



IDP Supervisor Guidelines

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Introduction	1
What is an IDP Supervisor?	2
Benefits of Supervising an Intern	3
Supervisor Expectations	4
Checklist for Introductory Meeting	6
Checklist for Subsequent Meetings	7
Frequently Asked Questions	8
Work Settings and Maximum Training Units Allowed	12
IDP Training Requirements	14
Getting Started with NCARB's e-EVR	15
Using NCARB's e-EVR	16
Six-Month Rule	17
Supervisor Resources	18

Introduction *The Intern Development Program*

The purpose of the Intern Development Program (IDP) is to train and develop competent architects who are prepared to practice architecture independently upon registration, and support the National Council of Architectural Registration Boards' mission to protect the health, safety, and welfare of the public. In the past, an apprentice would study under an architect for a number of years before venturing out on his or her own. Today, the education of an architect typically begins in a school of architecture, and it does not end there. In the late 1970s NCARB established the IDP to provide a diversified exposure of the architectural practice to interns. The IDP is a structured internship that, within an architectural office, is the most recognized way for an aspiring architect to gain his or her experience prior to architectural registration.

Each jurisdiction establishes the minimum criteria for registration. In almost all U.S. jurisdictions, the IDP has become the required experience standard. Broadly speaking, the IDP provides the structure and content for an intern's experience prior to registration and NCARB certification. The purpose of the IDP is to guide the development of an intern toward becoming a competent architect.

In order for an intern to obtain the most from this development period, exposure to a wide range of experience within an office setting is necessary. Direct supervision of an intern is the primary and most effective method to guide an intern's professional development.

These guidelines have been developed in conjunction with the *IDP Guidelines* to assist you in your critical role. They are offered as a starting point to help you develop and implement a successful supervisory relationship with the interns in your firm. The IDP cannot be completed by the intern alone. It is the intent of this document to strengthen the relationship between interns and supervisors and help them work together to fulfill the requirements of the IDP.

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources



IDP
Intern Development Program

NCARB
National Council of Architectural
Registration Boards

What is an IDP Supervisor?

- Introduction
- What is an IDP Supervisor?**
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources

“Supervisor”

generally means one who reviews and directs the work of others and ensures that work is done within acceptable levels of quality.

“Intern”

generally refers to an individual progressing through the Intern Development Program (IDP) in the architecture profession who has not yet become a registered architect.

What follows will give you direction and insight relative to the crucial role an IDP supervisor serves during the IDP.

An intern must work under someone’s direct supervision in order to receive IDP training units in most circumstances. NCARB defines “direct supervision” as that degree of supervision by a person overseeing the work of another, where both perform their work in the same office, where personal contact is routine, and whereby the IDP supervisor has both control over and detailed professional knowledge of the work prepared under his or her supervision. It is also possible that this condition applies to more than one person. Therefore, in some offices more than one individual may serve in the role of IDP supervisor.

NCARB considers one who exercises **direct supervision** as an employee within the firm or organization who:

- supervises the intern on a daily basis,
- provides reasonable opportunities for the intern to gain experience in each IDP training area,
- regularly assesses the quality of the intern’s work, and
- periodically certifies the intern’s experience report.

For an intern to receive IDP training unit credits, the architect who serves as an IDP supervisor must hold a current registration in the state where the firm is located and work in the same office as the intern.

In many firms, the IDP supervisor will oversee all or almost all of the intern’s work. In some cases where the intern works for different registered architects (in Work Settings A-C) in the same office, the IDP supervisor may oversee some of the intern’s actual work and will oversee the kind of work and experience the intern receives working for other registered architects in the office. If the intern’s work shifts such that the intern is working predominantly for another registered architect, that other architect should become the IDP supervisor.



Benefits of Supervising an Intern

Make a Difference

Your knowledge, guidance, and support will add to the long-term quality of the profession.

