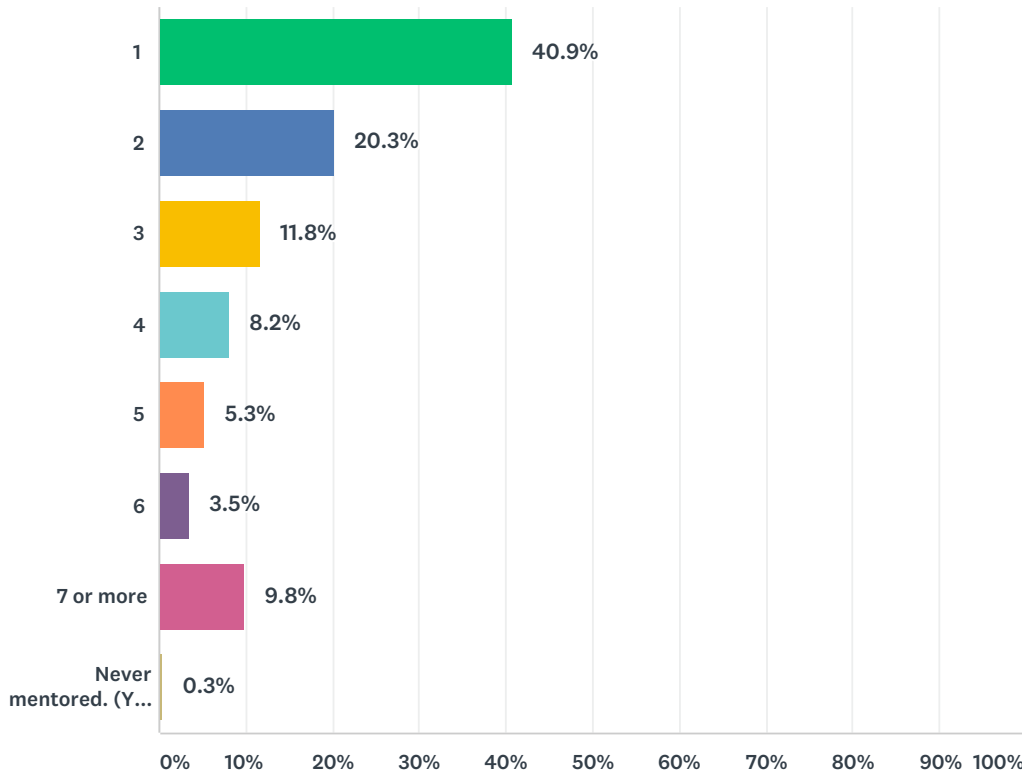


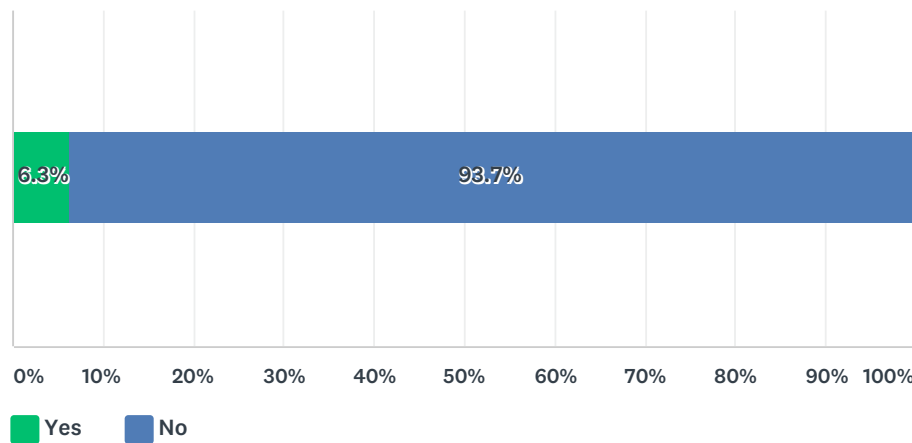
Q1 Counting the current program year, how many years have you mentored with ACE? Check only one box.

Answered: 1,794 Skipped: 94



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

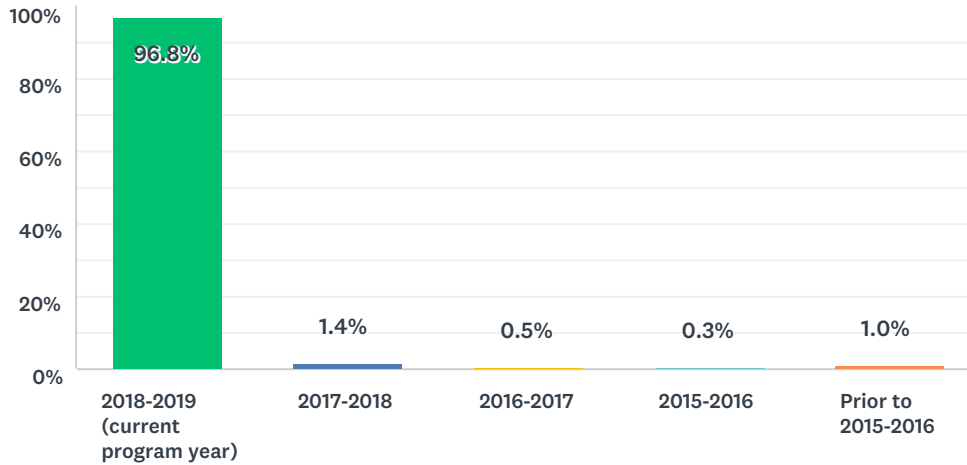
Answered: 1,794 Skipped: 94



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

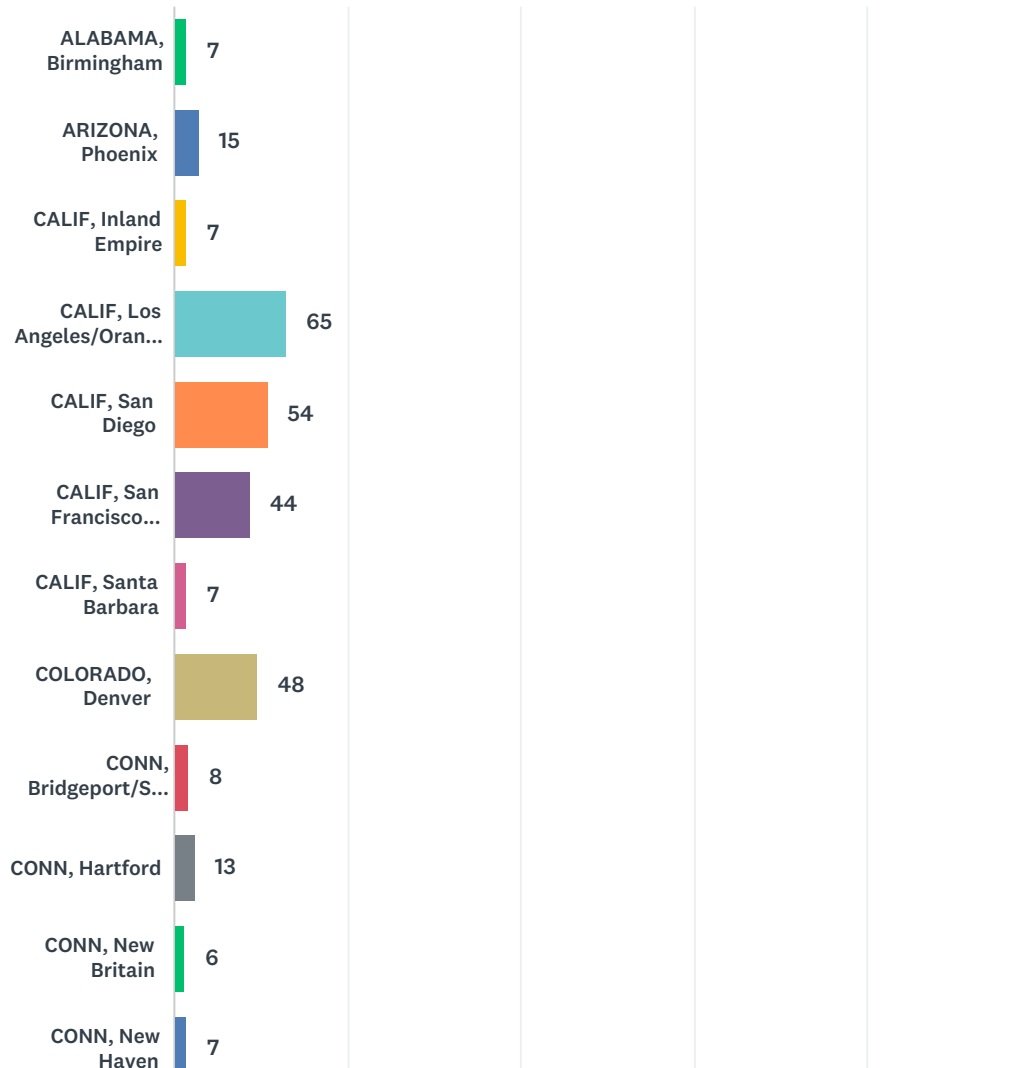
2019 Survey of ACE Mentors

Answered: 1,794 Skipped: 94

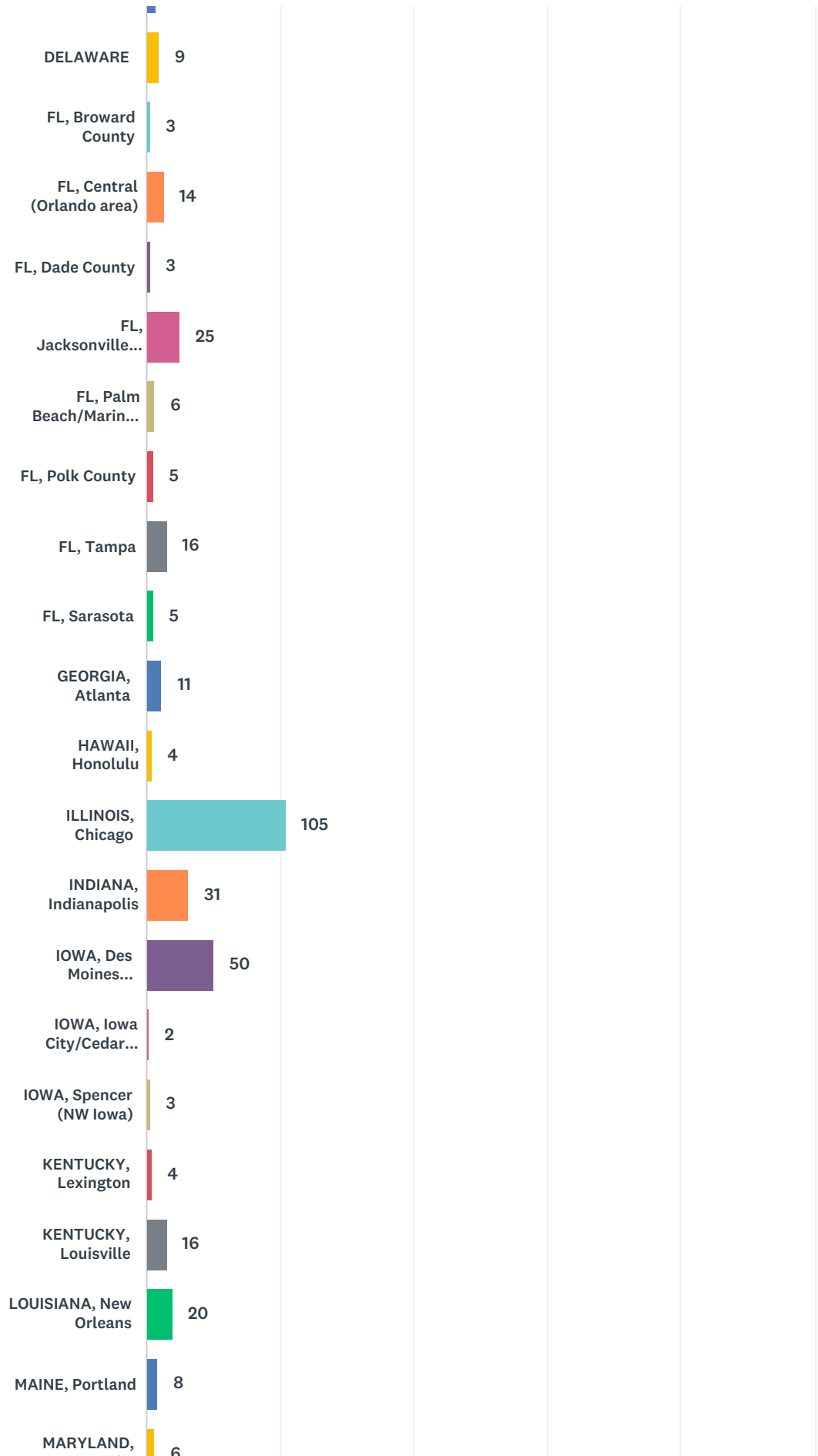


Q4 For which affiliate have you mentored most often? Check only one. (If you don't see your affiliate or city, check "other" at the end of the list.)

