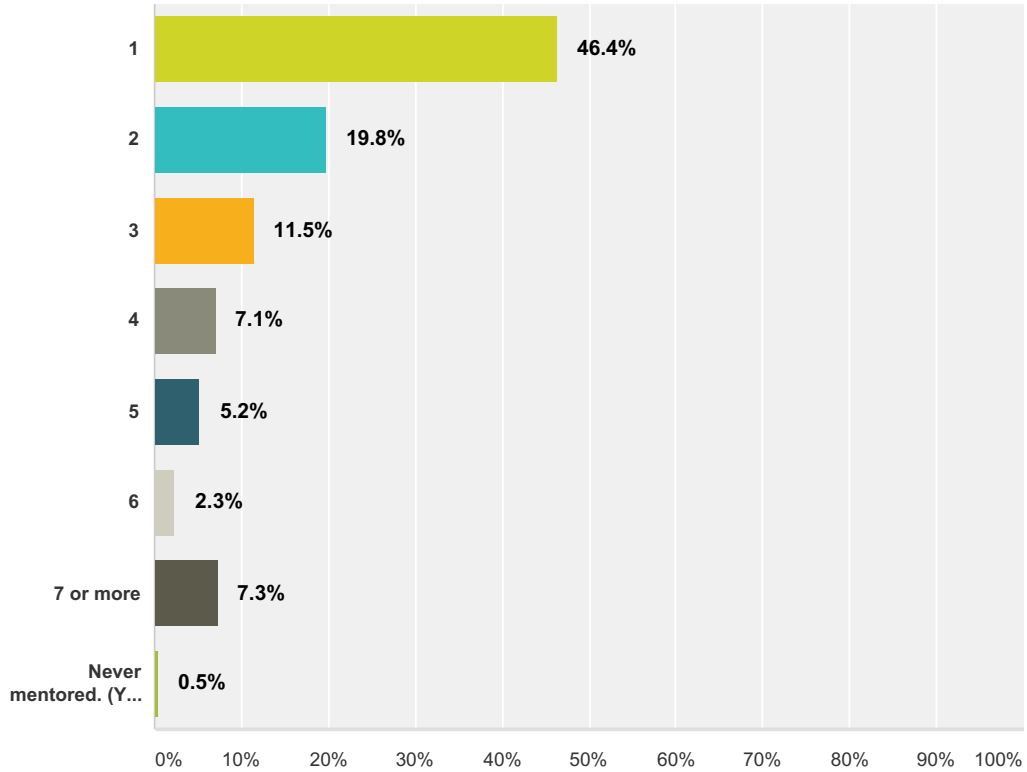


**Q1 Counting the current program year, how many years have you mentored with ACE?
Check only one box.**

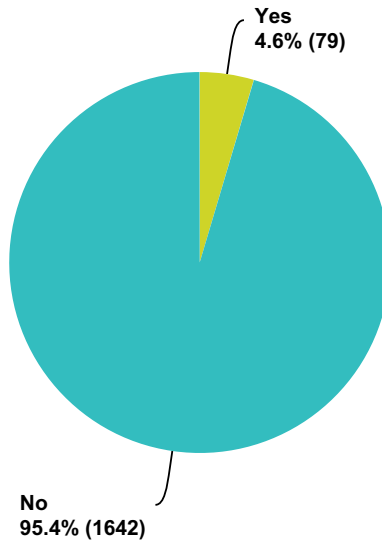
Answered: 1,721 Skipped: 0



Q2 Did you participate in the ACE program as a student?

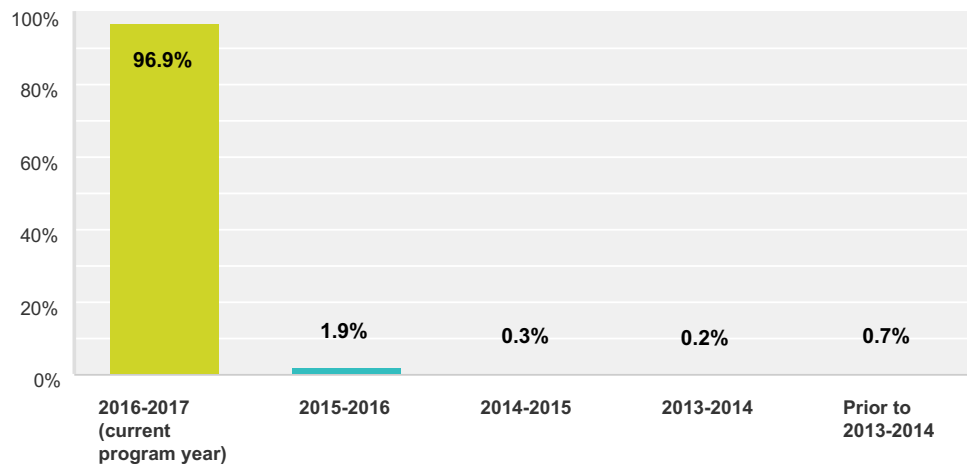
Answered: 1,721 Skipped: 0

2017 Survey of ACE Mentors



Q3 What is the most recent program year you have mentored? Check only one box.

Answered: 1,721 Skipped: 0



Q4 For which affiliate have you mentored most often? Check only one.

Answered: 1,721 Skipped: 0

Answer Choices	Responses	Count
Annapolis, MD	0.3%	5
Atlanta	0.4%	7
Austin, TX	1.2%	20
Baltimore	1.5%	26
Birmingham, AL	0.9%	15

2017 Survey of ACE Mentors

Boston Metro Area	2.5%	43
Bridgeport, CT (Stratford)	0.2%	4
Broward County, FL	0.3%	5
Central Florida (Orlando)	1.0%	18
Central Iowa (Des Moines)	2.2%	38
Central PA (Cumberland, York, Lancaster, Dauphin Counties)	0.2%	3
Charleston, SC	1.0%	17
Charlotte, NC	0.9%	15
Chattanooga, TN	0.9%	16
Chicago	6.5%	112
Cincinnati	0.1%	1
Cleveland	1.8%	31
Columbus, OH	0.3%	6
Dade County, FL	0.2%	3
Dallas/North Dallas/Fort Worth	3.7%	64
Delaware	0.7%	12
Denver	3.3%	56
Detroit	0.3%	5
Eastern Shore, MD	0.4%	7
Fort Myers, FL (SW Florida)	0.0%	0
Frederick, MD	0.3%	5
Fresno, CA (Central CA)	0.1%	1
Greenville, SC (Upstate SC)	0.1%	2
Hartford, CT	1.0%	17
Honolulu	0.3%	5
Houston	2.5%	43
Hudson Valley, NY	0.3%	6
Indianapolis	2.1%	36
Inland Empire, CA	0.2%	3
Iowa City (Eastern IA)	0.3%	6
Jacksonville (Northeast FL)	1.6%	27
Kansas City, MO	0.5%	8
Las Vegas (Southern NV)	0.4%	7
Lehigh Valley, PA	0.0%	0
Lexington, KY	0.1%	2

2017 Survey of ACE Mentors

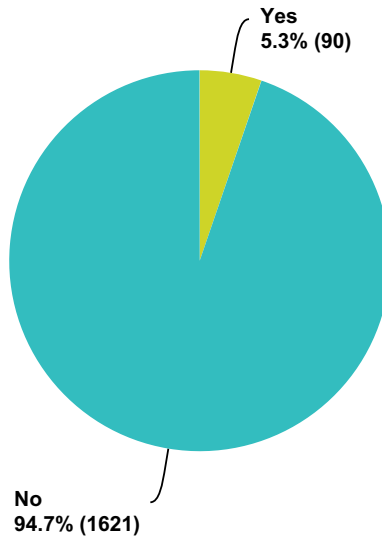
Los Angeles/Orange County	2.9%	50
Louisville, KY	0.3%	5
Mt. Clemens, MI	0.0%	0
Nashville	1.9%	33
New Britain, CT	0.1%	1
New Haven, CT	1.1%	19
New Jersey	0.6%	11
New Orleans	0.6%	11
New York City and Metro Area	13.8%	237
Omaha	2.3%	39
Palm Beach/Martin County FL	0.3%	6
Philadelphia (Eastern PA)	3.6%	62
Phoenix	1.0%	17
Pittsburgh (Western PA)	0.8%	13
Polk County, FL	0.3%	5
Portland, ME	0.4%	7
Portland, OR	3.7%	63
Providence, RI	1.2%	21
Raleigh/Durham, NC	0.6%	10
Richmond/Charlottesville, VA	0.1%	2
Rochester, NY	0.8%	13
Sacramento	0.0%	0
San Antonio	2.5%	43
San Francisco (Oakland, San Jose, Contra Costa)	4.0%	69
San Diego	3.9%	67
San Juan, Puerto Rico	0.2%	3
Sarasota, FL	0.5%	8
Seattle/Tacoma	5.9%	101
St. Joseph/Benton Harbor, MI	0.0%	0
St. Louis	0.6%	11
Tampa	0.5%	8
Twin Cities, MN	1.6%	27
Upstate N.Y.(Albany, Syracuse)	0.9%	15
Utah (Salt Lake City)	0.2%	4
Washington, DC Metro Area	2.2%	38

2017 Survey of ACE Mentors

Waterbury, CT	0.0%	0
Other (please identify)	0.3%	5
Total		1,721

Q5 Have you mentored for more than one affiliate?

