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**State Board for Architecture
Board Meeting**

1411 Broadway (between 39th & 40th Streets) - Tenth Floor – Regents' Room – Manhattan

Thursday, November 13, 2025

9:00 am (*start time for practical examination*)

10:15 am (*start time for meeting*)

Members of the public may attend and observe the meeting outside of the Executive Session

AGENDA

1. Executive Session (9:00-10:15)
 - Practical Exam
2. Public Session (10:15 - completion)
 - Approval of Minutes
3. Board Chair Report
4. Board Office Report
5. Old Business
 - Project Construction Cost Estimates – NYC
 - Architecture as STEM Profession
 - Endorsement Pathway with UK
 - 2025 NCARB Regional Summit – March 20/21, 2026 Architect Volunteer
 - Women in Architecture Series
6. New Business
 - September 2025 NCARB Board of Directors' Recap
 - Changes to the AXP Coming in November 2025
 - Licensure Trends in New York
 - Expansion in Use of Fraudulent Seals
7. Other Board Member Topics for Future Meetings
8. Adjournment

Next Meeting – **Thursday, February 5, 2026 – NYC**

Minutes of the Meeting
State Board for Architecture
 1411 Broadway; Regents' Room
 New York, NY 10018

Present: Nicole Dosso, Chair
 Carol Bentel, Vice Chair
 Greg Canaras (10:13)
 Fred Mosher, Jr.
 Anik Pearson
 Joel Peterson
 Talisha Sainvil
 Marcy Stanley

Absent: Giuseppe Lauro

Staff: Robert Lopez, Executive Secretary
 Gina Sacco, Assistant in Professional
 Education

Guests: Michael Armstrong, NCARB
 Joshua Batkin, NCARB
 Edward Marley, NCARB
 Roxanne Alston, NCARB
 Sabrina Akbarally (10:35)

August 6, 2025

OPEN SESSION

1. **Motion:** *Mosher/Pearson:* That the Board enter Executive Session.
2. The Board resumed Open Session.
3. **Introductions, Welcome Guests, Board Departure**
 NCARB representatives joined the meeting. Members of the State Board, staff, and NCARB representatives introduced themselves. The Executive Secretary read a letter recognizing Marcy Stanley for her 10 years of service as the Public Member on the Board.
4. **Approval of Minutes:**
Motion: *Bentel/Sainvil:* That the minutes of the May 21, 2025 meeting of the State Board for Architecture be approved.
PASSED UNANIMOUSLY.
5. **New Business:**
NCARB Visit:
 NCARB leadership discussed their various roles within the organization and their appreciation for this engagement with the State Board. Introductory topics included the accessibility of licensure, reimagining the pathways to practice, assessment of competencies required for practice, the transformation of the customer relations team to reflect the Pathways to Practice initiative, and NCARB's advocacy capability for those jurisdictions that need or request assistance.
 - **Pathways to Practice:**
 Mr. Armstrong described how NCARB is examining the current licensure framework and is shifting from the three E's (experience, education and exam) to a competency-

based model. They have examined current assessment tools to see how they can measure the 16 competencies. The goal is to measure the 16 competencies through validated assessments, with existing tools to be modified or eliminated and new tools to be developed.

NCARB has taken steps to modify existing programs to better encompass the competencies. For example, the Architectural Experience Program (AXP) reporting requirement has been made more flexible, and the ESL Accommodations have led to increased passing rates on the exam. The Pathways initiative is still in the conceptual stage with several assessment tools being discussed. NCARB does expect to have some beta models ready for testing by June 2026, with the current goal to launch a minimally viable product in 2028 and to have the support of 2/3rds of the jurisdictions at the time of launch. NCARB has communicated its initiative with the AIA and the academic community, with some schools being more focused on the preparation and licensure of future architects than others. This initiative is not seeking to replace accreditation, and NCARB is talking with the NAAB about the initiative.

NCARB asked Board members for questions and feedback on this initiative. The Executive Secretary requested confirmation that this would not lead to a two-tier system of education based upon one college emphasizing licensure over other schools. NCARB confirmed that is not the case. Members of the Board felt that the biggest challenge in this early stage is not knowing how NCARB will be measuring competencies and through what assessments those competencies will be judged. NCARB plans to engage Member Boards throughout this process and have several touchpoints with the Boards. It was noted that this initiative is quite possibly the biggest change to ever happen in the architecture licensure process. Member Bentel noted the value of internships taken while students are enrolled in college and Mr. Armstrong noted that paid internships that meet AXP requirements usually qualify towards the experience requirements.

■ **IPAL (Integrated Path to Architectural Licensure):**

NCARB leadership discussed the IPAL program that seeks to reduce the time to licensure through the pursuit of the 3 E's concurrently. Students in the 30 schools with IPAL programs are averaging 2 years to licensure after graduation. NCARB has made IPAL more flexible by requiring students to take the 6 ARE practice exams and not the actual ARE divisions, while in school, broadening the range of academic programs that are eligible to participate, requiring students to complete 75% of the AXP and not 100% prior to graduation, and allowing students to maintain their eligibility to test post-graduation. NCARB is looking to address IPAL challenges such as job placement and realistic workload while enrolled in an IPAL program. NCARB noted that they will validate the assessments for those students in educational programs in architecture, and that there could be a situation where one school checks more of the competency boxes than another, even for NAAB-accredited programs.

■ **NAAB Updates / Future of Outreach**

NCARB leadership discussed the change in the financing structure for the NAAB. Historically, the NAAB has been financed primarily by NCARB, AIA and ASCA, with a small contribution from the AIAS. NCARB, AIA, and ASCA were unable to reach agreement with the NAAB on an increased contribution amount, so the schools themselves have been paying the NAAB. NCARB still engages with the NAAB on committees, site visits, and via its Board, but does not anticipate going back to the old

funding structure. NCARB leadership notes that their main function is to support licensure candidates.

Member Pearson discussed the recently held Licensing Advisors' Summit that she attended. She noted the increased importance of Licensing Advisors at NAAB-accredited programs and students in disseminating licensure information. She noted that given an instructor's limited availability for office visits, student advocates are often the most effective method to spread awareness and to communicate with peers on licensure topics. Mr. Armstrong mentioned that NCARB has been doing student outreach for 18 years and that the future of outreach is being revisited by NCARB Programs. He noted that there was not a cohesive movement around discussing the topic of licensure at a K12 level, and that continued AIA assistance in making K12 programs aware of architecture as a profession is needed. Ms. Akbarally, the student guest, discussed the value of attending the Licensure Advisors' Summit and the importance of gaining knowledge about the benefits of NCARB programs.

New York's Updates to Education/Experience:

The Executive Secretary reviewed New York's recent changes to experience and education requirements. He noted that the experience requirements had not changed in many decades and the goal was to modernize and make them more flexible. These changes are already positively affecting candidates, especially the 50/50 split allowed in Categories I and J, except for the "all-experience" pathway. The Executive Secretary noted that the summary of the change is available on the Department's website.

NCARB leadership noted that they would like to continue the conversation around certain degrees leading to licensure in New York. It is possible that a common approach to curriculum development can be created that includes NCARB setting the standards and guidance on qualifying a program to meet specific competencies.

Illegal Practice Awareness:

Chair Dosso discussed the misuse of the title "Architect" and asked NCARB how they could help to educate individuals regarding title and practice laws. NCARB leadership noted this may be an opportunity for Licensing Advisors to help educate students and those who have recently graduated and will give this concept some additional thought.

FIVERR:

The Executive Secretary shared the FIVERR web site and brought up the numerous issues to be found on this site. NCARB leadership shared that there are early discussions with how to resolve the issues presented. The discussion has been sent to ICOR along with other fraudulent seal issues. Mr. Armstrong noted that a survey will be sent out to the Member Boards from ICOR seeking to find out the common themes on the issues.

6. Board Chair Report:

Chair Dosso requested that Board members share the organizations, boards, and committees on which they currently serve. She will send out a request to fellow members.

7. Board Office Report:

The Executive Secretary delivered the Board Office Report, which included updated statistics, recent activities, and proposed legislation. He noted that the bill to modernize continuing education (CE) requirements for landscape architects had passed both the Senate and Assembly

but has not yet been sent to the Executive. The Executive Secretary noted that the language mirrors recent CE changes for architects, except for an exemption for first-time licensees.

8. **Old Business:**

2025 NCARB Annual Business Meeting:

The attendees shared their experiences at the Annual Business Meeting, with the Executive Secretary highlighting workshops that he found valuable. He also shared the election results for the NCARB Board of Directors. He will share NCARB's responses to the Town Hall discussions that was recently received.

Project Construction Cost Estimates - NYC:

The Executive Secretary noted that Member Pearson, Chair Dosso, and himself will attend a meeting with AIA NY staff and stakeholders next week.

Women in Architecture Series:

Member Pearson shared her experience with the Women in Architecture series, now in its sixth season, and she noted an upcoming session at Workshop/APD. Member Peterson noted he will make the connection with leaders from his firm to become involved in this series.

FIVERR:

This topic was discussed with NCARB representatives earlier in the meeting. The Executive Secretary noted that the issue has been sent to Department attorneys to review possible next steps.