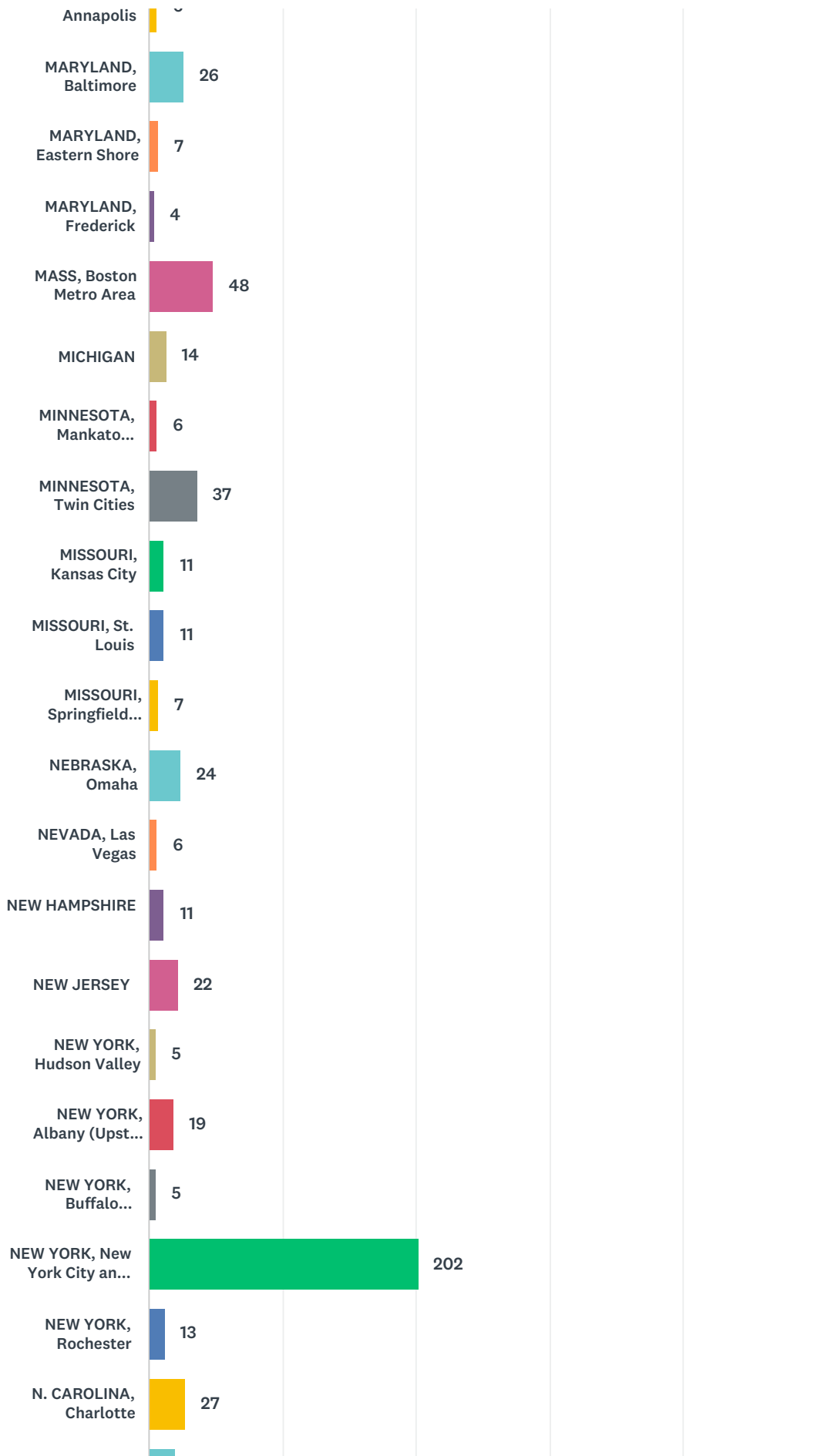
Answered: 1,794 Skipped: 94



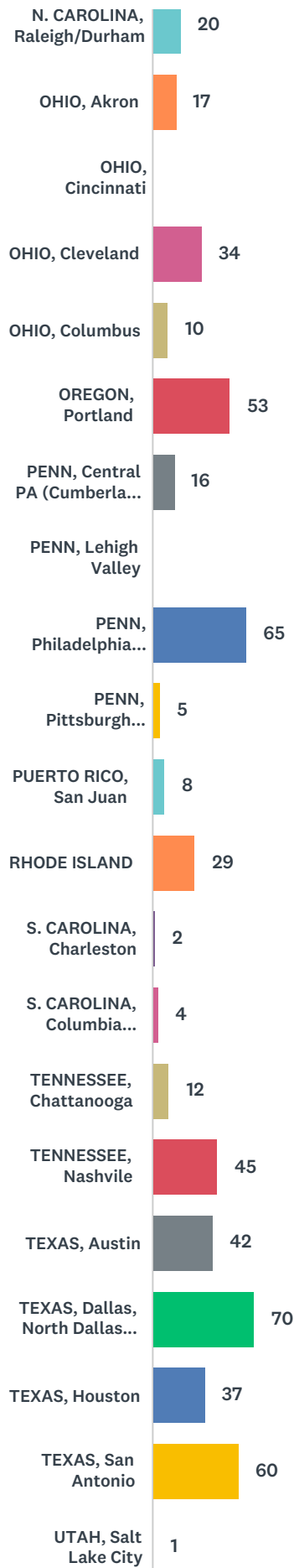
2019 Survey of ACE Mentors



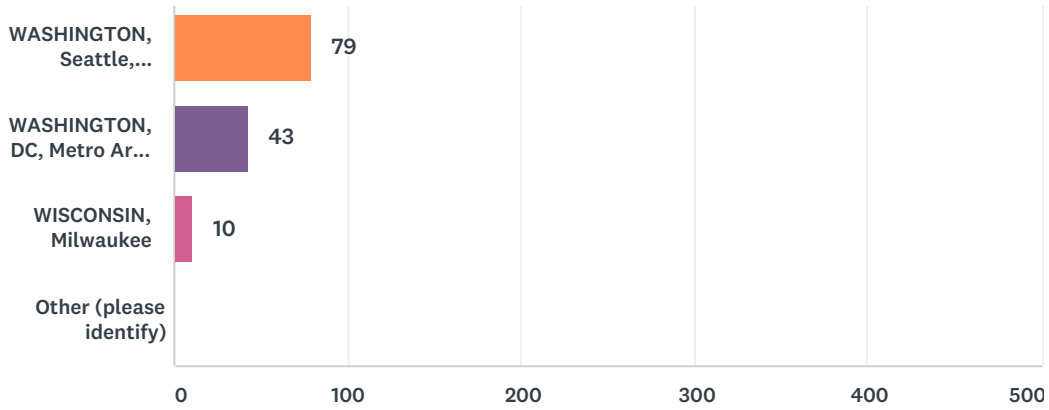
2019 Survey of ACE Mentors



2019 Survey of ACE Mentors

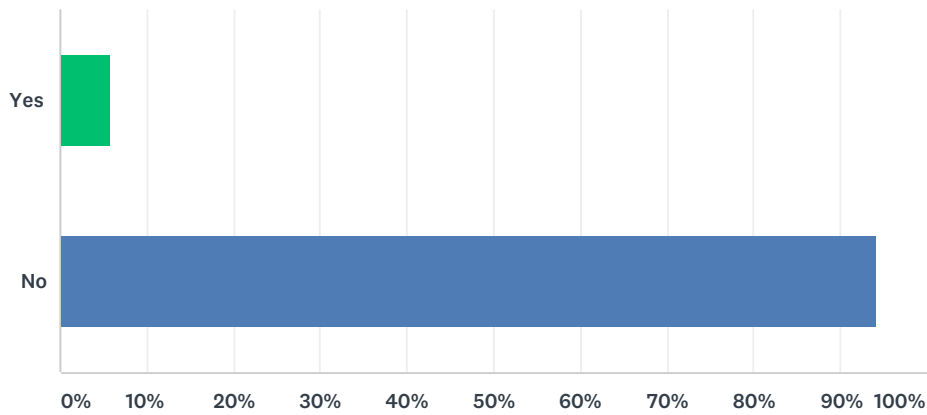


2019 Survey of ACE Mentors



Q5 Have you mentored for more than one affiliate?

Answered: 1,786 Skipped: 102

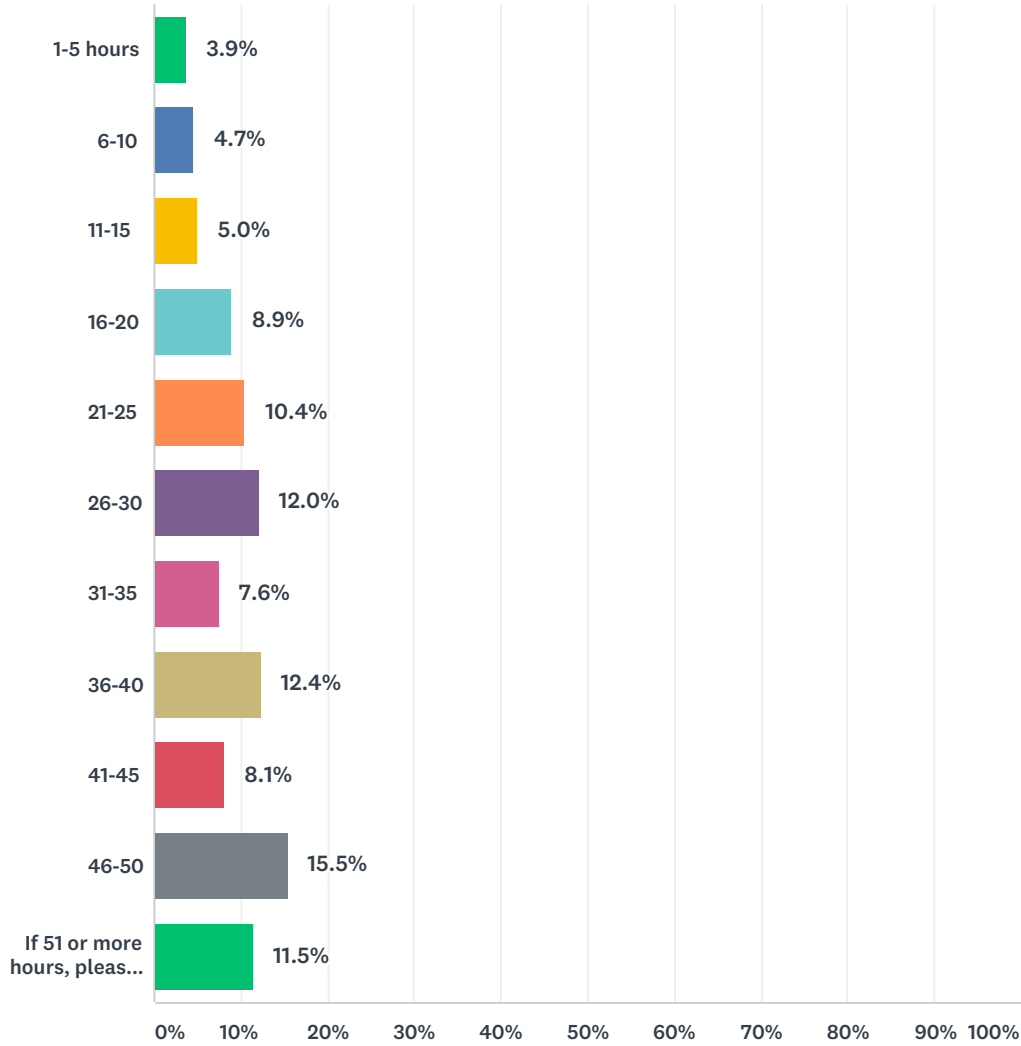


ANSWER CHOICES	RESPONSES	
Yes	5.77%	103
No	94.23%	1,683
TOTAL		1,786

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: 1,762 Skipped: 126

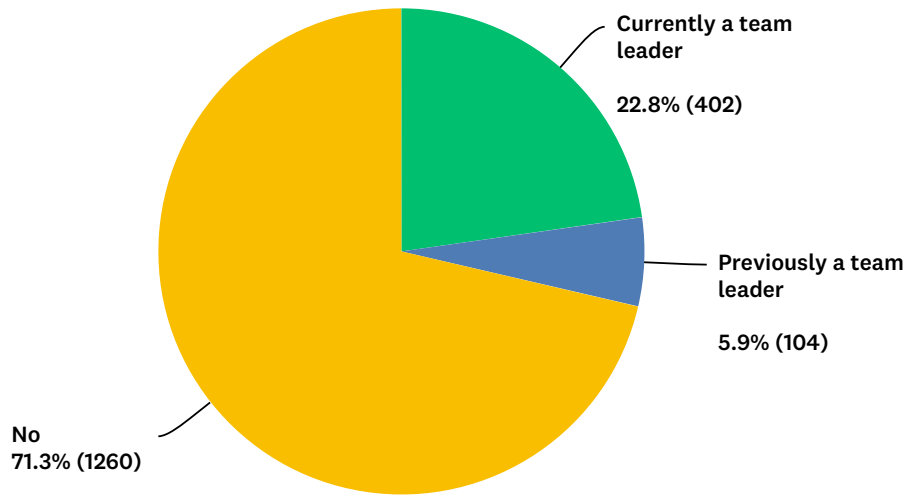
2019 Survey of ACE Mentors



ANSWER CHOICES	RESPONSES	
1-5 hours	3.9%	68
6-10	4.7%	82
11-15	5.0%	88
16-20	8.9%	157
21-25	10.4%	184
26-30	12.0%	212
31-35	7.6%	134
36-40	12.4%	218
41-45	8.1%	143
46-50	15.5%	273
If 51 or more hours, please indicate the total in the box below.	11.5%	203
TOTAL		1,762