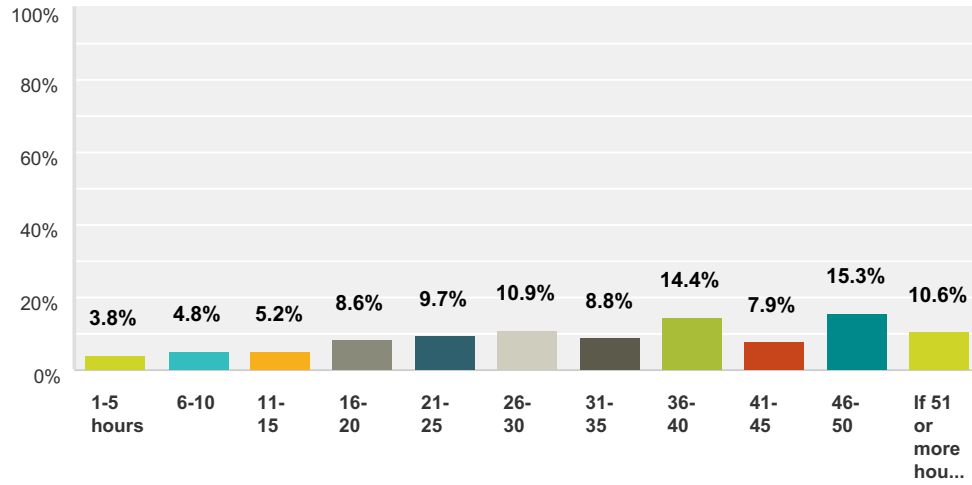
Answered: 1,711 Skipped: 10



Q6 By the end of this program year, how many hours do you estimate you will have spent preparing for the program AND working with your team? If you are not currently mentoring, please give an estimate for the last complete year you mentored. Check only one box.

Answered: 1,701 Skipped: 20

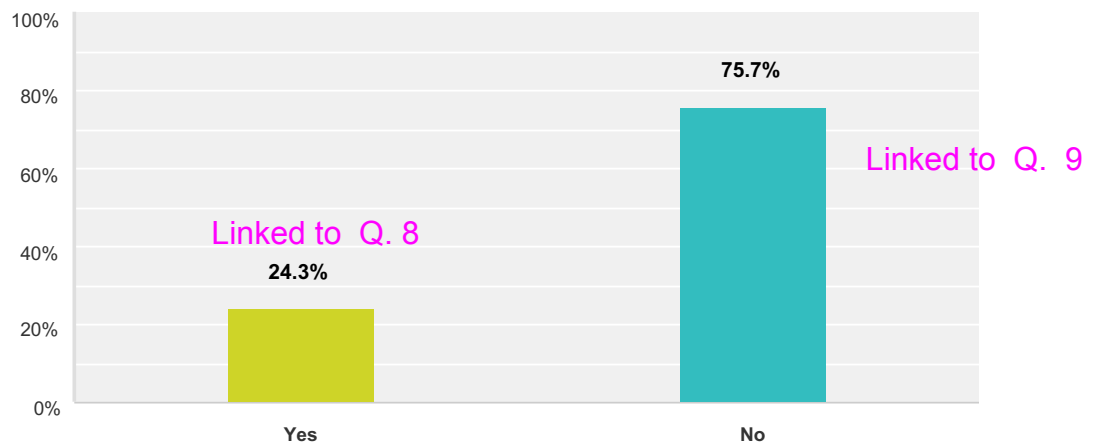
2017 Survey of ACE Mentors



Answer Choices	Responses	
1-5 hours	3.8%	65
6-10	4.8%	81
11-15	5.2%	88
16-20	8.6%	146
21-25	9.7%	165
26-30	10.9%	185
31-35	8.8%	150
36-40	14.4%	245
41-45	7.9%	134
46-50	15.3%	261
If 51 or more hours, please indicate the total in the box below.	10.6%	181
Total		1,701

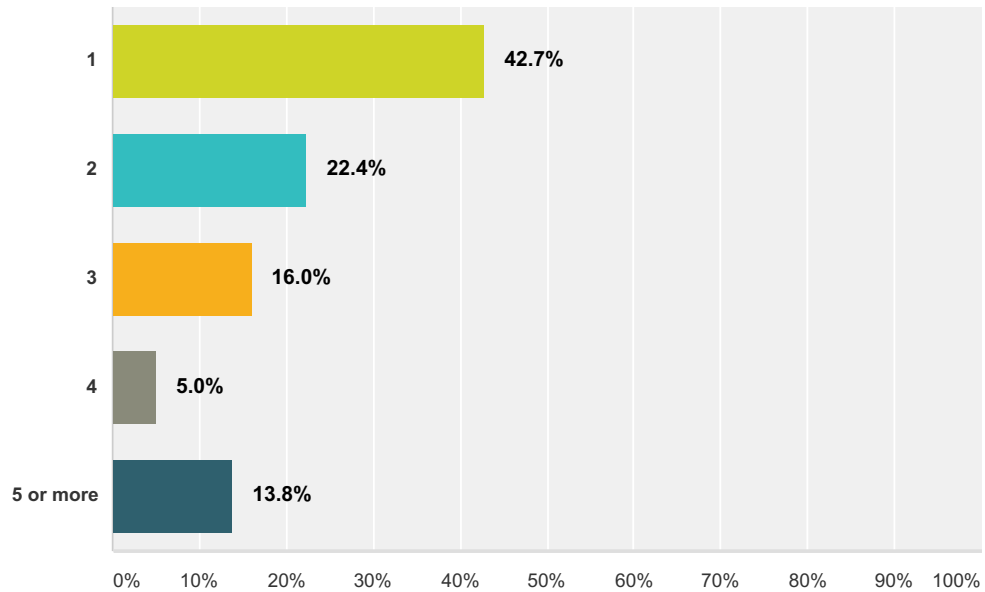
Q7 Have you served as a Team Leader?

Answered: 1,706 Skipped: 15



Q8 How many years as a Team Leader?

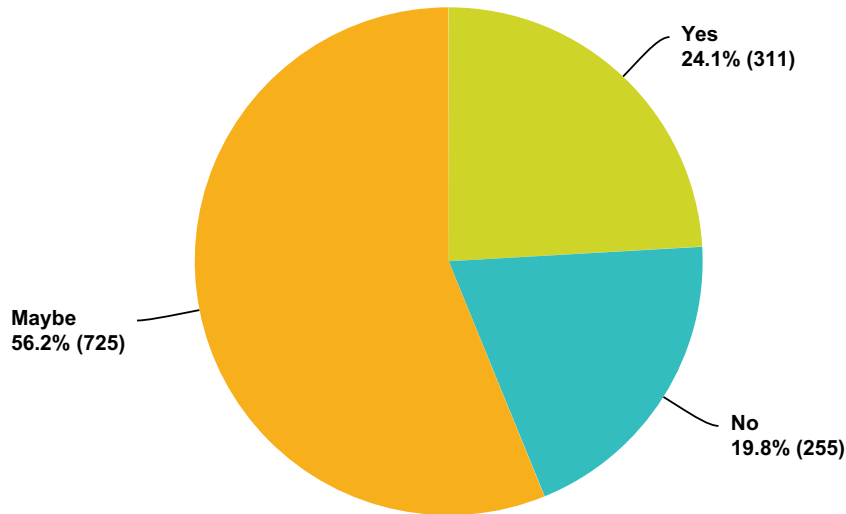
Answered: 419 Skipped: 1,302



Q9 Are you willing at some point to become a Team Leader?

Answered: 1,291 Skipped: 430

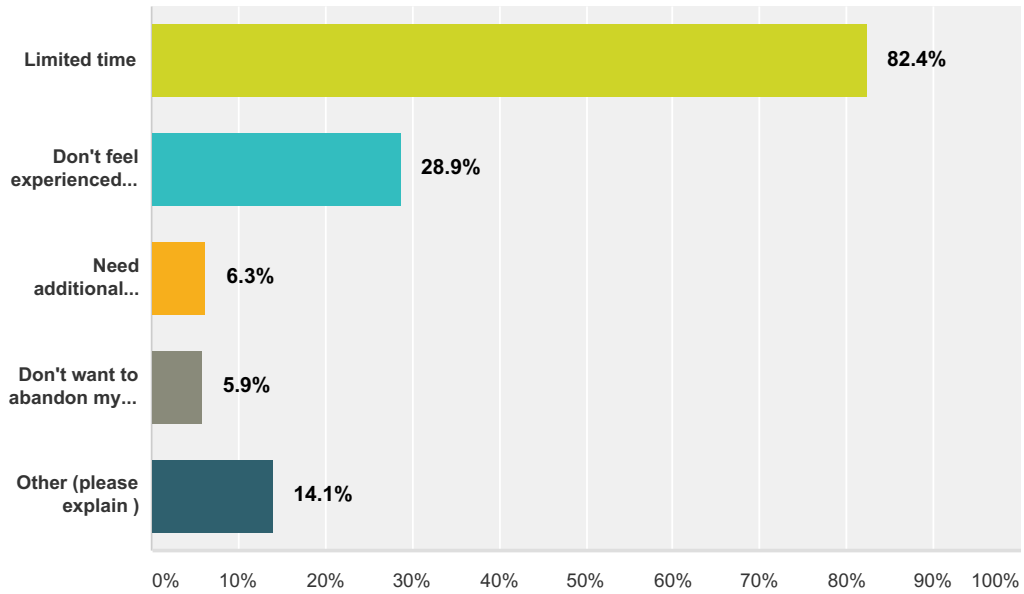
Linked to Q. 7, respondents are those who have not been team leader



Q10 Why don't you want to serve as a Team Leader in the future? (check all that apply)

