INNOVATIVE RESEARCH GROUP

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Ontario Association of Architects

2025 Practice Survey

Ontario Association of Architects
Ordre des architectes de l'Ontario

REPORT | November 2025

Setting the Context

The **Ontario Association of Architects** (OAA) Council approved a practice survey for 2025.

The 2025 Practice Survey seeks input from certificate of practice (CoP) holders who are familiar with its financial and administrative details. Insights gathered will help guide OAA Council's decision-making, inform policy development, and support the Association's mandate to protect the public interest.

Practice Survey Objectives:

- Gather perspectives on the OAA's mandate and role in the profession
- Understand staffing structures and workforce challenges
- Assess financial realities, including fees, revenues, and expenditures
- Examine client relationships and service delivery models
- Explore commitments to sustainability and environmental practices
- Evaluate the integration and impact of technology in practice
- Identify expectations and insights regarding future industry trends

Executive Summary

The 2025 Practice Survey provides a snapshot of the current state of architectural practices in Ontario

- Practices express confidence in the OAA's regulatory role.
- The results show that the profession remains stable and continues to adapt to technological, environmental, and economic change. However, economic uncertainty was identified as the leading external factor expected to influence practices in the year ahead.

1 Overall, practices agree that the OAA effectively fulfils its mandate

- A majority view the OAA as effective in governing and protecting the practice of architecture (86%). Many also feel that the OAA does a good job at anticipating and responding to change (69%). Satisfaction levels are also strong (63%), with practices citing responsiveness, regulatory integrity, and helpful resources as key strengths.

2 Most architectural practices operate on a similar scale

- Nearly two-thirds (62%) of practices report annual revenues below $1 million, and almost half (47%) undertake projects with average fees under $50,000.
- The majority of work continues to come from private-sector clients (57%), earned primarily through fixed-fee contracts (61%), with residential and commercial projects representing the largest market segments.
- In the past year, 64% of practices reported stable or improved revenues, and among the smaller share (8%) also operating outside Ontario, 42% reported revenue growth in external markets.

3 Staffing levels remain steady year-over-year

- 72% reported no change in the past year and 2-in-3 (63%) are expecting stability ahead. Practices also typically employ a small team.
- Professional development is valued with most practices supporting continuing education (86%), though only a fifth (19%) have formal mentorship programs.

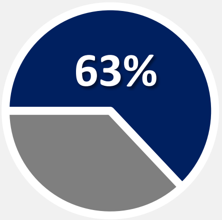
4 Digital integration is progressing across practices

- Digital integration is progressing across practices, more than half (55%) now use BIM, and a quarter (24%) are developing or have established internal AI policies. However, adoption is a challenge due to high software and training costs and limited staff expertise.
- Large practices lead the way in both AI policy development and BIM integration, while small and sole-proprietor practices lag behind.

Key Metrics: Practices

Satisfaction

Satisfaction with the OAA's services, within the mandate under the Architect's Act



TOP 3 REASONS

- ☑ The OAA is quick and responsive, available to answer questions, and provide support
- ☑ The OAA upholds the regulatory responsibilities or their mandate
- ☑ The OAA provides helpful resources

Regulatory Performance

86%

say the OAA is effective in **governing** the practice of architecture and **protecting the public interest**.

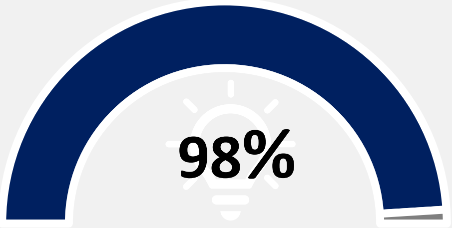
82%

say the OAA is effective in **developing** and **upholding standards** of knowledge, skill, qualification, practice, and professional ethics among architects.

69%

say the OAA does a good job at **anticipating** and **responding** to changes affecting the practice of architecture.

Familiarity with the OAA



Of practices are **familiar** with the OAA

Interacting with the OAA

53% of practices encourage their staff to participate in the OAA (e.g. Council, Committees, Task/Advisory Groups)

22% use the Total Energy Use Intensity (TEUI) Calculator

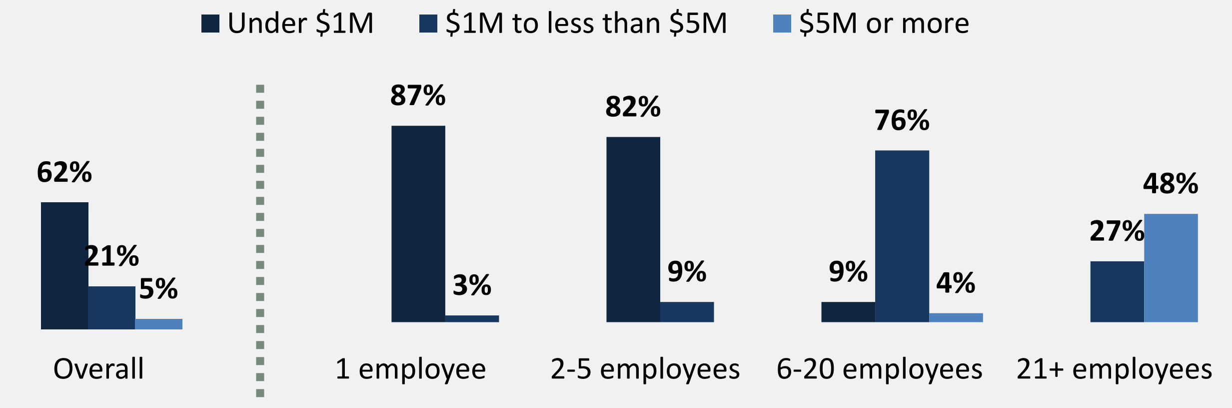
Suggested Improvements

- Stronger enforcement & regulation
- Provide more (diverse) educational or professional development resources
- Increase or improve public education & awareness about the profession

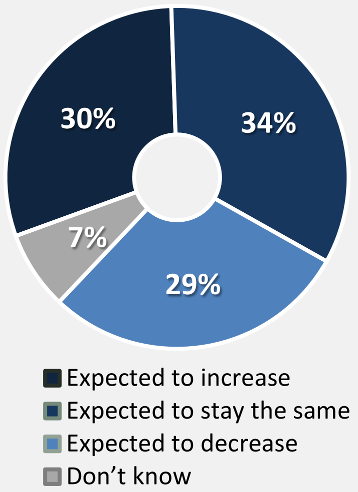
Key Metrics: Practices (cont.)

Revenue

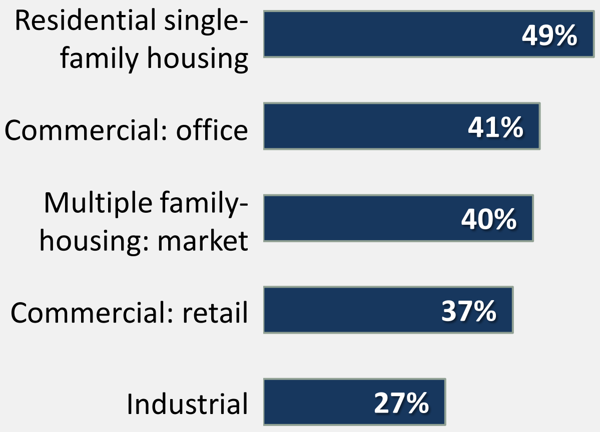
Net Revenue by Firm Size



Anticipated Change in Revenue



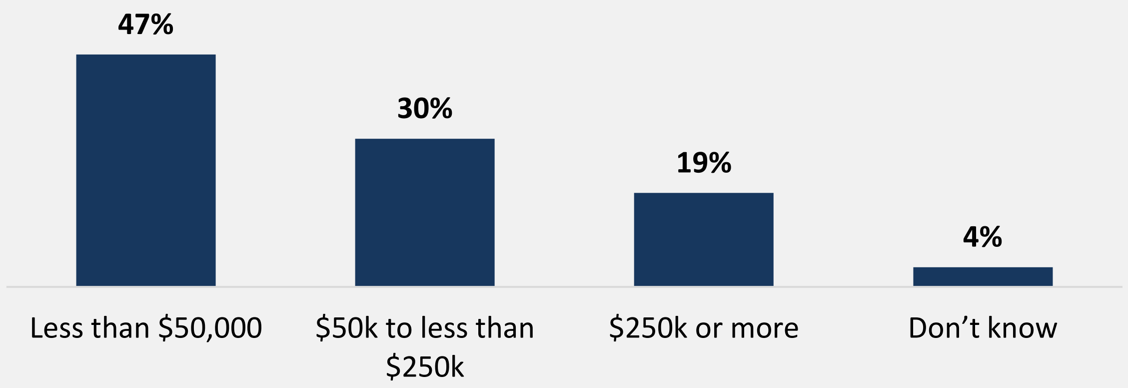
Top 5: Type of Work



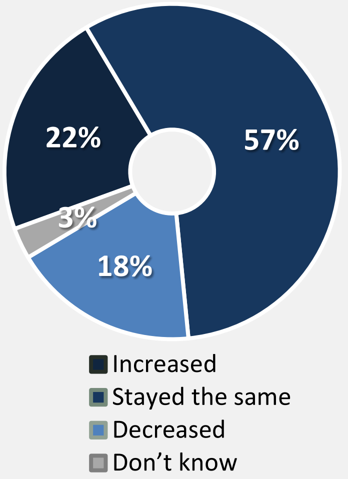
Note: Multiple selections were permitted

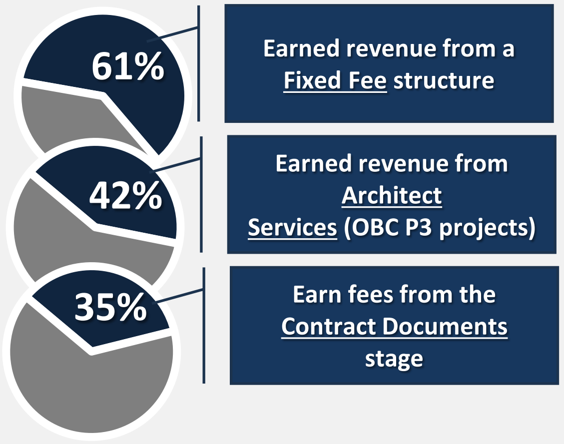
Fees

Average Fees



Change in Fees within the Last 12-Months





Firmographics & Methodology

Survey Methodology

Innovative Research Group (INNOVATIVE) was commissioned by the **OAA** to conduct an online survey of the practices.

WHO

Unweighted sample of **208 practices**, reflecting a survey participation rate of 10.1%.

In INNOVATIVE's experience, this is a typical survey response rate for a regulatory body engagement.

SAMPLE

Weighting: The results are weighted to n=205 qualified respondents based on the OAA's database, by practice type and region to ensure that the overall sample's composition reflects that of the actual population according to demographics provided by the OAA on September 5th; in order to provide results that are intended to approximate a probability sample. Note that due to the small number of completed surveys outside of Ontario, the data could not be weighted to be representative on region (inside vs. outside of Ontario). However, within Ontario, the sample was weighted sub-regionally to ensure representativeness.

Margin of Error: This is a convenience sample and since it was not a random probability-based sample, a margin of error cannot be calculated.

METHOD

This online survey was conducted using the full list of OAA practices, the link to the survey was an open link for ease of distribution with the OAA sending out the survey invitations and reminders. The survey was available in English and French.

Field Dates: September 9th to September 30th, 2025

Note: *Graphs may not always total 100% due to rounding values rather than any error in data. Sums are added before rounding numbers.*

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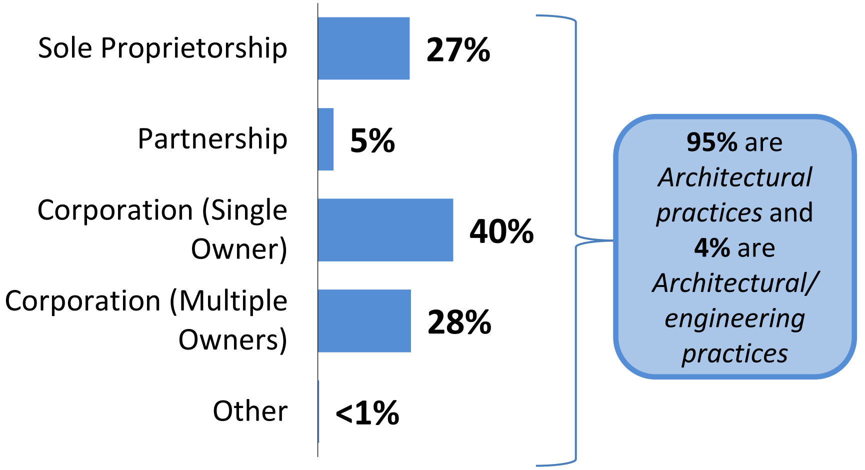
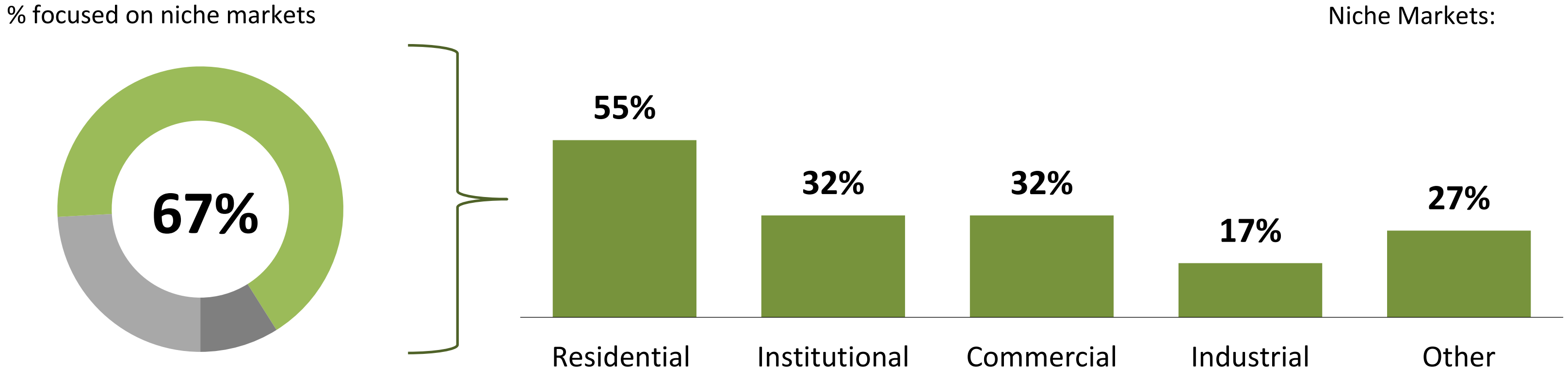
Firmographics: Respondent Profile

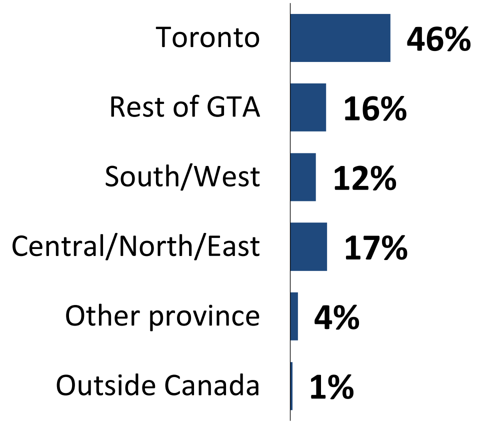
Practice Type and Form



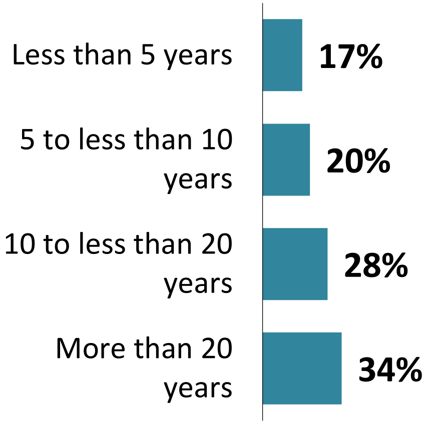
Practice Strength / Market Niche



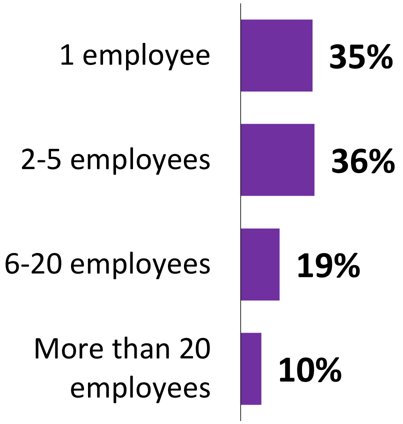
Region (CoP)