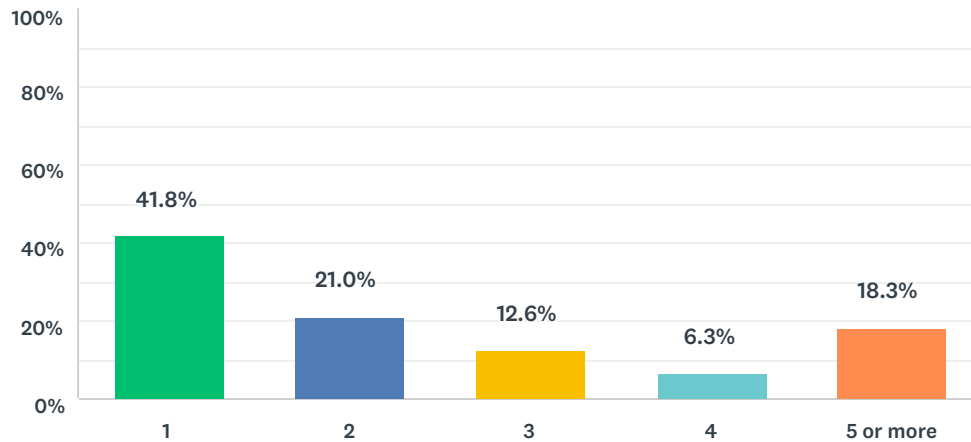
Q7 Have you served as a Team Leader?

Answered: 1,766 Skipped: 122



Q8 How many years as a Team Leader?

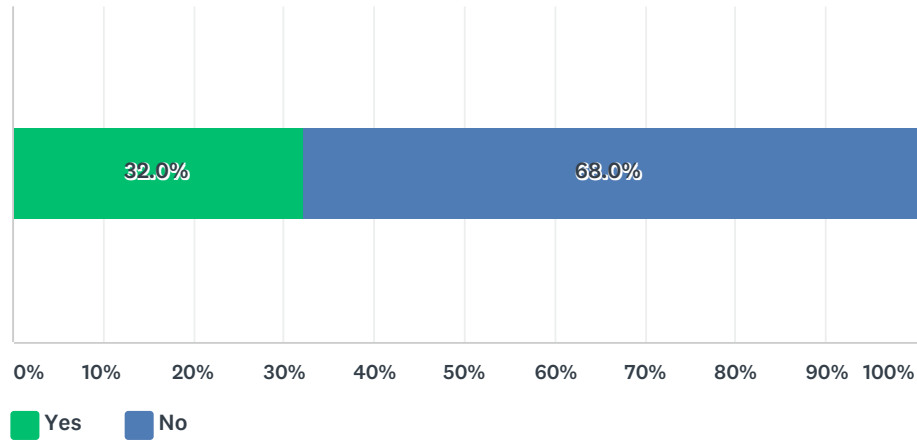
Answered: 509 Skipped: 1,379



Q9 In addition to mentoring, do you assist or have you assisted ACE in other ways?

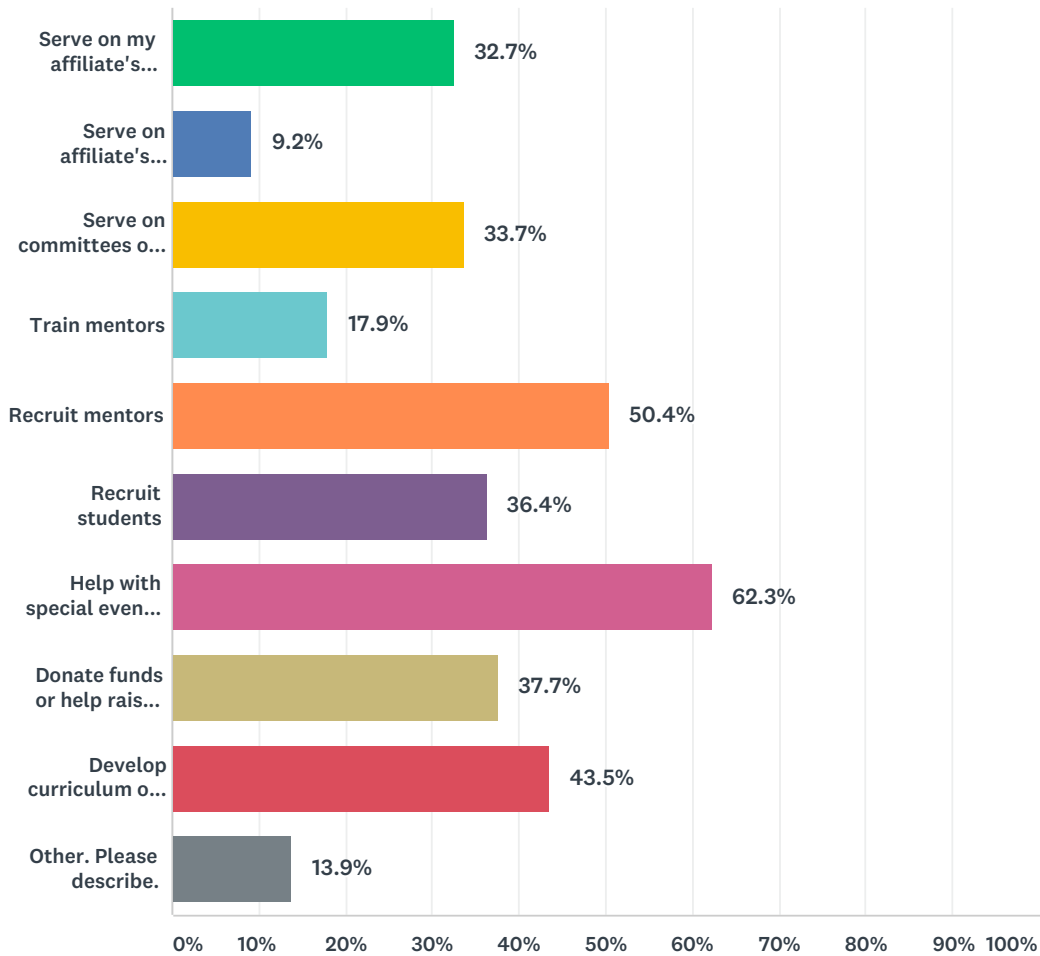
Answered: 1,764 Skipped: 124

2019 Survey of ACE Mentors



Q10 In which additional capacities do you now or have you previously assisted ACE? Check all appropriate boxes.

Answered: 563 Skipped: 1,325



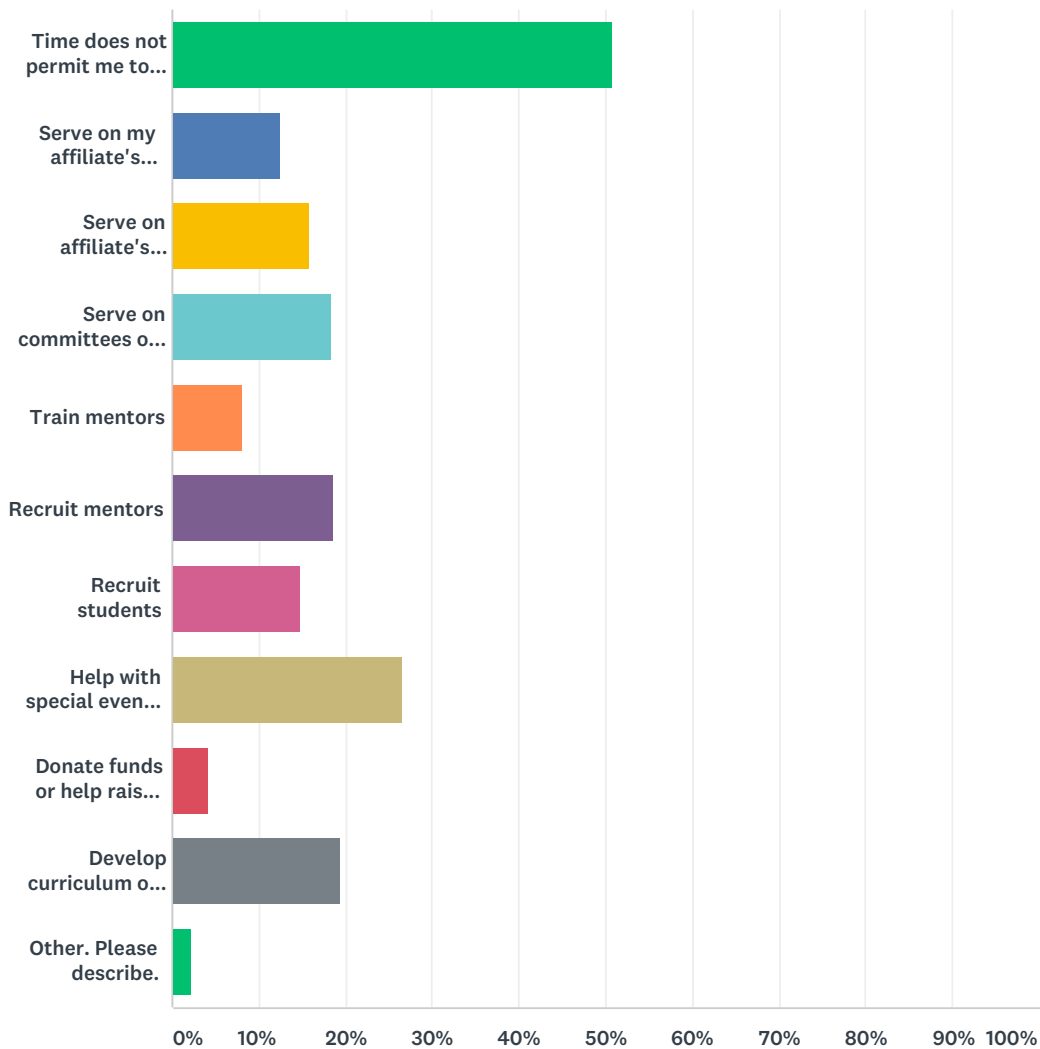
ANSWER CHOICES	RESPONSES	
Serve on my affiliate's board of directors	32.7%	184
Serve on affiliate's associate/junior/mentor board	9.2%	52

2019 Survey of ACE Mentors

Serve on committees or special working groups (e.g., scholarships)	33.7%	190
Train mentors	17.9%	101
Recruit mentors	50.4%	284
Recruit students	36.4%	205
Help with special events (e.g., field trips to job sites, mentor appreciation socials, final project presentations, fund raisers)	62.3%	351
Donate funds or help raise financial support	37.7%	212
Develop curriculum or create activities	43.5%	245
Other. Please describe.	13.9%	78
Total Respondents: 563		

Q11 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: 763



ANSWER CHOICES

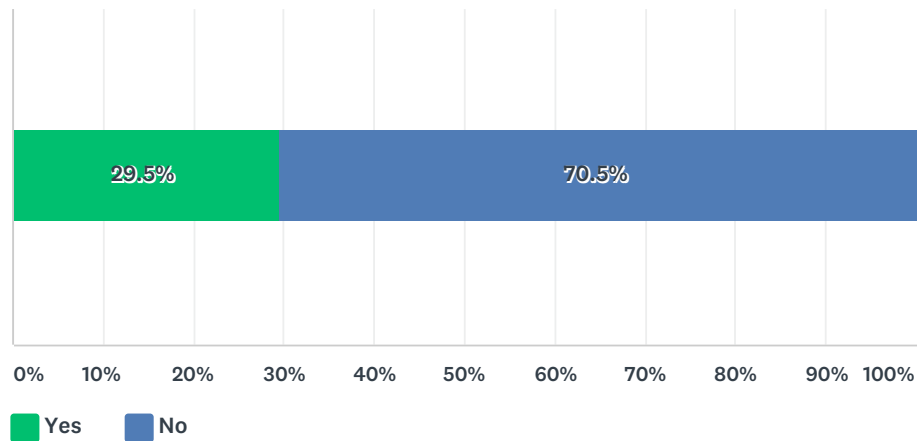
RESPONSES

2019 Survey of ACE Mentors

Time does not permit me to become more involved than mentoring.	50.9%	573
Serve on my affiliate's board of directors	12.6%	142
Serve on affiliate's associate or junior board	15.9%	179
Serve on committees or special working groups (e.g., scholarships)	18.5%	208
Train mentors	8.1%	91
Recruit mentors	18.6%	209
Recruit students	14.9%	168
Help with special events (e.g., field trips to job sites, mentor appreciation socials, final project presentations, fund raisers)	26.5%	298
Donate funds or help raise financial support	4.3%	48
Develop curriculum or create activities	19.5%	219
Other. Please describe.	2.2%	25
Total Respondents: 1,125		

Q12 In the past year, have you been in contact with any "graduates" or alums of the ACE program?

