

A photograph of a woman with long dark hair, wearing a black turtleneck and glasses on her head, smiling and resting her chin on her hand. She is sitting at a table with a man in a checkered shirt and tie, who is leaning over and writing on a large sheet of paper. In the background, other people are seated at tables in a conference room. A graphic of six yellow arrows pointing towards the center is in the top right corner.

AIA

Leadership Summit

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FROM MENTORSHIP TO INTERNSHIP

COLLABORATING WITH FIRST-YEAR ARCHITECTURE STUDENTS



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MEET THE SPEAKERS



Speaker

Ana Orosco

AIA, NCARB

Founder of Rubedo
Guest Lecturer at FAMU
Ph.D. Student at UF
AIA Next to Lead 2024-25

Speaker

Nylah Brown

AIAS Member

FAMU First-Year Scholar
Honors Student Association



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How can **collaboration with first-year architecture students** benefit the profession?



EVIDENCE #1

Volunteering **builds**
leadership capacity.

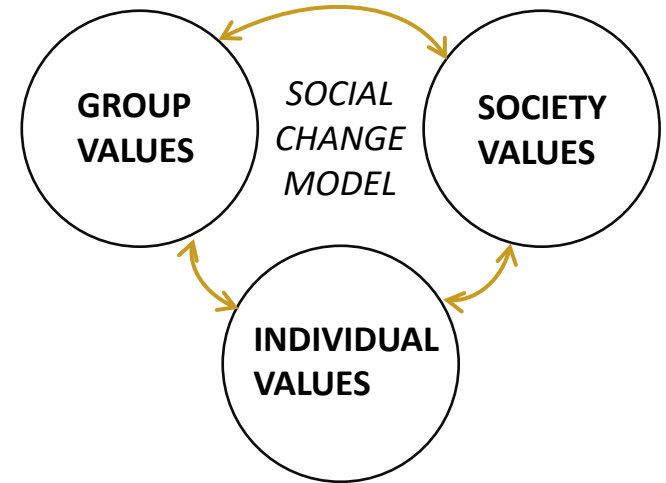


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SOCIALLY RESPONSIBLE LEADERSHIP

- 1) Consciousness of self
- 2) Thinking, feeling, and behaving with consistency
- 3) Commitment to serve the collective effort
- 4) Collaboration
- 5) Work with a shared/common purpose
- 6) Recognizing and respecting differences
- 7) Responsibility to one's community and society



EVIDENCE #2

Mentors model work
environment dynamics.



BENEFITS OF MENTORING

MENTEE

- Knowledge
- Skill enhancement
- Supportive feedback
- Assimilation into the culture
- Sense of cohesion, responsibility, and integrity
- Awareness of political environment
- Sense of power and confidence
- Creativity
- Leadership development
- Higher earnings
- Personal values clarification
- Advancement of underrepresented groups
- Increased job satisfaction
- Greater influence in the organization

MENTOR

- Learning partner
- Knowledge
- Skill enhancement
- Cognitive rejuvenation
- Feedback
- Expanded awareness of environment
- Creativity
- Sense of purpose and fulfillment