Answered: 256 Skipped: 1,465

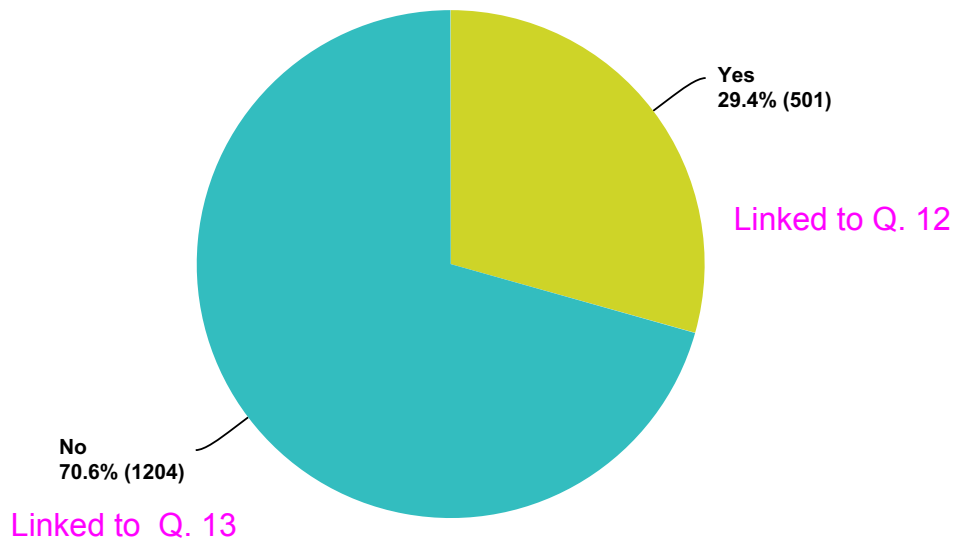
2017 Survey of ACE Mentors



Answer Choices	Responses
Limited time	82.4% 211
Don't feel experienced enough	28.9% 74
Need additional training	6.3% 16
Don't want to abandon my present team, if this is required of a team leader	5.9% 15
Other (please explain)	14.1% 36
Total Respondents: 256	

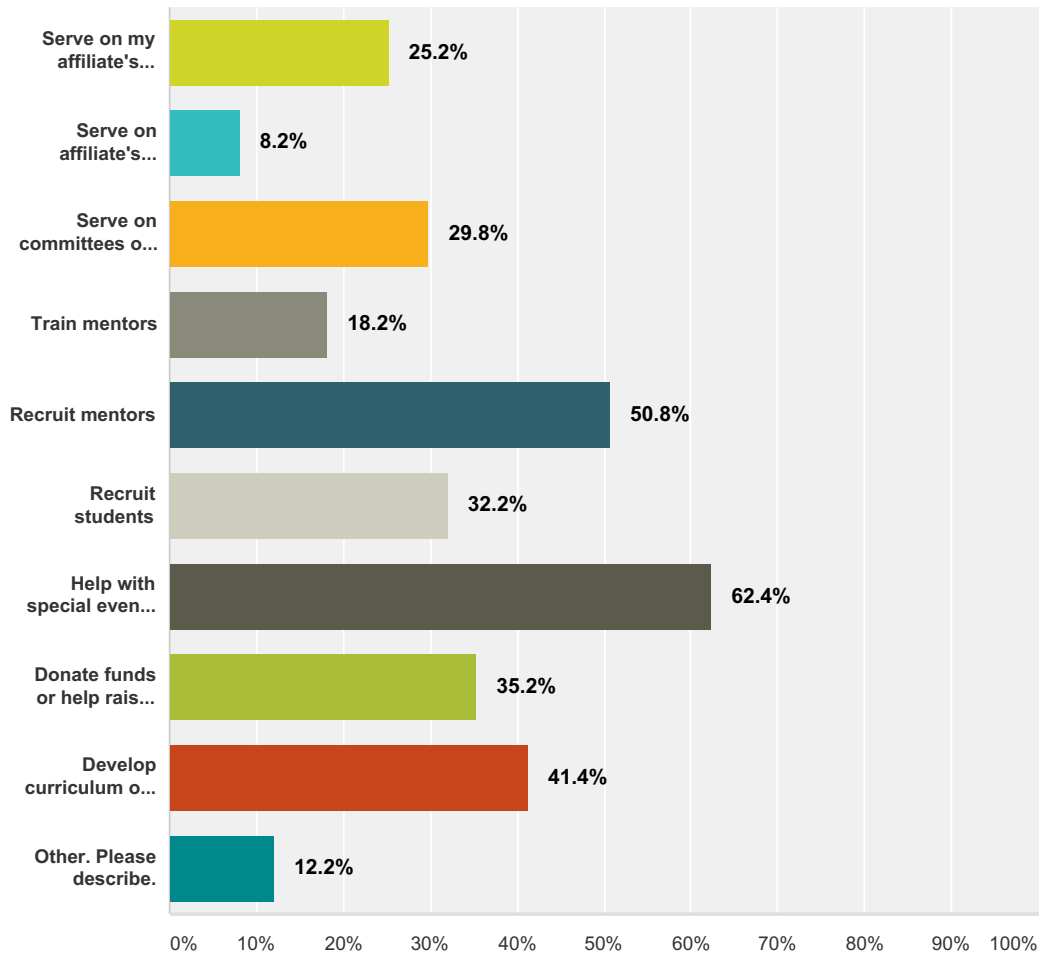
Q11 In addition to mentoring, do you assist or have you assisted ACE in other ways?

Answered: 1,705 Skipped: 16



**Q12 In which additional capacities do you now or have you previously assisted ACE?
Check all appropriate boxes.**

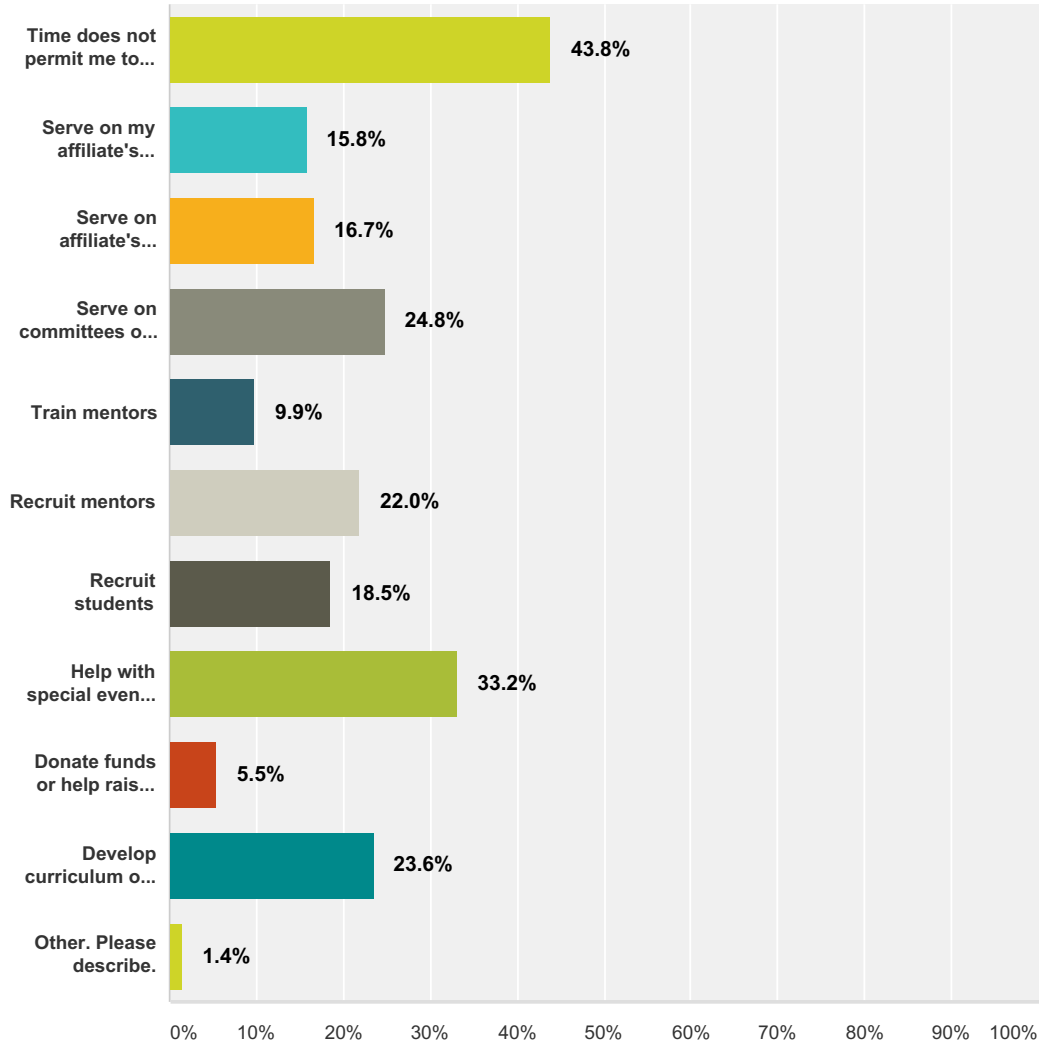
Answered: 500 Skipped: 1,221



Answer Choices	Responses
Serve on my affiliate's board of directors	25.2% 126
Serve on affiliate's associate or junior board	8.2% 41
Serve on committees or special working groups (e.g., scholarships)	29.8% 149
Train mentors	18.2% 91
Recruit mentors	50.8% 254
Recruit students	32.2% 161
Help with special events (e.g., field trips to job sites, mentor appreciation socials, final project presentations, fund raisers)	62.4% 312
Donate funds or help raise financial support	35.2% 176
Develop curriculum or create activities	41.4% 207
Other. Please describe.	12.2% 61
Total Respondents: 500	

Q13 In addition to mentoring, are you willing to assist your affiliate in other capacities? If so, which, if any? Check all appropriate boxes.