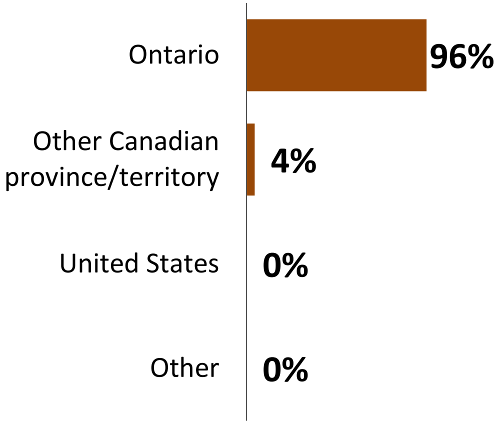
Tenure of CoP



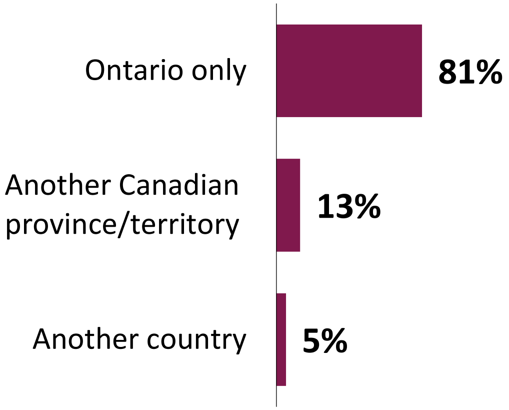
Practice Size



Head Office



Ontario Practice's Authorization



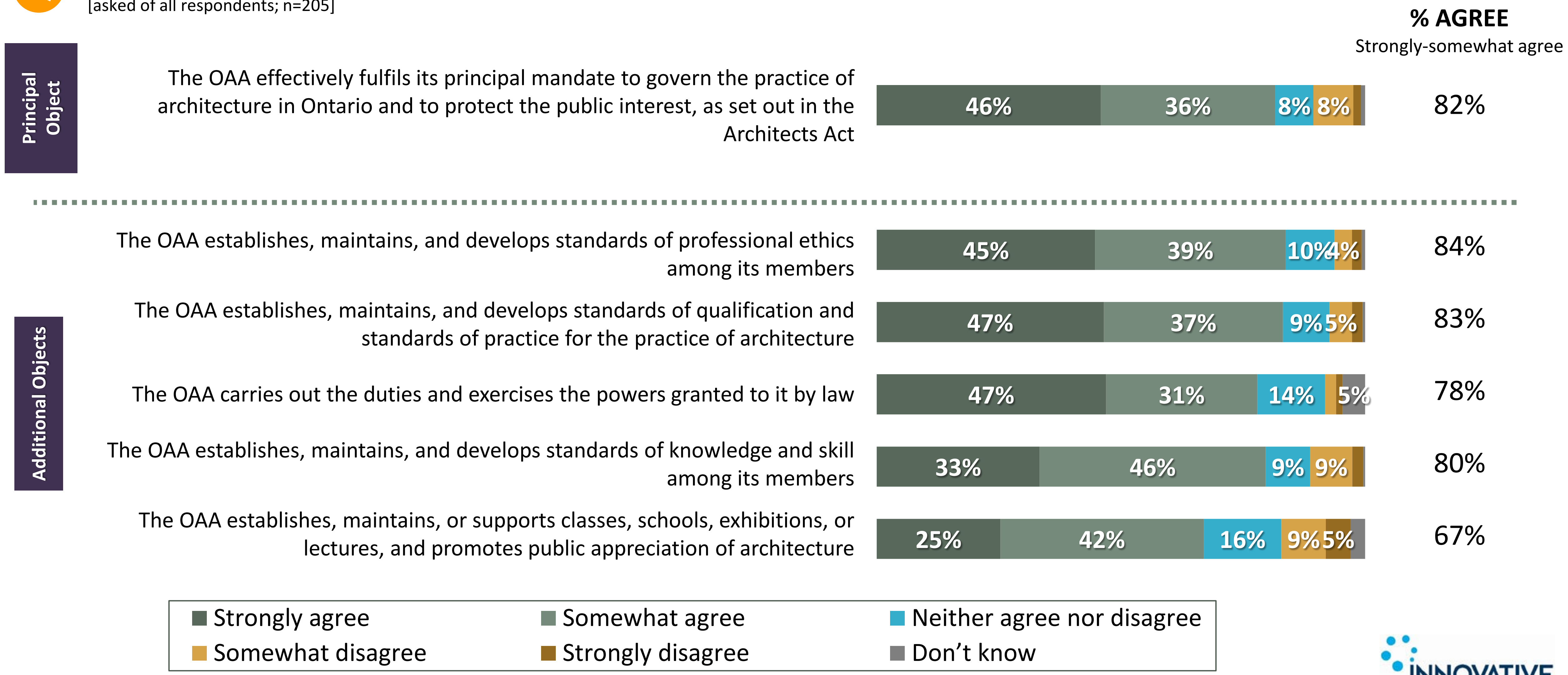
Note: *'Don't know' and 'Prefer not to say' not shown.*

Perspective on OAA Mandate

The Architects Act Objects

Agreement with ‘OAA fulfils its principal mandate’ is high at 82%

Q Please indicate to what extent you agree or disagree with each of the following statements.
[asked of all respondents; n=205]



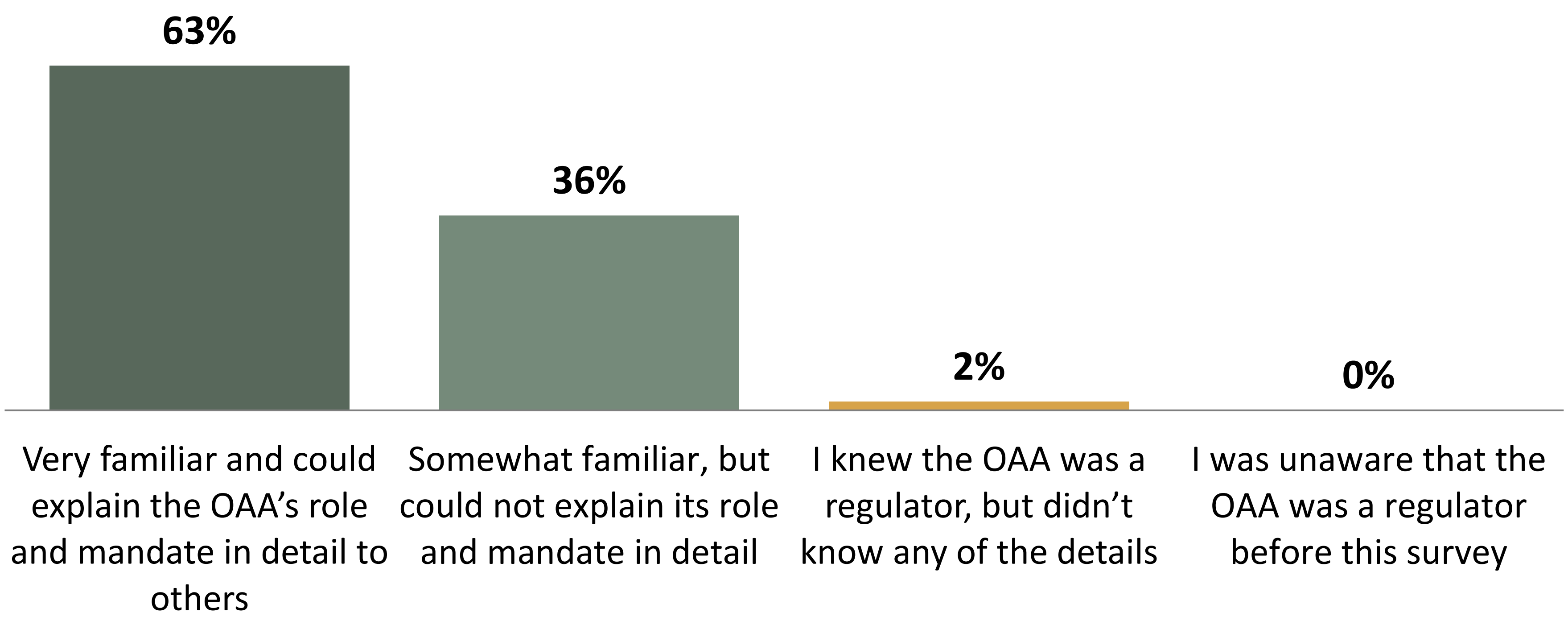
Note: *Data labels under 4% not shown.*

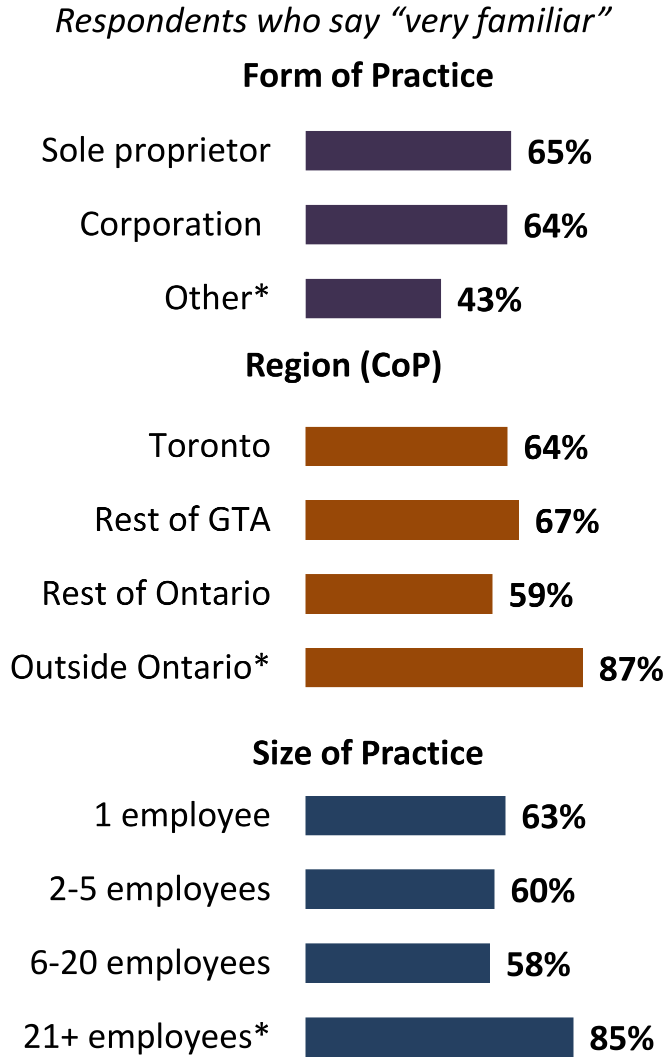
Aided Awareness: Almost all are familiar with OAA, and nearly 2-in-3 can explain the OAA's role in detail

Q

The OAA is the regulatory body for the profession of architecture in Ontario, established under the Architects Act to protect the public interest. Its principal role is to regulate the practice of architecture and govern its members, holders of certificates of practice, and temporary licence holders in accordance with legislation, regulations, and bylaws.

Before reading this description, how familiar were you with the OAA's role and mandate?
[asked of all respondents, n=205]





Note: **Interpret results with caution, small n-size (n<30). Don't know not shown (0%)*

Aided Awareness

Special Note

Q *The OAA is the regulatory body for the profession of architecture in Ontario, established under the Architects Act to protect the public interest. Its principal role is to regulate the practice of architecture and govern its members, holders of certificates of practice, and temporary licence holders in accordance with legislation, regulations, and bylaws.*

Before reading this description, how familiar were you with the OAA's role and mandate? [asked of all respondents, n=205]

Based on this research, **37%** could not explain the OAA's role and mandate.

The Ontario Association of Architects (OAA) is enabled by the Government of Ontario, under Provincial statute (*Architects Act*, R.S.O. 1990, c. A.26), to regulate the profession of architecture in the province, with a mandate to protect the public. The OAA has the sole official responsibility to ensure the provisions of the *Architects Act* are upheld and to enforce that legislation.

The OAA is a multi-object professional self-regulatory organization. As prescribed in the *Architects Act*, the following are its objects.

Principal object

The principal object of the Association is to regulate the practice of architecture and to govern its members, holders of certificates of practice, and holders of temporary licences in accordance with this *Architects Act*, the regulations, and the bylaws in order that the public interest may be served and protected. R.S.O. 1990, c. A.26, s. 2 (2).

Additional objects

For the purpose of carrying out its principal object, the Association has the following additional objects:

To establish, maintain, and develop standards of knowledge and skill among its members.

To establish, maintain, and develop standards of qualification and standards of practice for the practice of architecture.

To establish, maintain, and develop standards of professional ethics among its members.

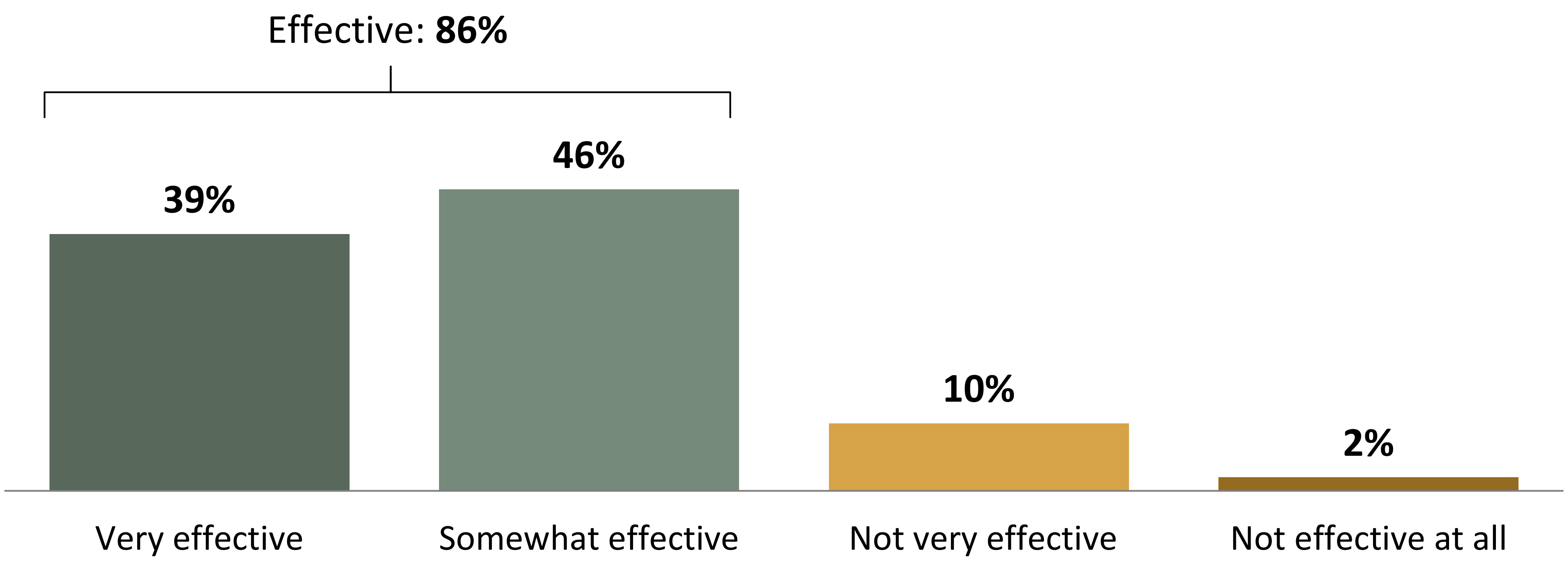
To establish and maintain or to assist in the establishment and maintenance of classes, schools, exhibitions, or lectures in, and to promote public appreciation of, architecture and the allied arts and sciences.

To perform such other duties and exercise such other powers as are imposed or conferred on the Association by or under any Act. R.S.O. 1990, c. A.26, s. 2 (3)

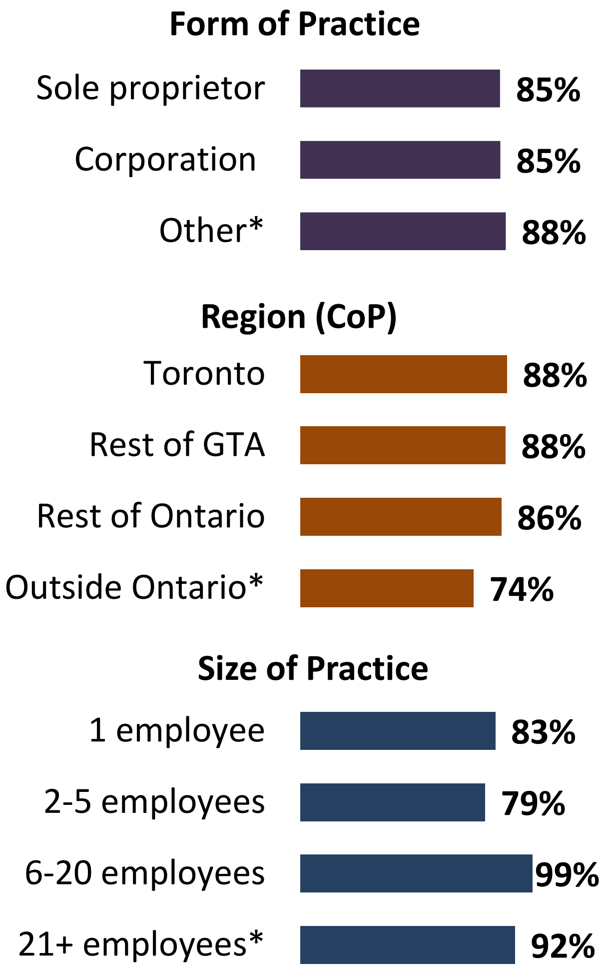
Governing & Protection

86% view the OAA as effective in governance and protection of public interest

Q How effective do you feel the OAA is in governing the practice of architecture and protecting the public interest?
[asked of all respondents, n=205]