9. **New Business:**

2026 NCARB Regional Summit:

The Executive Secretary noted the meeting will take place on March 20 and 21, 2026 and asked for any volunteers who would like to attend. Should travel approval be granted by New York State, Member Peterson noted that he can attend.

Future Meeting dates:

Dates for the 2026 Board meetings were agreed to as follows: February 5, May 20, August 5, and November 4.

NCARB Discussion Continued:

Architecture as STEM:

NCARB leadership agreed that the profession of architecture should be considered a STEM field and suggested that the AIA should be involved in the effort to have it so designated. NCARB leadership is meeting with senior-level staff with the AIA and will follow up with the Executive Secretary to discuss possible next steps.

Outreach:

Member Peterson noted that there were initiatives he was working on with NCARB staff prior to the changes in outreach. NCARB leadership noted this and will have someone connect with him. He also suggested that there could be value in meeting more often for the Licensing Advisors' Summit, with NCARB hosting gatherings via Zoom for shorter durations. NCARB leadership will bring this concept back to staff for further conversations.

Motion: *Stanley /Mosher:* Moved to adjourn.
PASSED UNANIMOUSLY.

The next meeting of the Board will be November 13, 2025, in NYC.

Respectfully submitted,

Robert Lopez, RA
Executive Secretary

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Present: Nicole Dosso, Chair
Carol Bentel, Vice Chair
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Staff: Robert Lopez, Executive Secretary
Gina Sacco, Assistant in Professional
Education

August 6, 2025

EXECUTIVE SESSION

1. **Education Review:**
The Board reviewed the *Master of Science in Space Architecture* program from the University at Houston. After review of the courses in the program, the Board recommended that it count towards Education Category E and be worth 1 additional unit of education award.
2. **Endorsement Experience Review:**
An application for licensure by endorsement for a candidate in Connecticut was reviewed. The Board evaluated the candidate's experience and projects and recommended that licensure be granted.
3. **Practical Exam:**
The Executive Secretary called for volunteers to conduct a practical exam in November. Members Mosher, Sainvil and Canaras will conduct the exam, with Member Peterson attending to observe the exam.
4. One disciplinary case was reviewed.
5. **Approval of Minutes:**
Motion: *Bentel/Sainvil*: That the minutes of the May 21, 2025 meeting of the State Board for Architecture be approved.
PASSED UNANIMOUSLY.
6. **Motion:** *Stanley/Bentel*: That the Board resume the Open Session.
PASSED UNANIMOUSLY.

Respectfully submitted,

Robert Lopez, RA
Executive Secretary

NEW YORK STATE BOARD FOR ARCHITECTURE BOARD OFFICE REPORT

Registered Architects (RA)

Current Resident Registered Architects	11,880
Current Non-Resident Registered Architects	9,435
<u>Foreign Registered Architects</u>	<u>436</u>
Total Number of RA as of 7/1/25	21,751

Licenses Issued

2025 – 683 (thru 9/30); 2024 – 870; 2023 – 905; 2022 – 940; 2021 – 804; 2020 – 681

ARE Candidates	(July 18, 2025 – October 15, 2025)	1
Early Admit ARE Candidates	(July 18, 2025 – October 15, 2025)	158
NCARB Certification	(July 18, 2025 – October 15, 2025)	82
Endorsement	(July 18, 2025 – October 15, 2025)	5
Via Educ, Exp & Exams	(July 18, 2025 – October 15, 2025)	10

Candidate Admissions to ARE

2025 (thru 9/30 – 684); 2024 – 1,031; 2023 – 1,030; 2022 – 770; 2021 – 875; 2020 – 889

OP/Staff Activities

Along with Member Peterson, the Executive Secretary virtually attended the Region 2 Post NCARB September Board meeting on October 2nd. Key takeaways from the meeting will be discussed under new business.

Along with Board office staff, the Executive Secretary met with NCARB staff members Roxanne Alston and Katrina Humphrey at the Education Department on October 23rd. The opportunity gave staff a chance to meet Ms. Alston and Ms. Humphrey in-person and for staff to become more familiar with services provided by NCARB to New York.

Legislative / Regulatory Activity

The NYS Legislature is in a new two-year session that will run from January 2025 December 2026. Although early in the session, legislation of interest follows:

A7561 / S7220 – Relates to continuing education requirements for landscape architects

Relates to continuing education requirements for landscape architects; provides that adjustments to such requirements may be granted for health reasons, active duty, or other good cause; limits the number of credit hours that may carry over to the next registration period.

Bill has passed the Assembly and passed in the Senate; has not yet been delivered to the Executive.

S3268 / No Same as – Relates to comprehensive delivery of infrastructure delivered between a public entity and a development entity

Relates to comprehensive delivery of infrastructure delivered between a public entity and a development entity consolidating at least two or more of design, construction, finance, operations and/or maintenance work, including construction manager or construction manager at risk; authorizes a public entity to pursue certain authorized projects; provides for project funding and authorizes the public entity to accept from any source any grant, donation, gift or other form of conveyance of land, money; provides for labor and public interest protections; makes related provisions.

Bill is referred to Procurement and Contracts in the Senate.

A5838 / No Same as – Relates to pre-approved construction documents

Requires municipalities which issue building permits to provide pre-approved construction documents at no cost for the types of residential building permitted to be constructed in such jurisdiction.

Bill is referred to Governmental Operations in the Senate.

S1834 / No Same as – Relates to the licensing of landscape architects

Relates to certain licensing exemptions for landscape architects.

Bill is committed to Rules in the Senate

S3287 / A4942 – Relates to an engineering technology degree

Provides that an applicant with a bachelor's degree or higher in engineering technology and an applicant with a bachelor's degree or higher in engineering shall have the same number of education and experience credit requirements, shall have the same eligibility for an identification card as "an engineer in training", as well as examination and examination eligibility requirements.

Bill is referred to Higher Education in the Senate and is referred to Higher Education in the Assembly.

A483 / S5392 – Permits certain not-for-profit corporations engaged in engineering for certain conservation efforts to do business or provide professional engineering, land surveying or professional geology services in the state

Relates to permitting certain not-for-profit corporations engaged in engineering for certain conservation efforts to do business or provide professional engineering, land surveying, or professional geology services in the state.

Bill is referred to Higher Education in the Assembly and is passed in the Senate.

S1141 / A4840 – Relates to the requirements for certification for certified interior designers

Relates to the educational and examination requirements for certification as a certified interior designer; provides an exemption from the education requirements for architects licensed under Article 147 of the NYS Education Law.

Bill is referred to Higher Education in the Senate and is referred to Higher Education in the Assembly.

A2571-A / S620-A – Relates to the practice of geology

Adds the practice of geology to legacy corporations.

Bill is printed in the Assembly and is repassed in the Senate.

S2146 / A4907 – Repeals and reenacts provisions on time limitations on certain actions against professional engineers, architects, other designers and construction contractors

Repeals and reenacts statute of limitation provisions on wrongful death, personal injury and property damage actions against professional engineers, architects, landscape architects, land surveyors and construction contractors to provide for a limitations period of ten years after completion of improvement to real property; "completion", which constitutes the accrual date for the limitations period, is defined; provides for a one year extension for injuries to person or property or wrongful death which occur during the tenth year after completion.

Bill is committed to Rules in the Senate and is referred to Higher Education in the Assembly.

A4680 / No Same as – New York Emergency Responder Act

Enacts the New York emergency responder act limiting the liability of certain emergency responders.

Bill is referred to Governmental Operations in the Assembly.

S4577 / A5520 - Requires public authorities to negotiate with most qualified architectural, engineering, geological, landscape architectural and/or surveying professional firms before negotiating with other firms

Requires public authorities and public benefit corporations to negotiate with professional firms providing architectural, engineering, geological, landscape architectural or surveying services in order from the most qualified to the least qualified with regard to the provision of services to the authority or corporation

Bill is reported and committed to Procurement and Contracts in the Senate and is referred to Corporations, Authorities and Commissions in the Assembly.

S4877 / No Same as – Relates to the establishment of the water-based fire protection licensure act

Establishes water-based fire protection licensure act, setting forth licensure requirements for contractors engaged in the business of the layout, installing, repairing, inspecting, testing, or maintaining of water-based fire protection systems and components.

Bill is referred to Consumer Protection in the Senate.

S7104 / No Same as – NYC DoB False Documents

Relates to false statements in documents submitted to the department of buildings of the city of New York

Bill is referred to Cities in the Senate.

A5678 / No Same As – Increases to \$50,000 for cost of construction threshold

Increases to \$50,000 the cost of the construction of a building, structure or public work, above which a professional engineer, land surveyor or architect must be.

Bill is referred to Higher Education in the Assembly.

S7217 / A7675 – Relates to building permits

Authorizes a city, town or village to establish a program whereby a building permit may be issued based upon certification by a registered architect or professional engineer.

Bill is referred to Local Government in the Senate and is referred to Local Governments in the Assembly.

Bills Not yet Introduced**S / A – Relates to public employees' supervision, examination, review, and determination of acceptability of public works projects performed by contractors**

Requires certain public employees to be on the site for the duration of public works projects completed by contractors; requires such certain public employees to review a contractor's work on public works projects and determine whether the work performed is acceptable.

Bill passed in the Senate and passed in the Assembly but was vetoed by the Executive in 2024.