- Benefits the morale of the firm; interns must understand that their firm supports them becoming licensed.
- Improves your communication, management, and leadership skills.
- Allows you to articulate through words, teaching, and actions how the profession protects the health, safety, and welfare of the public.
- Teaches you something along the way. You may learn from the intern.
- Builds trust and commitment.
- Establishes an environment of information sharing within your firm.
- Produces success. What interns learn from you now will establish your success as a team later.
- Continues the historical tradition of training architects in which the architect/apprentice relationship was an integral factor to the development of the profession.
- Provides a way to “pay it forward” for the training you once received as an intern.
- Assists in staff retention.
- Develops leaders that will drive the future of your practice and the profession.

Introduction

What is an IDP Supervisor?

**Benefits of
Supervising an Intern**

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources



Supervisor Expectations

All supervisory experiences are different. The process of supervising is customized and often guided by the established principles, judgment, and interpersonal skills of the IDP supervisor. However, core guidelines must be adhered to in order to achieve the optimum experience for both the IDP supervisor and intern.

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources



1. Know the IDP training requirements outlined in the [IDP Guidelines](#).
2. Provide reasonable opportunities to gain adequate experience in each training area.
3. Meet regularly with the intern:
 - to give and receive fair and constructive feedback.
 - to discuss career goals and progress prior to certifying the NCARB experience report.
 - to review and discuss some of the intern's work samples.
 - to provide assistance, advice, and support, especially if the intern is experiencing difficulty in obtaining certain required training experience.
 - to provide feedback between scheduled meetings.
4. Hold an active architecture registration in the jurisdiction where the office is located except in those work settings where not required (refer to the [IDP Work Settings](#)).
5. Be knowledgeable of state title and practice acts, registration requirements, and requirements for NCARB certification.
6. Be familiar with [The Emerging Professional's Companion](#) and any other supplementary education activities.
7. Maximize all learning opportunities for the intern you are supervising, including (but not limited to) attending continuing education opportunities and being available for discussion afterwards; client meetings; site meetings; and/or community involvement activities, etc.
8. Understand and support the intern through the use of [NCARB's electronic Experience Verification Reporting \(e-EVR\)](#) system.
9. Provide a timely and fair assessment of the intern's work. Refer to the section entitled "[Six-Month Rule](#)" in this document for more information.
10. Review the intern's experience report and verify the accuracy of the training units reported.
11. If you must reject an intern's training units (TUs) share an objective justification with the intern.
12. Be familiar with the current [Architect Registration Examination \(ARE\)](#).
13. Foster leadership opportunities by encouraging community service and participation in civic activities.
14. Be an active listener by checking with the intern to determine that a statement has been correctly heard and understood. This requires the ability to stay focused and the willingness to withhold judgement and build trust.

Supervisor Expectations (cont.)

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources

- 15.** Be receptive to new ideas.
- 16.** Be encouraging, supportive, and realistic in expectations.
- 17.** Identify and understand the motivational needs of the intern.
- 18.** Give constructive feedback, and be sure to:
 - Use specific examples of performance or behavior.
 - Use non-arguable terms (for example, phrases like “you don’t care” are arguable).
 - Give specific constructive or positive feedback within 24-48 hours of observation or receipt of information.
 - Use a non-derogatory tone of voice.
 - Ask the intern for suggestions as to what could have been done differently and what was learned.
- 19.** Adhere to the supervisor expectations in the *IDP Supervisor Guidelines*.



Checklist for Introductory Meeting

This checklist was developed to give the IDP supervisor a template for a successful introductory meeting with the intern and to establish clear expectations for subsequent meetings.

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources

- Find out if the intern has established an NCARB Record.
- Tell a short version of your career and how you reached this point at the firm.
- Invite the intern to share his or her story regarding their career decisions and directions.
- Discuss how the firm supports/facilitates completion of the IDP.
- Confirm that you and the intern are aware of all reporting requirements necessary to complete the [IDP Training Requirements](#).
- Communicate your expectations regarding deadlines, experiences, and quality.
- Establish the intern's plan of action for completing the IDP training requirements.
- Set up the NCARB [IDP TU Workbook](#).
- Discuss and determine the work setting where the work is being performed.
- Discuss how to identify a mentor and his/her role.
- Encourage participation in community service and make intern aware of opportunities.
- Review jurisdictional requirements and plan for the ARE.
- Schedule future meetings.



