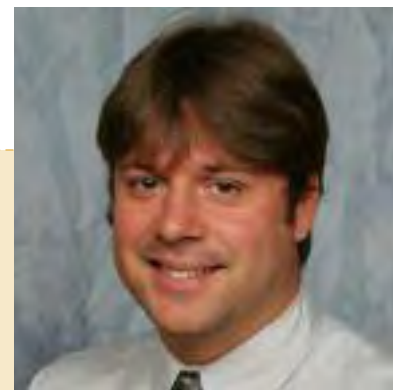
"The in-house Baskervill IDP has really helped me transition between school and the professional world. The IDP coordinators were willing to provide any information needed or sit down to answer questions while I was starting my professional journey."

*Jessica White, Intern*



"Monthly meetings provide a forum for interns to ask questions about the IDP process and receive guidance in regards to the steps they need to take towards becoming licensed."

*Erin Clapp, Intern*



"Baskervill has made a point to encourage interns to take trips out to different job sites. Allowing the interns to be exposed to the real life versions of what they are drawing is always a huge benefit, and something that has helped me grow personally as an architect."

*Eric Evenson, Intern*



DARYL L. BRAY, AIA, NCARB, PRINCIPAL,  
SCOTT & GOBLE ARCHITECTS, P.C.

### EXPANDING AWARD

The IDP Outstanding Firm Award program was established in 1991 by the Intern Development Program Advisory Committee (IDPAC). The committee, whose membership includes representatives from each collateral organization and other organizations with a stake in the Intern Development Program (IDP), is co-chaired by a director from NCARB and AIA.

In 2008, the IDP Outstanding Firm Award program has been expanded to recognize all firms employing interns that meet 12 essential criteria in the categories of mentoring, supervising, training opportunities, commitment to IDP, and ARE support. The IDP Outstanding Firm Award will be reserved for firms that meet the essential criteria and demonstrate excellence in at least three of these categories.

Firms can apply for the IDP Firm Award and/or the IDP Outstanding Firm Award at any time during the year. A jury comprised of members of the IDPAC will review the submissions twice a year.

All firms that meet the established criteria for each award will have the privilege of being identified as an "IDP Firm Award recipient" or "IDP Outstanding Firm Award recipient" for three years. All recipients will be listed on the AIA's awards program web site. IDP Outstanding Firm Award recipients will also be eligible to have their submissions included as AIA Best Practices and to be exhibited at the AIA National Convention and Exposition.

For more information about the IDP Outstanding Firm Award program visit [www.aia.org/idp\\_outstandingfirm\\_default](http://www.aia.org/idp_outstandingfirm_default).

### SCOTT & GOBLE ARCHITECTS P.C.

Scott & Goble Architects P.C. (SGA) believes IDP is a critical part of building better architects because it facilitates mutual learning between the intern, the mentor, and the supervisor. The firm recognized that the IDP process can be intimidating for recent graduates, so they established a program to formally mentor their interns.

"While it's true that the responsibility of completing IDP ultimately rests with the intern, one of the ways in which we've been successful as a firm is by challenging our mentors and supervisors to take a more active role in the relationship," said Daryl L. Bray, AIA, NCARB, a principal and IDP coordinator at SGA.

All mentors and supervisors at SGA are trained to understand IDP and mentoring—even if they themselves never had the benefit of either. The firm also developed tools for tracking progress in the IDP and established program guidelines.

SGA's culture promotes the "single project manager" philosophy. Each intern is trained to eventually manage a project through all phases, from due diligence/site analysis to project closeout. The firm uses a variety of training methods—from classroom instruction to onsite visits to extensive on-the-job training—to accommodate each intern's learning style.

In a 2007 study conducted by management consulting and research firm ZweigWhite, SGA was ranked at the nation's fifth "Best Architectural Firm to Work For." The firm attributes its success to the overwhelming support it receives from senior management who are whole-heartedly behind professional development and licensure.

"SGA embraces the idea that it should be part of a firm's mission to see their interns achieve licensure," said IDPAC jury members.

To learn more about their program, download the SGA IDP Outstanding Firm submission packet at: [www.aia.org/SiteObjects/files/S&G%20Web.pdf](http://www.aia.org/SiteObjects/files/S&G%20Web.pdf). **DC**



"With SGA's firm belief in the "cradle-to-grave" philosophy of project management, interns are exposed to a wide variety of experiences from the moment they step through the doors at SGA. There is no better teacher in preparing for the ARE than real-world experience!"  
*Chuck Hickl, Intern*



"There is never a day that goes by that I have not increased my knowledge in some way, thanks to the growing responsibilities given to me. This, along with all the numerous IDP training resources offered at SGA, makes it a breeze to get the number of IDP training units required to begin taking the licensing exam."  
*Micala Stirn, Intern*



"Interns in this office are valued and encouraged to make great things happen. We are fortunate to be able to work towards achieving our goals with people who are energized and thrilled to assist us in our pursuit of licensure."  
*Ariane Tattershall, Intern*