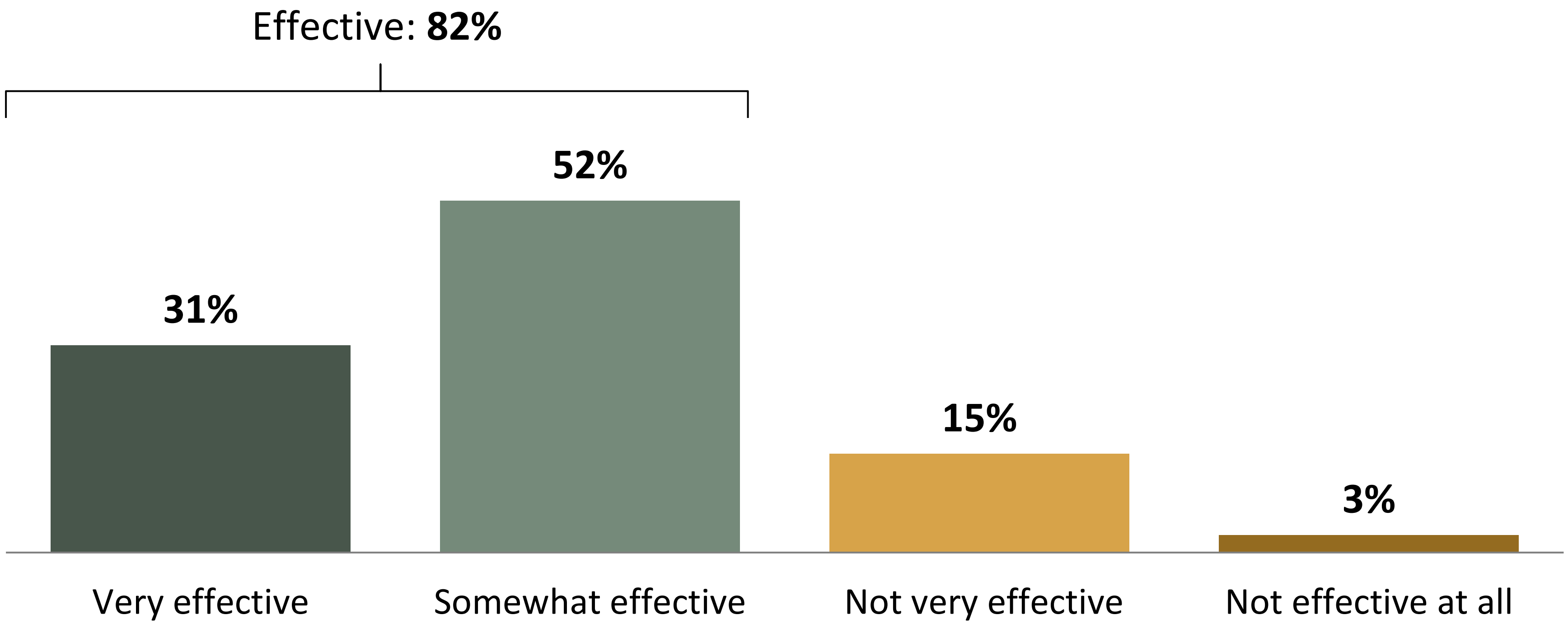
Respondents who say "Effective"

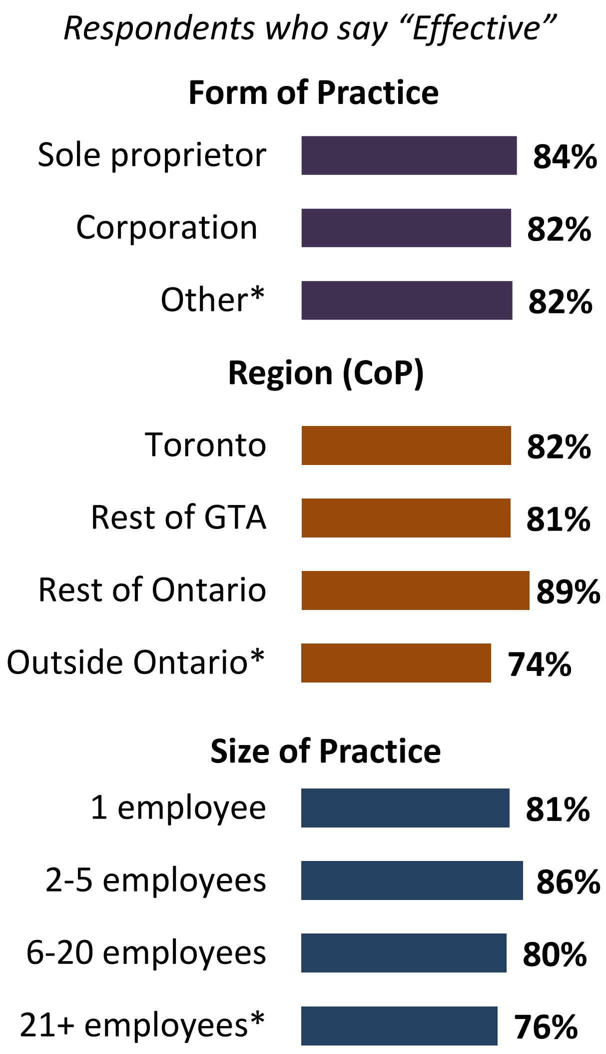


Note: **Interpret results with caution, small n-size (n<30). Don't know not shown (2%)*

Developing and Upholding Standards: 82% believe the OAA is effective in developing and upholding professional standards

Q How effective is the OAA in developing and upholding standards of skill, knowledge, qualification, practice, and professional ethics among architects?
[asked of all respondents, n=205]



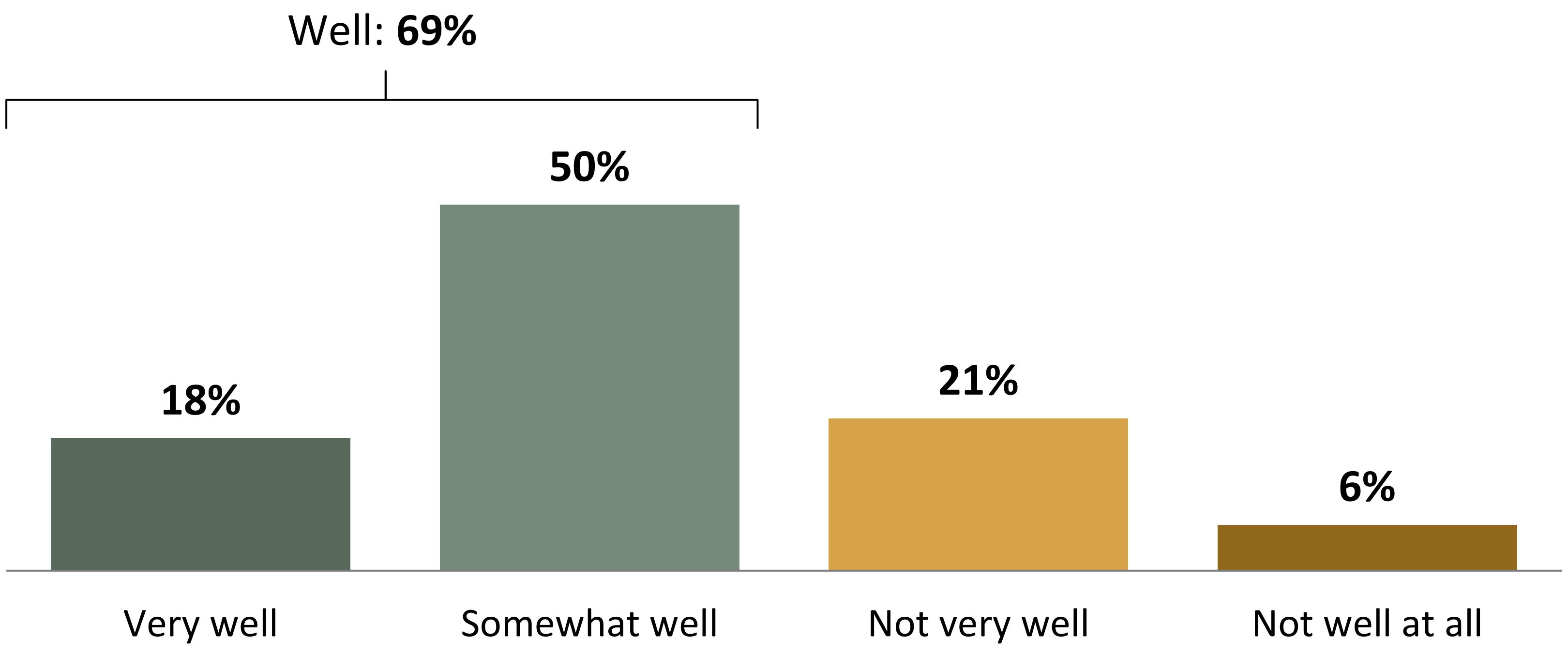


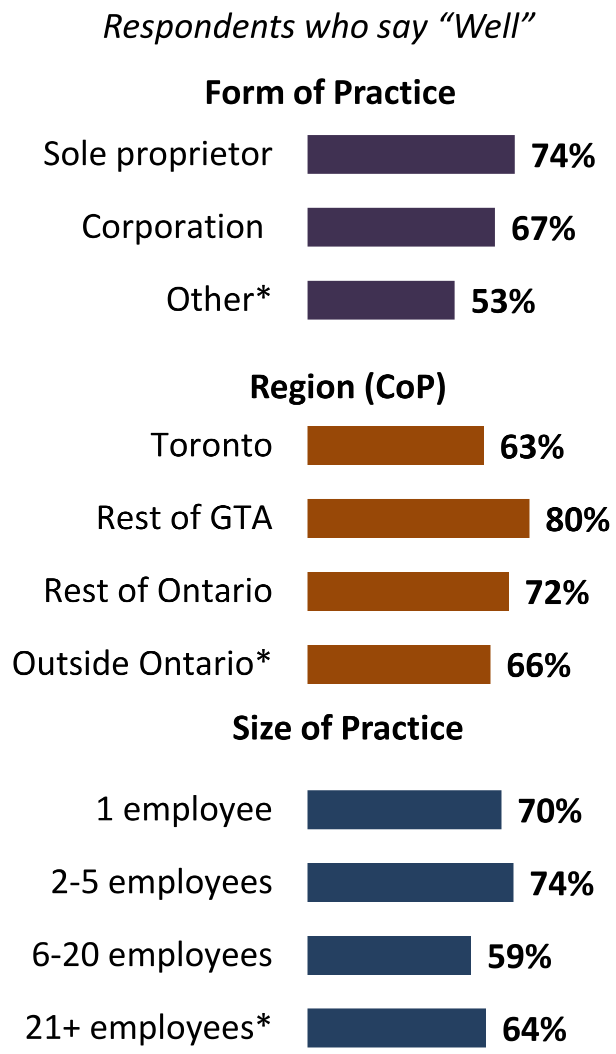
Note: **Interpret results with caution, small n-size (n<30). Don't know not shown (1%)*
Special Note: *Examples include making the Continuing Education Program mandatory for all OAA members, offering information on complaints and discipline on the OAA Website (including in the searchable directory).*

Anticipate & Respond to Changes

7-in-10 think the OAA performs well in anticipating and responding to change

Q How well does the OAA anticipate and respond to changes affecting the practice of architecture (e.g. technology, market conditions, sustainability expectations)?
[asked of all respondents, n=205]



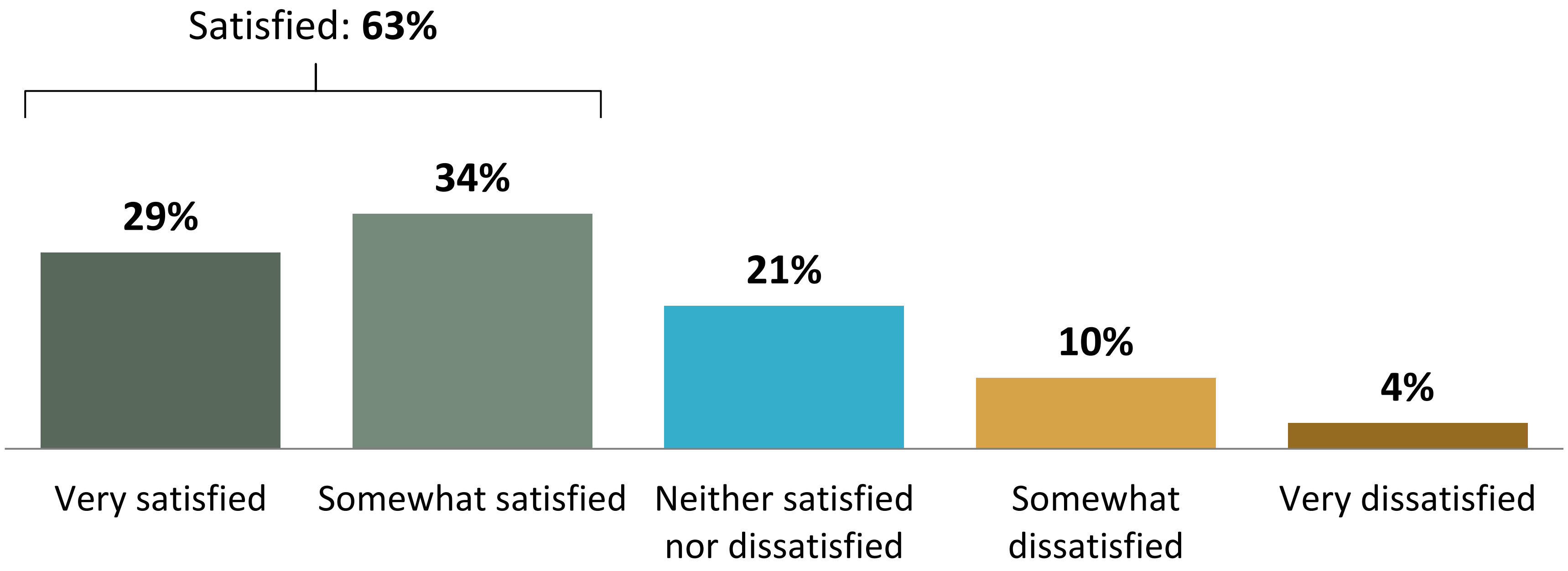


Note: **Interpret results with caution, small n-size (n<30). Don't know not shown (4%).*
Special Note: *As a regulator, the OAA would only anticipate and respond to changes affecting practices as it pertains to its mandate in protecting the public interest.*

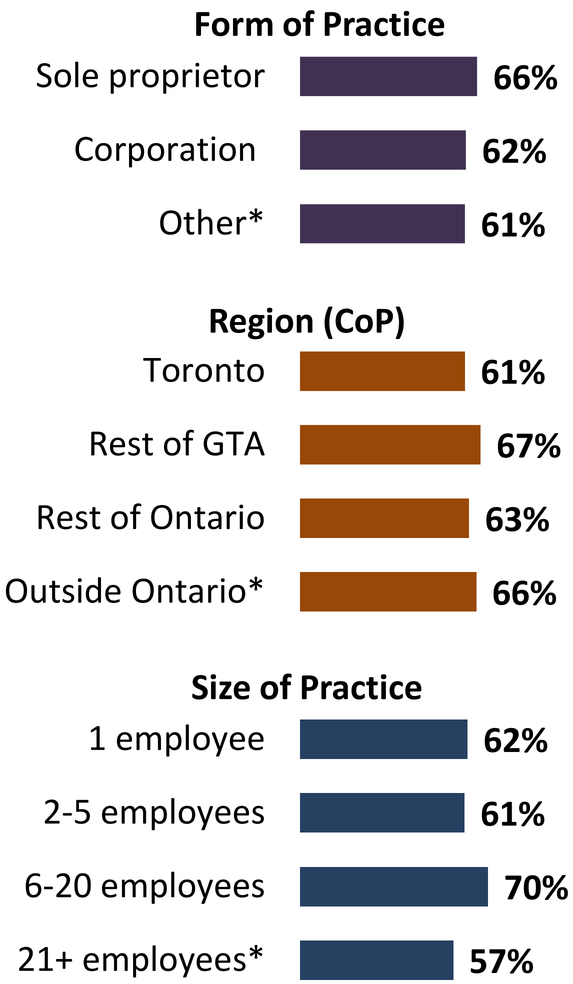
Satisfaction with OAA Services

Over 3-in-5 are satisfied with the OAA's services

Q Within the mandate under the Architects Act, how satisfied or dissatisfied are you with the OAA's services?
[asked of all respondents, n=205]



Respondents who say "Satisfied"