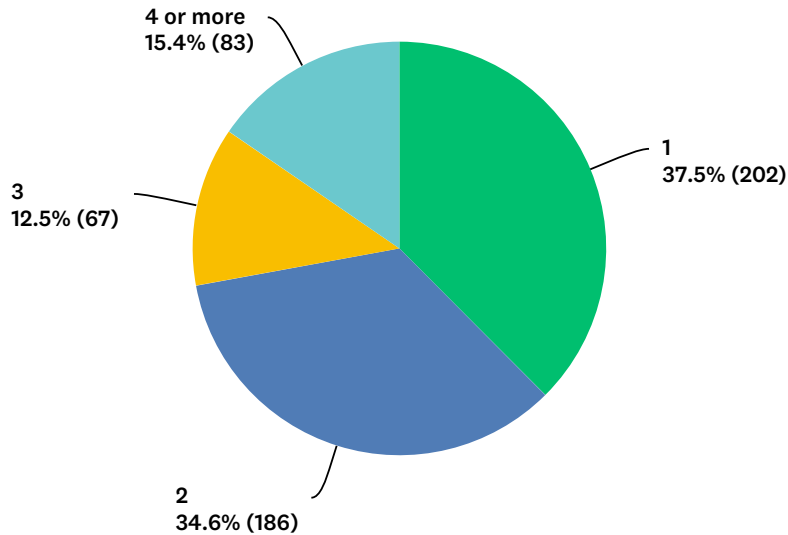
Answered: 1,748 Skipped: 140



Q13 During the past year, how many ACE alums or "graduates" have you been in contact with?

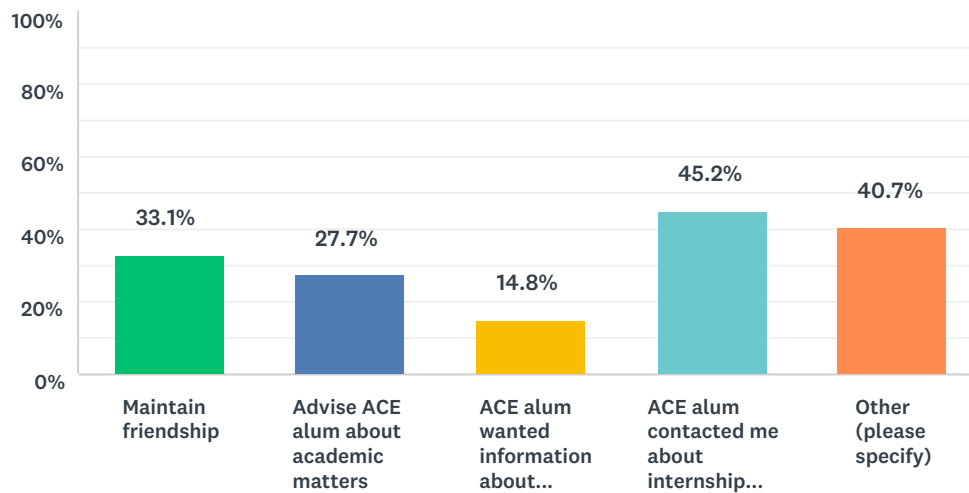
Answered: 538 Skipped: 1,350

2019 Survey of ACE Mentors



Q14 What was the purpose of the communication between you and your former students? Check all that apply.

Answered: 513 Skipped: 1,375

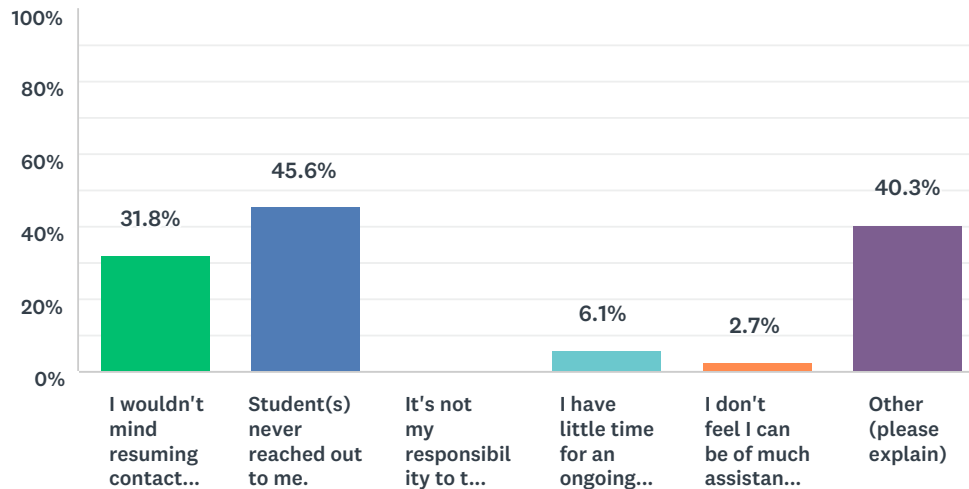


ANSWER CHOICES	RESPONSES
Maintain friendship	33.1% 170
Advise ACE alum about academic matters	27.7% 142
ACE alum wanted information about scholarships	14.8% 76
ACE alum contacted me about internship and/or employment opportunities	45.2% 232
Other (please specify)	40.7% 209
Total Respondents: 513	

Q15 Why haven't you and your former ACE students (alumni of the program) been in contact? Check all that apply.

2019 Survey of ACE Mentors

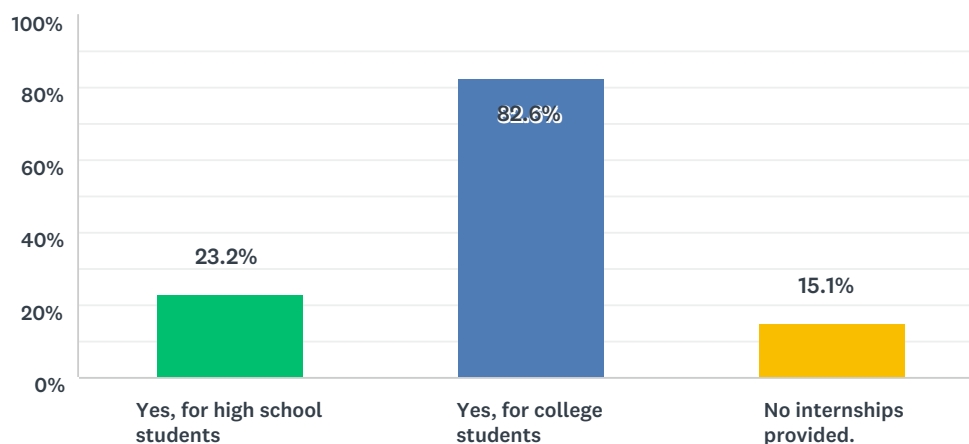
Answered: 1,194 Skipped: 694



ANSWER CHOICES	RESPONSES	
I wouldn't mind resuming contact with some former students but don't have their contact info.	31.8%	380
Student(s) never reached out to me.	45.6%	545
It's not my responsibility to take the initiative to reach out to former students.	0.0%	0
I have little time for an ongoing mentor relationship with students once they complete ACE.	6.1%	73
I don't feel I can be of much assistance to students after they finish ACE.	2.7%	32
Other (please explain)	40.3%	481
Total Respondents: 1,194		

Q16 Does your company/firm or office offer internships?

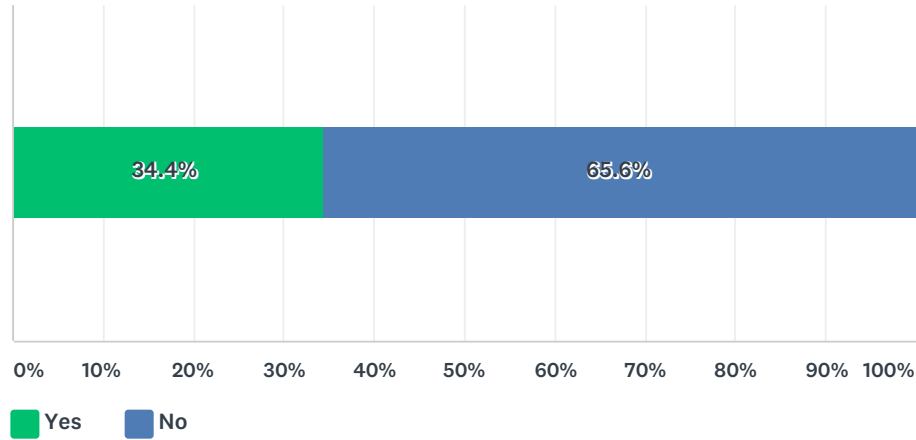
Answered: 1,739 Skipped: 149



Q18 In the past two years, has your firm (or office, if you work a company spread over many locations) provided an internship to an ACE student or alumnus?

2019 Survey of ACE Mentors

Answered: 1,266 Skipped: 622

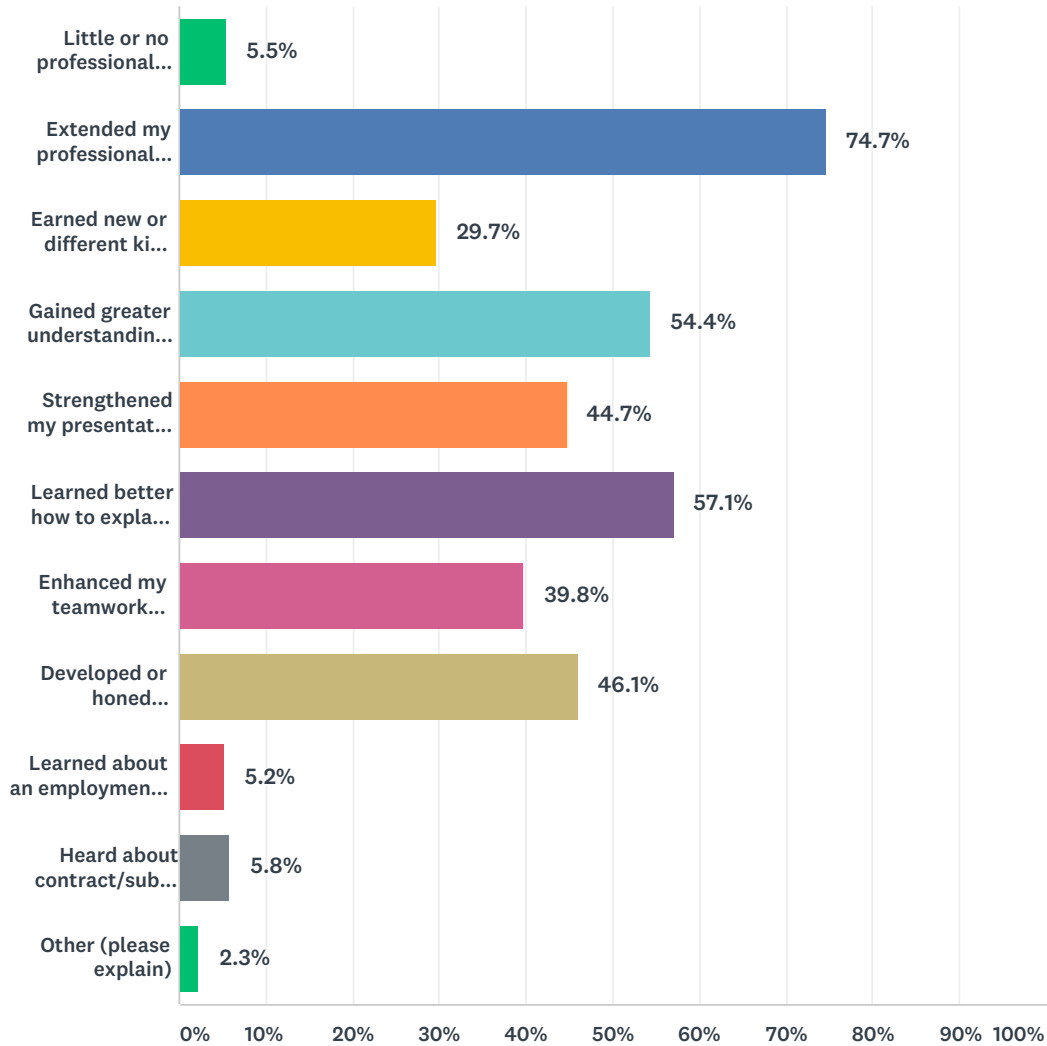


ANSWER CHOICES	RESPONSES	
Yes	34.4%	435
No	65.6%	831
TOTAL		1,266

Q19 How have you benefited professionally from mentoring ACE students? Check all appropriate answers.