Bill is not yet introduced this session.

S / A – Relates to licensure requirements for professional geologists

Provides that the education requirements to be licensed as a professional geologist may be partially substituted by practical experience; relates to the issuance of an identification card as a geologist in training.

Bill is not yet introduced

S / A– Establishes a program where a municipal department of buildings may accept certain construction documents for code compliance

Establishes a program where a municipal department of buildings may accept construction documents required to be filed in relation to code compliance prior to issuance of a certificate of occupancy with less than a full examination by such municipal department of buildings based on a professional certification of an applicant who is an architect or professional engineer; makes related provisions.

Bill is not yet introduced

S / A – Requires certain engineering plans that could pose a material risk to public safety to bear a stamp of approval of a professional engineer

Requires certain engineering plans or specifications for engineering work or services that could pose a material risk to public safety to bear a stamp of approval of a professional engineer and authorizes the public service commission to promulgate rules and regulations relating to such requirement.

Bill is not yet introduced

S / A – Interior Design/State Contracting

Adds interior design services as a type of contract that can be entered into and negotiated by the state

Bill is not yet introduced

S / A - Licensing consequences for serious abuse of self-certification privileges

Relates to licensing consequences for architects or engineers who seriously abuse their self-certification privileges

Bill is not yet introduced

Office of Professional Discipline

N/A

Message from the President

Dear Member Board Community,

In mid-September, I gathered the FY26 Board of Directors in New Castle, New Hampshire, for our quarterly Board meeting. During our three-day meeting, the Board intentionally focused much of our time on discussions related to NCARB's Pathways to Practice initiative, including hearing updates on the work of the Licensure Process Research & Development Task Force and reviewing staff efforts to implement programmatic changes that will align current programs with our *Competency Standard*.

As we continue our efforts to create flexible, accessible pathways to licensure, we remain focused on gathering and responding to feedback from our membership—with your input and insight, we can ensure that the future of licensure meets the needs of our members and our customers. I encourage you to share your feedback throughout the remainder of this fiscal year, and we will continue to check in with you and provide further updates on these conversations as the year progresses.

This first quarter of my presidency has been busy and varied. It has provided a variety of opportunities to interact with the broader NCARB community, including conversations with architecture students, engagement with our external partners, focused training with our licensing advisors, discussions with our volunteers, and more. I'm excited about the year ahead and look forward to connecting with you throughout FY26.

Best wishes,



Edward T. Marley, FAIA, NCARB, LEED AP
FY26 President



FY26 President Marley engaged with students during an open house event at NCARB's office in Washington, DC.

BODbrief

September 2025

This publication is designed to provide updates on the actions and discussions of the NCARB Board of Directors following meetings. Please remember that the information provided here may be confidential and will be indicated as such when necessary.

Executive Summary

President Edward T. Marley, FAIA, NCARB, LEED AP, convened the September meeting of the FY26 NCARB Board of Directors of the National Council of Architectural Registration Boards (NCARB) on September 11-13 in New Castle, New Hampshire.

President Marley led the Board through a variety of topics, including several updates related to NCARB's ongoing Pathways to Practice initiative. As part of their discussions, the Board engaged with several committee chairs, heard an update on the agenda for the upcoming Futures Symposium, and took disciplinary action on a recommendation from the Professional Conduct Committee.

Additionally, the Board explored a potential code of conduct for NCARB volunteers and reviewed findings from a survey related to the theft or fraudulent use of architecture seals. The Board also began work on the next iteration of NCARB's Strategic Plan with a blue-sky exploration of NCARB's ideal future.

Policy Review and Professional Conduct Recommendation

The Board began the meeting by continuing its effort to regularly review Board policies and update them as needed to ensure they align with current best practices. During the September meeting, the Board reviewed the policy for funding and selecting locations for NCARB's annual Regional Summit, the general travel and expense reimbursement policy, and the policy for suspending and reinstating an architect's NCARB Certificate based on recommendations from the PCC.

Following this review, the Board discussed and took action on a recommendation from the PCC to reinstate an architect's NCARB Certificate following a previous suspension. The reasons for potential Certificate revocation and reinstatement are outlined in NCARB's [Certification Guidelines](#).

Pathways to Practice

Pathways Status

Chief Programs Officer Jared Zurn provided the Board with an update on the ongoing Pathways to Practice effort. The Board reviewed NCARB staff preparations to implement changes to the Architectural Experience Program® (AXP®). These changes, which go into effect on November 18, 2025, focus on two key areas:

- **Aligning the six experience area descriptions with the *NCARB Competency Standard for Architects*.** As part of this change, NCARB will remove the 96 tasks for candidates reporting hourly experience and replace them with descriptions of competencies taken from the *Competency Standard*.
- **Replacing the program's reporting requirement with a new reporting policy.** The new reporting policy will allow 100% credit for experience reported up to one year after it is earned, and 75% credit for all experience older than one year. This policy change will be retroactively applied to all current candidates. This will result in many candidates receiving additional credit hours toward fulfilling the AXP.

Additionally, CPO Zurn provided the Board with an update on the efforts of the Licensure Process Research & Development Task Force's recent collaborations with the Member Board Executives (MBE) and programs (Education, Experience, and Examination) committees. The task force will continue collaborating with these and other committees throughout the year as NCARB moves into the next phase of future licensure process development.

Assessments Insights

Next, the Board heard an update related to the development of assessment criteria that will ensure that each licensure assessment method can reliably and consistently measure a candidate's competency. As part of this discussion, CPO Zurn and Assistant Vice Presidents of Programs Jeremy Fretts and Michelle Cohn provided an overview of how competency would be assessed through each method. The Board discussed challenges and opportunities related to each assessment method, providing feedback that will guide the development of future licensure model prototypes.

Communications

The Board also engaged in an activity related to ongoing Pathways to Practice communications, led by Vice President of Marketing & Communications Andy McIntyre. Following up on an engagement at the Board's meeting immediately following June's Annual Business Meeting, the Board discussed common member and stakeholder questions and concerns related to Pathways to Practice. As part of this discussion, the Board also explored work being done at the staff level related to Pathways to Practice throughout FY26, identifying outcomes that will help inform the Board's decisions.

Committee Reports

Continuing an engagement approach implemented last fiscal year, the Board of Directors plans to connect with several committee chairs at each Board meeting in order to better understand committees' progress on their charges and any issues that require broader leadership awareness. During the September meeting, the Board met with chairs from the Diversity, Equity, and Inclusion Committee; MBE Committee; and Licensure Process Research & Development Task Force. Each committee chair gave a brief update on their committee's efforts so far this fiscal year, after which the Board posed any follow-up questions or comments.

Futures Symposium Preview

Next, Futures Collaborative Chair Dena Prastos and staff liaison McIntyre provided the Board with an overview of the upcoming Futures Symposium, which will be held immediately prior to the 2025 Committee Summit in December. The Board reviewed the draft agenda for the event, including key topic areas of focus, and discussed a draft report

on the Collaborative's research topics from FY25 that will be shared with attendees in advance to inform discussion during the symposium.

Member Board Satisfaction Survey

To close out Thursday's engagements, CEO Armstrong and Vice President of Council Relations Josh Batkin shared highlights from the most recent Member Board Satisfaction Survey. Released annually, the Member Board Satisfaction Survey gathers feedback from NCARB's membership on how effectively NCARB is meeting their needs across a variety of areas, including membership services, communications, and events.

Results from the FY25 survey demonstrated that overall member satisfaction remains high, with support for NCARB's ongoing Pathways to Practice initiative. This, along with the changing regulatory climate and advancing technology in architecture, were the key issues members were most focused on in FY25. Going forward, the Board will continue to use the results of the survey to ensure that NCARB is meeting member needs as effectively as possible.

Strategic Planning

On Friday, the Board began NCARB's multi-year strategic planning process with a conversation designed to define the organization's ideal future state. After brainstorming potential futures for the organization, its members, and key stakeholders, the Board split into small groups to conduct deep-dive conversations into the concepts or ideas that most excited and concerned them for the future. The Board shared the results of these deep dive discussions on Saturday morning, with the results guiding ongoing conversations regarding the organization's direction at future strategic planning discussions.

NCARB Customer Relations

Vice President of Customer Relations Roxanne Alston provided the Board with an overview of NCARB's ongoing efforts to ensure its Customer Relations team is best positioned to respond to member and customer needs. This includes some expanded customer support areas designed to better align with NCARB's strategic initiatives and streamline the process for addressing customer requests, especially those related to NCARB's international, AXP Portfolio, and Education Alternative programs.

As part of her session, Alston provided the board with some example audio phone calls that demonstrated the types of inquiries that her team regularly receives and the level of customer service expected of the NCARB's Customer Relations team.

The Board also reviewed recent customer contact volumes and the most common areas of customer inquiries, as well as member feedback related to the quality of licensure transmittals. Currently, NCARB's transmittal accuracy rate is over 99%, with steady increases seen since FY21. Additionally, NCARB's average customer satisfaction score is 88%, well above the 73-78% industry average.

Ethics and Volunteer Code of Conduct

Following up on discussions regarding NCARB's study of the overall volunteer experience, the Board had an initial conversation regarding creating a Volunteer Code of Conduct. The code of conduct, if established, would help outline NCARB's expectations regarding volunteer ethics and engagement. The Board of Directors will continue exploring this topic at future Board meetings.