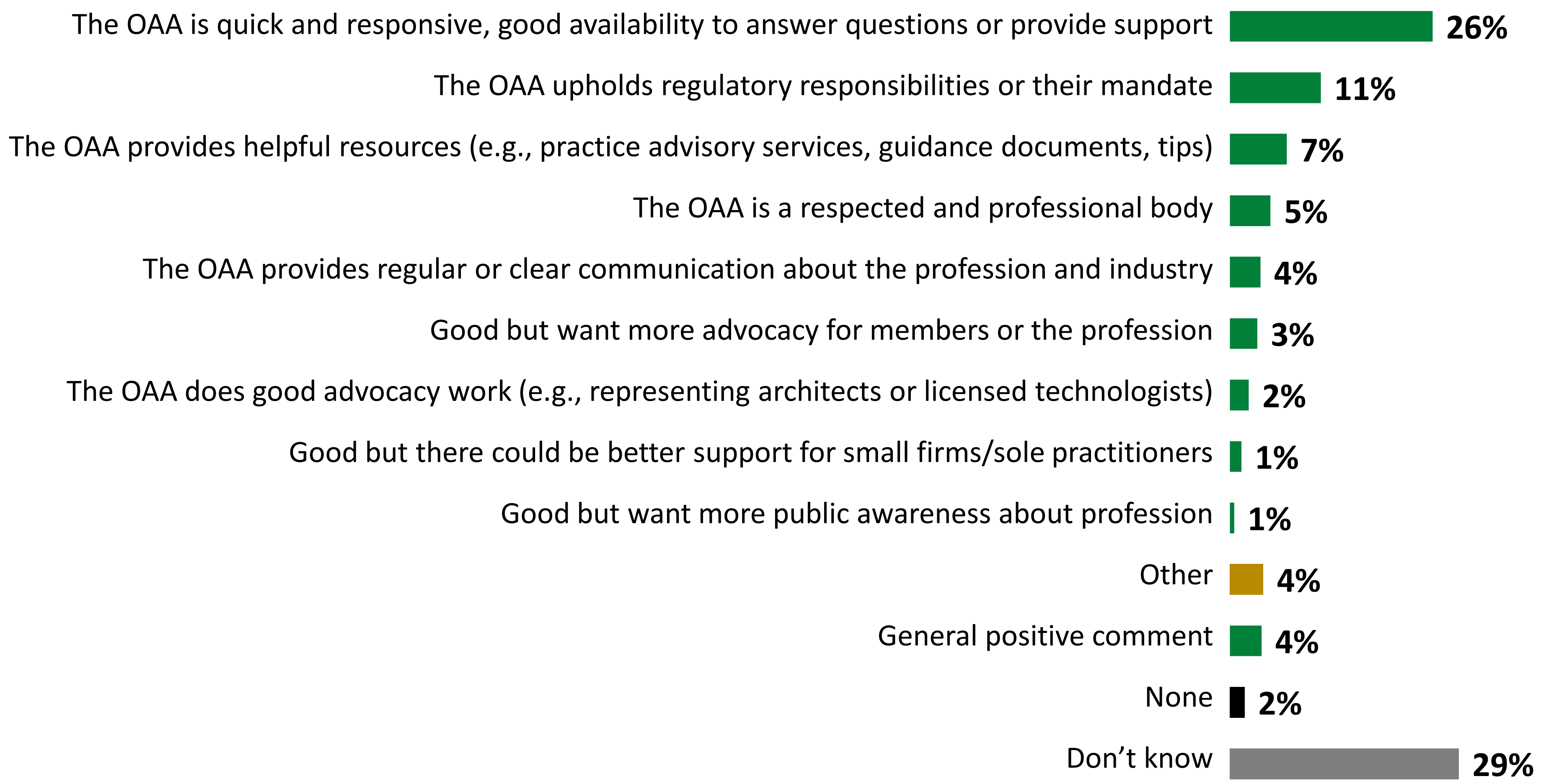


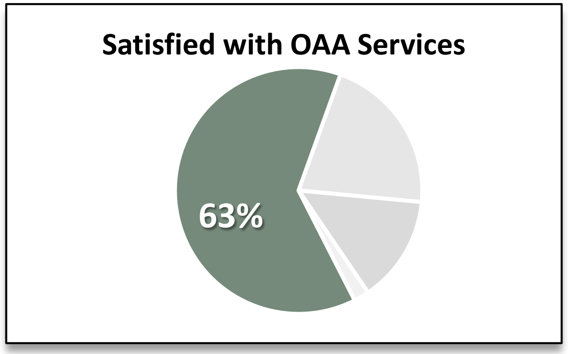
Note: **Interpret results with caution, small n-size (n<30).*
Don't know not shown (2%)

Satisfaction Reasoning: The main reason cited for satisfaction with the OAA is responsiveness to requests for information or support (26%)

Q

And why do you feel satisfied with the OAA's services?
[asked of those who said satisfied with the OAA's services, n=129]



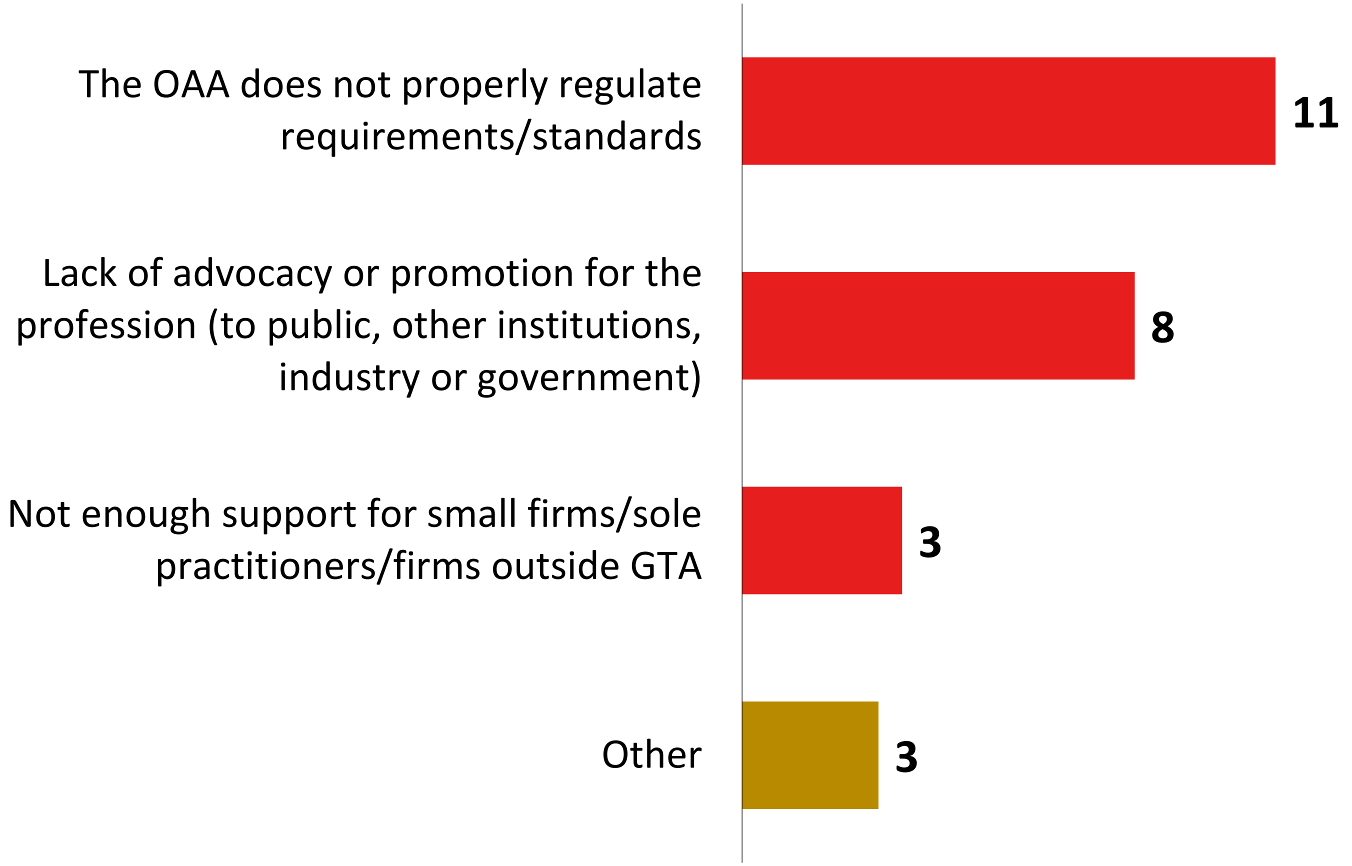


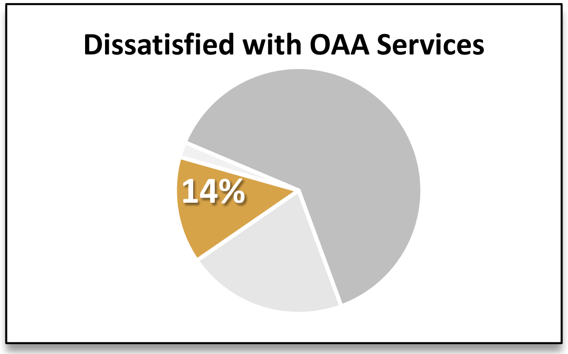
Special Note: *As a regulator, the OAA is only obligated to provide services, such as Act Enforcement, as it pertains to its mandate. Services outside the scope of the act and regulations may be better served by groups like the RAIC.*

Dissatisfaction Reasoning: Among those dissatisfied with the OAA, the main reason is the perception that the OAA doesn't properly regulate requirements

Q

And why do you feel dissatisfied with the OAA's services?
[asked of those who said dissatisfied with the OAA's services, n=29]



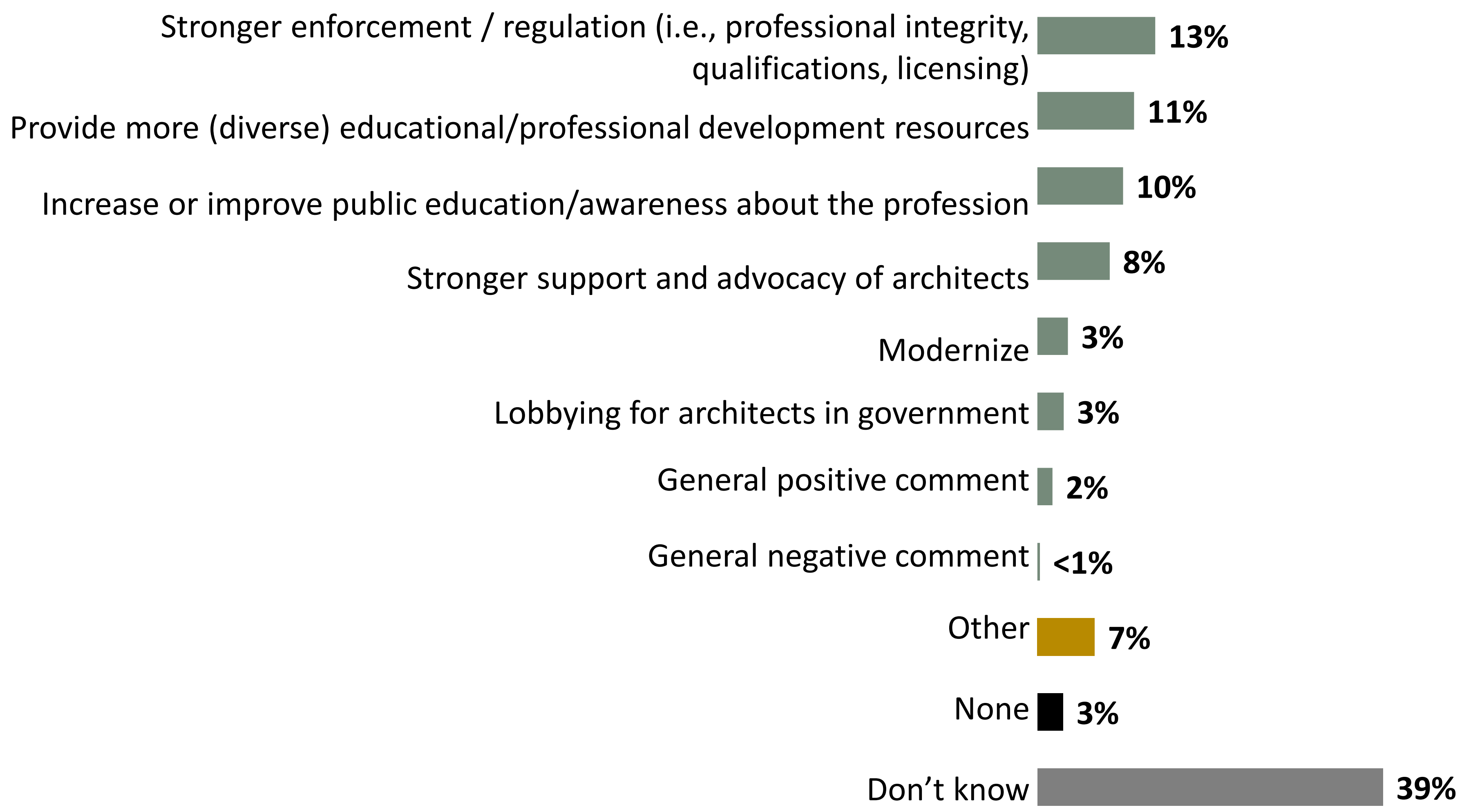


Note: *counts shown due to small n-size (n<30). Don't know not shown (3)*
Special Note: *As a regulator, the OAA is only obligated to provide services, such as Act Enforcement, as it pertains to its mandate. Services outside the scope of the act and regulations may be better served by groups like the RAIC.*

Improvements: Stronger enforcement, providing more professional development resources, and increasing awareness are the most mentioned

Q

Within the scope of the objects listed under the Architects Act, how can the OAA improve?
[asked of all respondents, n=205]



Special Note: As a regulator, the OAA is only obligated to act within its mandate.

Practice Staff

Staffing Roles

On average, practices employ at least 1 intern and 4 architects (3 principals)

Q How many people in your practice work in the following roles?
[asked of all respondents, n=205]

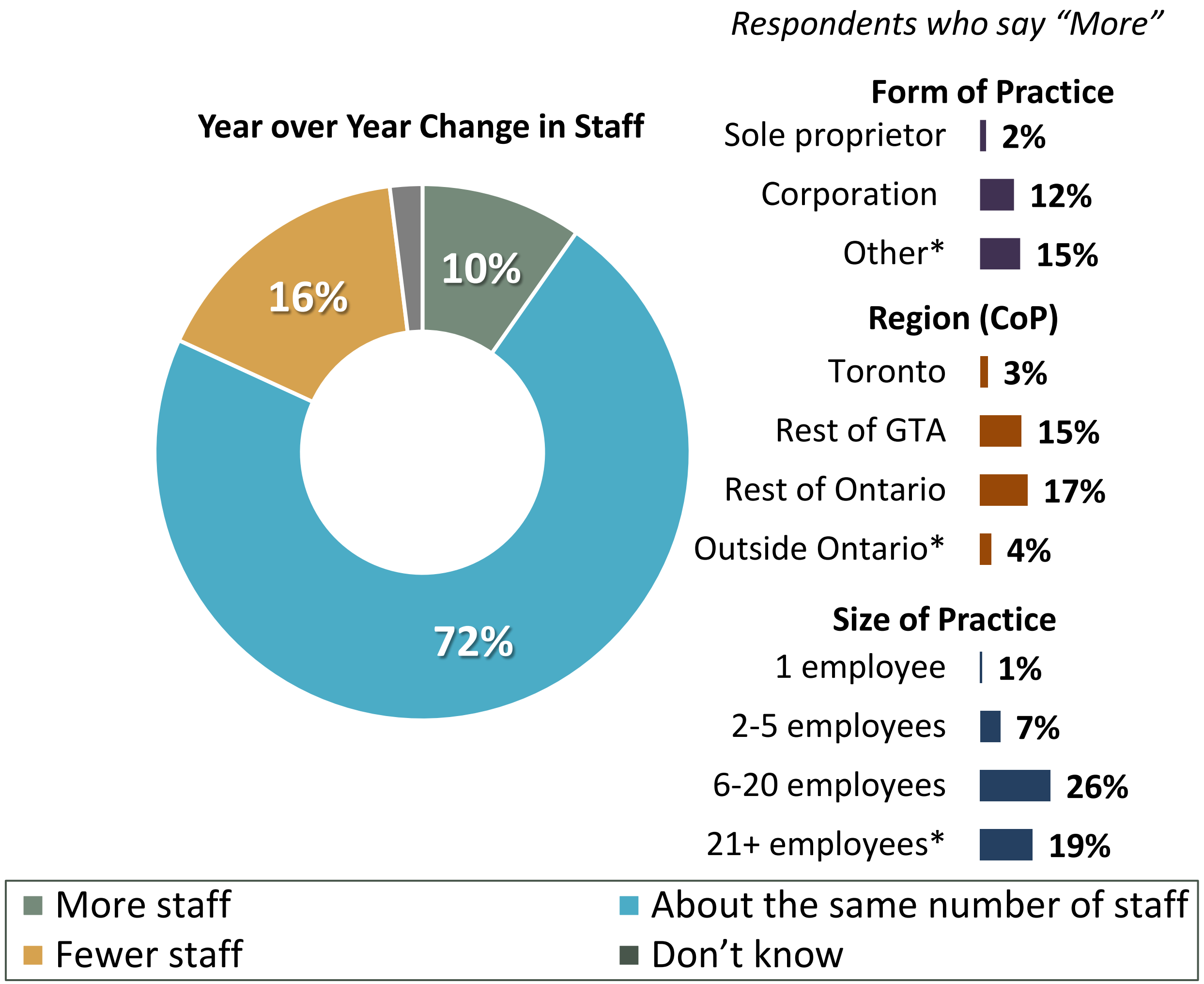
	Average Number of Employees
Architects: principals/shareholders/officers/directors	2.54
Architects: not principals/shareholders/officers	1.17
Licensed Technologists	0.41
Intern Architects	1.10
Architectural graduates (not Intern Architect)	0.73
Landscape architects	0.07
Urban planners	0.01

	Average Number of Employees
Engineers	0.09
Registered Interior Designers	0.18
Support staff	0.75
Technologists/technicians (CET/AATO)	0.68
CADD/manual drafters (not /CET/AATO)	0.47
Other	0.57