Answered: 1,717 Skipped: 171

2019 Survey of ACE Mentors

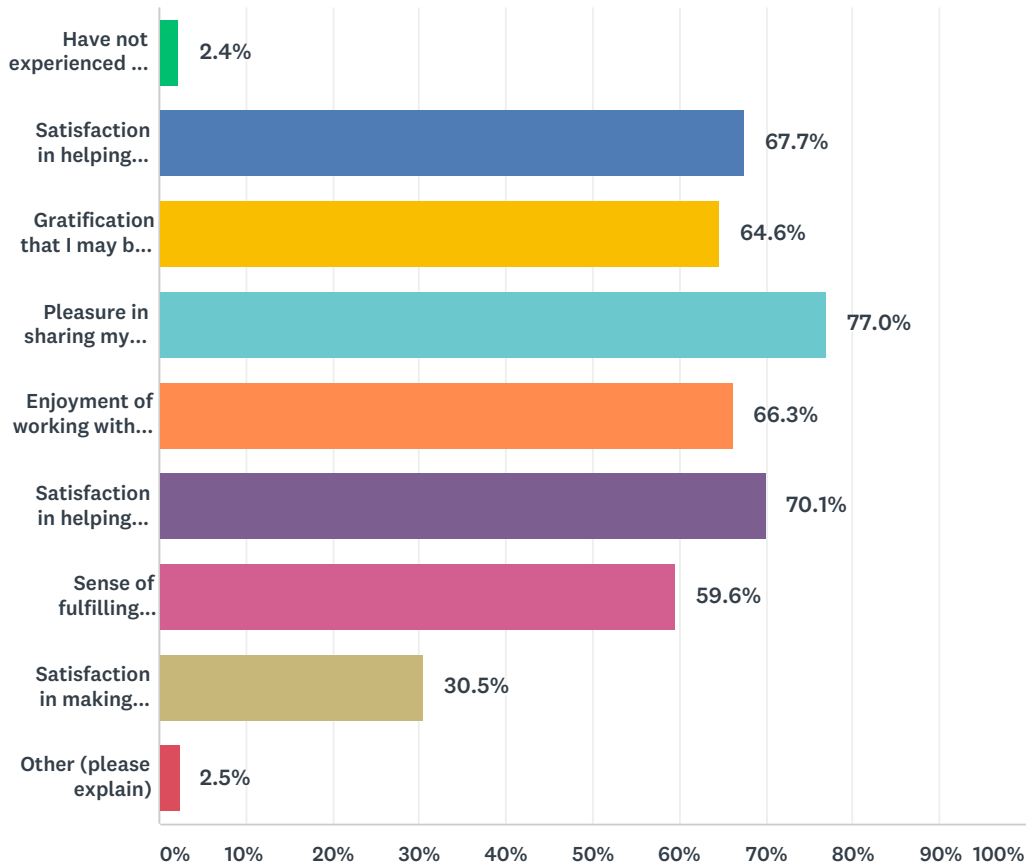


ANSWER CHOICES	RESPONSES	
Little or no professional benefit	5.5%	94
Extended my professional network	74.7%	1,283
Earned new or different kind of recognition in my office	29.7%	510
Gained greater understanding or appreciation of aspects of the A-E-C industry outside my field	54.4%	934
Strengthened my presentation and communication skills.	44.7%	768
Learned better how to explain technical concepts to a lay audience	57.1%	981
Enhanced my teamwork abilities	39.8%	683
Developed or honed leadership skills	46.1%	791
Learned about an employment lead	5.2%	89
Heard about contract/subcontract opportunity through an ACE connection	5.8%	100
Other (please explain)	2.3%	40
Total Respondents: 1,717		

Q20 How have you benefited personally from serving as an ACE mentor?

Check all appropriate answers.

Answered: 1,717 Skipped: 171

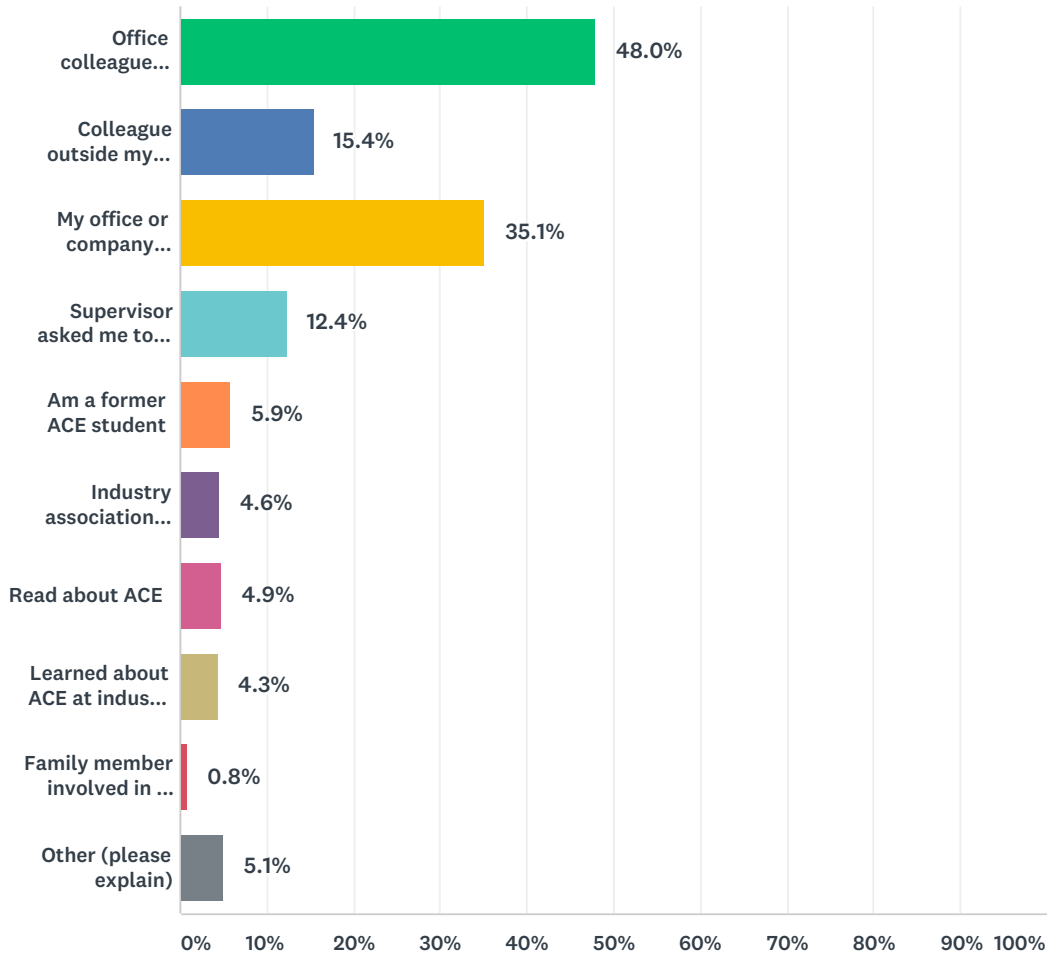


ANSWER CHOICES	RESPONSES	
Have not experienced any particular personal benefits	2.4%	41
Satisfaction in helping recruit next generation of A-E-C professionals	67.7%	1,162
Gratification that I may be helping some students overcome challenging circumstances	64.6%	1,110
Pleasure in sharing my passion for my industry and career	77.0%	1,322
Enjoyment of working with young people	66.3%	1,138
Satisfaction in helping young people explore their futures in ways I never experienced	70.1%	1,203
Sense of fulfilling professional obligation to serve the community	59.6%	1,024
Satisfaction in making connections with a few students that may last for several years	30.5%	523
Other (please explain)	2.5%	43
Total Respondents: 1,717		

Q21 How were you first recruited to become an ACE mentor? Check all appropriate answers.

Answered: 1,707 Skipped: 181

2019 Survey of ACE Mentors

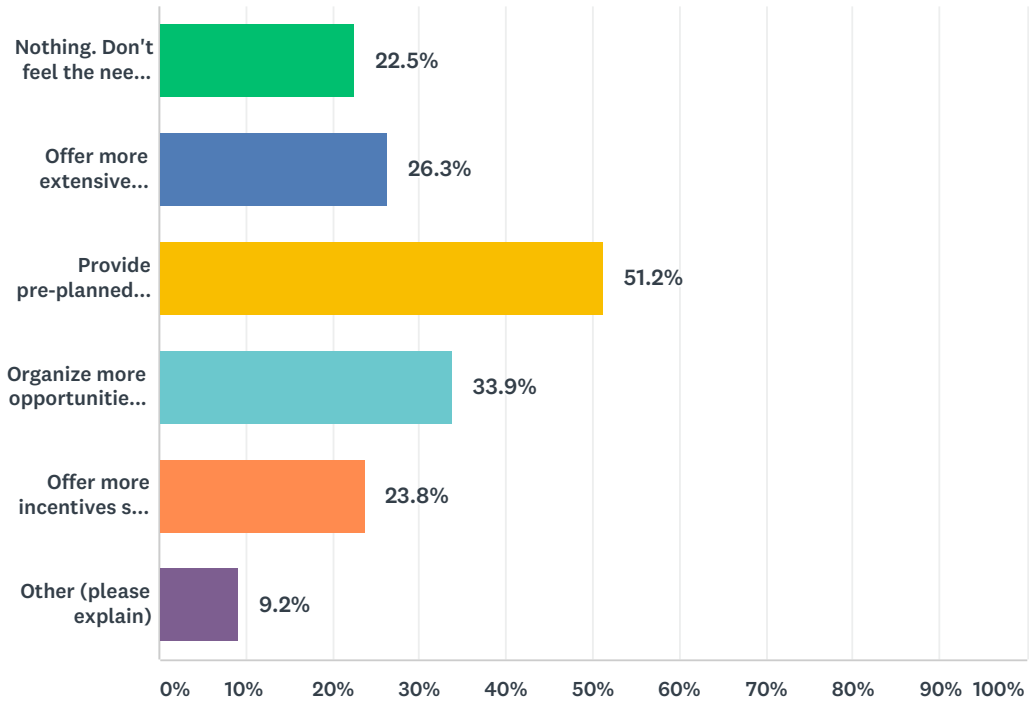


ANSWER CHOICES	RESPONSES	
Office colleague persuaded me to mentor	48.0%	819
Colleague outside my office or friend told me about ACE	15.4%	263
My office or company promoted mentoring in ACE	35.1%	600
Supervisor asked me to mentor	12.4%	211
Am a former ACE student	5.9%	101
Industry association (e.g., AIA, ABC, ASCE) promoted involvement in ACE	4.6%	78
Read about ACE	4.9%	83
Learned about ACE at industry meeting or ACE-organized event	4.3%	74
Family member involved in ACE persuaded me	0.8%	14
Other (please explain)	5.1%	87
Total Respondents: 1,707		

Q22 How can your affiliate or the ACE National office help improve your mentoring experience? Check all appropriate answers.