Financial Updates

Secretary/Treasurer Miguel Rodriguez provided a briefing on the state of the Council's investment portfolios, the FY25 financial results from the fiscal year that ended on June 30, 2025, and an update on the first two months of the new fiscal year. Current trends suggest that NCARB is on track to meet its budgeted revenue and expense estimates for the year.

Additionally, the Board reviewed a report on trends in historical Board expenses, identifying factors that contributed to higher and lower Board costs per fiscal year. The Board reflected on the fact that FY25 Board costs were below the established inflationary adjusted target, in part due to the Board's previous decision to begin holding its April Board meetings at NCARB's office in Washington, DC.

The Board also received an update on supplemental funds provided to the American Institute of Architecture Students (AIAS) and the National Organization of Minority Architect Students (NOMAS). In light of the cessation of funding to the National Architectural Accrediting Board (NAAB), NCARB redirected a portion of its budgeted NAAB grant to instead support the advancement of architectural education by providing funding to AIAS and NOMAS. Elements of this funding will include developing leadership training and opportunities for architecture students, supporting design competitions, conducting joint leadership outreach, and augmenting the AIAS Freedom by Design™ Program, among other activities.

Architectural Seal Theft/Fraud

In response to feedback from Member Boards indicating an increase in incidents of seal theft or identity fraud, NCARB and our design regulation partners in the Interorganizational Council on Regulation (ICOR) released a survey designed to collect information on this topic from our member licensing boards. On Saturday, the Board of Directors reviewed results from the survey, which included responses from over 100 licensing board members across the design professions.

Key findings from the survey indicate that while the majority of boards have encountered seal theft or fraud in the past year, it is not a common occurrence for most and most frequently pertains to residential design projects. However, respondents generally agreed that more can be done to address fraudulent use of seals and supported ICOR members taking additional measures to advise combating this trend. NCARB's Board of Directors will continue to guide ongoing discussions between NCARB, our ICOR partners, and the International Code Council (ICC) as we identify potential enforcement recommendations.

Advocacy

Next, Vice President Batkin provided the Board with an overview of a Request for Proposals (RFP) for government relations and public polling firms, with a goal of selecting a consultant to assist in researching and developing an advocacy strategy to ensure NCARB's members have the appropriate support to help them adopt multiple pathways to licensure in the future.

The Board reviewed plans to generate an overall adoption strategy involving jurisdictional statutes and regulations, as well as voter research, general government relations support, and more. Results from this research will help guide the development of an implementation timeline and approach for NCARB's Pathways to Practice initiative.

Lineup

The Board also reviewed and approved a proposed change to the Operating Agreement of its nonprofit subsidiary, Lineup Management Services, LLC. This change updated language related to the composition of Lineup's Board of Directors.

Reports

President's Report

President Marley provided the Board with an update on his activities since taking office, including: a recap of his engagement with NCARB staff in departmental kick-off meetings; engagements with students at the NCARB office as part of the American Institute of Architecture Students (AIAS) Grassroots Conference in Washington, DC; his participation in NCARB's Licensing Advisors Summit in Minneapolis, MN; service as a faculty member on the FY26 NCARB Leadership Institute; engagement with ICOR leadership; and a visit with the New York Board of Architects as well as the American Institute of Architects (AIA) New York City.

CEO Update

CEO Armstrong also fielded questions on topics covered in his view-ahead CEO Update video, providing an update on staff efforts related to implementing programmatic changes, launching the new Mutual Recognition Agreements (MRAs) with South Africa and Canada, initiating a first round of customer feedback through focus groups on Pathways to Practice, and more.

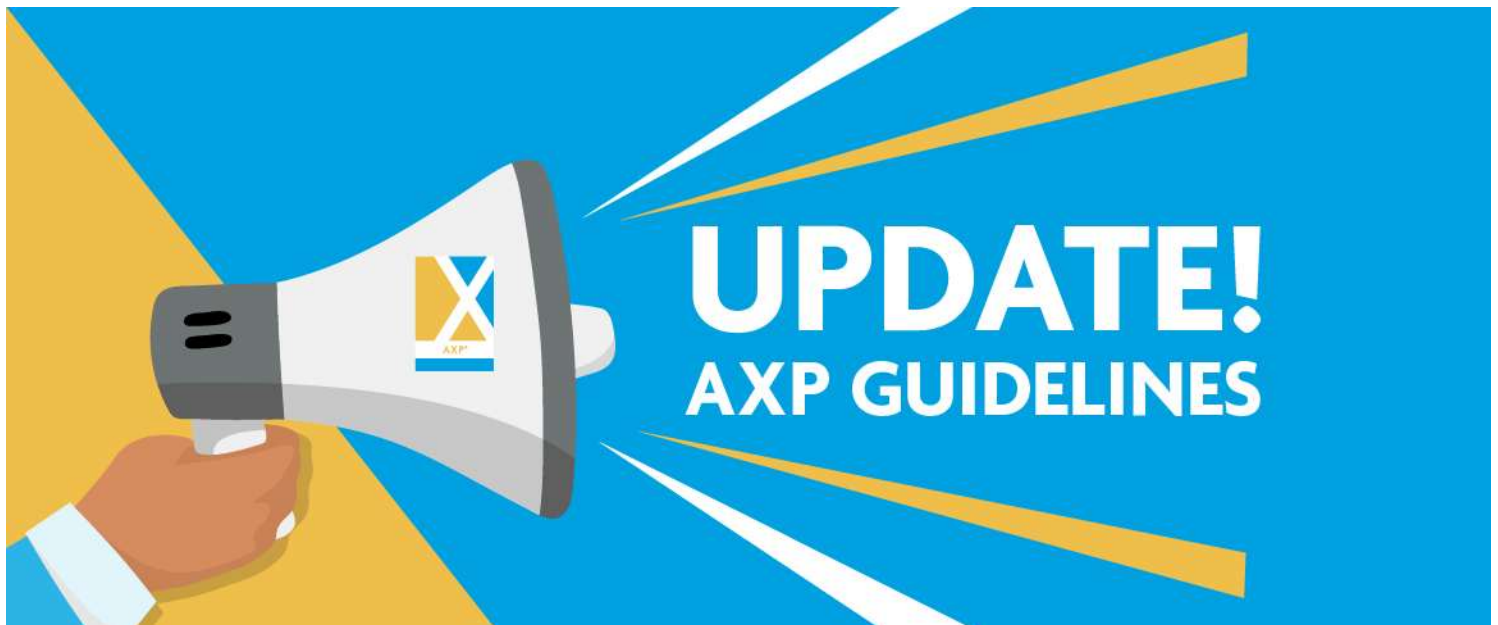
NEW BUSINESS

**CHANGES TO
THE AXP
COMING IN
NOVEMBER 2025**

Blog

Understand the Upcoming AXP Changes

07/17/2025 by CLAIRE HILTON MARTÍNEZ



Effective November 18, 2025, NCARB is making several changes to the Architectural Experience Program® (AXP®). These updates are designed to align the programs with the [NCARB Competency Standard for Architects](#) and to address common administrative impediments faced by candidates on the path to licensure.

AXP Changes

In addition to minor program updates and clarifications, NCARB is making several changes to the AXP. The structure of the AXP will remain the same, including the six experience areas and the requirement to gain and document 3,740 hours of experience. All changes will be reflected in a new version of the [AXP Guidelines](#), which you can download now.

DOWNLOAD NEW AXP GUIDELINES

The following changes will go into effect November 18, 2025:

- 1. Refreshed descriptions of each of the program's six experience areas:** The AXP experience areas will no longer be described by a list of 96 tasks. Instead, the description of each experience area will be updated to reflect appropriate

capabilities described in the *Competency Standard for Architects*.

The minimum required hours per experience area will not be impacted.

Note: AXP Portfolio applicants will still need to associate exhibits with the current AXP's 96 tasks.

- 2. Replacing the five-year reporting requirement with a new reporting policy:** Under the current requirement, candidates must report all experience within eight months of earning it for 100% credit, and within five years for 50% credit; any experience older than five years does not receive any credit. Under the new policy, candidates will be

able to earn 100% credit for experience up to a year old. Experience older than one year will be worth 75% credit, with no limitation on how old that experience can be.

This change will apply to previously reported experience as well as new experience reports, and many candidates will receive additional AXP credit. Hours previously reported and approved for 50% credit will be automatically increased to 75% credit for all candidates who are not already AXP complete. Note: Hours will not be automatically updated for AXP complete candidates—individuals who

are AXP complete may contact NCARB if they would like their hours to be adjusted based on the new reporting policy.

- 3. Updating the process through which candidates can gain experience for completing professional development courses:** NCARB will expand the “Setting O: Continuing Education for HSW” opportunity that allows you to gain experience for completing continuing education (CE) programs that qualify for HSW. Under the current program requirements, NCARB only accepts courses accredited by the American Institute of Architects (AIA), which limits

access to this experience opportunity to candidates who maintain AIA membership.

Under the updated requirements, NCARB will accept both AIA-accredited HSW CE courses, as well as professional development courses accredited by other organizations (these organizations must be pre-approved by NCARB). This will expand access to non-AIA members who complete courses through these approved organizations. More information about approved organizations and required documentation will be provided this fall.

