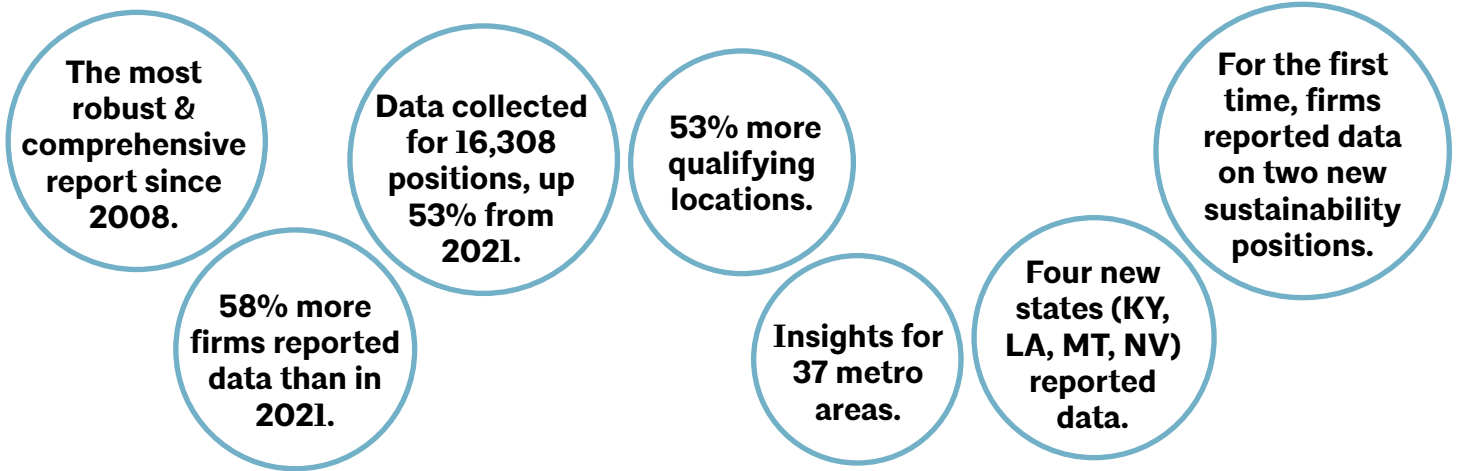




The definitive guide to architecture salaries & compensation trends

The AIA Compensation & Benefits Report is the industry’s most comprehensive resource on architecture firm compensation trends. The 2023 edition—AIA’s most robust report in 15 years—analyzes how firms address rising inflation, staff shortages, and increased financial pressures and their impact on recruitment and retention.



Rise in quality-of-life benefits

Casual dress policies, child- and pet-friendly offices, flexible work hours, work-from-home opportunities, and adopting Juneteenth as a paid holiday.



Student support

Firms prioritized creating a better pipeline to employment for students.

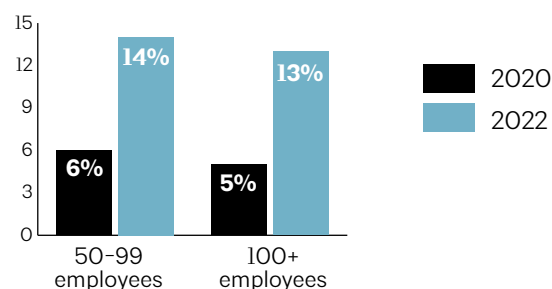


57%

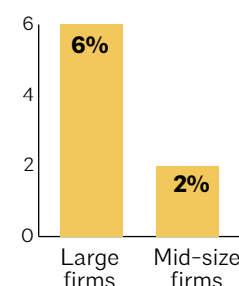
of firms reported hiring students for part-time work in 2022. This is up from 35% in 2020

More firms contributed to student loan repayment.

LOAN ASSISTANCE



FULL REPAYMENT



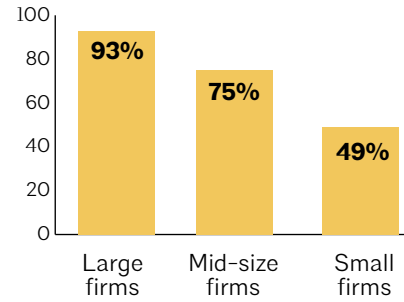


Emphasis on equity, diversity, & inclusion

Firms emphasized addressing gender and race pay gaps and implementing diverse hiring and employee support practices.

73% of large firms reported having internal values-based employee committees and resource groups.

Firms hired and promoted employees with diverse backgrounds in 2022.



Pay practices

For most architect positions, compensation gains did not keep pace with the rising cost of living over the last two years.

Inflation

COMPENSATION

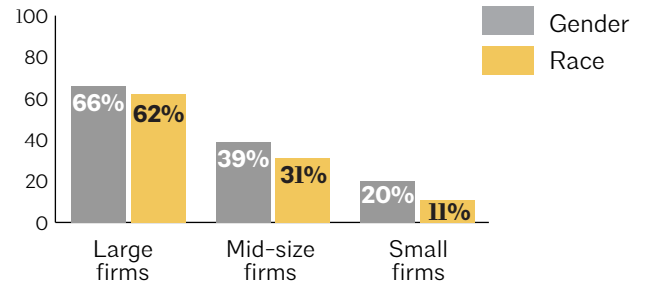
↑
4%

INFLATION

↑
5% IN 2021
8% IN 2022

Firms used cost of living (61%) and/or inflation (55%) to adjust salaries, whereas 15% used location of individual.

More firms reported conducting a salary assessment by gender than by race in 2022.



Small firms

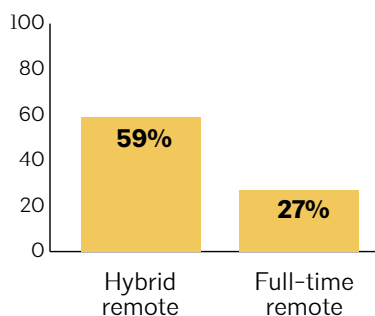
Smaller firms were more likely to offer higher starting salaries and salary premiums upon licensure.

Salary growth from 2020 to 2022 was higher at small firms.

16% SMALL FIRMS vs. **13%** LARGE FIRMS

Remote work

Although there were fewer remote workers in 2022 than in 2020, the number of remote workers remained higher than pre-pandemic levels.



Shifting workplace

Firms continued to find flexible, supportive, and transparent workplace solutions for employees.

Career goals

93% of all firms reported offering at least one form of employee licensure support in 2023.

Firms reported offering transparent career path opportunities.