Answered: 1,708 Skipped: 180

2019 Survey of ACE Mentors

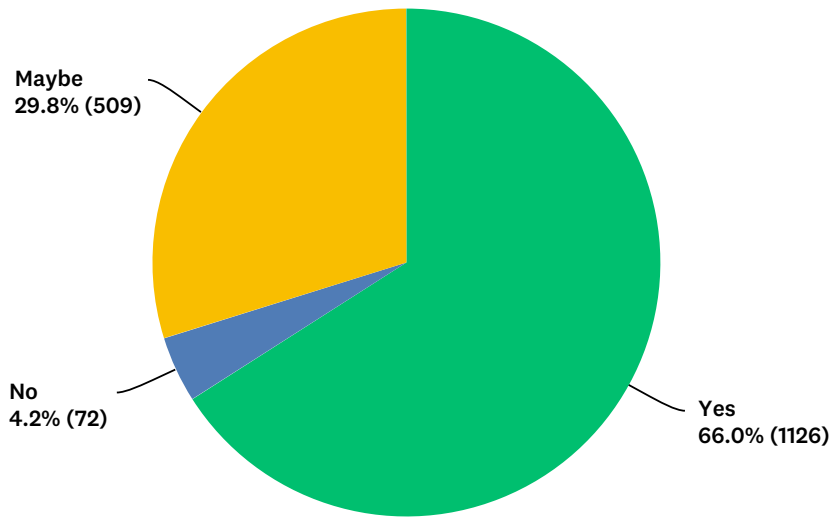


ANSWER CHOICES	RESPONSES	
Nothing. Don't feel the need for anything not already provided.	22.5%	385
Offer more extensive training and preparation.	26.3%	450
Provide pre-planned curriculum with sample projects and pre-formated meeting plans	51.2%	874
Organize more opportunities to socialize and network with my fellow mentors	33.9%	579
Offer more incentives such as mentor awards, appreciation events, letters to my company head	23.8%	406
Other (please explain)	9.2%	157
Total Respondents: 1,708		

Q23 Do you plan to mentor next year?

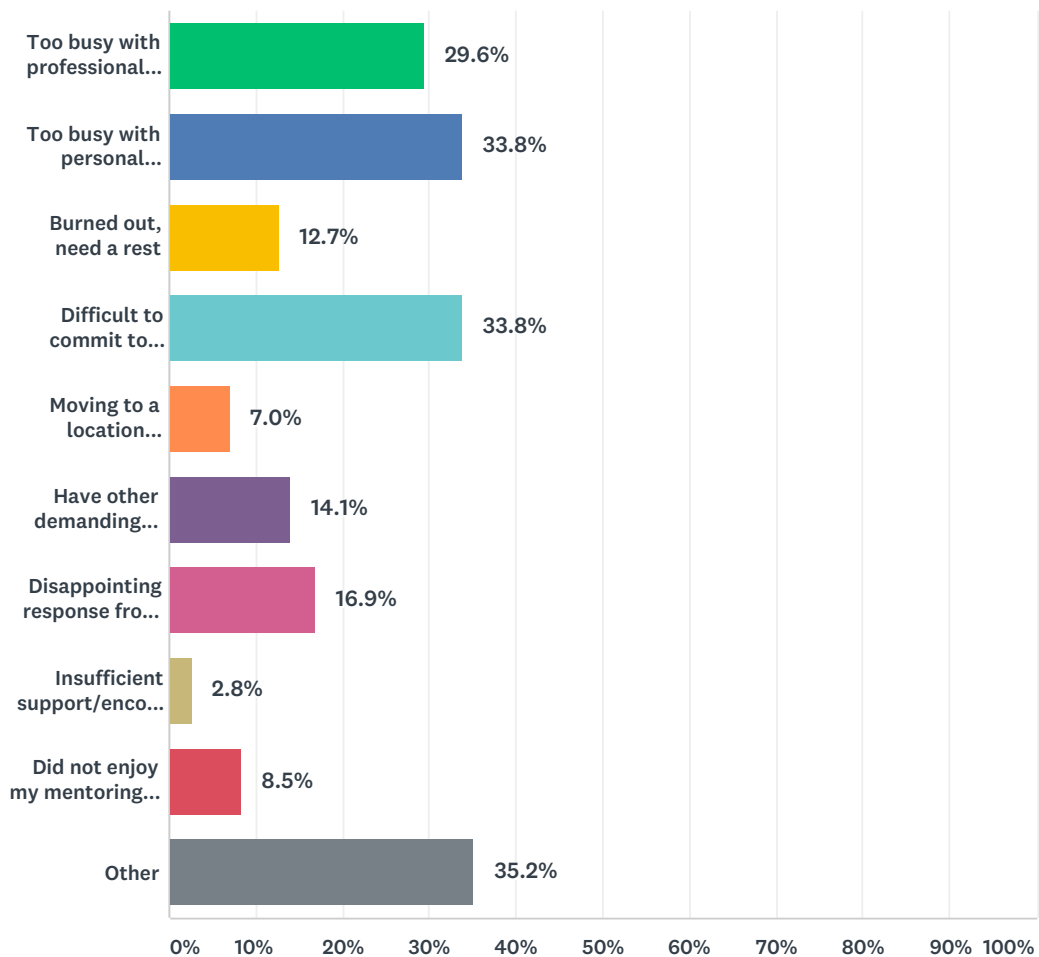
Answered: 1,707 Skipped: 181

2019 Survey of ACE Mentors



Q24 Why do you not plan to mentor next year? (Check all appropriate boxes.)

Answered: 71 Skipped: 1,817

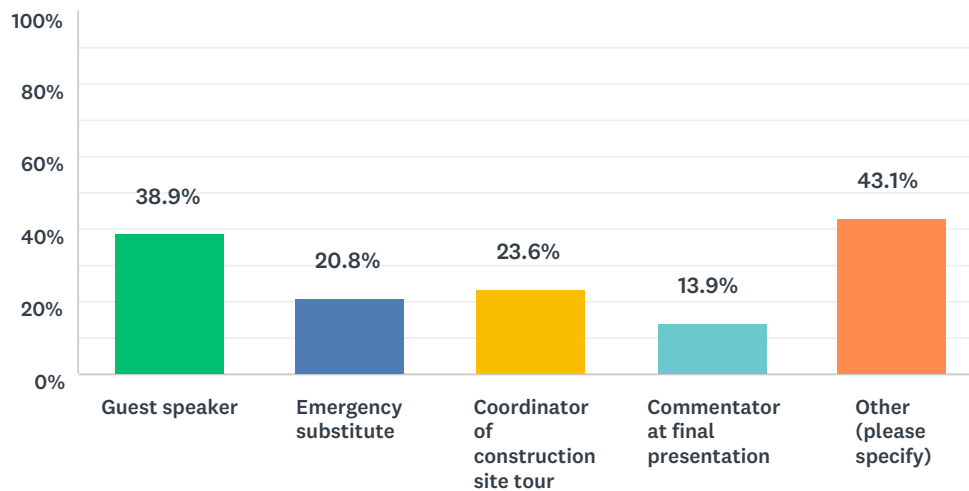


2019 Survey of ACE Mentors

ANSWER CHOICES	RESPONSES	
Too busy with professional obligations	29.6%	21
Too busy with personal matters	33.8%	24
Burned out, need a rest	12.7%	9
Difficult to commit to regular meetings due to unpredictable work demands	33.8%	24
Moving to a location without an ACE affiliate	7.0%	5
Have other demanding responsibilities in affiliate	14.1%	10
Disappointing response from students	16.9%	12
Insufficient support/encouragement from my employer	2.8%	2
Did not enjoy my mentoring experience	8.5%	6
Other	35.2%	25
Total Respondents: 71		

Q25 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.)

Answered: 72 Skipped: 1,816

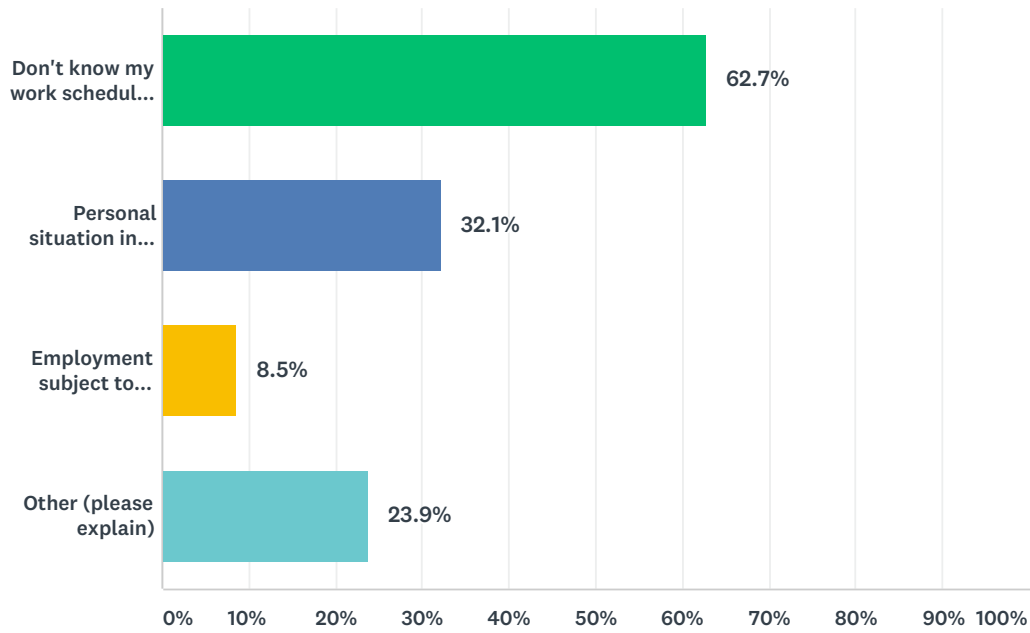


ANSWER CHOICES	RESPONSES	
Guest speaker	38.9%	28
Emergency substitute	20.8%	15
Coordinator of construction site tour	23.6%	17
Commentator at final presentation	13.9%	10
Other (please specify)	43.1%	31
Total Respondents: 72		

Q26 What keeps you from committing to mentor next year? (check all appropriate boxes)

2019 Survey of ACE Mentors

Answered: 507 Skipped: 1,381

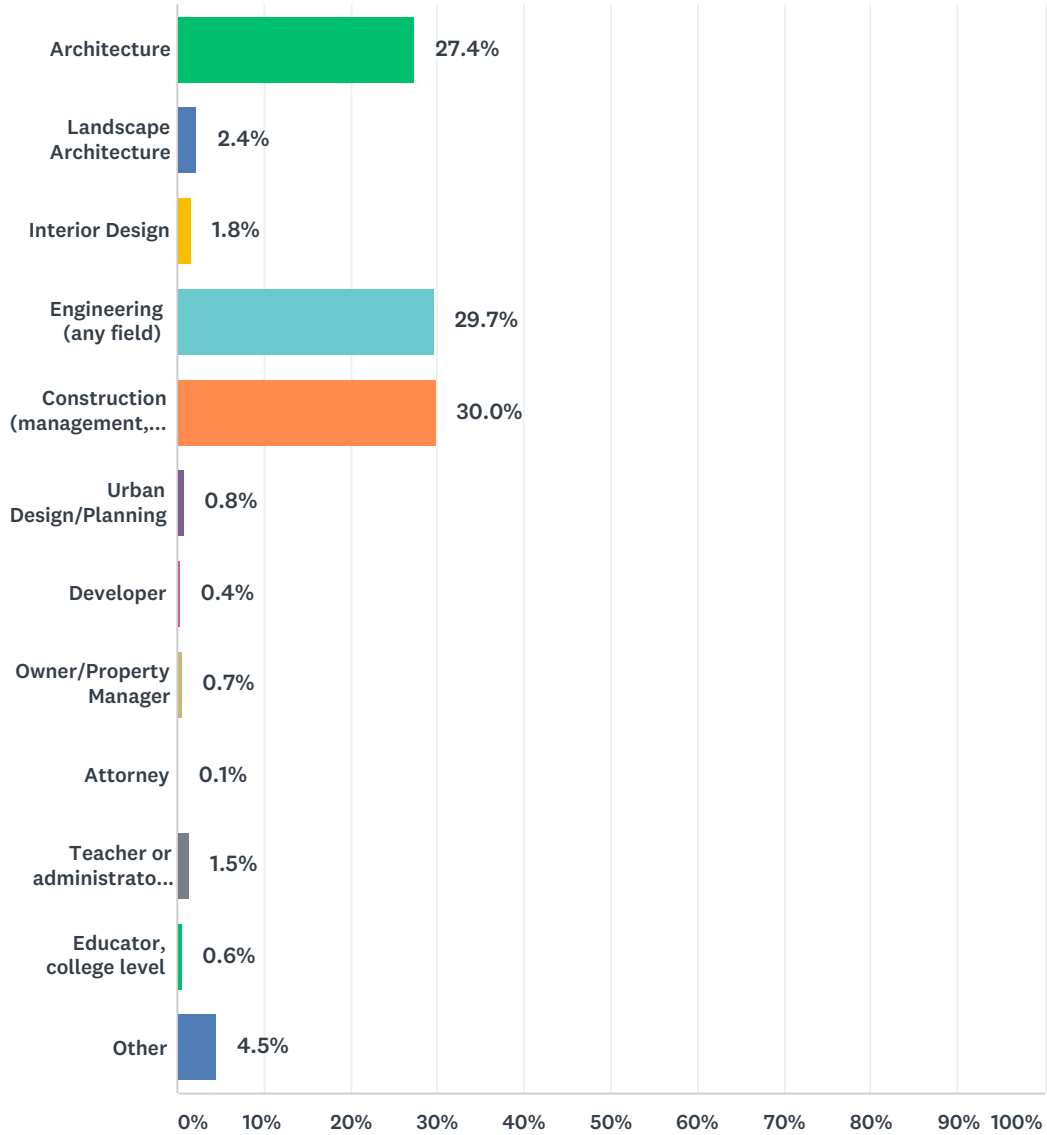


ANSWER CHOICES	RESPONSES	
Don't know my work schedule yet	62.7%	318
Personal situation in flux	32.1%	163
Employment subject to change	8.5%	43
Other (please explain)	23.9%	121
Total Respondents: 507		

Q27 What is your professional field? Check only one.