Answered: 1,125 Skipped: 596



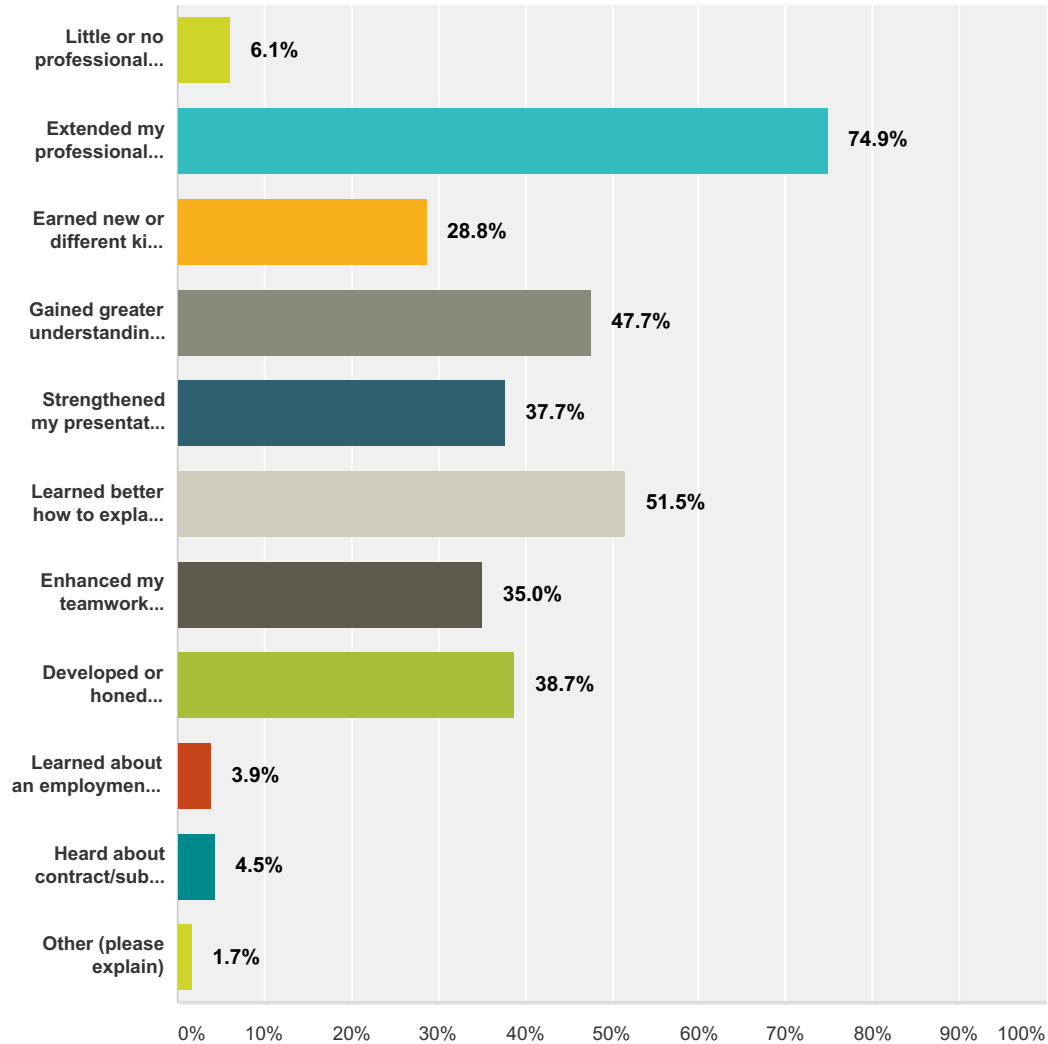
Answer Choices	Responses
Time does not permit me to become more involved than mentoring.	43.8% 493
Serve on my affiliate's board of directors	15.8% 178
Serve on affiliate's associate or junior board	16.7% 188
Serve on committees or special working groups (e.g., scholarships)	24.8% 279
Train mentors	9.9% 111
Recruit mentors	22.0% 247
Recruit students	18.5% 208
Help with special events (e.g., field trips to job sites, mentor appreciation socials, final project presentations, fund raisers)	33.2% 374

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Donate funds or help raise financial support	5.5%	62
Develop curriculum or create activities	23.6%	265
Other. Please describe.	1.4%	16
Total Respondents: 1,125		

Q14 How have you benefited professionally from mentoring ACE students? Check all appropriate answers.

Answered: 1,678 Skipped: 43



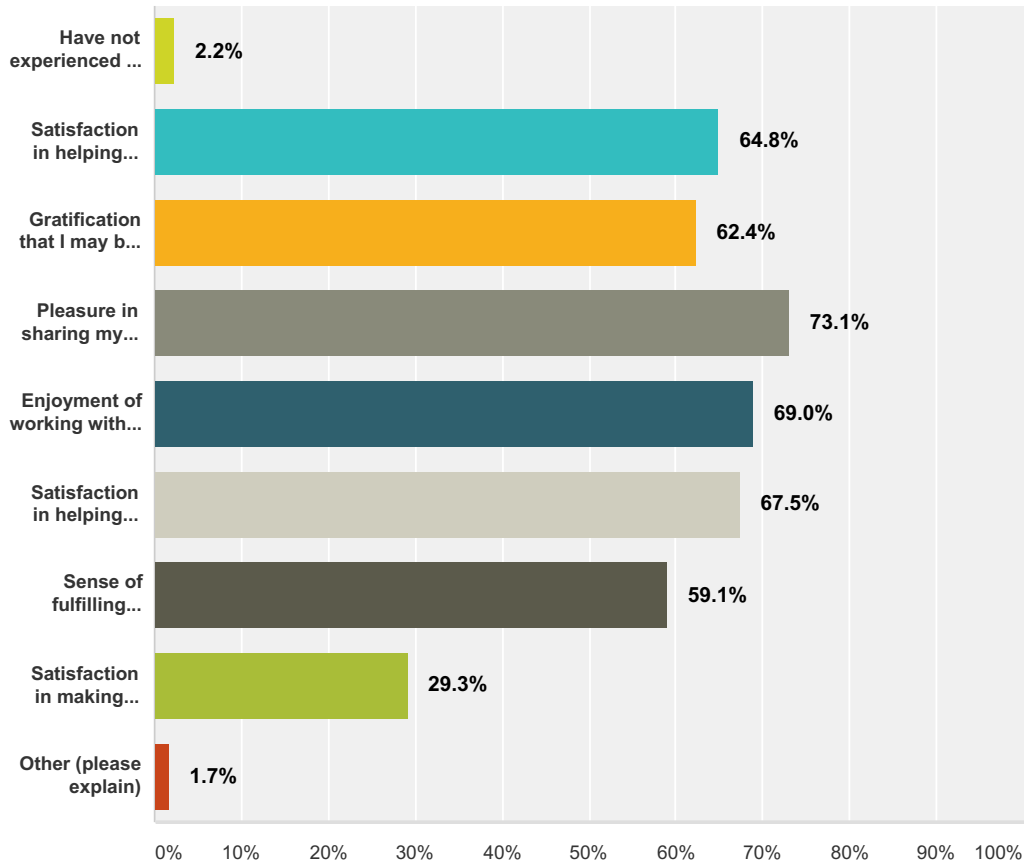
Answer Choices	Responses
Little or no professional benefit	6.1% 102
Extended my professional network	74.9% 1,256
Earned new or different kind of recognition in my office	28.8% 483
Gained greater understanding or appreciation of aspects of the A-E-C industry outside my field	47.7% 800

2017 Survey of ACE Mentors

Strengthened my presentation and communication skills.	37.7%	633
Learned better how to explain technical concepts to a lay audience	51.5%	864
Enhanced my teamwork abilities	35.0%	588
Developed or honed leadership skills	38.7%	650
Learned about an employment lead	3.9%	65
Heard about contract/subcontract opportunity through an ACE connection	4.5%	75
Other (please explain)	1.7%	28
Total Respondents: 1,678		

Q15 How have you benefited personally from serving as an ACE mentor? Check all appropriate answers.

Answered: 1,678 Skipped: 43



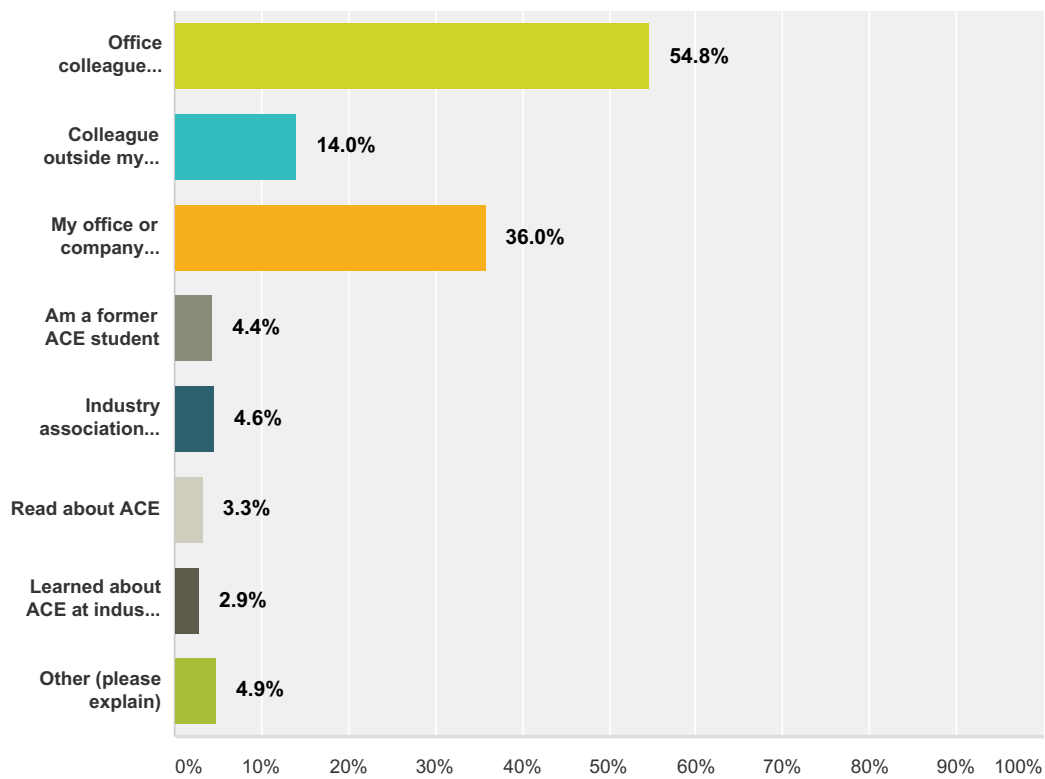
Answer Choices	Responses	
Have not experienced any particular personal benefits	2.2%	37
Satisfaction in helping recruit next generation of A-E-C professionals	64.8%	1,088
Gratification that I may be helping some students overcome challenging circumstances	62.4%	1,047
Pleasure in sharing my passion for my industry and career	73.1%	1,226

2017 Survey of ACE Mentors

Enjoyment of working with young people	69.0%	1,157
Satisfaction in helping young people explore their futures in ways I never experienced	67.5%	1,133
Sense of fulfilling professional obligation to serve the community	59.1%	991
Satisfaction in making connections with a few students that may last for several years	29.3%	492
Other (please explain)	1.7%	29
Total Respondents: 1,678		

Q16 How were you first recruited to become an ACE mentor? Check all appropriate answers.