Checklist for Subsequent Meetings

At these meetings, the intern and IDP supervisor should discuss the progress being made toward completing the IDP, areas of concern, and original goals and objectives.

Introduction

What is an IDP Supervisor?

Benefits of Supervising an Intern

Supervisor Expectations

Checklist for Introductory Meeting

Checklist for Subsequent Meetings

Frequently Asked Questions

Work Settings and Maximum Training Units Allowed

IDP Training Requirements

Getting Started with NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources

- Evaluate the work experience gained and work samples produced.
- Verify the intern is working the minimum hours per week required to earn training units. The minimum requirement is 15 hours per week for part-time work and 32 hours per week for full-time work.
- Review the intern's experience report for the current period and certify the form to acknowledge that the training requirements are being met.
- Review the [IDP TU Workbook](#) if required experience is not being obtained and discuss what other steps can be taken. Explore opportunities afforded by the [Emerging Professional's Companion](#). See the [FAQ](#) section for more options.
- Review successes and challenges. Discuss what was learned.
- Establish goals to be completed by the next meeting.
- Discuss career-related issues and objectives.
- Inquire about the mentor relationship.
- Review their ARE progress.
- Encourage participation in community service and make intern aware of opportunities.
- Schedule future meetings.



Frequently Asked Questions

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions**
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources

Q: *What is NCARB?*

A: NCARB is a federation of all the architectural registration boards in the United States. NCARB sets the standards for architectural registration. It also interprets these standards, maintains records, and acts as the central clearinghouse, and contact point for all interns, architects, and registration boards when dealing with issues concerning registration reciprocity and the professional conduct of architects.

Q: *Is the IDP required for licensure in my jurisdiction?*

A: The IDP is required in most of the 54 NCARB jurisdictions. Some jurisdictions currently do not require the IDP, but have similar training requirements that require documentation. The NCARB Certificate, which facilitates reciprocity in other jurisdictions, requires completion of the IDP in most circumstances. You must check with your jurisdiction for specific requirements.

Q: *Can interns sit for the ARE while completing the IDP in my jurisdiction?*

A: Possibly, many jurisdictions allow the [ARE concurrently with the IDP](#).

Q: *What credentials do I need to be someone's IDP supervisor?*

A: All IDP supervisors must meet the requirements of direct supervision outlined in this document as well as the [IDP Guidelines](#).

Q: *Do I have to be NCARB Certified in order to be an IDP supervisor?*

A: No.

Q: *If I am an architect, do I have to be registered in the jurisdiction where my office is located to be an IDP supervisor?*

A: Yes.

Q: *Will I be the intern's IDP supervisor for the entire program?*

A: You will be the intern's IDP supervisor for as long as you are responsible for direct supervision of the intern. It is not unusual for an intern to have several IDP supervisors over the course of their IDP experience.



Frequently Asked Questions

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions**
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources

Q: *How does an intern switch to a new IDP supervisor?*

A: Interns may have many IDP supervisors throughout their internship. Each time the intern creates an experience report in the e-EVR system, he or she will identify their supervisor for that reporting period. They may enter a new supervisor or use one of the existing supervisors saved within their Record. New supervisors will receive an e-mailing asking them to confirm they are the intern's supervisor.

Q: *What resources are available to assist me in being a supervisor of an intern participating in the IDP?*

A: The *Supervisor Guidelines* outline specific IDP supervisor-related issues. The *IDP Guidelines* provide the details of the IDP. The [Handbook for Interns and Architects](#) further clarifies the IDP requirements and outlines requirements for NCARB certification. All NCARB documents can be found on the [NCARB web site](#).