Answered: 1,706 Skipped: 182

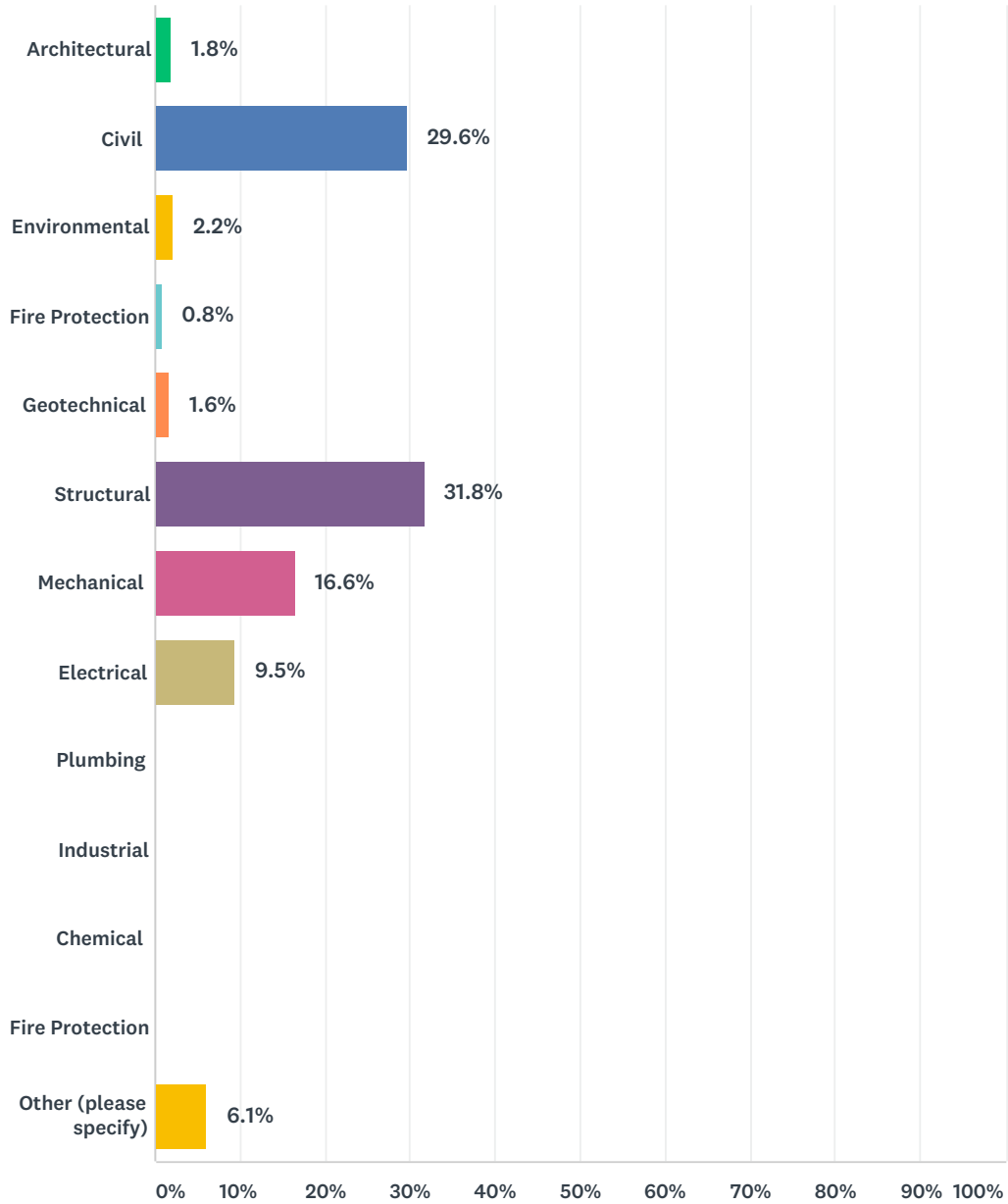
2019 Survey of ACE Mentors



ANSWER CHOICES	RESPONSES	
Architecture	27.4%	468
Landscape Architecture	2.4%	41
Interior Design	1.8%	30
Engineering (any field)	29.7%	507
Construction (management, trades, etc)	30.0%	512
Urban Design/Planning	0.8%	13
Developer	0.4%	7
Owner/Property Manager	0.7%	12
Attorney	0.1%	2
Teacher or administrator in high school	1.5%	26
Educator, college level	0.6%	11
Other	4.5%	77

Q28 If you are an engineer, what is your field?

Answered: 506 Skipped: 1,382



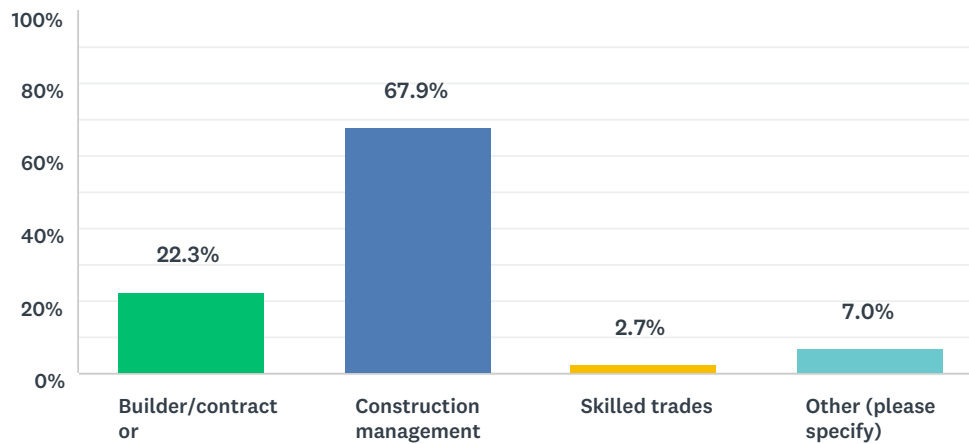
ANSWER CHOICES	RESPONSES	
Architectural	1.8%	9
Civil	29.6%	150
Environmental	2.2%	11
Fire Protection	0.8%	4
Geotechnical	1.6%	8

2019 Survey of ACE Mentors

Structural	31.8%	161
Mechanical	16.6%	84
Electrical	9.5%	48
Plumbing	0.0%	0
Industrial	0.0%	0
Chemical	0.0%	0
Fire Protection	0.0%	0
Other (please specify)	6.1%	31
TOTAL		506

Q29 If you work in construction, describe in which capacity.

Answered: 511 Skipped: 1,377

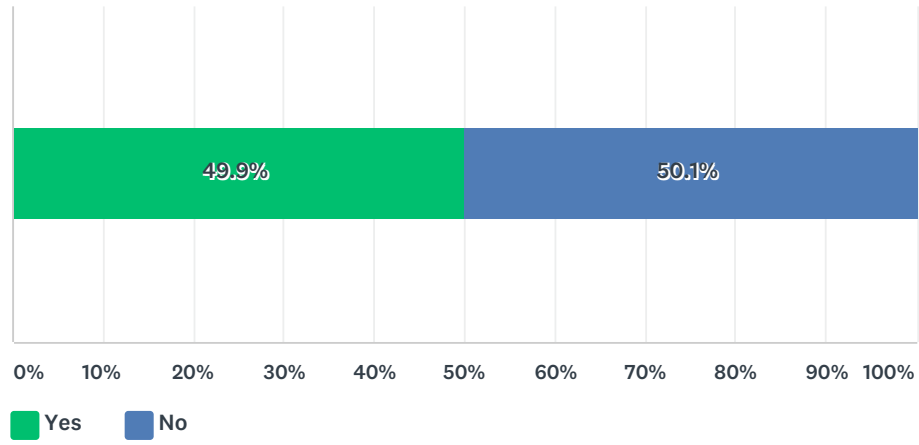


ANSWER CHOICES	RESPONSES	
Builder/contractor	22.3%	114
Construction management	67.9%	347
Skilled trades	2.7%	14
Other (please specify)	7.0%	36
TOTAL		511

Q30 Do you have a professional license or certification?

Answered: 1,703 Skipped: 185

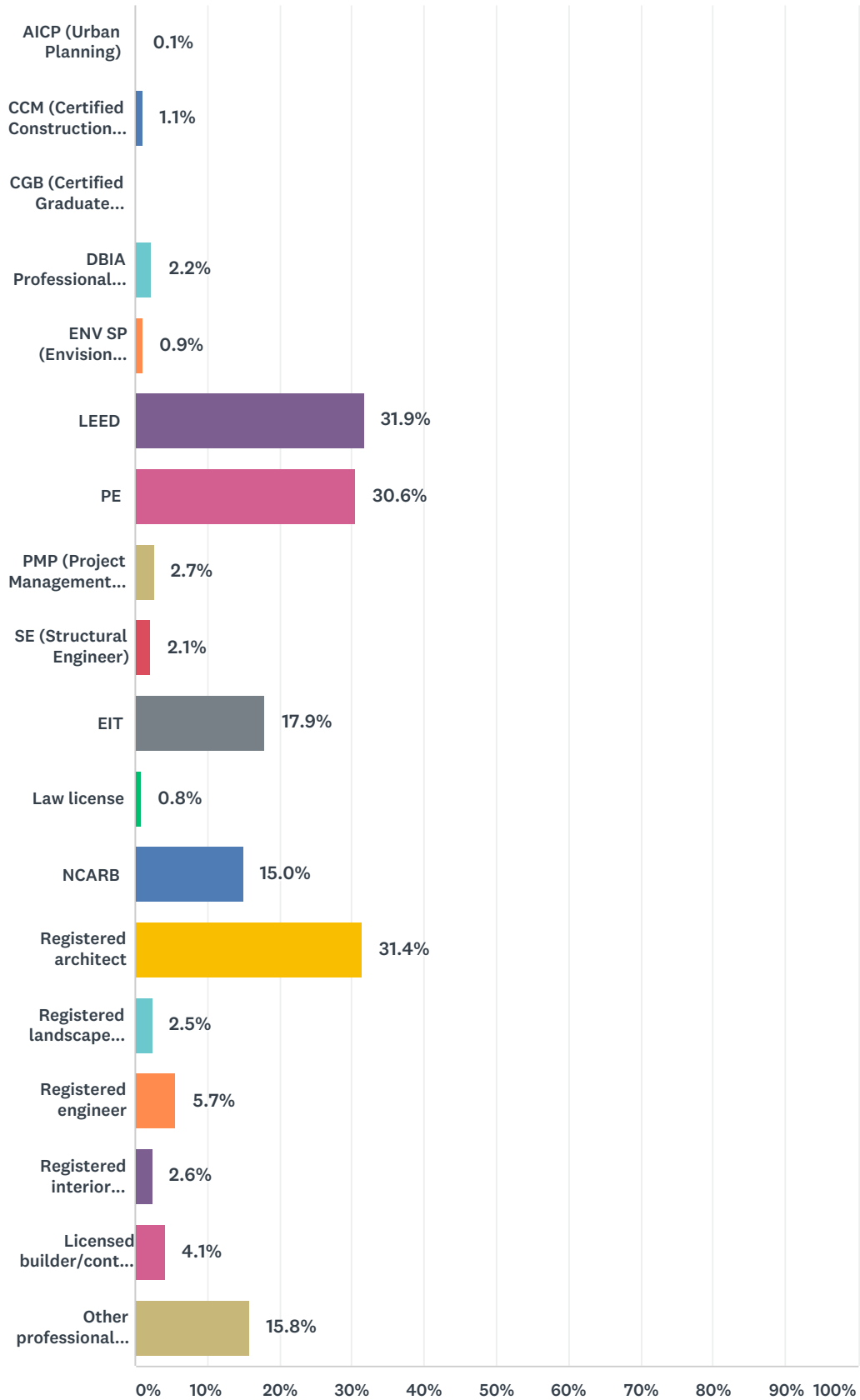
2019 Survey of ACE Mentors



Q31 Which professional license/certification? (check all that apply)