ARE Changes

In addition, NCARB is expecting to launch minor updates to the Architect Registration Examination® (ARE®) in April 2026. The changes will focus on minor adjustments to a small subset of the exam objectives outlined in the [ARE Guidelines](#) in order to align them with the *Competency Standard*. NCARB will also make formatting changes to the exam's case studies to improve the testing experience. More information about these changes will be available in fall 2025.

Upcoming NCARB Live Webinar—July 31

Questions about how these updates will impact you? Join NCARB experts for a live webinar about the upcoming AXP changes on **Thursday, July 31, at 3 p.m. (ET)**. We'll explain what's changing, what's staying the same, and answer any questions you may have in a live Q&A session. [Register to join us.](#)

More About the *Competency Standard for Architects*

The [NCARB Competency Standard for Architects](#) is a document that establishes 16 knowledge areas, skills, abilities, and behaviors—called competencies—necessary for initial licensure as an architect. Rather than being a program on its own, like the AXP or ARE, the *Competency Standard* creates a shared foundation for NCARB's programs.

NCARB expects to update and evolve the *Competency Standard* over time to ensure it remains in alignment with and relevant to practice. Through this new framework, NCARB can be more responsive to the evolution of practice, allowing for incremental updates and changes as necessary. [Learn more about the *Competency Standard*.](#)

Have questions? [Contact us](#).

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From: [Kawecki, Jennifer](#)
To: [Robert Lopez](#)
Subject: Explore Licensure Trends for New York
Date: Thursday, October 2, 2025 10:59:26 AM
Attachments: [image001.png](#)
[New York-Jurisdictional-Data-Packets_202509.pdf](#)

Hi Rob,

As you know, NCARB analyzes and shares data highlighting trends on the path to licensure in our annual *NCARB by the Numbers* publication. At the national level, we use this information to better understand the architecture community and make strategic decisions about our programs and services.

We've heard from our members that this data can be incredibly useful at the jurisdictional level when it comes to educating policymakers, guiding jurisdictional changes, and understanding the unique challenges faced by candidates in your region.

Attached, you'll find a packet of data highlights for your jurisdiction, including information about demographic representation, licensure progress, and exam pass rates from the 2024 calendar year. Each chart includes a basic explanation of what data is being shared, as well as an overview of the trends NCARB has seen at the national level for comparison.

If you have any questions, please don't hesitate to reach out.

Best,

Jenny Kawecki (she/her)
Manager, Content Strategy



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JURISDICTIONAL DATA

NEW YORK

2025



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INTRODUCTION

NCARB regularly analyzes and shares data highlighting current trends along the path to licensure, including program completion time, pass rates, and demographics. This information, which is gathered from customers' NCARB Records, enables NCARB and our key stakeholders to make strategic decisions, educate policymakers and the public, and guide changes to our programs and services.

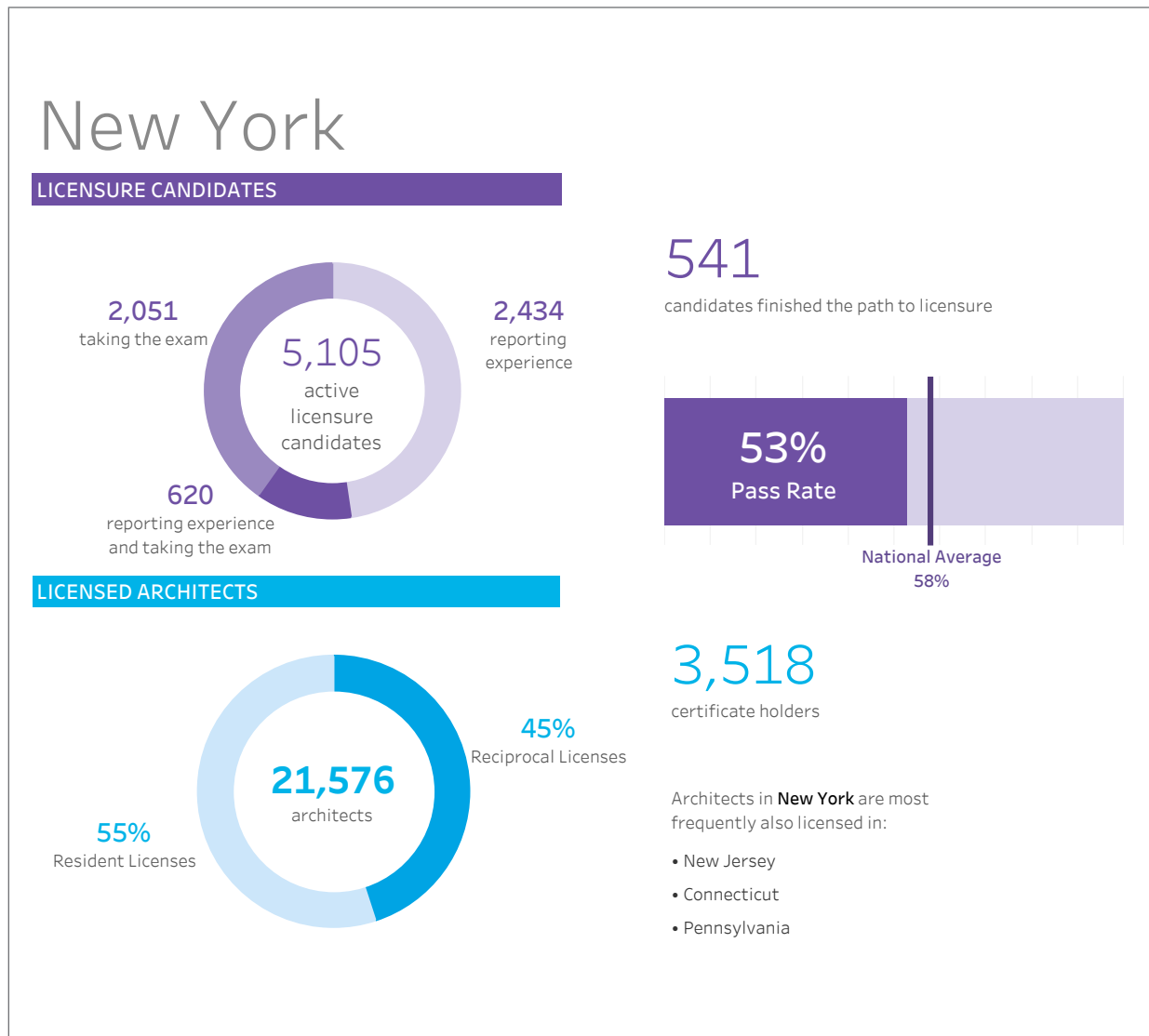
As a leader in your jurisdiction, you can use this data to guide discussions at the jurisdictional level. The information included in this packet has been filtered to share data gathered from licensure candidates and architects in your jurisdiction only. Each chart includes a basic explanation of what data is being shared, as well as an overview of the trends NCARB has seen at the national level for comparison.

As you review the data, here are a few key things to keep in mind:

- Your jurisdictional data may not align with national trends.
- Not all NCARB Record holders submit their demographic data. However, the majority do self-report their demographic data.
- Not all licensees in your jurisdiction are NCARB Record holders.
- Depending on the number of licensure candidates and architects in your jurisdiction, you may see a much higher degree of fluctuation over time compared to the fluctuation seen at the national level. Jurisdictions with a smaller pool of candidates/architects are more likely to see dramatic change from year to year.
- NCARB will not share demographic data publicly if there are fewer than 30 individuals in a designated group (our threshold for a valid sample size). However, we have shared all data with you regardless of this sample size to ensure you have the most complete picture of your jurisdiction.
- If no information is shown for a specific field or demographic, it is because no individuals in your jurisdiction fit that field or demographic.
- The timeframe for the data reflected in a chart varies by chart. Refer to the chart description for each chart to find this information.

If you have questions about the data presented in this packet, please feel free to reach out to Jenny Kawecki at jkawecki@ncarb.org.

ARCHITECTURAL LICENSURE OVERVIEW



This chart provides an overview of licensure candidates and licensed architects in your jurisdiction during the calendar year 2024, including:

- The number of candidates working to complete the Architectural Experience Program® (AXP®), Architect Registration Examination® (ARE®), or both
- The average ARE pass rate in your jurisdiction compared to the national average

- The number of candidates who completed the licensure path in your jurisdiction
- The states where architects in your jurisdiction are most likely to hold reciprocal licenses

National Trends

- In 2024, the number of active licensure candidates rose by 5% to 39,499.
- There were 116,005 U.S. architects in 2024, a 4% decrease from 2023.
- The number of new architects held steady at 3,606.
- In 2024, the average time to licensure fell to 12.9 years, the first time this number has decreased since the COVID-19 pandemic.
- The average ratio of in-state to out-of-state licenses shifted slightly, with 59% reciprocal and 41% resident licenses.

JURISDICTIONAL DEMOGRAPHICS

Racial, Ethnic, and Gender Diversity

This table shows the approximate racial, ethnic, and gender diversity of individuals at each career stage for individuals who were seeking licensure or were licensed in this jurisdiction during the calendar year 2024. Individuals can be represented in multiple career stages. To ensure data privacy around exam performance, NCARB will report “insufficient information” if your jurisdiction has fewer than 5 individuals in a given demographic group in the “Taking the ARE” category.