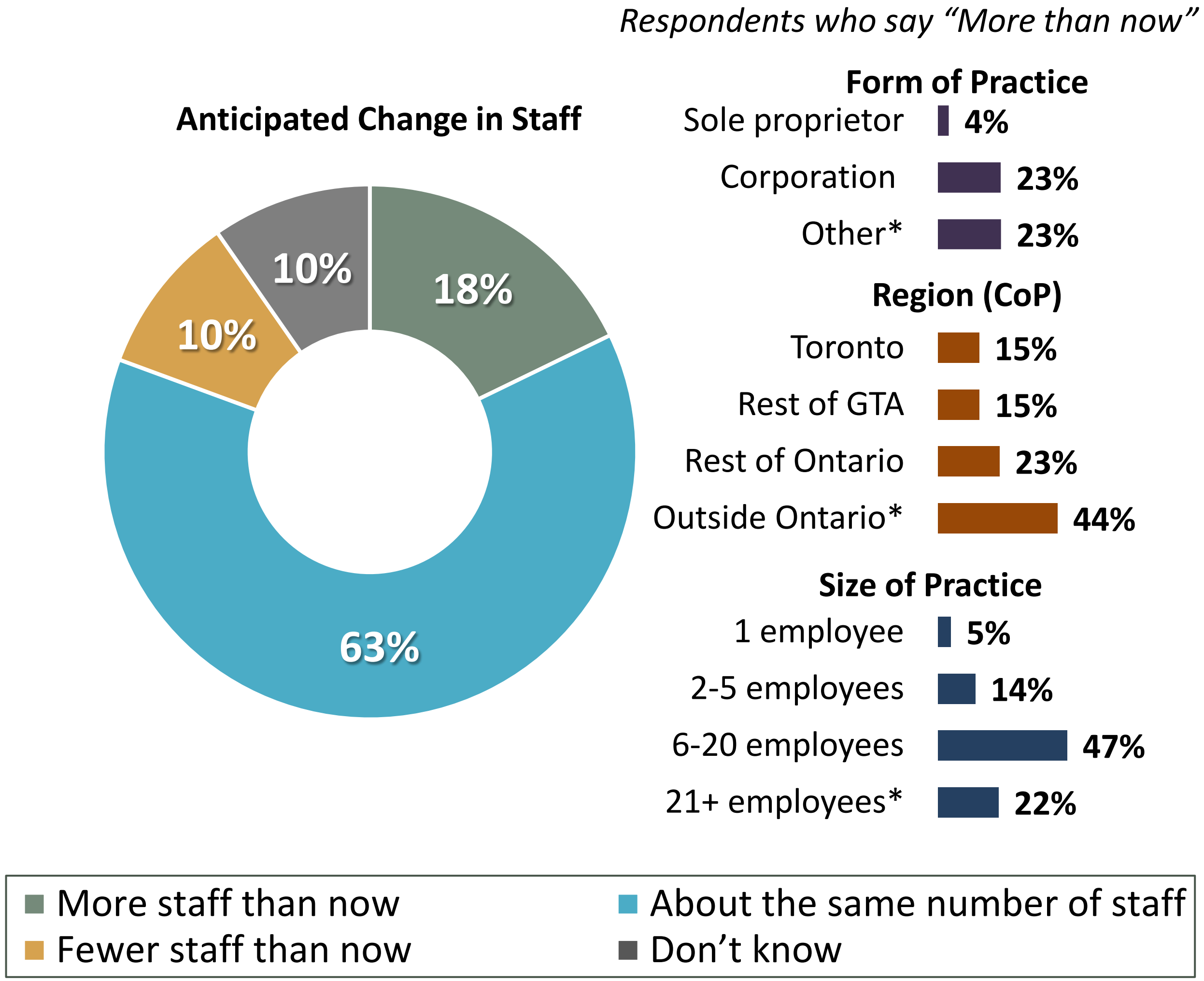
Staff Changes

72% of practices maintained the same staff size; 63% expect no change

Q Compared to last year, does your practice currently have …
[asked of all respondents; n=205]



Q Thinking about next year, do you expect the practice to have …
[asked of all respondents; n=205]

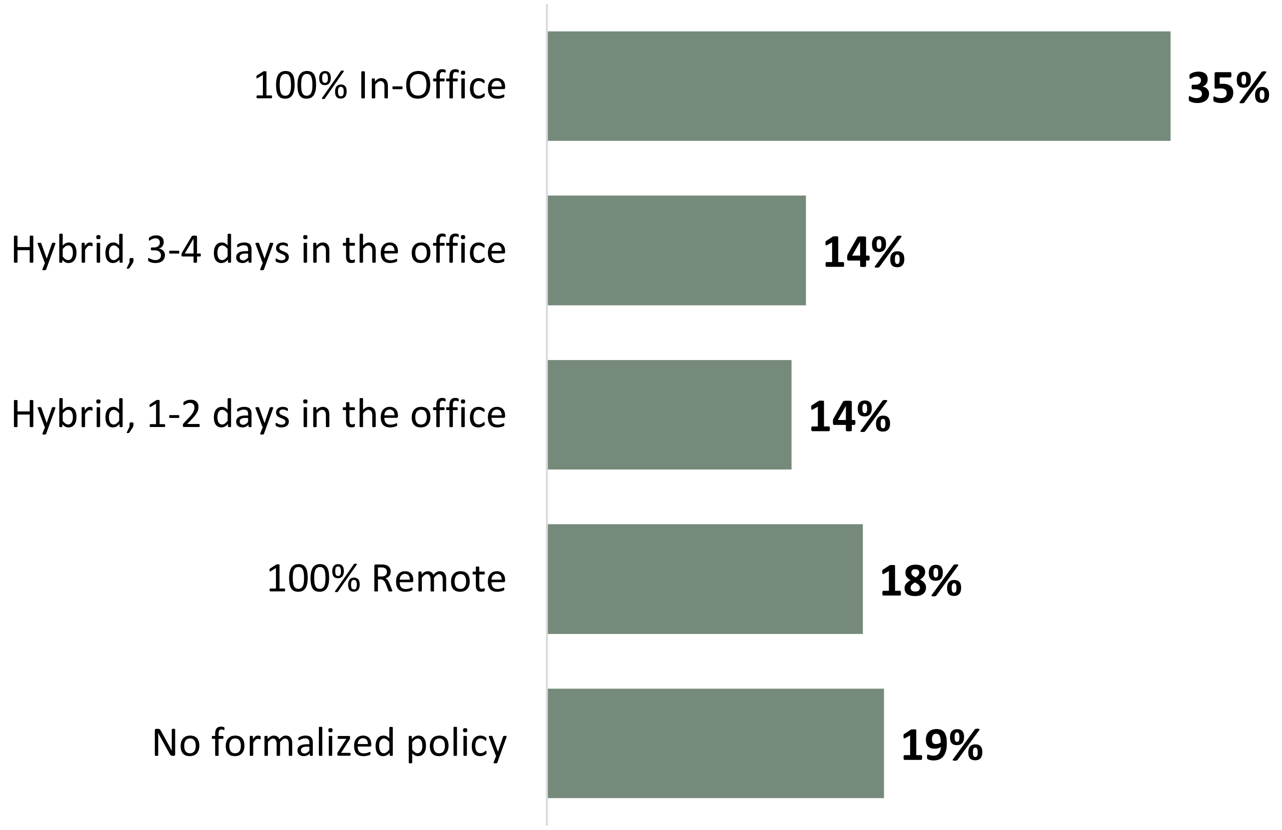


Note: **Interpret results with caution, small n-size (n<30); data labels under 4% not shown.*

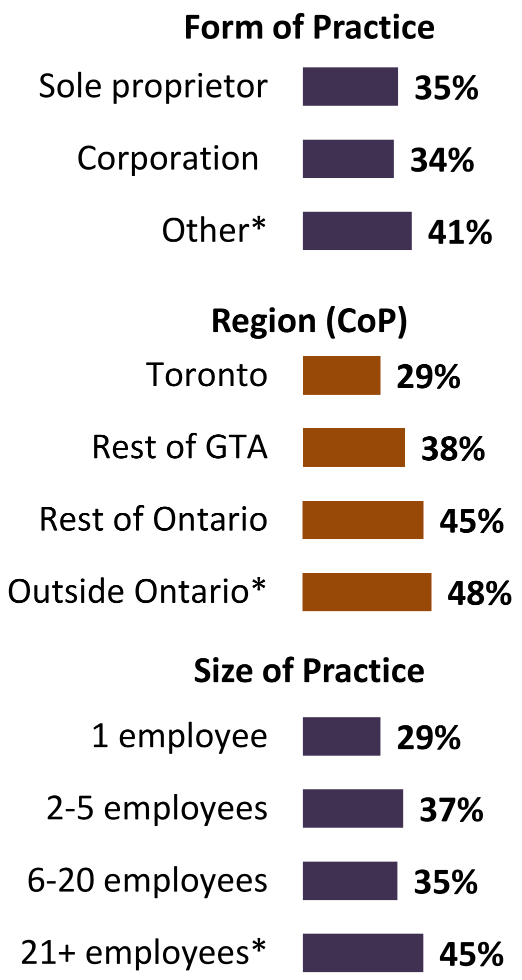
Work Arrangement

Over one-third say fully in-office, followed by no formalized policy and fully remote

Q What is your practice's current work arrangement?
[asked of all respondents, n=205]



Respondents who say "100% In-Office"



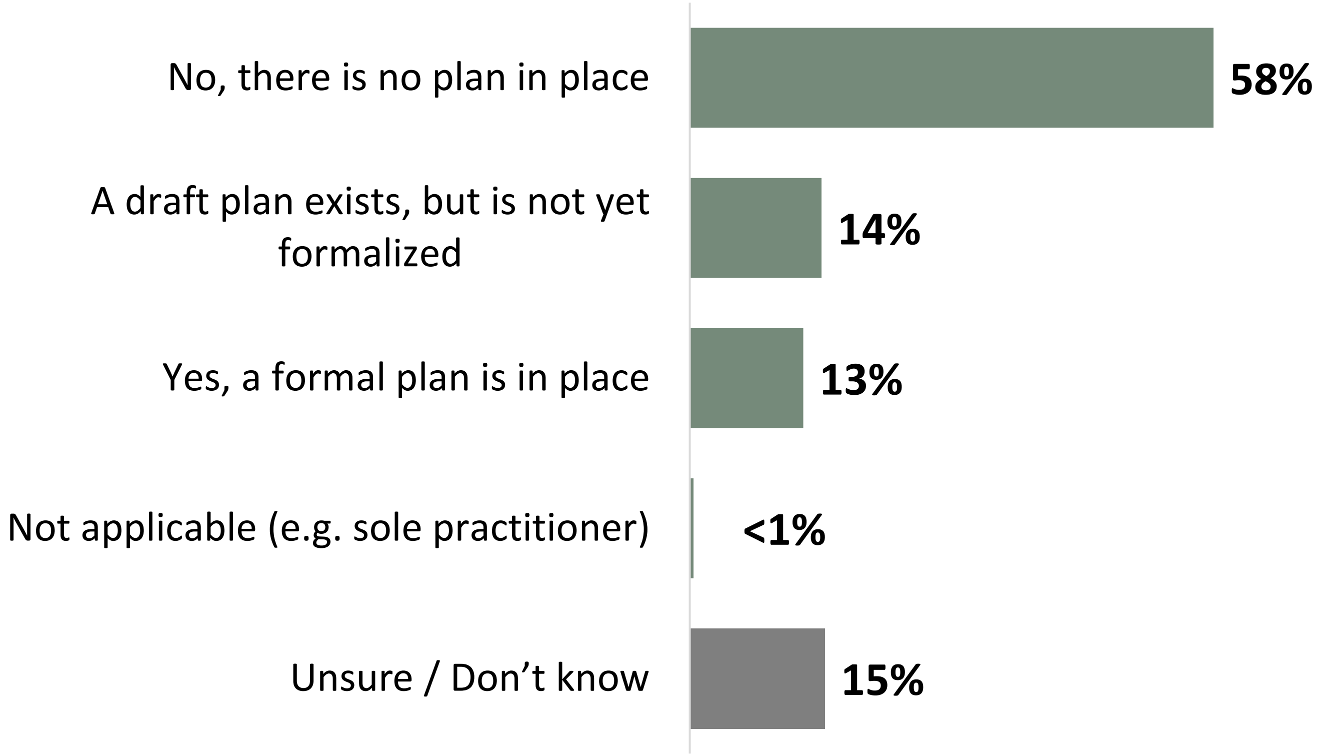
Note: *Don't know not shown (1%)*

Succession Plan

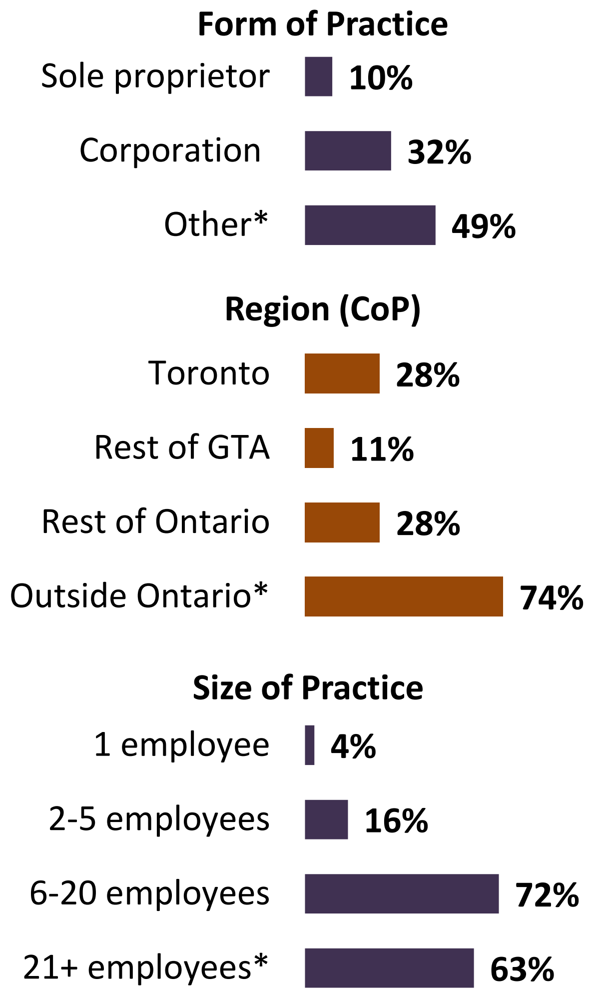
13% have a plan in place, higher among corporations and Toronto practices

Q

Does your practice have a succession plan or business continuity framework in place to address the retirement or departure of the holder of the certificate of practice?
[asked of all respondents, n=205]



Respondents who say “Plan exists/is in place”



Note: **Interpret results with caution, small n-size (n<30)*

Compensation: Annual salary is the predominant compensation type (54%); higher among corporations

Q

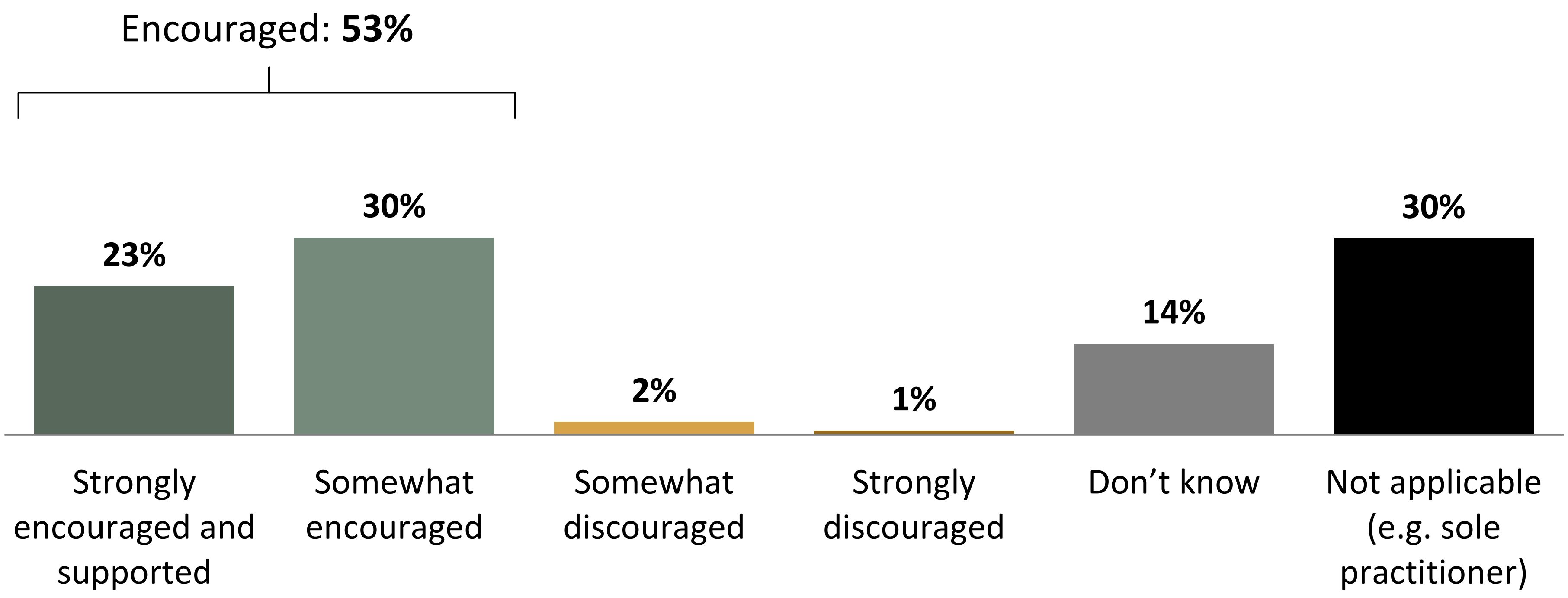
How are staff compensated? *Please select all that apply.*
[asked of all respondents, n=205]

% who selected compensation type	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Annual salary	**54%**	22%	64%	88%	54%	50%	52%	78%	19%	66%	83%	81%
Hourly rate	**30%**	25%	32%	26%	24%	29%	41%	26%	14%	36%	46%	36%
Draws determined by cashflows	**19%**	8%	20%	5%	13%	24%	16%	18%	22%	13%	7%	22%
Dividends	**16%**	31%	15%	17%	26%	12%	15%	4%	32%	16%	8%	7%
No staff/Sole Proprietor	**4%**	5%	3%	9%	5%	0%	6%	0%	2%	3%	8%	4%
Other	**4%**	14%	2%	0%	4%	9%	6%	0%	13%	1%	0%	0%
Don't know	**5%**	7%	3%	9%	5%	3%	4%	0%	10%	1%	0%	0%