Answered: 1,670 Skipped: 51

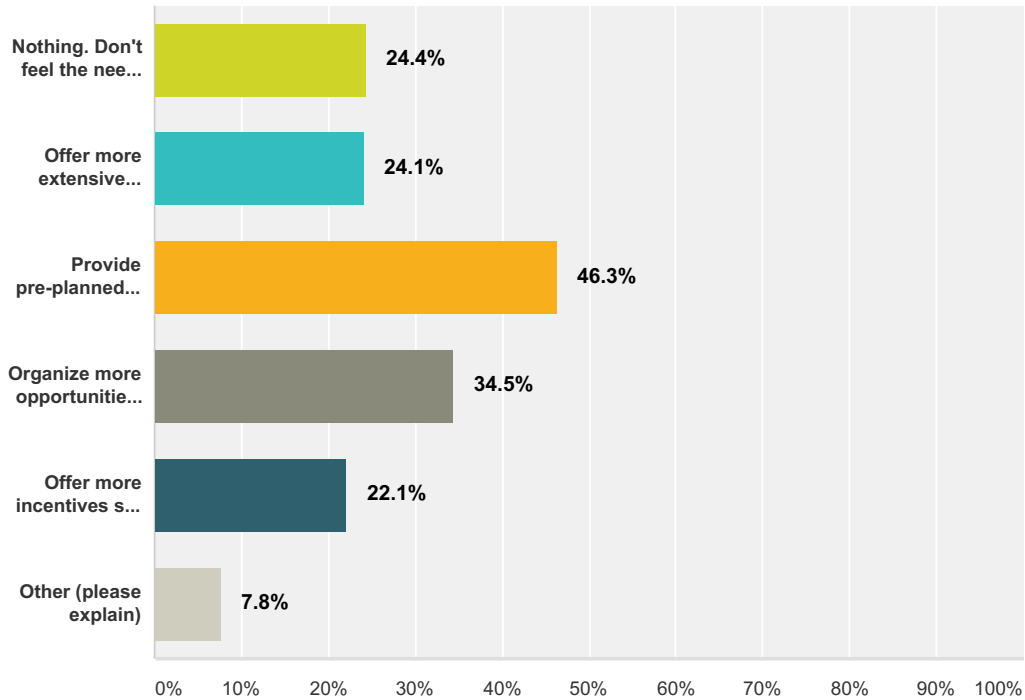


Answer Choices	Responses	
Office colleague persuaded me to mentor	54.8%	915
Colleague outside my office told me about ACE	14.0%	234
My office or company promoted mentoring in ACE	36.0%	601
Am a former ACE student	4.4%	73
Industry association (e.g., AIA, ABC, ASCE) promoted involvement in ACE	4.6%	76
Read about ACE	3.3%	55
Learned about ACE at industry meeting or ACE-organized event	2.9%	49
Other (please explain)	4.9%	81

Total Respondents: 1,670

Q17 How can your affiliate or the ACE national office help improve your mentoring experience? Check all appropriate answers.

Answered: 1,671 Skipped: 50

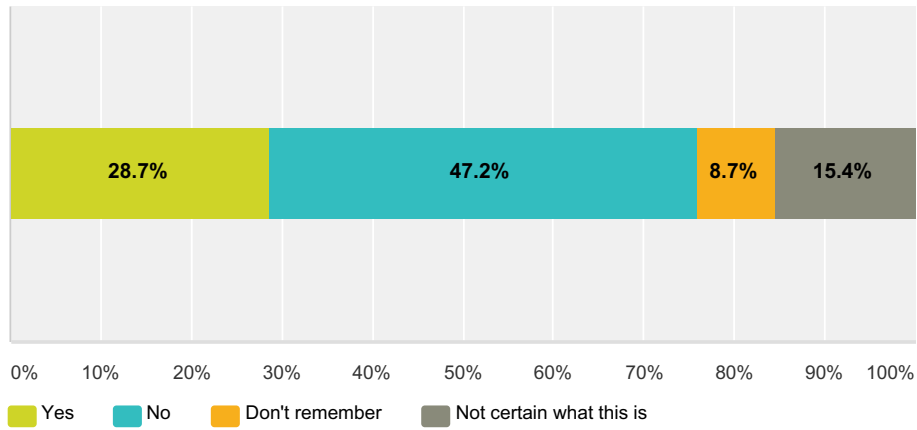


Answer Choices	Responses
Nothing. Don't feel the need for anything not already provided.	24.4% 407
Offer more extensive training and preparation.	24.1% 403
Provide pre-planned curriculum with sample projects and pre-formated meeting plans	46.3% 773
Organize more opportunities to socialize and network with my fellow mentors	34.5% 577
Offer more incentives such as mentor awards, appreciation events, letters to my company head	22.1% 370
Other (please explain)	7.8% 130
Total Respondents: 1,671	

Q18 In the past 12-18 months have you accessed the Mentor Resources section on the ACE website?

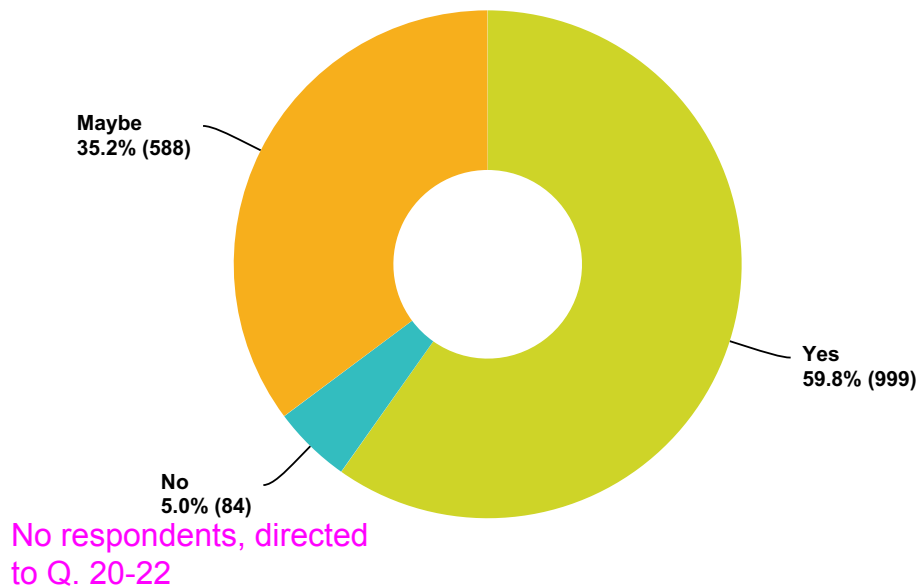
Answered: 1,668 Skipped: 53

2017 Survey of ACE Mentors



Q19 Do you plan to mentor next year?

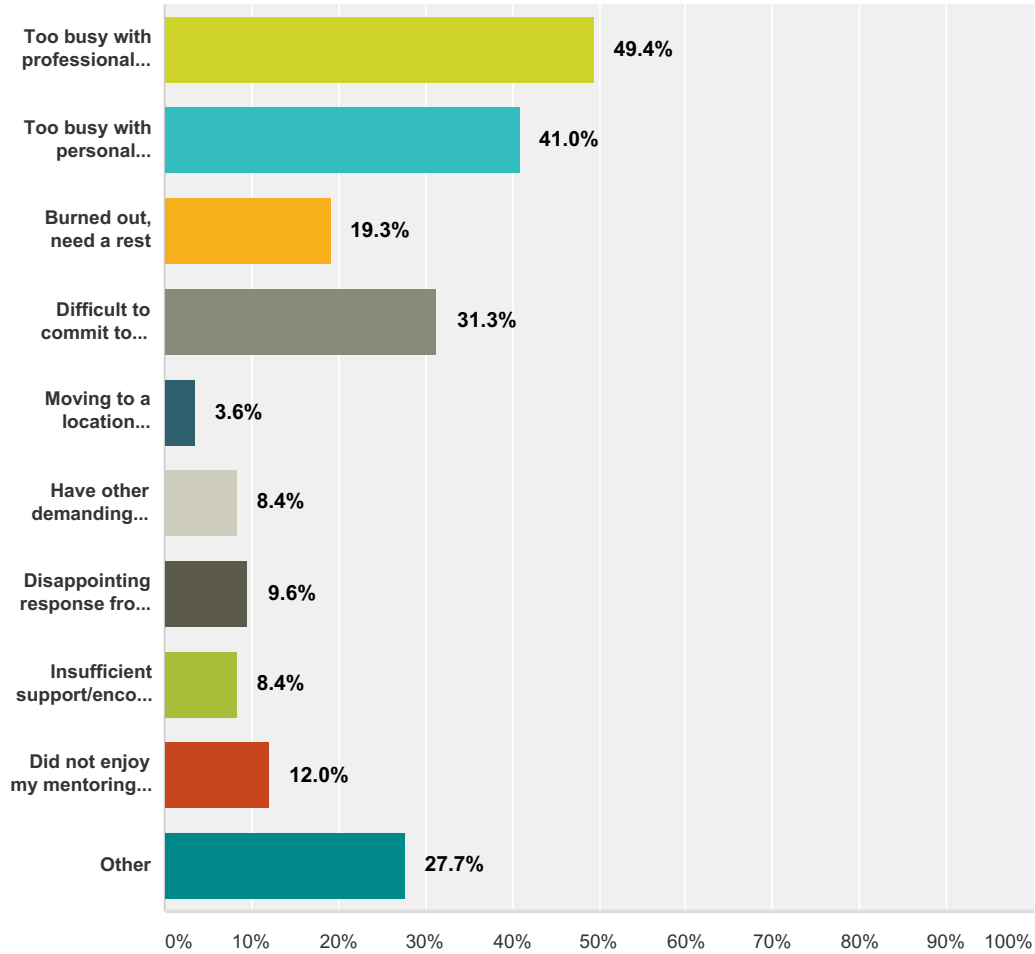
Answered: 1,671 Skipped: 50



Q20 Why do you not plan to mentor next year? (Check all appropriate boxes.)

