

## Internships

If you are an architect or a candidate for licensure, you may have been an intern or may accept an internship in the future. It is not uncommon for college students and recent graduates to be offered paid or unpaid internships since professional experience is required by the National Council of Architectural Registration Board's (NCARB) [Architectural Experience Program \(AXP\)](#) and for California licensure. It is important to understand that NCARB **does not** accept unpaid experience for the AXP.

Architects who offer internships have experienced the rigorous requirements of licensure and want to mentor candidates so they can achieve their dreams. Internships can either be paid or unpaid. If unpaid, the intern must be the primary beneficiary of the experience--not the architect. The internship agreement must be understood by both parties.

If there is an issue with the internship, the candidate can file a complaint with the following agencies:

### **Department of Fair Employment and Housing (state)**

You can begin the complaint process using one of these communications methods:

- Online by creating an account and using the interactive [Cal Civil Rights System](#)
- By mail using the printable [intake form](#)
- By calling using information on the [contact us](#) page

### **Equal Employment Opportunity Commission (federal)**

You can begin the complaint process by using the [EEOC's Public Portal](#).