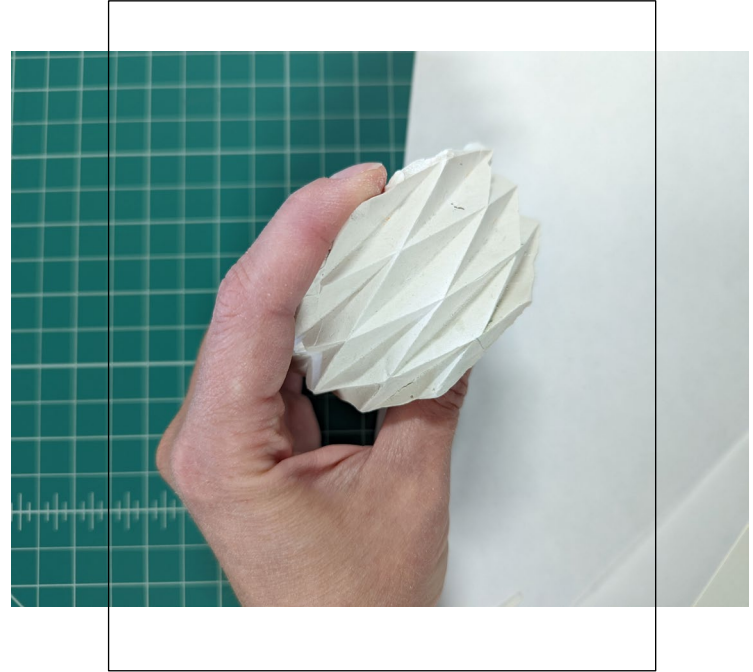
ORGANIZATION

- Improved job performance
- Productivity
- Cost-effectiveness
- Improved recruitment
- Talent pool development
- Career and life planning
- Career satisfaction
- Increased organizational communication and understanding
- Increased trust
- Maintaining motivation
- Improved strategic planning
- Creativity
- Employee enthusiasm
- Collaboration



EVIDENCE #3

Learning takes time.



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BREAKDOWN

STUDENTS

LEARN

- Vocabulary
- Office Dynamics
- Project Flow

TEACH

- Specific/native knowledge
- Beginner mindset

AIA CHAPTERS

LEARN

- New ways to engage membership
- New ways to retain membership

TEACH

- Leadership skills
- Volunteering skills

FIRMS

LEARN

- Ways to improve work dynamics
- Leadership capacity through mentoring

TEACH

- Practical work skills
- What it means to be an architect



EVIDENCE #4

Education and licensure
can be **integrated**.



BEGINNING TASK IDEAS

- 1) Support in repetitive tasks, i.e. scanning, copying
- 2) Picking-up/dropping off prints
- 3) Note-taking at client meetings
- 4) Code research: highlighting relevant sections
- 5) Selecting samples based on design criteria

BILLABLE

-
- 5) Social media presence and holiday cards
 - 6) Organizing/maintaining samples library
 - 7) Job site shadowing

OVERHEAD

**Imagination is a
collective effort.**



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PATH TO COLLABORATION

AIA-AIAS

1stYr: Fall

Establish AIA-AIAS mentorship dynamic.
Actively incentivize 1st-year students

1stYr: Spring

Establish AIA chapter 1st-year student award

1stYr: Summer 2nd-3rdYrs

Establish AIA chapter 1st-year student firm crawl

4th-5thYrs

Maintain a roster of AIA members to participate in studio reviews
1st-year award at Awards Gala

Facilitate resume and portfolio reviews

Firms

Put in place a firm-wide system to support employees in pursuing roles as mentors and serving in studio reviews

Set-up shadowing days for first-year specifically

Set-up an internship program for first-year students

Rotate mentorship and internships based on shared interests between mentor and mentee

Part-time internships leading to full-time positions

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BENCHMARKS

4th-5th YEAR

2nd-3rd YEAR

1st YEAR

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Career Direction

Focused interests of the moment
Portfolio
Resume

Time Management

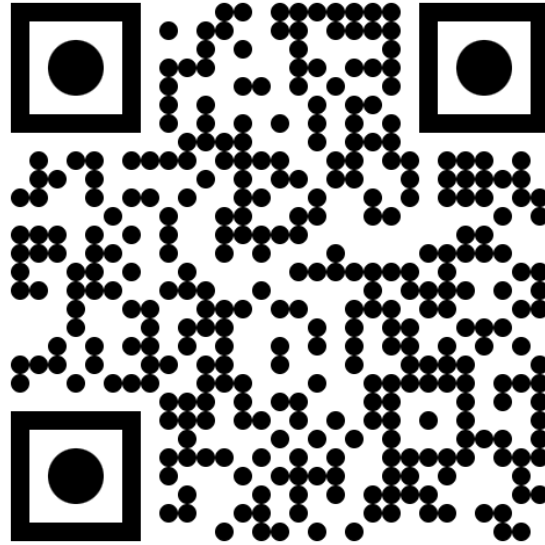
Mental, physical, and emotional health
School commitments
Volunteering

Values

List of 20 values
Pick 3 non-negotiable



SURVEY



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KEY TAKEAWAYS

- 1) **Working on a project together** helps sustain mentor-mentee relationships
- 2) **Local AIA Chapters** can support architects and students by **facilitating mentorship** programs as well as starting a **beginning-design student award**
- 3) Shadowing and internships are **learning opportunities** for both **mentors and mentees**

Investing in first-year students is investing in the future of architecture.



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