Q: *What's the difference between an IDP supervisor and a mentor?*

A: An IDP supervisor falls into the strictly defined parameters of direct supervision and enacts his/her role under an approved work setting. An IDP supervisor also guides an intern through the IDP and certifies the intern's experience report. A mentor provides periodic career advice, gives independent feedback, and coaches an intern through the registration process.

Q: *Do I need special training to be an IDP supervisor?*

A: No. However, NCARB does provide resources and information for you.

Q: *How many AIA continuing education units may I receive for participating as an IDP supervisor for an intern in the IDP?*

A: The AIA will award two learning units annually for participating as an IDP supervisor. The units should be self-reported under the Professional and Community Service category on the AIA Self-Report Form. The units are not HSW and are not recognized by all jurisdictions.

Q: *What is the time limit for reporting IDP training units?*

A: An intern must follow the parameters of the Six-Month Rule when documenting and submitting TUs. The mechanics of the Six-Month Rule can be found in the [IDP Guidelines](#) or online at the [NCARB web site](#).



Frequently Asked Questions

Q: *How long after I receive an experience report to review do I have to certify it?*

A: It is highly recommended that IDP supervisors review any submitted experience report promptly with the intern in order to accurately discuss the experience. However, there is no defined time limit for an IDP supervisor to approve or reject a submitted experience report. NCARB will continue to follow up with the IDP supervisor (and cc the intern) in the form of e-mail correspondence in an attempt to keep all parties on track. It is the responsibility of the intern and IDP supervisor to resolve all disputes independently of NCARB. The intern's mentor may also be able to offer advice in cases where disputes between the intern and the IDP supervisor arise. Should an IDP supervisor act in a grossly negligent fashion, NCARB does reserve the right to report such activity to the IDP supervisor's jurisdictional licensing board.

Q: *If I do not specialize or regularly practice in one or more of the 16 training areas—does this mean that someone else has to become the intern's IDP supervisor?*

A: No. The IDP supervisor needs to know their limitations and advise their intern accordingly. The IDP supervisor may direct their intern in other activities that would address all of the IDP training areas.

Q: *What areas of practice are interns having difficulty obtaining training in before licensure?*

A: The [2007 Practice Analysis of Architecture](#) and Core Competency Study identify areas of practice where interns are having the most difficulty gaining the [required experience](#). The areas that were identified as most difficult for interns to gain experience in are Building Cost Analysis, Specifications and Materials Research, and Bidding and Contract Negotiation.

Q: *What are some of the options/ways interns can gain experience in the difficult areas?*

A: Interns may complete exercises found in the [Emerging Professional's Companion](#) to earn additional training units as supplemental education. Beginning 1 July 2009, some exercises within the [Emerging Professional's Companion](#) may earn the required minimum training units. See [NCARB Resolution 2008-09](#) for the details of this upcoming program.

Q: *Is there a rolling clock for the IDP?*

A: No, the rolling clock refers to the ARE only. There is no time limit on how long an intern may take to complete the IDP.

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions**
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources



Frequently Asked Questions

Q: *What is the average time it takes for an intern to complete the IDP?*

A: The program is set up to require 700 training units, which is equivalent to approximately three years. However, because of the broad nature of the profession, the variety of employment opportunities available, and professional and personal choices, the duration of time that it takes to complete the program often varies significantly from individual to individual. It is also important to note that many jurisdictions have a duration requirement in addition to the IDP. For instance, some states may require 700 training units and three years of experience.

Q: *Are pending changes to the program reflected in this document?*

A: No, only the current regulated program is detailed in this document. All pending changes will be covered in future revisions.

Q: *Where can I find information on the IDP Outstanding Firm Award?*

A: The AIA administers the IDP Outstanding Firm Awards Program in cooperation with NCARB. Please see the [Emerging Professionals](#) portion of the AIA web site.

Q: *Where can I find out more about being a supervisor?*

A: See the [“Supervisor Resources”](#) section of this document for more information.

