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.

- The most robust & comprehensive report since 2008.
- Data collected for 16,308 positions, up 53% from 2021.
- 53% more qualifying locations.
- Insights for 37 metro areas.
- Four new states (KY, LA, MT, NV) reported data.
- For the first time, firms reported data on two new sustainability positions.
- 58% more firms reported data than in 2021.

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.

More firms contributed to student loan repayment.

Student loan assistance by firm size:

- 6% of firms reported student loan assistance in 2020;
- 5% in 2022 for 50-99 employees.
- 14% of firms reported student loan assistance in 2020;
- 13% in 2022 for 100+ employees.

Full repayment by firm size:

- 6% of large firms reported full repayment in 2022;
- 2% of mid-size firms reported full repayment in 2022.

57% of firms reported hiring students for part-time work in 2022. This is up from 35% in 2020.
Firms reported offering transparent career path opportunities. Smaller firms were more likely to offer higher starting salaries and salary premiums upon licensure. Firms hired and promoted employees with diverse backgrounds in 2022. Emphasis on equity, diversity, & inclusion Firms emphasized addressing gender and race pay gaps and implementing diverse hiring and employee support practices. of large firms reported having internal values-based employee committees and resource groups.

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

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

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% vs. 13% of 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.

Career goals of all firms reported offering at least one form of employee licensure support in 2023.