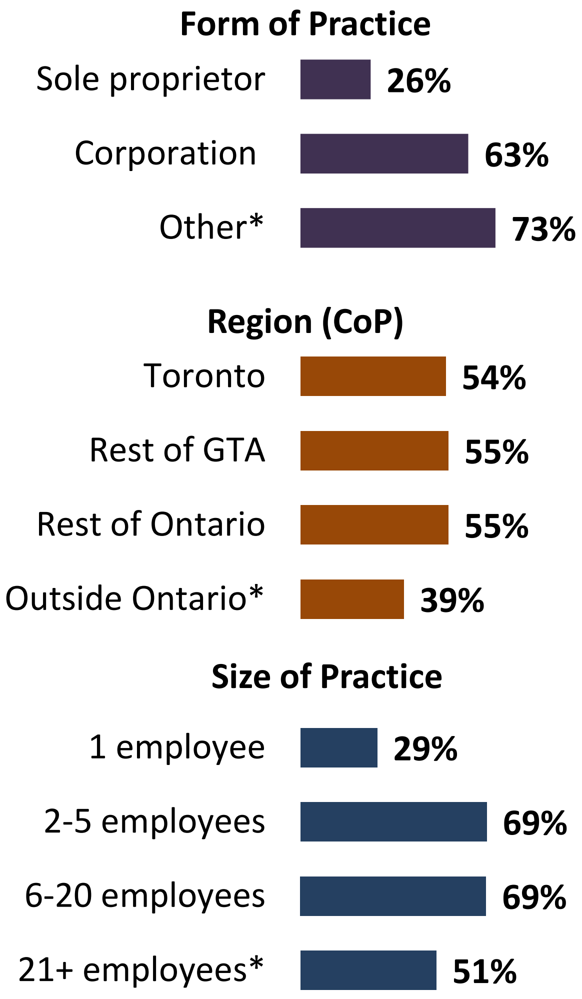
Note: *Multiple mentions allowed; totals may exceed 100%.*
**Interpret results with caution, small n-size (n<30)*

Staff Participation in the OAA: Over half of the practices encourage staff to participate in the OAA; higher among corporations

Q To what extent does your practice encourage staff participation in the OAA (e.g. Council, Committees, Task/Advisory Groups)?
[asked of all respondents, n=205]



Respondents who say "Encouraged"

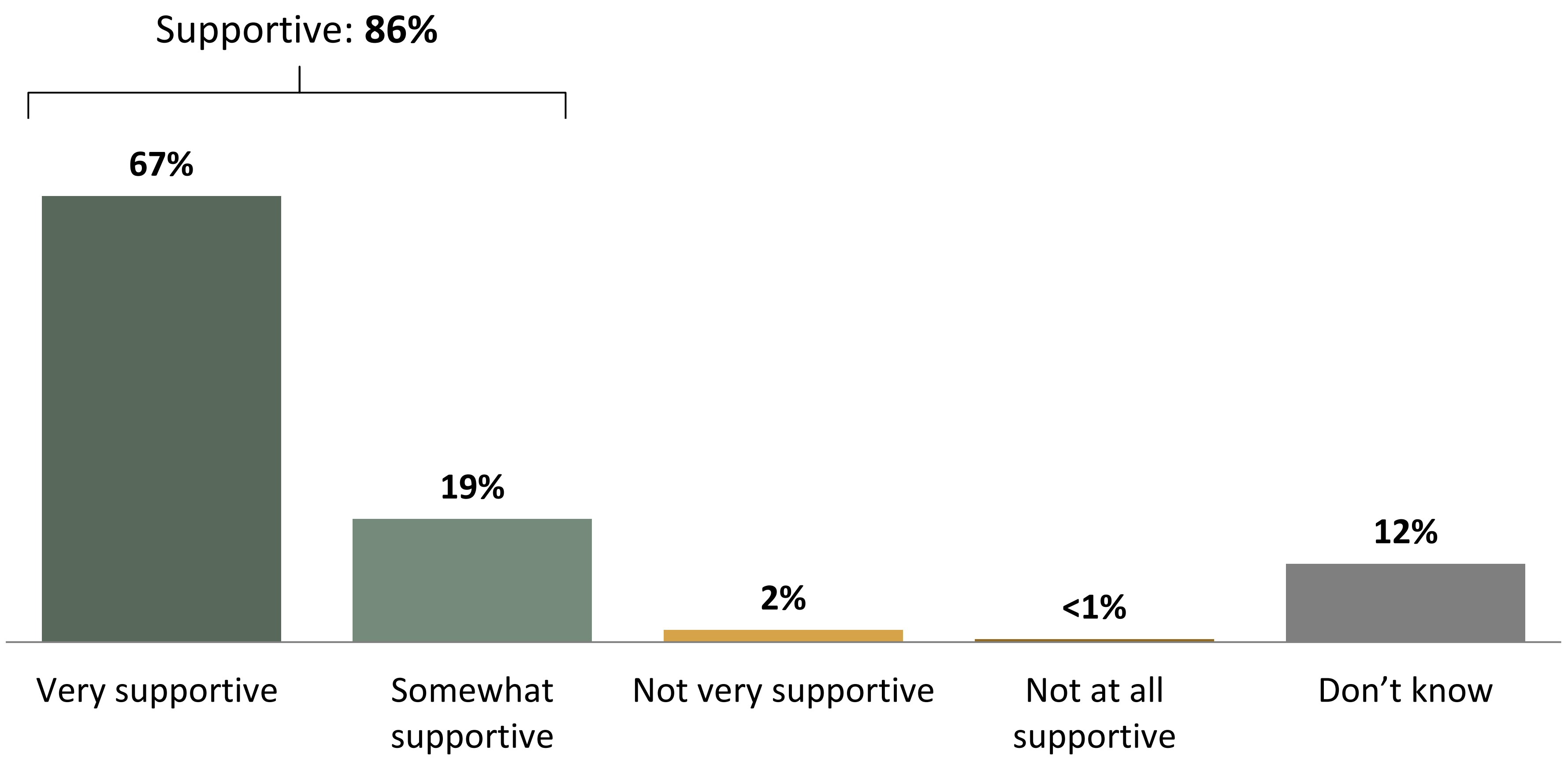


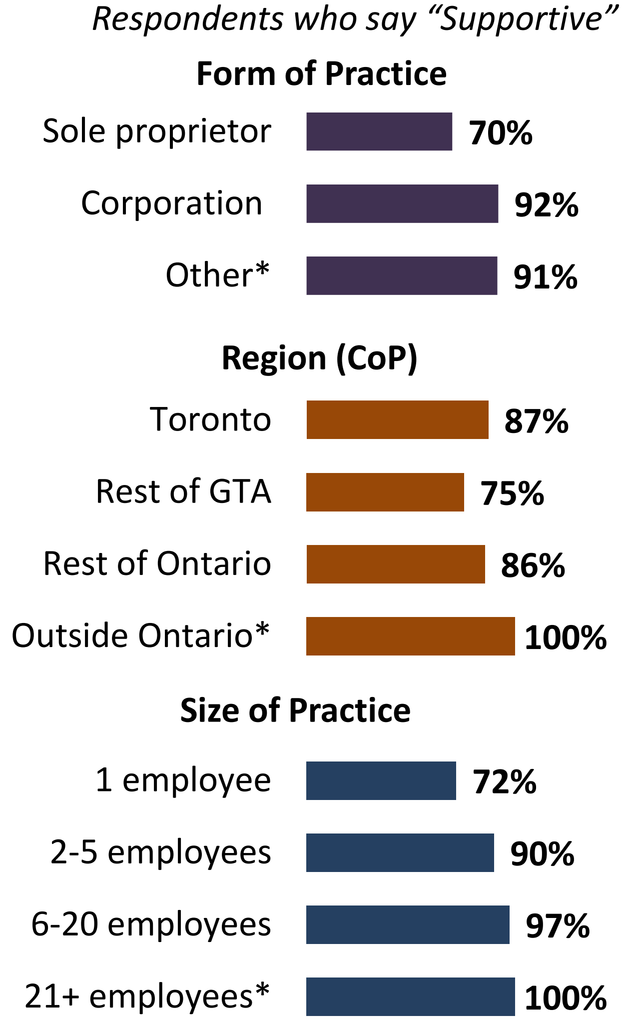
Note: **Interpret results with caution, small n-size (n<30)*

Practice Support for Continuing Education

86% support their staff to continue their education; higher among corporations

Q How supportive is your practice of staff pursuing Continuing Education?
[asked of all respondents, n=205]



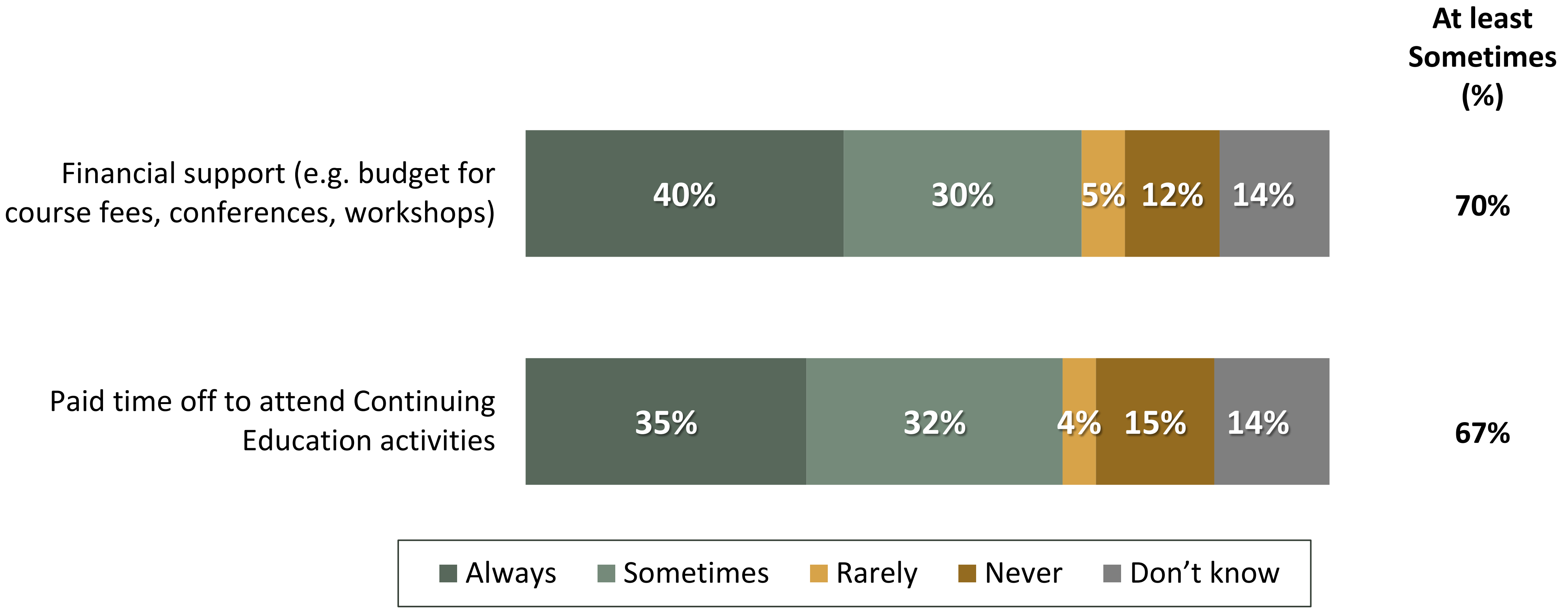


Note: **Interpret results with caution, small n-size (n<30)*
Special Note: *As a reminder, the Continuing Education Program is a mandatory requirement for all OAA members.*

Frequency of Support for Continuing Education

7-in-10 provide financial support or paid time off at least sometimes

Q How often does your practice provide the following forms of support for staff pursuing Continuing Education?
[asked of all respondents, n=205]

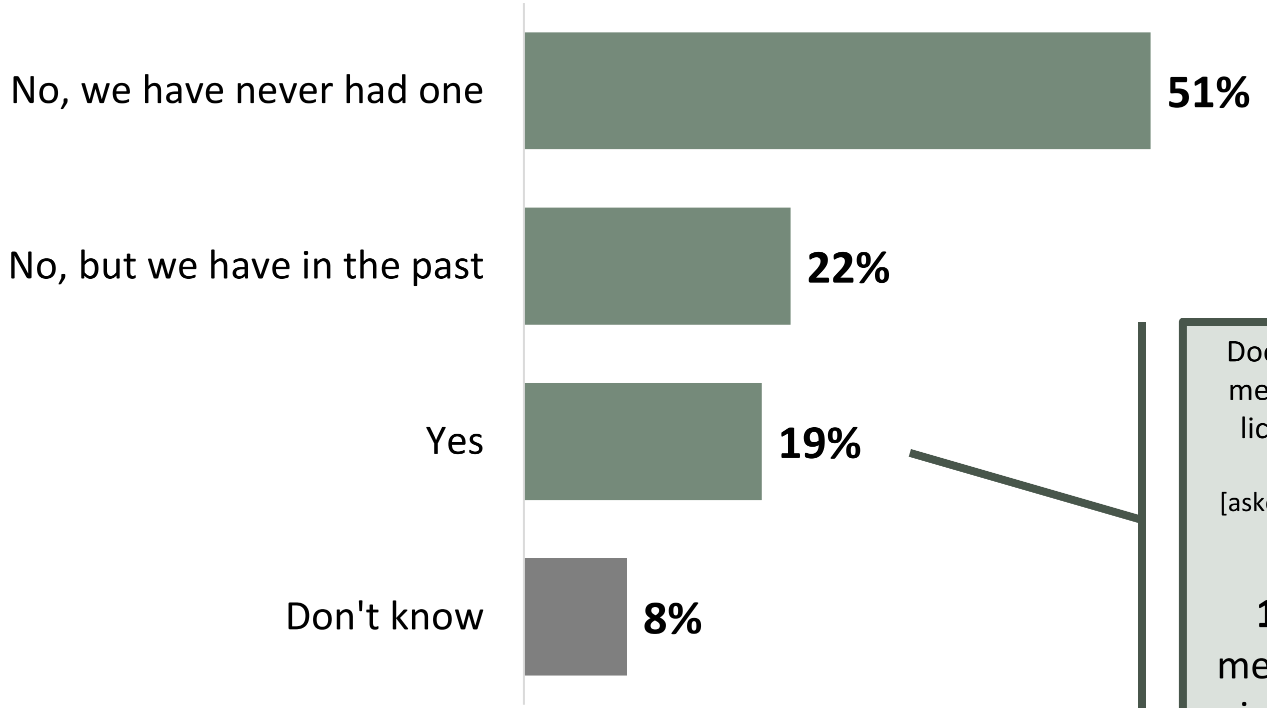


Formal Mentorship Program

1-in-5 currently have a formal mentorship program; higher among larger practices

Q

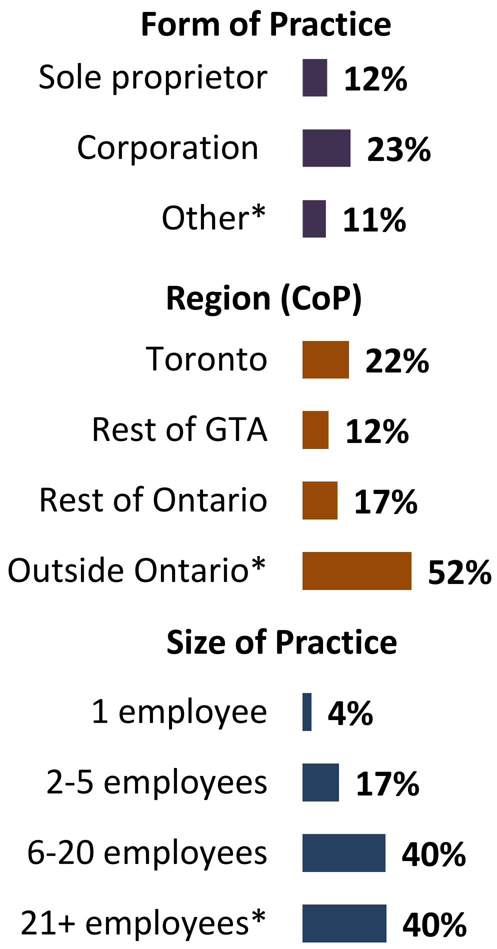
Does your practice currently have a formal mentorship program for interns or newly licensed Architects or Licensed Technologists?
[asked of all respondents, n=205]



Does your practice support interns in meeting regulatory requirements for licensure (e.g. completing required experience areas)?
[asked of respondents whose practice has a formal mentorship program, n=40]