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources



Work Settings and Maximum Training Units Allowed

Interns earn training units when they are employed in work settings recognized by your state registration board. The following table sets forth the work settings recognized by NCARB, the maximum number of training units that can be acquired in each setting, and the related IDP training conditions. You and the intern should compare your board's training conditions with the NCARB conditions. Where differences exist, the intern must first comply with your board's conditions.

WORK SETTING	MAXIMUM TRAINING ALLOWED
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A Training under the direct supervision ¹ of a registered architect ² , and when the organization's practice (a) is in the charge of a person practicing as a principal ³ and (b) encompasses the comprehensive practice of architecture, including each of the categories found in the IDP training requirements. You must earn at least 235 training units in Work Setting A.	No limit
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B Training under the direct supervision ¹ of a registered architect ² , but when the organization's practice does not encompass the comprehensive practice of architecture, including each of the categories found in the IDP training requirements.	465 training units
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C Training in a firm engaged in the practice of architecture outside the United States or Canada, under the direct supervision ¹ of a person credentialed to practice architecture who is not registered in a U.S. or a Canadian jurisdiction.	235 training units
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D Experience directly related to architecture under the direct supervision ¹ of a registered engineer (practicing as a structural, civil, mechanical, or electrical engineer in the field of building construction) or a registered landscape architect.	235 training units Training Categories B, C, and D
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E Experience (other than that noted above) in activities involving the design and construction of the built environment (such as analysis of existing buildings, planning, programming, design of interior space, review of technical submissions, engaging in building construction activities, and the like) when under the direct supervision ¹ of a person experienced in the activity.	117 training units in Training Categories C and D
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F Full-time teaching or research in a NAAB-accredited or CACB-accredited professional degree program.	245 training units in Training Category D
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FF Performing professional and community service when not in settings described in A through F.	10 training units in Training Area 16
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- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed**
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources



Work Settings Footnotes

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources

¹ “**Direct supervision**” means that degree of supervision by a person overseeing the work of another, where both work in the same office in circumstances where personal contact is routine, whereby the supervisor has both control over and detailed professional knowledge of the work prepared under his or her supervision.

To earn training units in settings A through E, if you were not an employee of the organization in which you received your training, you must submit evidence that you were nonetheless working under the direct supervision of the person overseeing your work. NCARB conditions do not recognize work performed by “independent contractors” as defined by the U.S. Department of Labor.

² A “**registered architect**” is a person registered to practice architecture in the jurisdiction in which they practice.

³ A person practices as a “**principal**” by being (a) a registered architect as defined above and (b) the person in charge of the organization’s architectural practice, either alone or with other registered architects.



IDP Training Requirements

Interns must acquire 700 training units to satisfy the IDP Training Requirement. One training unit equals eight hours of acceptable activity in a given training area. The following chart lists the IDP training categories and areas and the required training units for each.

Category A: Design and Construction Documents

Training area	Minimum Training Units Required
1. Programming	10
2. Site and Environmental Analysis	10
3. Schematic Design	15
4. Engineering Systems Coordination	15
5. Building Cost Analysis	10
6. Code Research	15
7. Design Development	40
8. Construction Documents	135
9. Specifications and Materials Research	15
10. Document Checking and Coordination	10
Elective Units in this Category	75
Minimum Training Units Required	350

Category B: Construction Contract Administration

Training area	Minimum Training Units Required
11. Bidding and Contract Negotiation	10
12. Construction Phase—Office	15
13. Construction Phase—Observation	15
Elective Units in this Category	30
Minimum Training Units Required	70

Category C: Management

Training area	Minimum Training Units Required
14. Project Management	15
15. Office Management	10
Elective Units in this Category	10
Minimum Training Units Required	35

Category D: Related Activities

Training area	Minimum Training Units Required
16. Professional and Community Service	10
Other Related Activities	0
Minimum Training Units Required	10

All Categories Minimum Total Training Units Required	465
Elective Units From Any Category (including supplementary education units)	235

TOTAL IDP TRAINING UNITS REQUIRED 700

The required minimum in Categories A, B, C, and D totals 465 training units. The additional 235 training units may be acquired in any of the listed categories.