Answered: 847 Skipped: 1,041

2019 Survey of ACE Mentors



ANSWER CHOICES	RESPONSES
AICP (Urban Planning)	0.1% 1

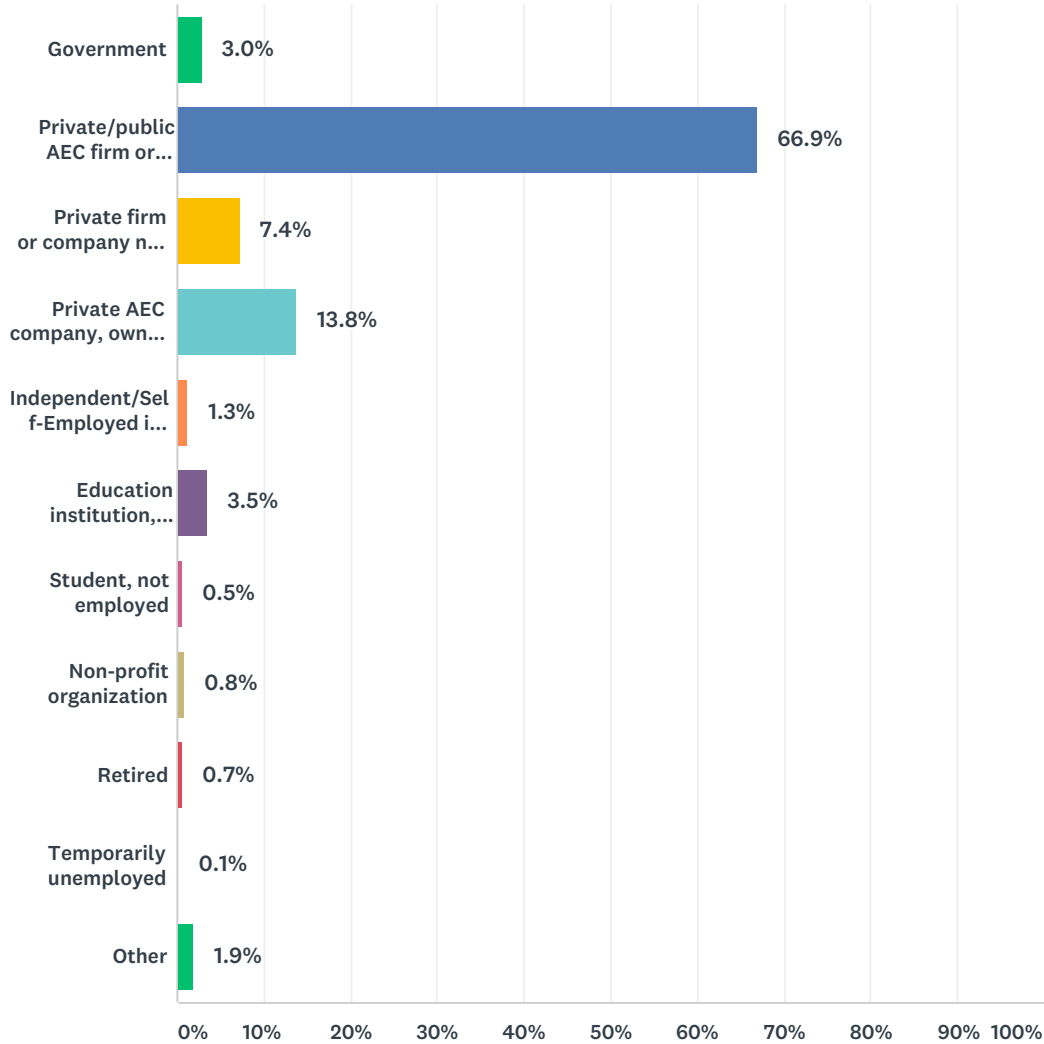
2019 Survey of ACE Mentors

CCM (Certified Construction Manager)	1.1%	9
CGB (Certified Graduate Builder)	0.0%	0
DBIA Professional (Design-Build Institute of America)	2.2%	19
ENV SP (Envision Sustainability Professional)	0.9%	8
LEED	31.9%	270
PE	30.6%	259
PMP (Project Management Professional)	2.7%	23
SE (Structural Engineer)	2.1%	18
EIT	17.9%	152
Law license	0.8%	7
NCARB	15.0%	127
Registered architect	31.4%	266
Registered landscape architect	2.5%	21
Registered engineer	5.7%	48
Registered interior designer	2.6%	22
Licensed builder/contractor	4.1%	35
Other professional license/certification named below	15.8%	134
Total Respondents: 847		

Q32 Describe your current employer. Check only one.

Answered: 1,699 Skipped: 189

2019 Survey of ACE Mentors

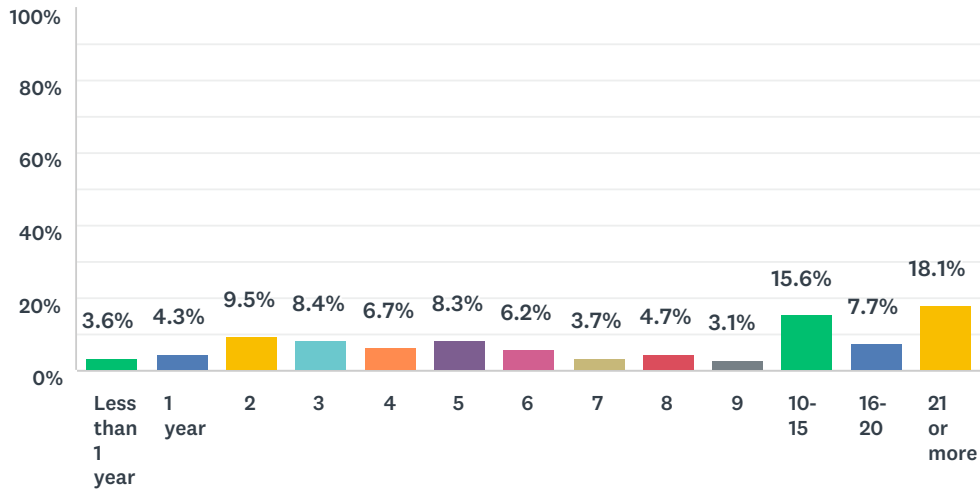


ANSWER CHOICES	RESPONSES	
Government	3.0%	51
Private/public AEC firm or company, not your own	66.9%	1,136
Private firm or company not working exclusively in AEC	7.4%	126
Private AEC company, owner or partner	13.8%	235
Independent/Self-Employed in AEC	1.3%	22
Education institution, high school or college	3.5%	60
Student, not employed	0.5%	9
Non-profit organization	0.8%	13
Retired	0.7%	12
Temporarily unemployed	0.1%	2
Other	1.9%	33
TOTAL		1,699

Q33 Since graduation from college or completion of an apprenticeship

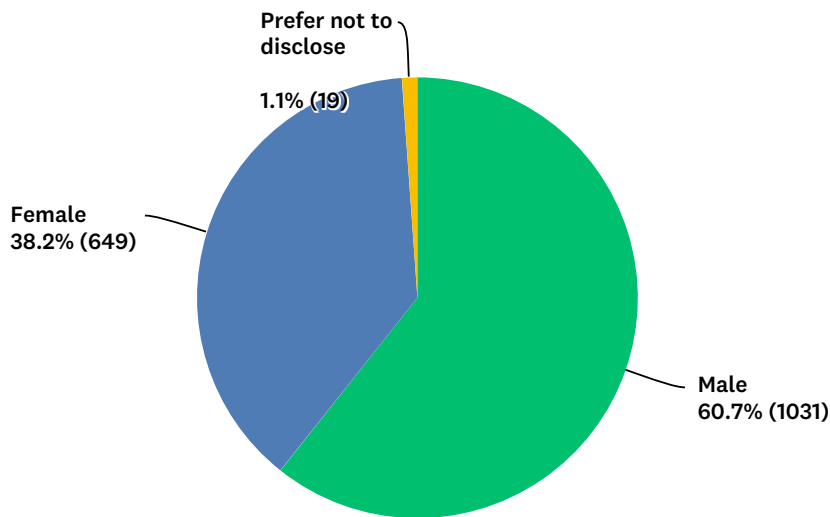
program, how many years have you worked in the AEC field or in your primary professional field (if not in AEC)? Check only one.

Answered: 1,689 Skipped: 199



Q34 Are you

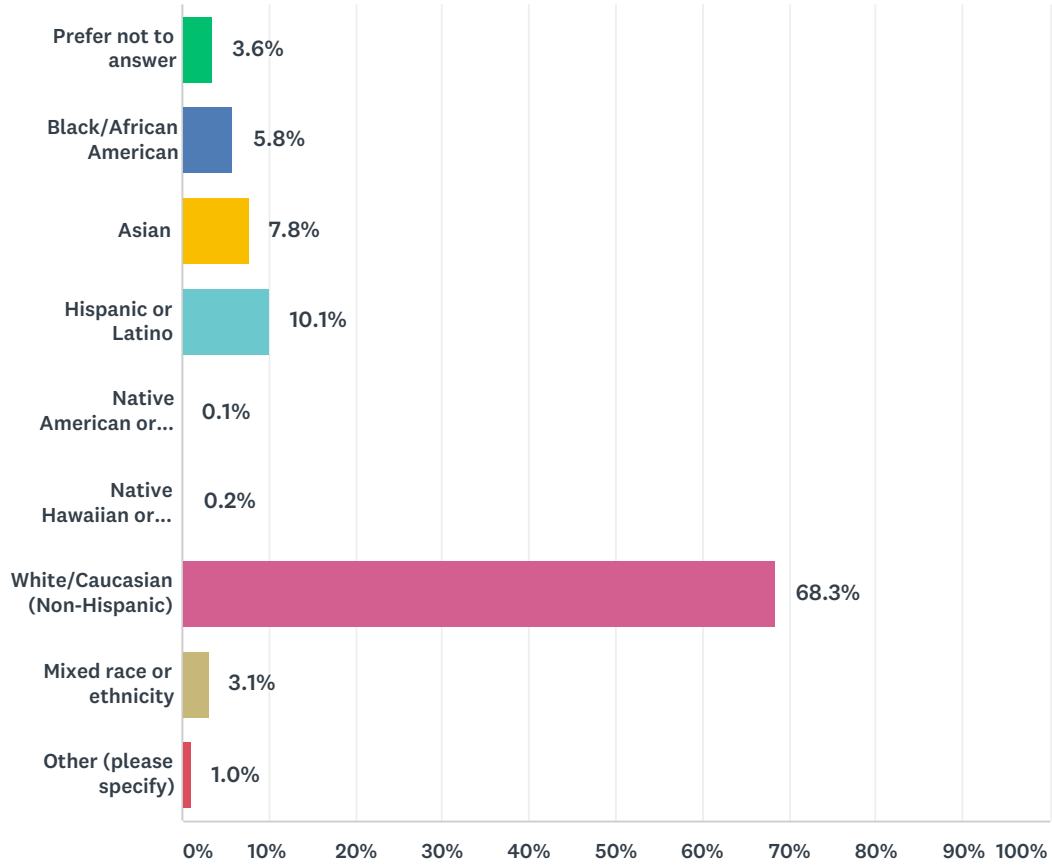
Answered: 1,699 Skipped: 189



Q35 With which racial/ethnic group do you identify? Check only one.

Answered: 1,699 Skipped: 189

2019 Survey of ACE Mentors



ANSWER CHOICES	RESPONSES	
Prefer not to answer	3.6%	61
Black/African American	5.8%	98
Asian	7.8%	133
Hispanic or Latino	10.1%	171
Native American or Alaska Native	0.1%	1
Native Hawaiian or other Pacific Islander	0.2%	4
White/Caucasian (Non-Hispanic)	68.3%	1,161
Mixed race or ethnicity	3.1%	53
Other (please specify)	1.0%	17
TOTAL		1,699