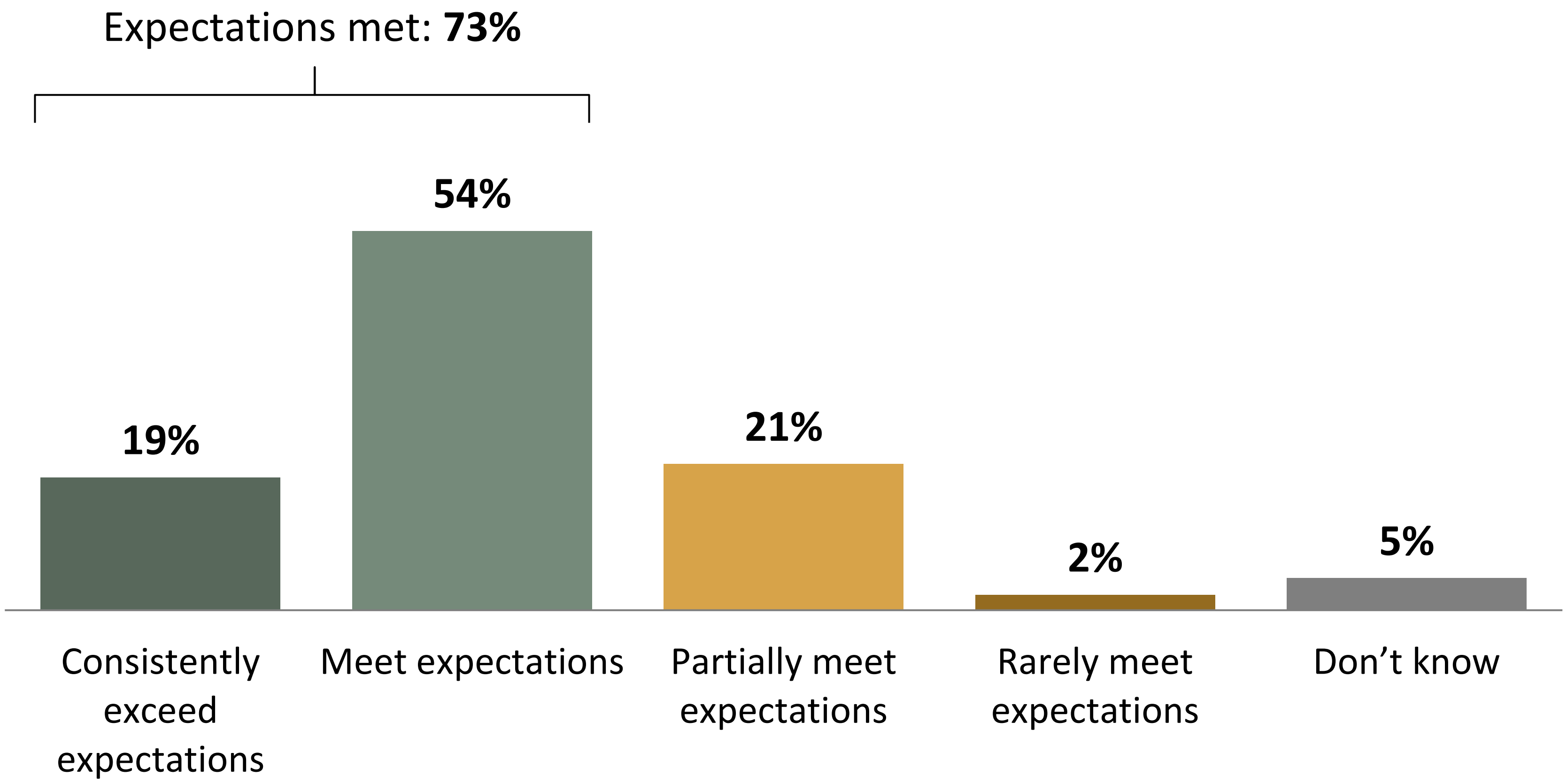
100% of practices with a mentorship program support interns to meet regulatory requirements for licensure

Respondents who say "Yes"

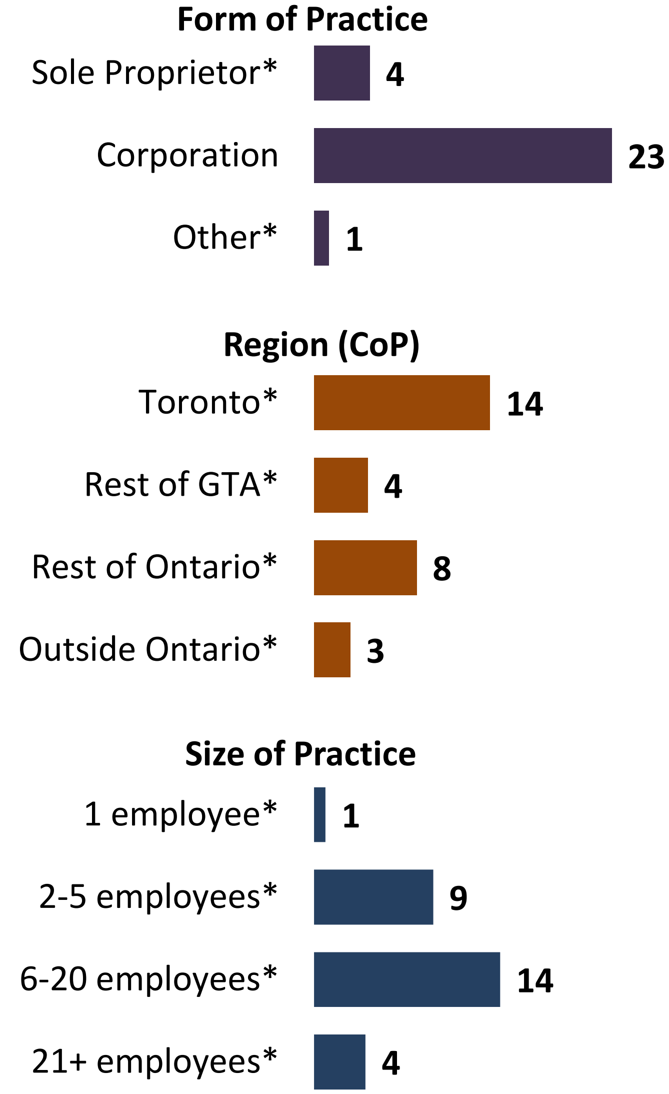


Intern Performance: Nearly 3-in-4 indicate interns meet or exceed their expectations; higher for corporations

Q To what extent do interns at your practice meet your performance expectations?
[asked of respondents whose practice has a formal mentorship program, n=40]



Respondents who say “Expectations met”



Note: *counts shown due to small n-size (n<30).*
**Interpret results with caution*

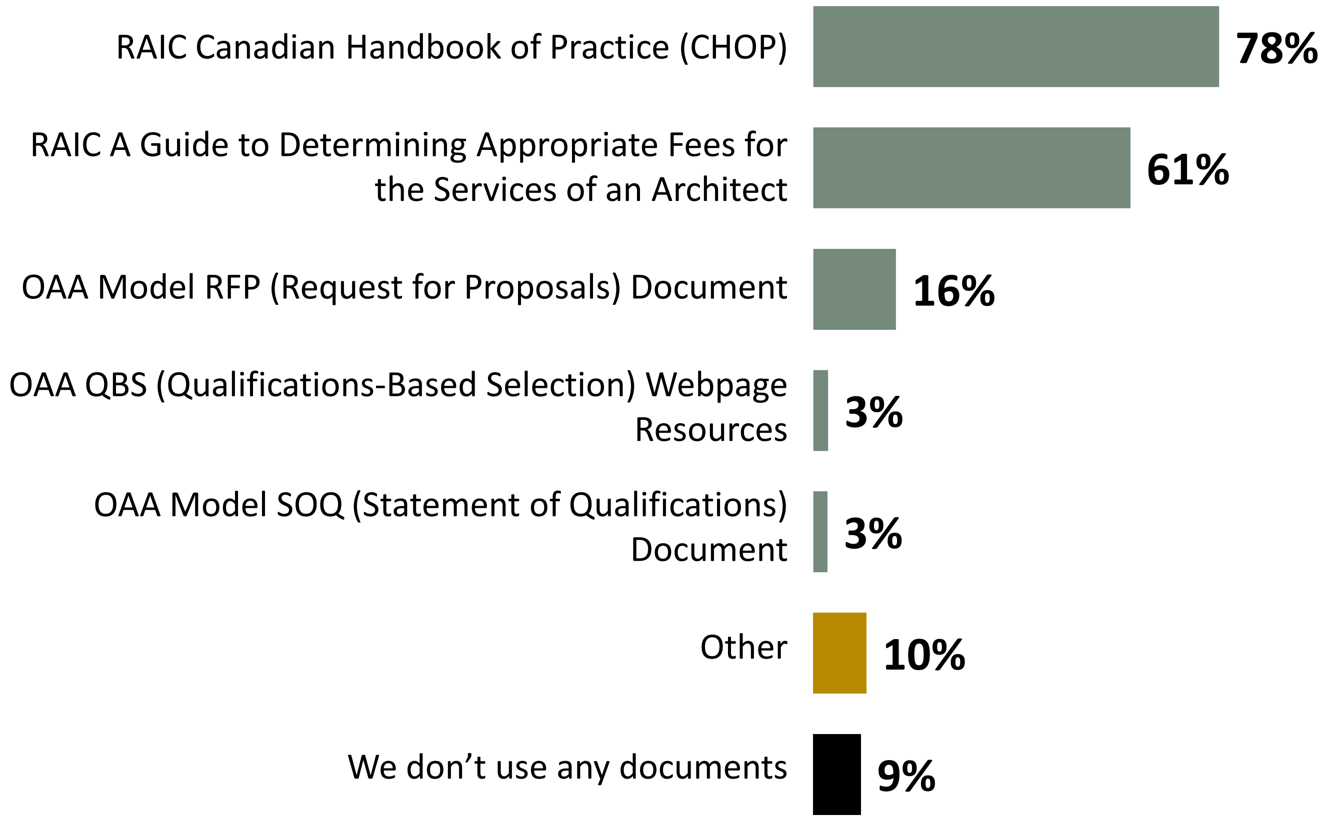
Fees and Services

Documents Used, Read and Reviewed: RAIC CHOP is the most used (78%); almost all read OAA regulatory notices and practice tips on a regular basis

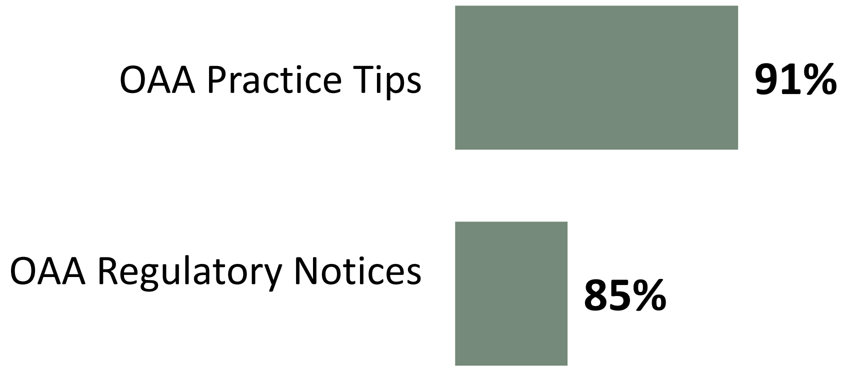
Q Please indicate which of the following documents your practice uses on a regular basis. *Please select all that apply.*
[asked of all respondents, n=205]

Q Please indicate which of the following documents you read or review on a regular basis, if any. *Please select all that apply.*
[asked of all respondents, n=205]

Documents used on a regular basis



Documents read/reviewed on a regular basis

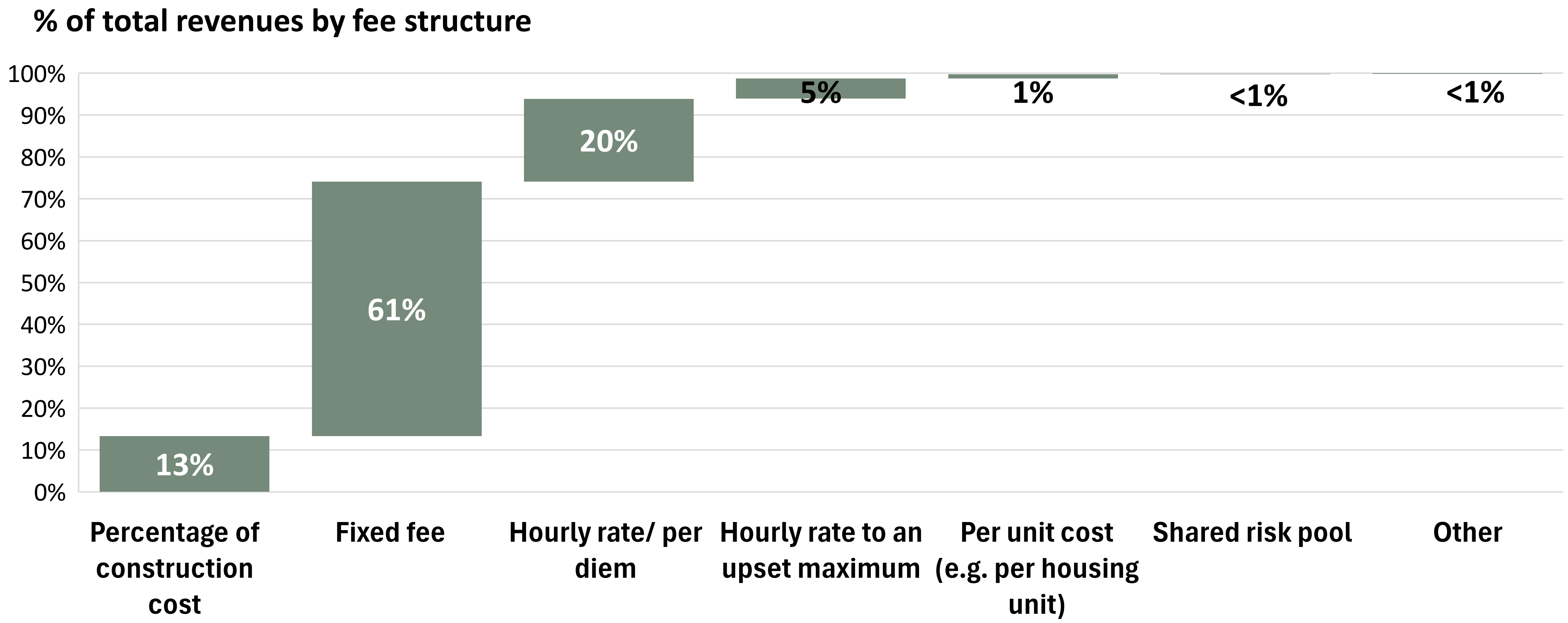


Note: *Don't know not shown (3%)*

Revenue by Fee Structure: In fiscal 2024, most revenue comes from fixed fees (61%), followed by hourly or per diem rates (20%)

Q

Thinking about all the revenue your practice earned last year, approximately what percentage came from each of the following fee structures?
[asked of all respondents, n=208]



Note: *'Don't know' not shown (8%)*

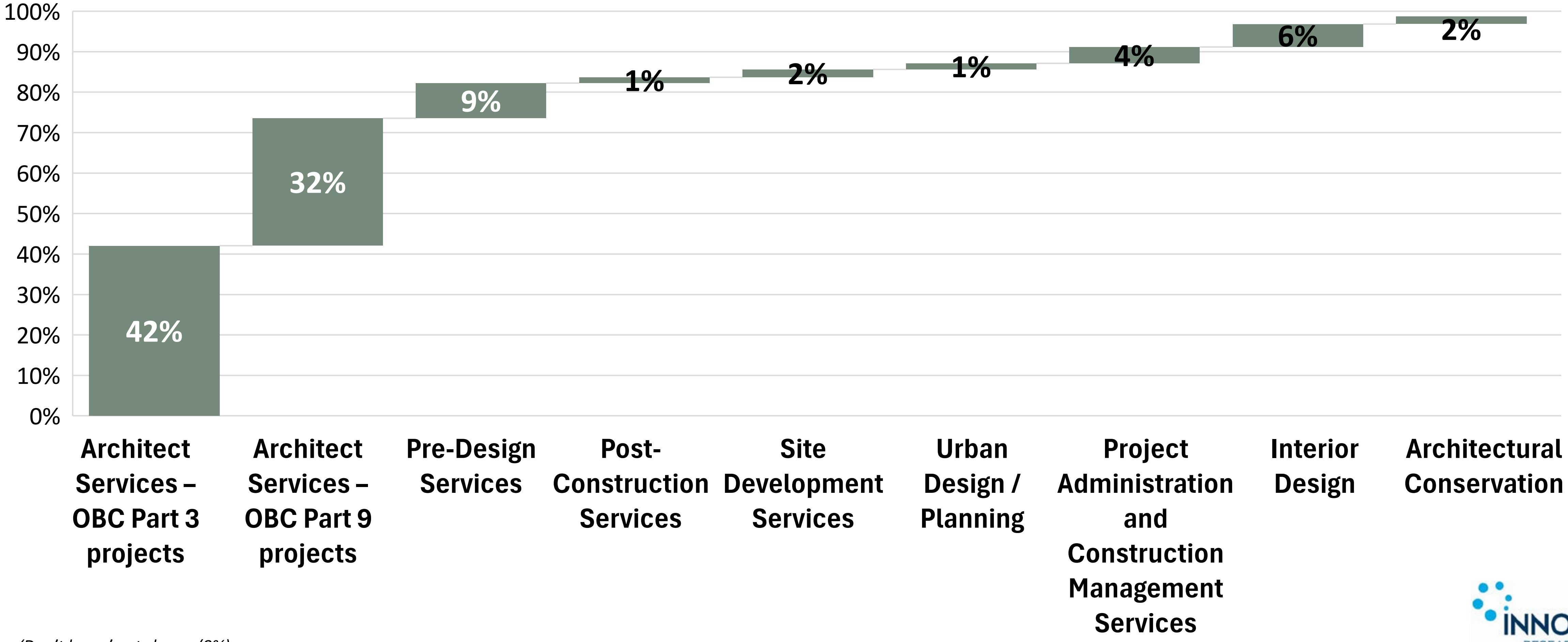
Revenue by Service Type

75% of practice revenue applies to architect services

Q

In general, what percentage of the practice's total gross revenue applies to:
[asked of all respondents, n=205]