New York

		All Architects	New Architects	Taking the ARE	Submitting Experience	Opened NCARB Record
Gender	Female	1522	186	1155	1498	485
	Male	2769	268	1252	1562	461
Ethnicity	American Indian or Alaska Native	5		8	12	5
	Another Group	233	34	263	297	27
	Asian	715	104	664	814	279
	Black or African American	86	12	142	173	59
	Hispanic, Latino, or Spanish	329	47	384	453	174
	Middle Eastern or North African	8	3	14	38	38
	Native Hawaiian or Other Pacific Islander	11	2	6	8	3
	White	2759	273	1102	1508	424
	Total	4795	504	2671	3377	1022

*** values do not meet NCARB's data privacy condition

Career Stage Definitions

New NCARB Record Holders: This stage includes all individuals who started an NCARB Record in 2024. Starting an NCARB Record is an approximation for beginning the path to licensure, as all candidates need an NCARB Record to document the education, experience, and examination requirements for licensure.

Reporting Experience: This stage includes all individuals who documented experience toward the AXP in 2024, based on the work date of the experience report.

Taking the ARE: This stage includes all individuals who took an exam division in 2024.

New Architects: This stage includes all individuals who finished their final “core requirement” for licensure in 2024. Core licensure requirements include education, experience, and examination, although some jurisdictions do have additional requirements. This stage is an approximation for individuals who received an initial license in 2024.

All Certificate Holders: This stage includes all individuals who hold an NCARB Certificate, which can be used to approximate the makeup of the architect population in this jurisdiction.

National Trends

NCARB has seen consistent growth in gender equity and racial diversity across all candidate stages over the past 5 years. In 2024, 49% of the licensure candidate population identified as a person of color, and 46% were women.

Women now make up 47% of the testing population, and typically earn their licenses faster than men—completing requirements a year sooner on average. In 2024, nearly half (44%) of candidates completing the AXP and a third (33%) of candidates completing the ARE identified as a person of color.

In 2024, we also saw racial, ethnic, and gender diversity in the licensure candidate population beginning to make its way to the pool of licensed architects: in 2024, 1 in 3 new architects identified as a person of color..

ARE 5.0 PASS RATES

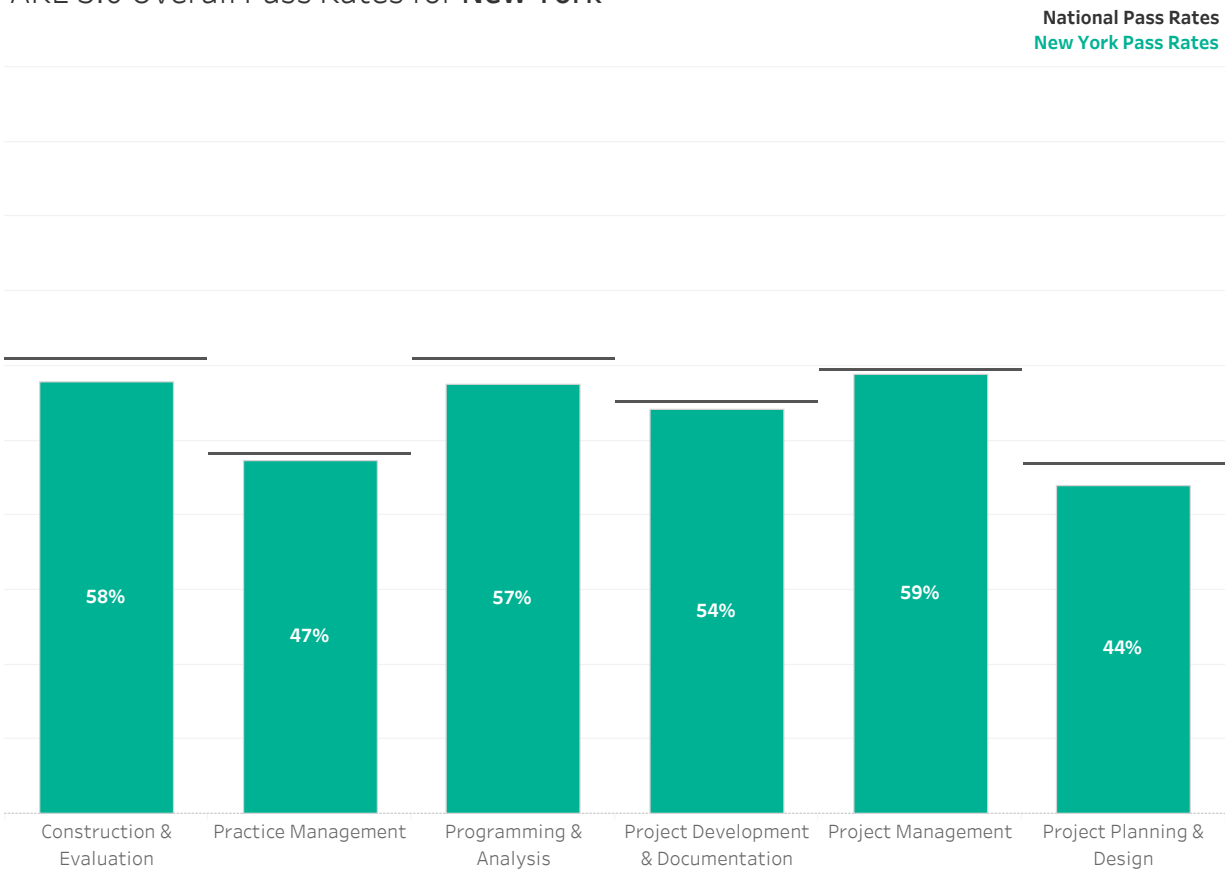
NCARB tracks pass rates to understand candidate performance across the exam’s six divisions. A “pass rate” reflects the proportion of division attempts that scored at or above the cut score for that division. “Overall pass rate” refers to the average pass rate across all six divisions. Thanks to enhanced data science capabilities, NCARB has been able to segment and analyze pass rates by demographic information, including race and ethnicity, gender, and age.

The charts below include information about pass rates in your jurisdiction during the calendar year 2024, including pass rates segmented by race, ethnicity, and gender.

Overall ARE 5.0 Pass Rates

This chart shows each division’s pass rate for all candidates in your jurisdiction, including all division attempts in the calendar year 2024. The grey line indicates the national pass rate for all candidates on each division.

ARE 5.0 Overall Pass Rates for **New York**

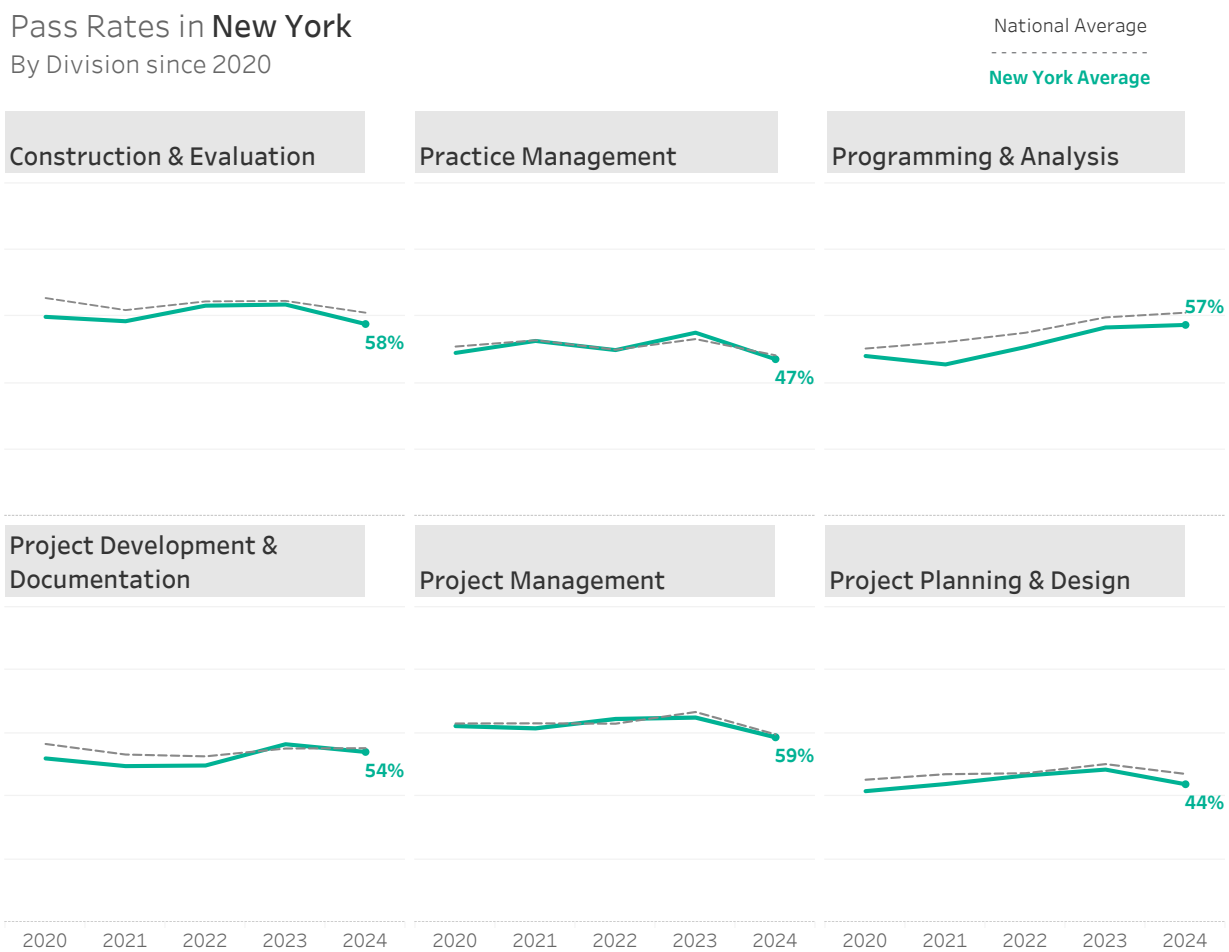


Shift in Pass Rates by Division

This chart shows the change in ARE 5.0 pass rates for candidates in your jurisdiction across all six divisions over the last five years. The dashed grey line indicates the national pass rate for all candidates on each division.