Answered: 83 Skipped: 1,638

2017 Survey of ACE Mentors

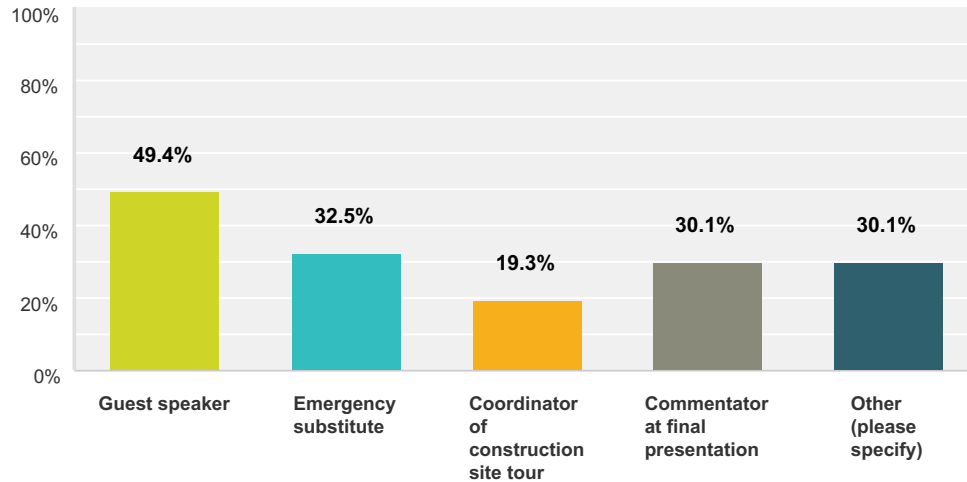


Answer Choices	Responses	
Too busy with professional obligations	49.4%	41
Too busy with personal matters	41.0%	34
Burned out, need a rest	19.3%	16
Difficult to commit to regular meetings due to unpredictable work demands	31.3%	26
Moving to a location without an ACE affiliate	3.6%	3
Have other demanding responsibilities in affiliate	8.4%	7
Disappointing response from students	9.6%	8
Insufficient support/encouragement from my employer	8.4%	7
Did not enjoy my mentoring experience	12.0%	10
Other	27.7%	23
Total Respondents: 83		

Q21 If you choose not to be a regular mentor next year, might you be willing to serve in another limited capacity? (Check all appropriate boxes.)

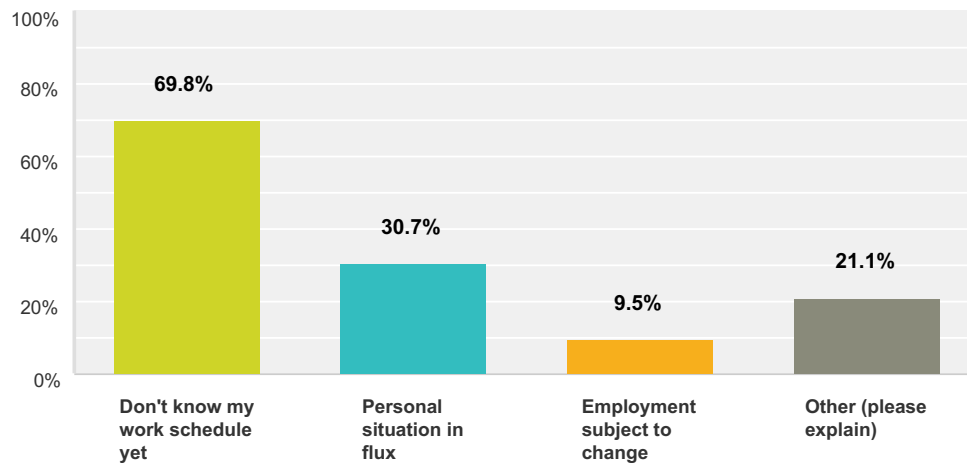
2017 Survey of ACE Mentors

Answered: 83 Skipped: 1,638



Q22 What keeps you from committing to mentor next year? (check all appropriate boxes)

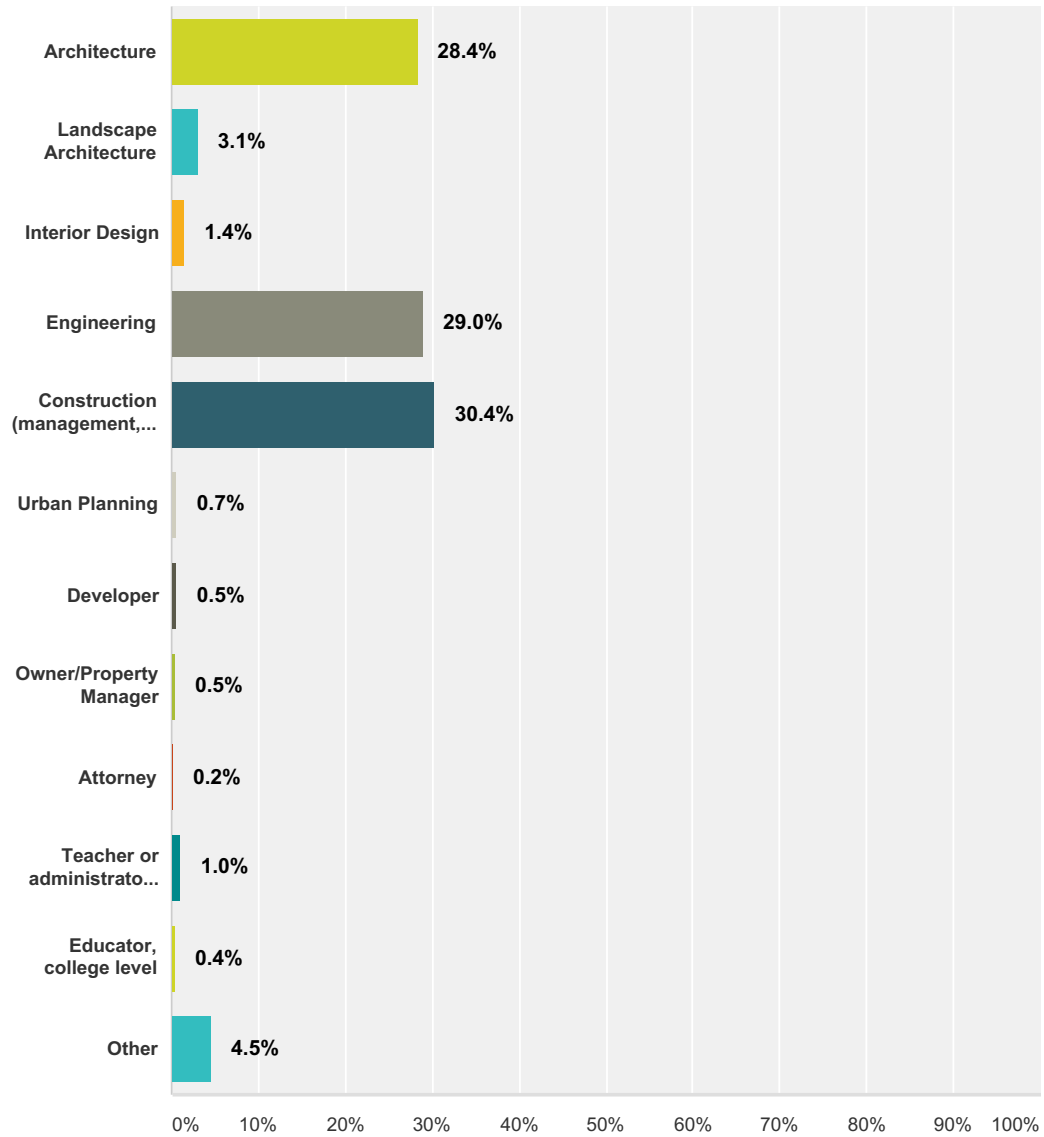
Answered: 587 Skipped: 1,134



Q23 What is your professional field? Check only one.