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements**
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources



Getting Started with NCARB's e-EVR

The e-EVR system was developed to enhance the delivery of experience reports to NCARB in support of the IDP. This system will allow interns to document their experience in various training areas directly into their online NCARB Record. In this system, an intern will identify you as his/her supervisor in each report. When a report is submitted, a notification will be sent to you at the e-mail address provided by your intern.

The first request you will receive from the e-EVR system will ask you to confirm that you are the intern's supervisor and verify an experience report. Here is how the system will work:

- 1.** You will receive an e-mail from ncarb@ncarb.org with the subject line "IDP Supervisor Confirmation and IDP Experience Verification Request."
- 2.** The e-mail will include the name of the intern that identified you as a supervisor and will provide a link to the e-EVR system.
- 3.** Click the link and then select "Create an Account."
- 4.** Fill out the supervisor registration page. You will only need to provide this information once (and update it if your employment or licensure status, etc. changes).
- 5.** After you complete the registration page, you will be redirected to the intern's experience report.
- 6.** Schedule a meeting with your intern and review the report.
- 7.** Select "Approve" at the bottom of the report if you agree with the information documented. Once you approve the report, the training units will be moved from the intern's pending status to the supervisor-approved status. The system will send two e-mails to the intern. One will tell the intern you have confirmed that you are his/her supervisor, and the second will tell the intern you have approved their experience report.*
- 8.** If you do not agree with the information submitted in the experience report and want the intern to revise the report, select "Return for Edits" at the bottom of the report. Please discuss revisions with your intern directly. You will be required to enter a message explaining why you have returned the report that will be included in the intern's message center. An e-mail will be sent to the intern stating that the report is available for revisions. Any revised reports that are submitted will be e-mailed to you with the subject line "IDP Experience Report Revised." If you are satisfied with the revisions, please approve the report. If not, you may continue to "Return for Edits" until the report properly reflects the training completed.*
 - Once the intern submits a report, it is protected from the reporting requirements of the Six-Month Rule. If you select "Return for Edits," the intern will not be impacted by the additional time required for the review and submission process.
- 9.** If the training noted in the experience report did not occur, after meeting with your intern, select "Reject" at the bottom of the report. This action is permanent, and the report will not be available for resubmission.

* After supervisor approval, reports are still subject to NCARB's review and approval.

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR**
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources



Using NCARB's e-EVR

If you have previously received a request to verify experience and you have already set up a supervisor account:

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR**
- Six-Month Rule
- Supervisor Resources

- 1.** You will receive an e-mail from ncarb@ncarb.org with the subject line "IDP Experience Verification Request."
- 2.** The e-mail will include the name of the intern and will include a link to the e-EVR system.
- 3.** After you log in to the system, you will be directed to the experience report.
- 4.** Schedule a meeting with your intern to review this report.
- 5.** Select "Approve" at the bottom of the report if you agree with the information documented. Once approved by you, the training units will be moved from the intern's pending status to supervisor-approved status. The system will send an e-mail to the intern saying the experience report has been approved.*
- 6.** If you do not agree with the information submitted in the experience report and want the intern to revise the report, select "Return for Edits" at the bottom of the report. Please discuss revisions with your intern directly. You will be required to enter a message explaining why you have returned the report that will be included in the intern's message center. An e-mail will be sent to the intern stating that the report is available for revisions. Any revised reports that are submitted will be e-mailed to you with the subject line "IDP Experience Report Revised." If you are satisfied with the revisions, please approve the report. If not, you may continue to "Return for Edits" until the report properly reflects the training completed.*
 - Once the intern submits a report, it is protected from the reporting requirements of the Six-Month Rule. If you select "Return for Edits," the intern will not be impacted by the additional time required for the review and submission process.
- 7.** If the training noted in the experience report did not occur, after meeting with your intern, select "Reject" at the bottom of the report. This action is permanent, and the report will not be available for resubmission.

* After supervisor approval, reports are still subject to NCARB's review and approval.