At a national level, overall pass rates fell by 3% in 2024—a return to average following last year’s increase. NCARB’s free practice exams have helped drive this positive change, providing candidates with greater insight into the testing experience. Overall, candidates who took one of NCARB’s free practice exams before attempting the related division were 16 percentage points more likely to pass.

Pass Rates in **New York**
By Division since 2020



ARE 5.0 Divisional Pass Rates by Demographic

This chart shows each division's 2024 pass rate for candidates in your jurisdiction segmented by the candidate's race/ethnicity and gender. The grey bar indicates the national pass rate for the related demographic group on each division.

The chart shows data for the Construction & Evaluation, Practice Management, and Programming & Analysis divisions on this page and data for the Project Development & Documentation, Project Management, and Project Planning & Design divisions on the next page.

Pass Rates for New York

National Demographic Pass Rate
New York Demographic Pass Rate



ARE 5.0 Divisional Pass Rates by Demographic

The grey bar indicates the national pass rate for the related demographic group on each division.

Pass Rates for New York

National Demographic Pass Rate
New York Demographic Pass Rate



NEW BUSINESS**EXPANSION IN
USE OF
FRADULENT
SEALS**

MATT BURGESS

SECURITY OCT 10, 2025 5:00 AM

North Korean Scammers Are Doing Architectural Design Now

New research shows that North Koreans appear to be trying to trick US companies into hiring them to develop architectural designs using fake profiles, résumés, and Social Security numbers.

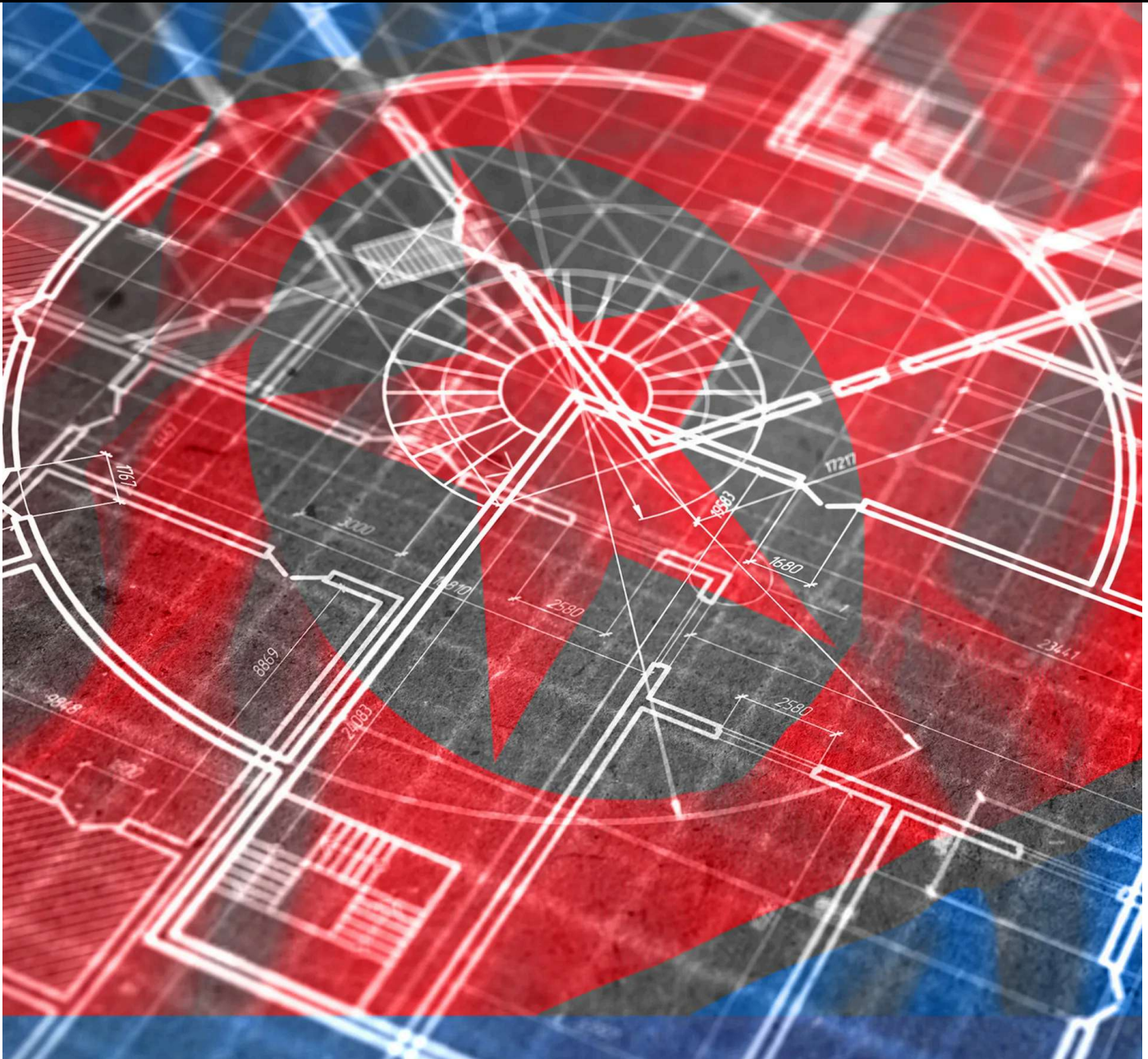


PHOTO-ILLUSTRATION: WIRED STAFF; GETTY IMAGES



SAVE THIS STORY

TALENTED NORTH KOREAN coders and developers have, for years, been getting hired for remote jobs at Western tech firms. Thousands of these so-called IT workers have earned billions for North Korea's authoritarian regime by developing apps, working on cryptocurrency projects, and infiltrating Fortune 500 companies—when

New analysis of exposed online accounts and files linked to suspected Democratic People's Republic of Korea (DPRK) digital laborers shows that at least one group has been working in a very different field: architecture and civil engineering. Over recent years, the cluster of workers has been masquerading as freelance structural engineers and architects, [according to a report shared](#) with WIRED by cybersecurity firm Kela, which dug into one network it links to North Korea.

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Files linked to the alleged North Korean operatives show 2D architectural drawings and some 3D CAD files for properties in the United States, Kela researchers say. In addition to the plans, the scammers were also seen claiming to advertise a range of architectural services and using, or creating, architectural stamps or seals, which [can](#) act as legal certification that drawings follow local building regulations.

“These operatives are active not only in technology and cybersecurity but also in industrial design, architecture, and interior design, accessing sensitive infrastructure and client projects under fabricated identities,” Kela writes in a [blog post](#). The United Nations [estimates](#) that thousands of IT workers raise between \$250 million and \$600 million for North Korea each year, with money being used to support the country’s nuclear weapons programs and sanctions evasion efforts.

Kela’s security researchers focused on a GitHub account linked to one suspected North Korean IT network, before analyzing further accounts and profiles. The GitHub profile, plus some connected personas and some architectural work, was

suspected links to North Korea.

The GitHub account publicly listed a series of Google Drive files that could be downloaded by anyone and contained a treasure trove of information linked to the potential scammers. The files included details of work being pursued by the DPRK-linked accounts, duplicate and false CVs, images that could be used as profile pictures, and details of the personas used to find work.

“There were so many emails, data, and profiles that we saw,” says a Kela researcher who asked not to be named due to the sensitivity of the findings. “It was really massive,” they add, saying some spreadsheets appeared to show hundreds of email addresses that may have been used by the scammers. (Google had not responded to a request for comment at the time of writing).

Publicly available files reviewed by WIRED show the breadth—and productivity—of the suspected DPRK scammers and the links to potential architectural work. In most cases, the scammers appear to have been using freelance work websites to solicit potential jobs. Numerous text files within the documents—which sit alongside CVs—advertise the potential architectural services that people could purchase, with documents claiming architects are licensed across multiple (or sometimes all) states across the US. “We can provide you with all construction docs (site plan, structural analysis report, stamp) and we can help you to get permission for construction docs,” one text file says. Some files appear to show correspondence with people potentially seeking the work.