Answered: 1,667 Skipped: 54

2017 Survey of ACE Mentors

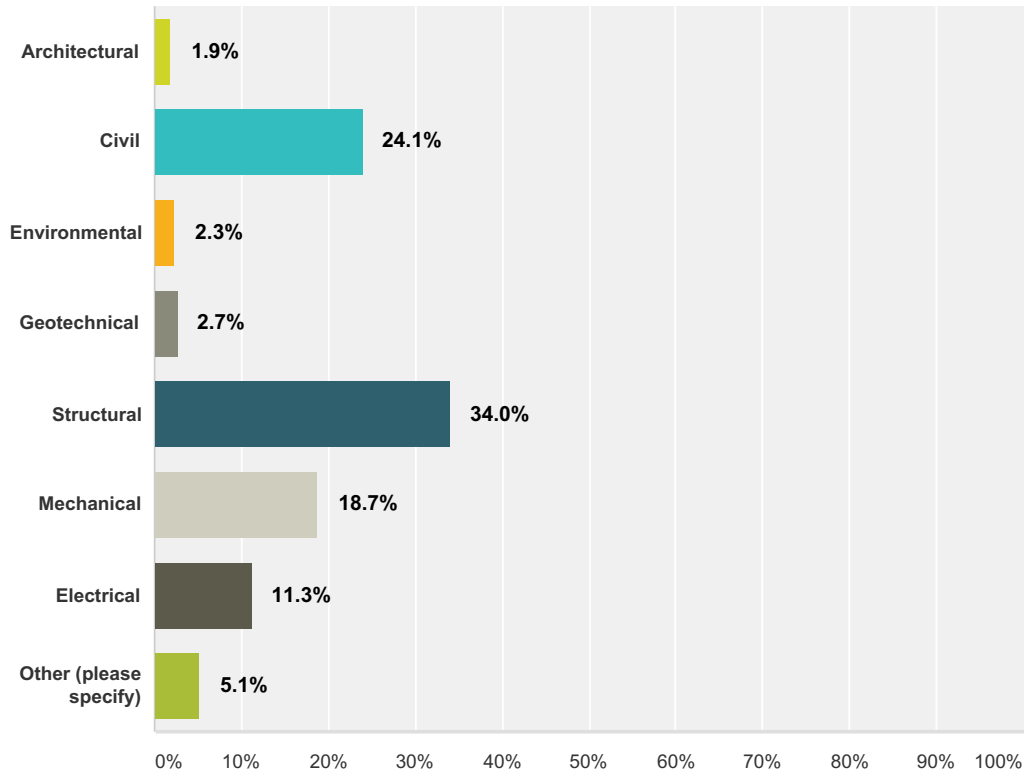


Answer Choices	Responses	
Architecture	28.4%	473
Landscape Architecture	3.1%	52
Interior Design	1.4%	24
Engineering	29.0%	483
Construction (management, trades, etc)	30.4%	506
Urban Planning	0.7%	11
Developer	0.5%	9
Owner/Property Manager	0.5%	8
Attorney	0.2%	4
Teacher or administrator in high school	1.0%	16
Educator, college level	0.4%	6

Other	4.5%	75
Total		1,667

Q24 If you are an engineer, what is your field?

Answered: 486 Skipped: 1,235

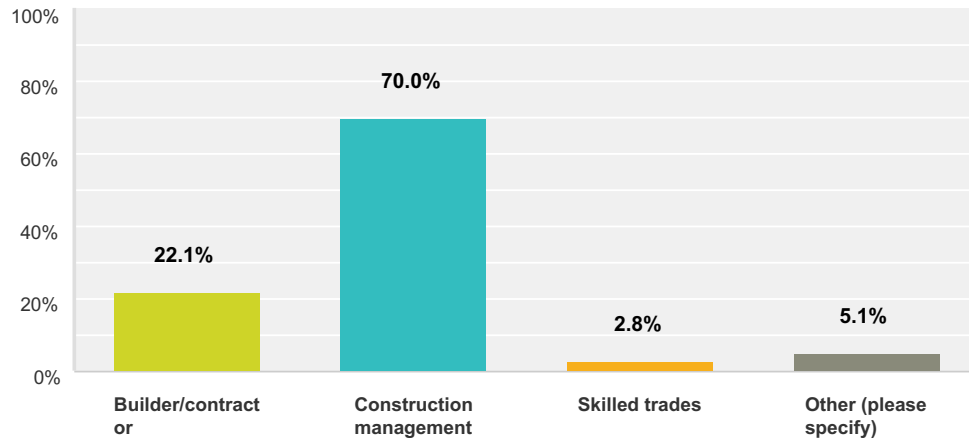


Answer Choices	Responses
Architectural	1.9% 9
Civil	24.1% 117
Environmental	2.3% 11
Geotechnical	2.7% 13
Structural	34.0% 165
Mechanical	18.7% 91
Electrical	11.3% 55
Other (please specify)	5.1% 25
Total	486

Q25 If you work in construction, describe in which capacity.

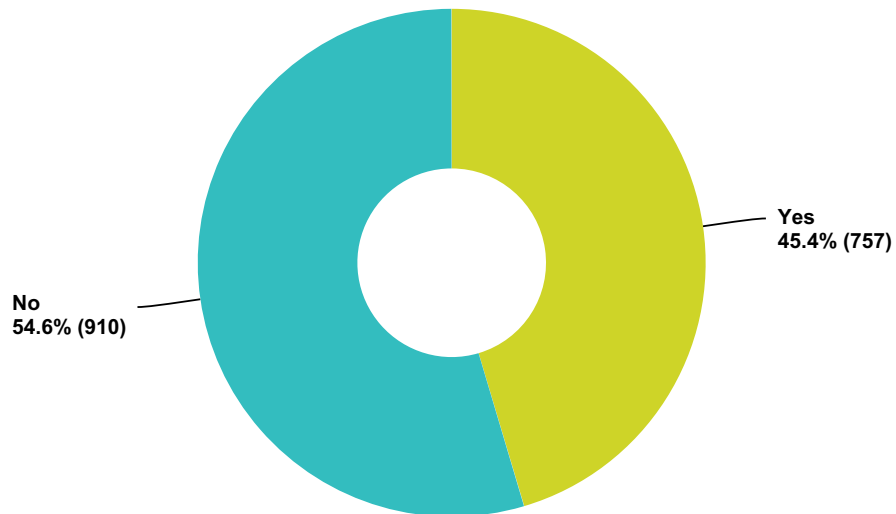
Answered: 506 Skipped: 1,215

2017 Survey of ACE Mentors



Q26 Do you have a professional license or certification?

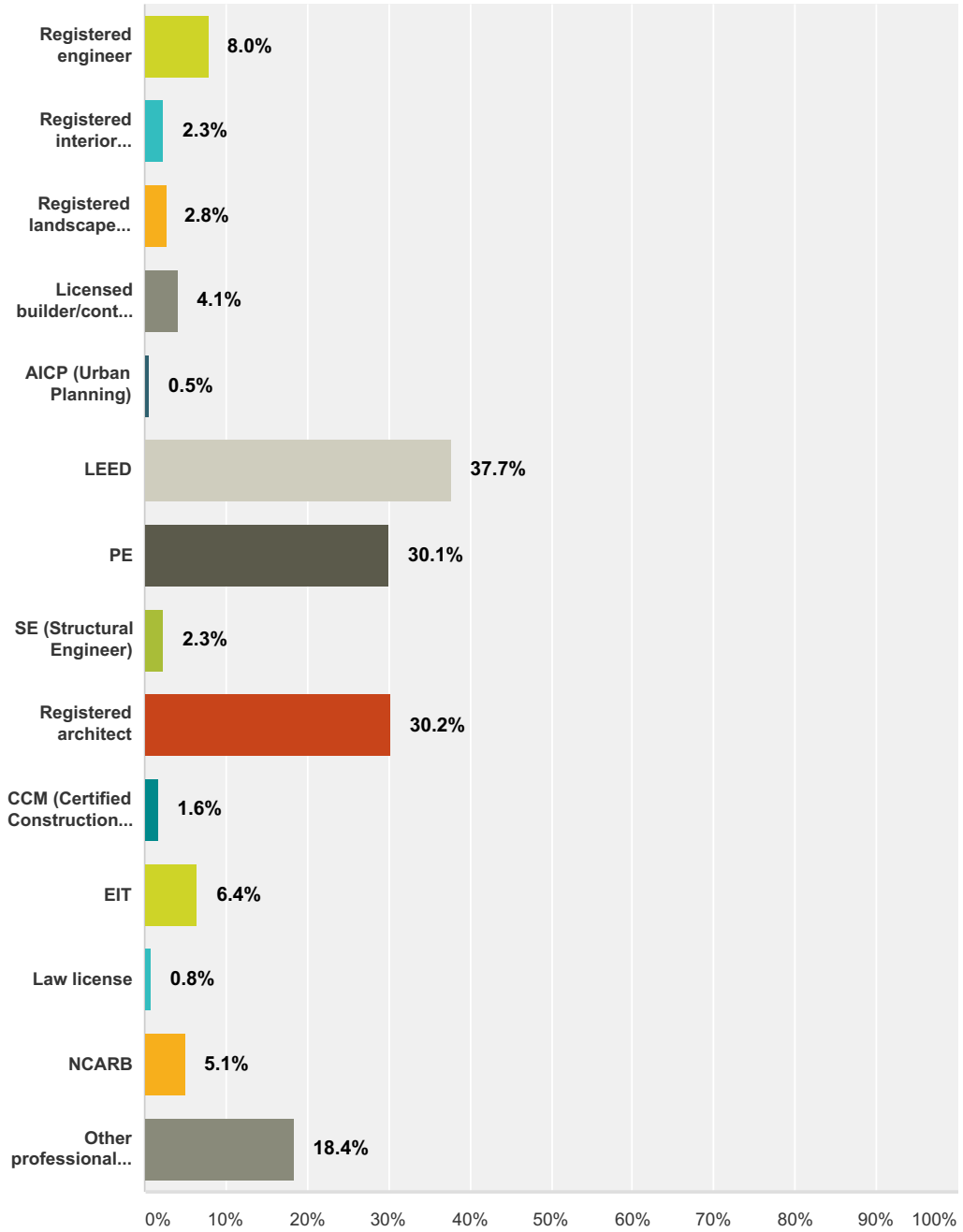
Answered: 1,667 Skipped: 54



Q27 Which professional license/certification? (check all that apply)