The e-EVR does not currently support the reporting of supplemental education through the Emerging Professional's Companion or other qualifying supplemental education that is captured through an AIA transcript. For now, supplemental education will still need to be submitted and verified on the paper experience verification forms.



Six-Month Rule

What is the Six-Month Rule?

NCARB's Member Boards passed a rule requiring interns to submit their training units in reporting periods of no longer than six months and within two months of completion of each reporting period. The Six-Month Rule, as it has been nicknamed, will go into effect on 1 July 2009 for interns who begin an NCARB Record on or after that date and 1 July 2010 for all interns regardless of application date. All training unit reports must be submitted electronically.

Why is there a Six-Month Rule?

- To facilitate better and more frequent communication between interns and IDP Supervisors.
- To receive timely feedback on the progress being made toward professional development .
- To identify and target training area deficiencies as early as possible so that the intern can request exposure to such experience promptly.
- To identify as early as possible those work settings that may not be acceptable toward satisfying the IDP requirements.



As an IDP Supervisor, how will the Six-Month Rule impact me?

- You are expected to support the intern in their efforts to comply with the Six-Month Rule.
- Ultimately the responsibility to report training units in a timely fashion belongs to the intern.

For more information on the Six-Month Rule:

[Six-Month Rule](#)

[Examples](#)

Introduction

What is an IDP Supervisor?

Benefits of
Supervising an Intern

Supervisor Expectations

Checklist for
Introductory Meeting

Checklist for
Subsequent Meetings

Frequently Asked Questions

Work Settings and
Maximum Training
Units Allowed

IDP Training Requirements

Getting Started with
NCARB's e-EVR

Using NCARB's e-EVR

Six-Month Rule

Supervisor Resources



IDP
Intern Development Program

NCARB
National Council of Architectural
Registration Boards

Supervisor Resources

Both NCARB and the American Institute of Architects (AIA) offer several resources to guide supervisors and interns through the IDP process.

- Introduction
- What is an IDP Supervisor?
- Benefits of Supervising an Intern
- Supervisor Expectations
- Checklist for Introductory Meeting
- Checklist for Subsequent Meetings
- Frequently Asked Questions
- Work Settings and Maximum Training Units Allowed
- IDP Training Requirements
- Getting Started with NCARB's e-EVR
- Using NCARB's e-EVR
- Six-Month Rule
- Supervisor Resources

NCARB: www.ncarb.org

Intern Development Program: <http://www.ncarb.org/idp/index.html>
Architect Registration Examination: <http://www.ncarb.org/ARE/index.html>
Member Board Requirements: <http://www.ncarb.org/stateboards/index.html>
Certification: <http://www.ncarb.org/Certification/index.html>
e-EVR: <https://www.ncarb.org/Recordsvc/Logon.asp>
The Six-Month Rule: <http://www.ncarb.org/idp/SixMonRul.html>
IDP Workbook: <http://www.ncarb.org/IDP/idpworkbook.html>
Podcast & Webcasts: <http://www.ncarb.org/webcasts>

NCARB Publications

IDP Guidelines: http://www.ncarb.org/forms/idp_guidelines.pdf
Handbook for Interns and Architects: <http://www.ncarb.org/Forms/handbook.pdf>
Direct Connection: <http://www.ncarb.org/publications/reqdir.html>
IDP e-news: <http://www.ncarb.org/idp/enews/index.html>
ARE e-news: <http://www.ncarb.org/are/enews/index.html>

AIA: www.aia.org

AIA Components: http://www.aia.org/components_map
Emerging Professionals: http://www.aia.org/ep_home_getlicensed
Emerging Professional's Companion: www.epcompanion.org
AIA's "Working with Interns": http://www.aia.org/ep_home_interns
IDP State and Educator Coordinators: http://www.aia.org/ep_findcoordinator
IDP Auxiliary Coordinator: http://www.aia.org/ep_findcoordinator
IDP Outstanding Firm Awards: http://www.aia.org/idp_outstandingfirm_default
IDP Mentors: http://www.aia.org/ep_findidpmentor



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