Files seen by WIRED also include floor plans and designs for a deck, a farm house, a custom tree house, swimming pools, and more. One text file appears to include a request asking if existing plans for a restaurant patio could be redrawn. WIRED could not immediately verify whether these plans had physically been drawn up by the alleged North Korean accounts or if any work was completed. However, previous reporting and other researchers indicate this could be possible.

comment.

In July, Canadian public broadcaster CBC reported that the seal of one architect in Toronto had likely been altered and impersonated by North Korean IT workers and the details were included on plans not worked on by that architect. The architect told CBC that the signature used did not match his own and the seal contained differences to his official version. One document seen by WIRED in the cache of files listed websites for generating engineer and architect seals.

“The plans are being used and being built,” says Michael “Barni” Barnhart, a leading authority in North Korean hacking and cyber threats, who works for insider threat security firm DTEX. Along with other DPRK researchers, who call themselves a “Misfit” alliance, Barnhart has seen this cluster of workers conducting architectural work and says similar other efforts have been detected. “They will do the CAD renderings, they’ll do the drawings,” he says. “It’s not like a hypothetical—those physical things do exist out there.”

Barnhart—who previously found North Korean animators appearing to work on Amazon and Max shows—says that he has also seen potential front companies set up to help run the operations and provide a veneer of legitimacy. The findings raise questions about the quality of the structural work and concerns about safety, if structures are created in the physical world. “In some of our investigations, these plans and these products that they’re making for these remodels and renderings, they’re not getting good reviews,” Barnhart says. “We do have indications that also they’re being hired to do critical infrastructure.”

One 24-minute long screen recording seen by WIRED shows how the freelance operation could work. In the video, a person signs up to a freelance work website and sets up a new profile where they write that they are a “licensed structural engineer/architect in the USA.” They pick a profile image from a folder of potentially

When their account is created, the video shows them start to message online requests for work, with one message saying: “I can provide you [sic] permit drawing plan set for your residential home design within a few days.”

Other screen recordings show the workers having conversations with potential clients, and in at least one instance there is a recording of an online call discussing possible work. The Kela researcher, who asked not be named for security reasons, says it appeared some prospective customers returned to the scammers after likely having work completed. The researchers say some kinds of work appeared to be priced from a few hundred dollars up to around \$1,000 per job.

“This is an opportunistic nation,” DTEX’s Barnhart says. While many companies have started to figure out that North Korea’s IT workers are often applying for remote tech jobs, using false identities, deepfakes on video calls, and local workers to run their operations, they are consistently changing their approaches. Barnhart says it appears that architectural work has been successful for the alleged DPRK workers and that evidence shows the IT workers program can be more subtle than trying to get hired at companies.

“They’re moving to places where we’re not looking,” Barnhart says. “They’re also doing things like call centers. They’re doing HR and payroll and accounting. Things that are just remote roles and not necessarily remote hires.”

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[Matt Burgess](#) is a senior writer at WIRED focused on information security, privacy, and data regulation in Europe. He graduated from the University of Sheffield with a degree in journalism and now lives in London. Send tips to Matt_Burgess@wired.com. ... [Read More](#)

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**nycobaNOMA
OnSite
PROGRAM**

Blog

Expanding AXP Access With nycobaNOMA's OnSite Program

08/12/2024 by JENNY KAWECKI



Image courtesy of nycobaNOMA

Earning experience in [all of the areas](#) needed to complete the Architectural Experience Program® (AXP®) can be challenging. Licensure candidates are often limited by the projects and tasks assigned to them by their supervisor. Many candidates report that earning experience in the Construction & Evaluation (CE) area can be especially difficult, since some firms choose not to take on construction administration work.

The New York Coalition of Black Architects (nycoba) | New York National Organization of Minority Architects (NOMA) chapter is working to ensure that all candidates have access to the opportunities they need to complete the AXP and advance their career. Created by architects Ijeoma D. Iheanacho, NOMA, AIA, LEED AP, and Kavitha Mathew, AIA, NOMA, LEED AP, the OnSite program offers regular access to CE experience through supervised site visits, which fall under the [AXP's Setting O: Site Visit With Mentor](#). Learn more about nycobaNOMA's innovative OnSite program and how you can create a similar program near you!

Can you explain what nycoba|NOMA OnSite is and how it works? How does this program benefit emerging professionals?

Ijeoma D. Iheanacho (IDI) and Kavitha Mathew (KM): The OnSite program was created to offer new opportunities for AXP candidates to pursue the CE credits required to complete the AXP. This program invites AXP candidates to visit projects in various phases of construction during tours led by licensed architects in partnership with their construction teams. Emerging professionals are given the opportunity to gain firsthand experiences that may not be available to them through their everyday practice, while the firms that host are able to highlight and celebrate their amazing projects.



Image courtesy of nycobaNOMA

Walk us through one of your recent site visits—what does a tour look like?

IDI: A tour typically looks like a gaggle of architecture nerds poking their noses into the nooks and crannies of a project in various phases of construction. Before the visit, the attendees receive preliminary information about the project and the site, including safety protocols. Upon arrival, the registered architect leading the visit provides an overview of the program, the phase of construction completion, and other interesting details about the building. Handouts for attendees may include floor plans, details and sections or initial concept sketches. While taking the attendees through the site and building, the lead architect will highlight any areas of interest and take questions from the emerging professionals. Either Kavitha or I, trading off per our schedules, are present to help the tour go smoothly and provide the mentorship credits to the attendees as necessary. The tours are

typically limited to 10-14 participants, with AXP candidates getting preference in attendance.

KM: On the KPF-led tour of One Madison, we started across the street from the building to provide the site context and best views of the project before riding the hoist to one of the upper floors and working our way down to see various levels of completion of the curtain wall, mechanical equipment, terraces, typical office and amenity spaces, as well as the adaptive reuse of existing building core and structural elements. Finally, we visited the below-grade mechanical and support spaces and the partially finished lobby interior.



Image courtesy of nycobaNOMA

What inspired you to create the OnSite program?

IDI: While brainstorming various programs for the nycobaNOMA Professional Development Committee, we wanted to focus on ways for firms to engage with our members. Kavitha suggested a tour of a KPF project, suggesting we open the tour to nycobaNOMA members to participate. The initial thought was “firms host tours of their projects,” which evolved to, “firms could host tours of their projects under construction.” I thought that was a fantastic idea but wanted to expand on that opportunity.

I suggested we find out if time spent on the tour would be able to count toward the CE AXP requirement. Creating this opportunity was important to both Kavitha and me when we recall the struggles we went through to put together our Construction Administration hours for Intern Development Program (IDP, as it was called back then). We thought an opportunity like this could be beneficial to as many AXP candidates as possible. Kavitha quickly worked with her NCARB contacts to solidify a path forward for the program. The AXP Setting O opportunity “Site visit with Mentor” seemed to be the best way to go, and we initiated the first tour with KPF.

You’ve seen especially high turnout to your site visits from women of color. What makes the OnSite program so important from a diversity, equity, and inclusion perspective?

KM: OnSite was made specifically with nycobaNOMA members in mind, many of whom are POC, so the program is already geared toward those from backgrounds underrepresented in the field of architecture. Additionally, women of color are the least represented as well as one of the groups [least likely to get the variety of experiences](#) needed to complete their AXP and ultimately get licensed. OnSite is filling a true gap in the industry.

Ijeoma and I felt connected through this specific challenge we both faced when we went through the process. It is why we are so passionate about creating and growing the program through nycobaNOMA, garnering support from partnering firms, the wider industry, other NOMA chapters and from NCARB. And on a personal note, after 20 years of more traditional practice, I shifted my efforts to working on increasing diversity, equity, and inclusion in architecture. This program exemplifies how we can create opportunities by working together.



Image courtesy of nycobaNOMA

What has your experience been like when it comes to coordinating with architects from various firms to create this program?

KM: We have had a learning curve since the first two sessions were hosted by our own firms (KPF & Urbahn). There were things that we simply understood needed to happen. Since then, we have expanded our communication and developed a detailed protocol to assist with

scheduling, planning and outreach. Each tour is a learning opportunity to make the process more efficient and impactful.

Do you have any advice for professional chapters or firms interested in launching a similar program?

IDI: Absolutely—just do it! We will be speaking at the [2024 NOMA conference](#) in Baltimore this October, where we will be encouraging other NOMA chapters to take on this program. Anyone interested should definitely stop by our session on Thursday the 24th at 2:30. We will be discussing the step-by-step process for how local chapters can bring this program to their communities.

“As the 2023-2024 President of nycobaNOMA, I am extremely proud of the OnSite program and its rapid growth since its inception last year through Kavitha and Ijeoma’s vision and dedication. OnSite is a wonderful alignment of nycobaNOMA’s values of mentorship and access to professional development opportunities for diverse emerging architects, and NOMA’s continued partnership with NCARB for a collective commitment to breaking barriers to licensure.
—Allison Lane, nycobaNOMA President”

What’s the best way for New York City-area firms and emerging professionals to get in touch with you about participating in nycoba|NOMA OnSite?

IDI+KM: Anyone interested in learning more can contact us via the nycobaNOMA Professional Development Committee at professionaldevelopment@nycoba.org.

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