Answered: 751 Skipped: 970

2017 Survey of ACE Mentors



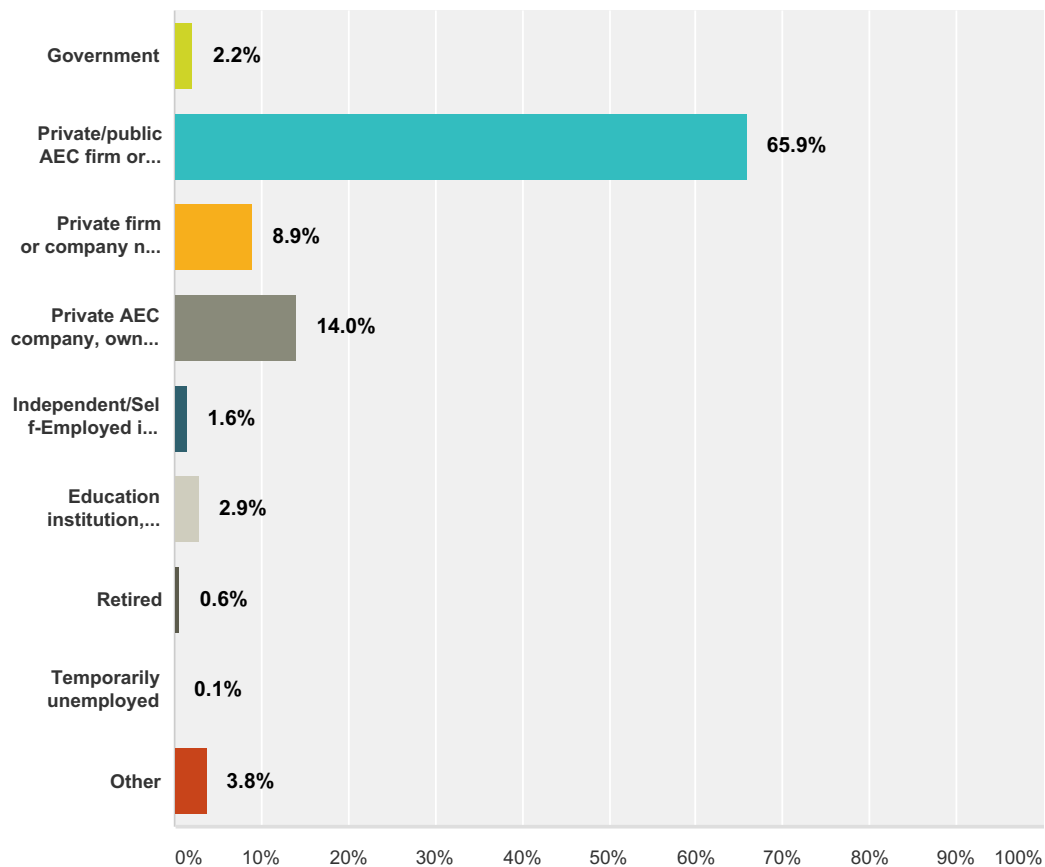
Answer Choices	Responses	Count
Registered engineer	8.0%	60
Registered interior designer	2.3%	17
Registered landscape architect	2.8%	21
Licensed builder/contractor	4.1%	31
AICP (Urban Planning)	0.5%	4
LEED	37.7%	283
PE	30.1%	226
SE (Structural Engineer)	2.3%	17

2017 Survey of ACE Mentors

Registered architect	30.2%	227
CCM (Certified Construction Manager)	1.6%	12
EIT	6.4%	48
Law license	0.8%	6
NCARB	5.1%	38
Other professional license/certification named below	18.4%	138
Total Respondents: 751		

Q28 Describe your current employer. Check only one.

Answered: 1,662 Skipped: 59



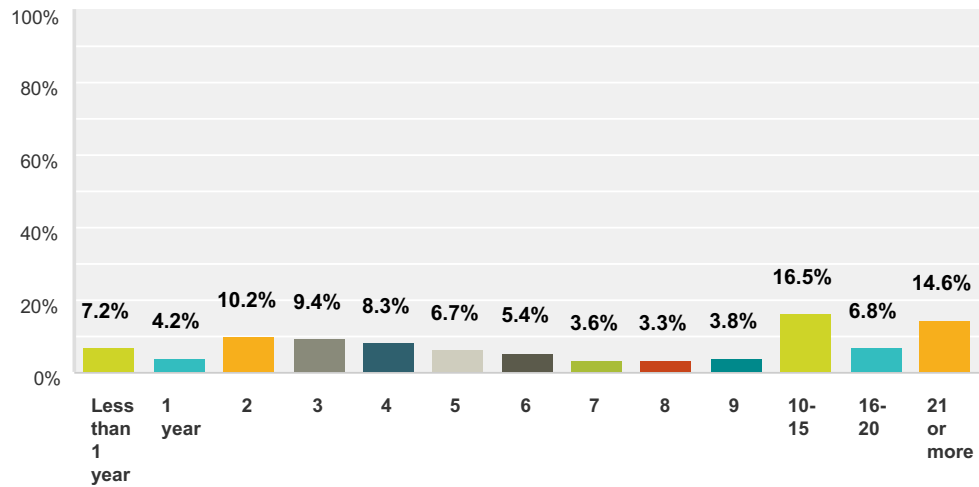
Answer Choices	Responses
Government	2.2% 36
Private/public AEC firm or company, not your own	65.9% 1,096
Private firm or company not working exclusively in AEC	8.9% 148
Private AEC company, owner or partner	14.0% 233
Independent/Self-Employed in AEC	1.6% 26
Education institution, high school or college	2.9% 49

2017 Survey of ACE Mentors

Retired	0.6%	10
Temporarily unemployed	0.1%	1
Other	3.8%	63
Total		1,662

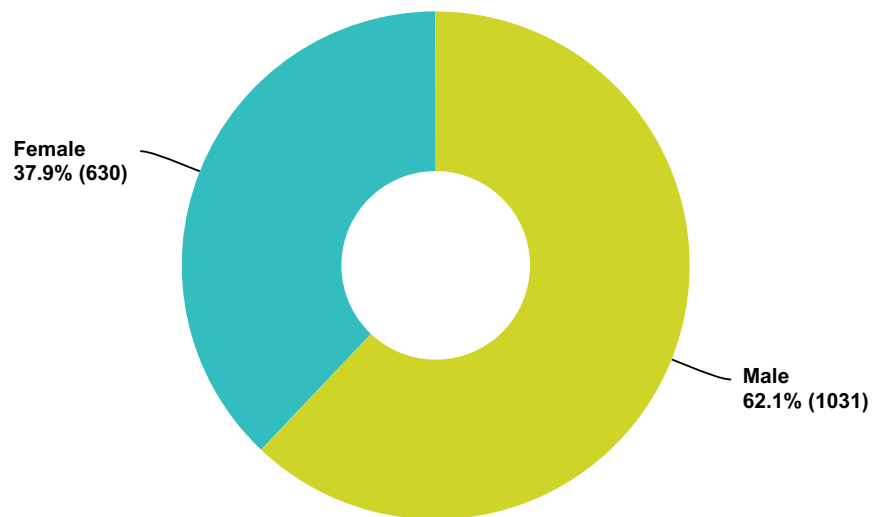
Q29 Since graduation from college, how many years have you worked in the AEC field or in your primary professional field (if not in AEC)? Check only one.

Answered: 1,653 Skipped: 68



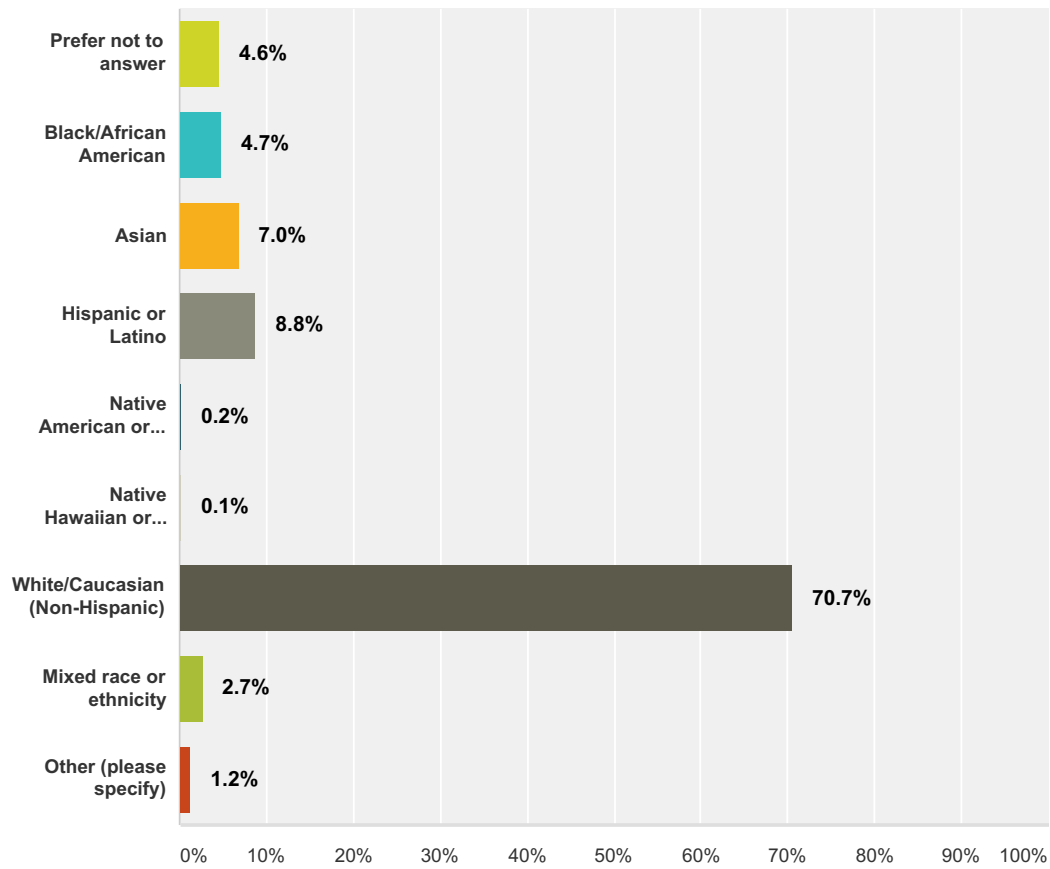
Q30 Are you

Answered: 1,661 Skipped: 60



Q31 With which racial/ethnic group do you identify? Check only one.

Answered: 1,650 Skipped: 71



Answer Choices	Responses	
Prefer not to answer	4.6%	76
Black/African American	4.7%	78
Asian	7.0%	115
Hispanic or Latino	8.8%	145
Native American or Alaska Native	0.2%	4
Native Hawaiian or other Pacific Islander	0.1%	2
White/Caucasian (Non-Hispanic)	70.7%	1,166
Mixed race or ethnicity	2.7%	44
Other (please specify)	1.2%	20
Total		1,650