% of total revenues by service type



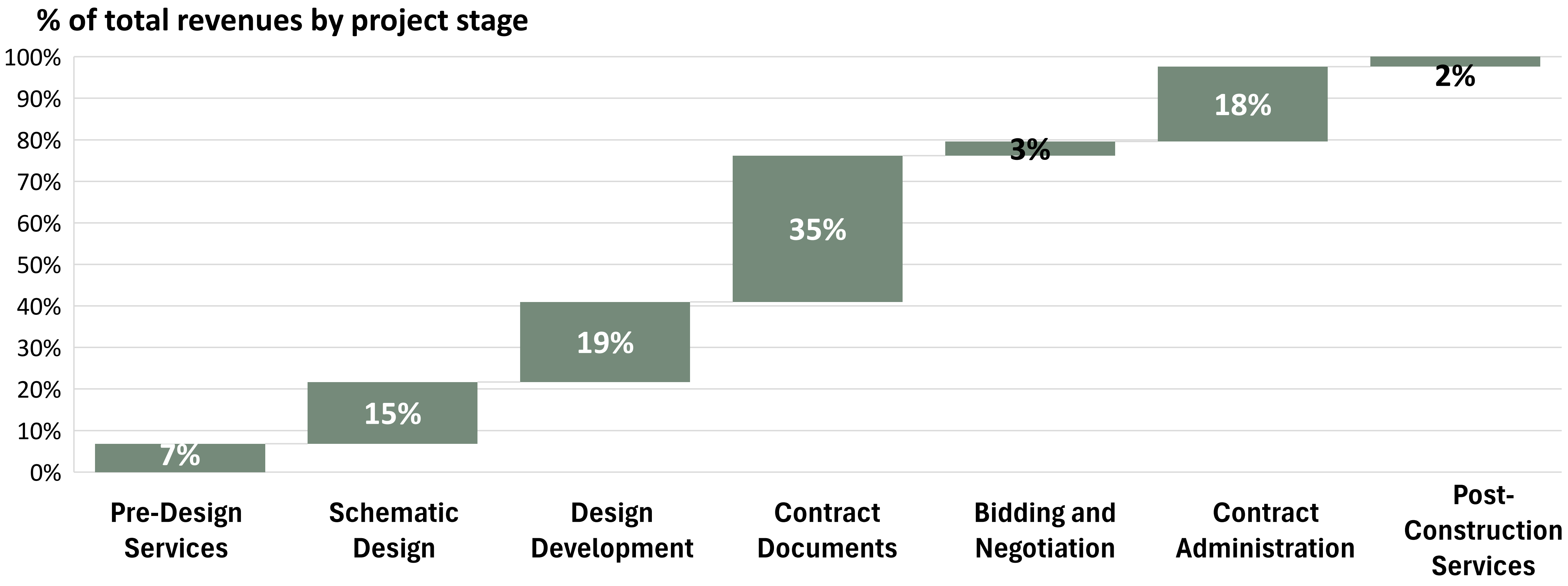
Note: *'Don't know' not shown (8%)*

Revenue by Project Stage

Contract documents are the leading source of revenue (35%)

Q

On a traditional project, what percentage of your fee is earned during the following stages?
[asked of all respondents, n=205]

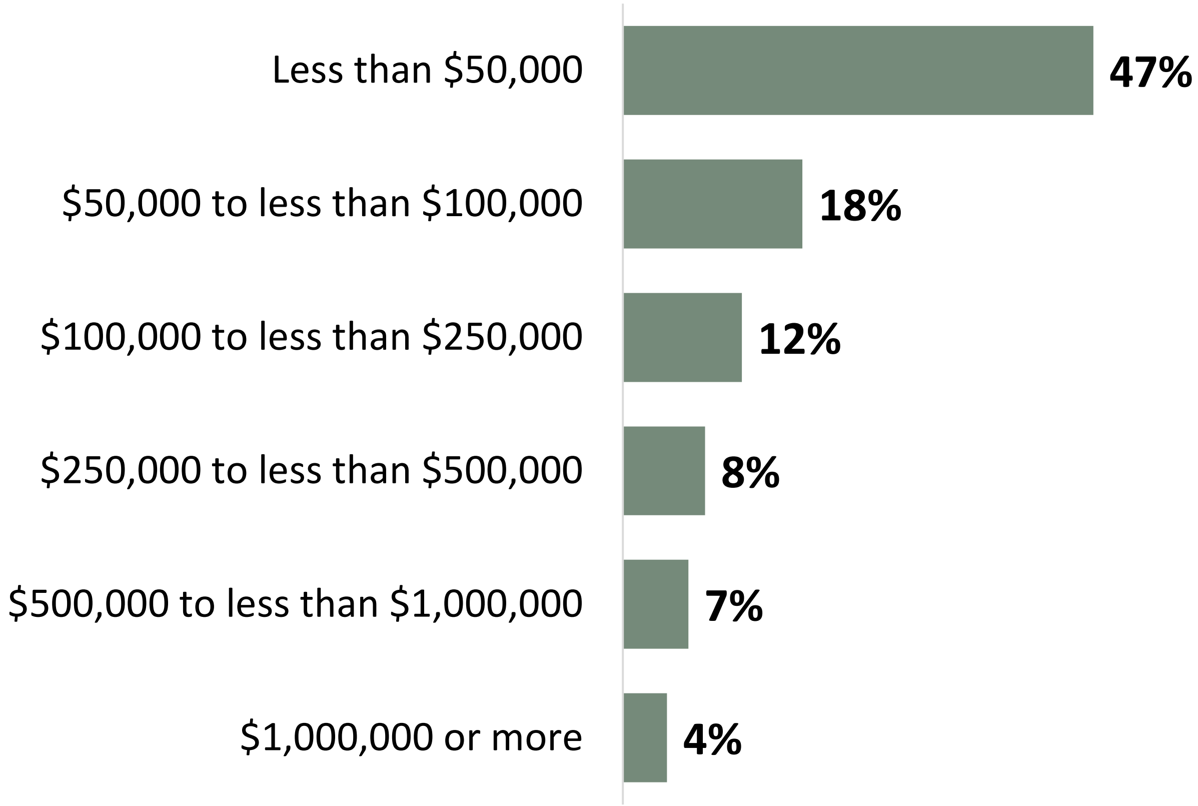


Note: *'Don't know' not shown (8%)*

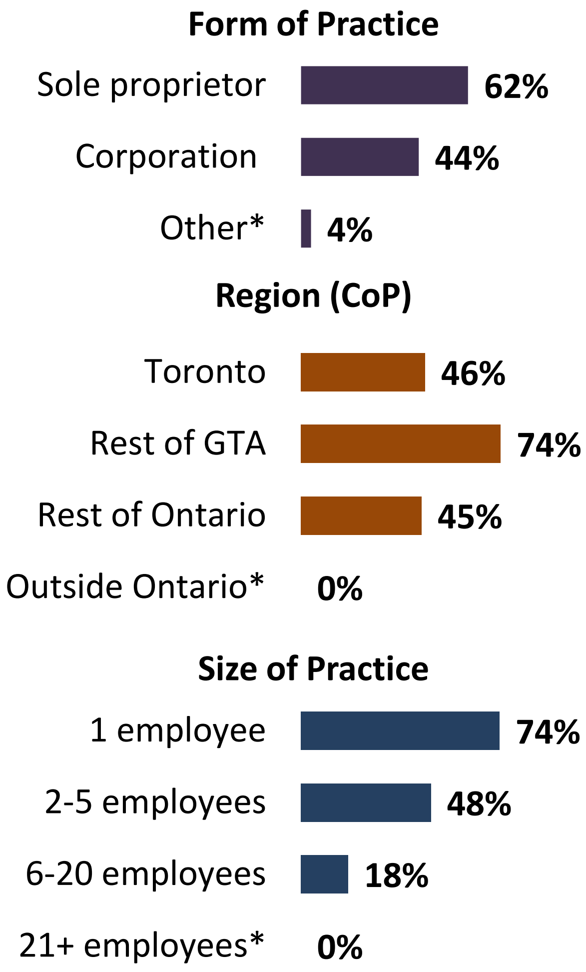
Project Fee: Nearly half have average project fees below $50K; higher among sole proprietors and among practices in the GTA (outside Toronto)

Q

What is the average project fee range at your practice?
[asked of all respondents, n=205]



Respondents who say "Less than $50,000"

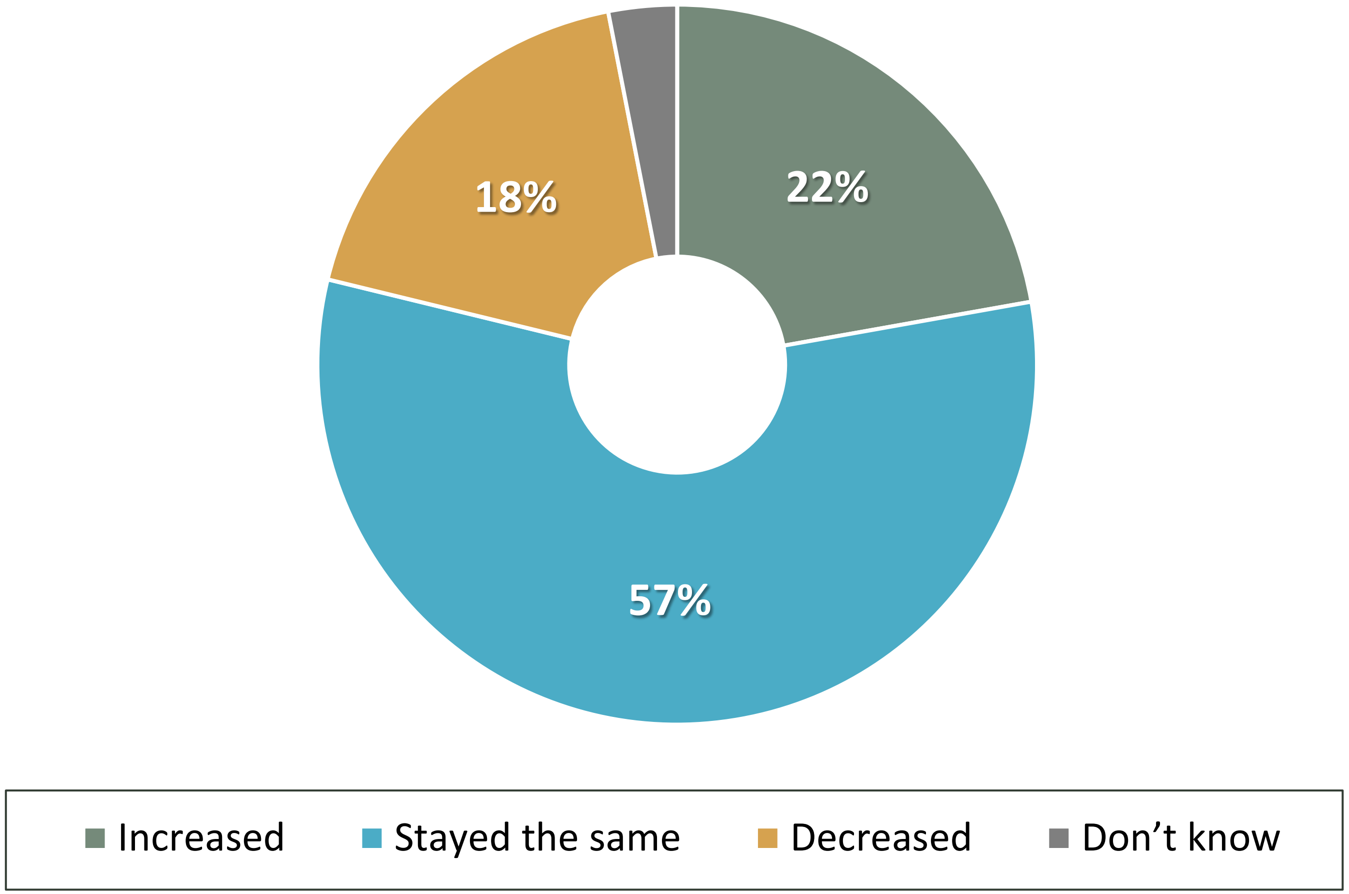


Note: **Interpret results with caution, small n-size (n<30)*
Don't know not shown (4%)

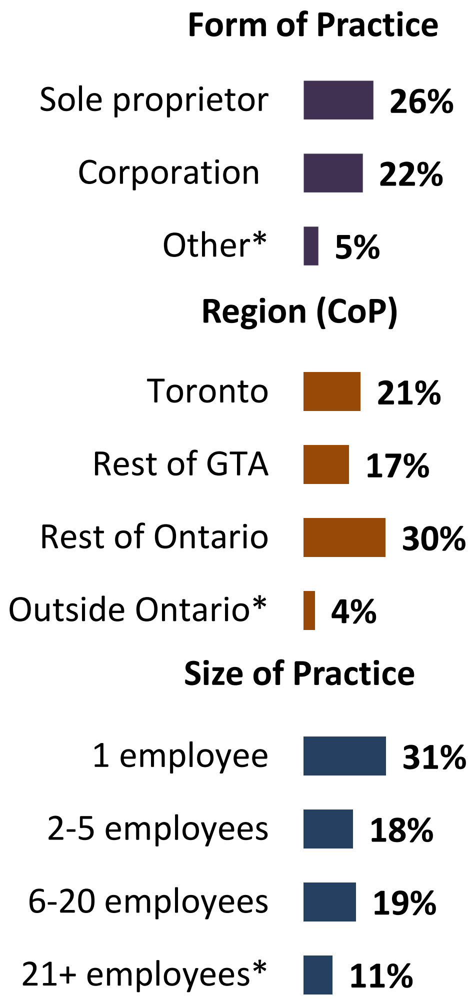
Change to Project Fees

Compared to last year, 22% report fee increases, while 18% report decreases

Q Compared to last year, has your average project fee increased, stayed the same, or decreased?
[asked of all respondents; n=205]



Respondents who say “Increased”



Note: **Interpret results with caution, small n-size (n<30)*

Profit Margin

Profit margins are mixed; 12% say less than 5%; 1-in-4 say they don't know

Q What is your typical profit margin on your projects?
[asked of all respondents, n=205]

% who selected profit margin	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Less than 5%	**12%**	10%	13%	14%	13%	8%	11%	0%	15%	15%	7%	5%
5% to less than 10%	**19%**	15%	20%	40%	20%	19%	21%	22%	11%	25%	24%	23%
10% to less than 15%	**19%**	17%	19%	16%	16%	23%	18%	48%	6%	16%	42%	27%
15% to less than 20%	**9%**	7%	9%	14%	7%	10%	7%	22%	5%	8%	4%	33%
20% or more	**16%**	23%	15%	4%	14%	20%	19%	4%	24%	14%	9%	12%
Don't know	**25%**	29%	24%	12%	30%	20%	23%	4%	39%	23%	14%	0%

Note: **Interpret results with caution, small n-size (n<30)*

Contracts Used

OAA 600-2021 A, OAA 600-2021 LT are the most used contracts

Q

Which of the following forms of contract have you used in the past 12 months? *Please select all that apply.*
[asked of all respondents, n=205]

% who selected contract form	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
'Letter' agreement between you and your client, which you generate	**54%**	49%	55%	60%	59%	49%	54%	34%	50%	49%	70%	57%
OAA 800-2021 A, Standard Short Form of Contract for Architect's Services	**52%**	50%	53%	49%	55%	33%	62%	4%	49%	64%	43%	35%
OAA 600-2021 A, Standard Form of Contract for Architect's Services	**44%**	36%	46%	60%	47%	27%	54%	26%	28%	47%	55%	72%
An office standard contract between you and your client, which you generate	**40%**	31%	44%	40%	38%	62%	31%	57%	35%	41%	51%	33%
OAA 900-2021 A, Standard Form of Subcontract Between Architect and Subconsultant	**19%**	11%	23%	14%	17%	12%	27%	0%	14%	15%	31%	31%
RAIC's documents, including Standard Form of Contract Between Client and Architect	**19%**	14%	21%	12%	20%	14%	13%	70%	8%	13%	33%	56%
An agreement between you and your client, generated by your client	**10%**	1%	13%	19%	11%	4%	11%	30%	5%	6%	17%	29%

Note: *Multiple mentions allowed; totals may exceed 100%. *Interpret results with caution, small n-size (n<30)*

Contracts Used (cont.)

Q

Which of the following forms of contract have you used in the past 12 months? *Please select all that apply.*
[asked of all respondents, n=205]

% who selected contract form	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Oral agreement	**5%**	9%	3%	12%	8%	2%	4%	4%	8%	2%	7%	6%
OAA 900-2021 LT, Standard Form of Subcontract Between Licensed Technologist and Subconsultant	**2%**	0%	2%	5%	0%	0%	3%	0%	2%	0%	1%	5%
OAA 600-2021 LT, Standard Form of Contract for Licensed Technologist's Services	**1%**	2%	1%	5%	0%	3%	3%	0%	3%	0%	1%	0%
OAA 800-2021 LT, Standard Short Form of Contract for Licensed Technologist's Services	**1%**	1%	0%	5%	0%	2%	1%	0%	1%	0%	1%	0%
No agreement	**1%**	1%	2%	0%	1%	0%	3%	0%	1%	2%	0%	4%
Other	**5%**	7%	4%	9%	5%	2%	8%	0%	7%	0%	13%	0%
None of the above	**1%**	1%	1%	0%	1%	2%	0%	0%	1%	2%	0%	0%
Don't know	**2%**	3%	1%	4%	2%	0%	2%	4%	2%	1%	1%	0%

Note: *Multiple mentions allowed; totals may exceed 100%. *Interpret results with caution, small n-size (n<30)*

Revenue and Expenditures

Practice's Gross Revenue: Over 3-in-5 practices report total gross revenue under $1 million in 2024; higher among sole proprietors

Q

Please give the practice's total gross revenue/billings (net of HST/GST) from professional fees in the past fiscal year (2024).
[asked of all respondents, n=205]

% who selected gross revenue/billings	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Under $1M	**62%**	81%	57%	22%	65%	72%	65%	4%	87%	82%	9%	0%
$1M to less than $2M	**14%**	6%	17%	26%	16%	9%	14%	18%	3%	9%	51%	0%
$2M to less than $5M	**7%**	2%	10%	9%	8%	0%	10%	4%	0%	0%	25%	27%
$5M to less than $10M	**3%**	1%	4%	9%	2%	0%	3%	4%	0%	0%	4%	23%
$10M+	**2%**	0%	3%	9%	1%	2%	1%	22%	0%	0%	0%	25%
Prefer not to say	**11%**	11%	10%	24%	7%	18%	6%	48%	9%	9%	11%	25%

Note: **Interpret results with caution, small n-size (n<30)*

Practice's Primary Type of Work

Nearly half practices' primary work is residential single-family housing

Q

Please indicate the practice's primary (more than 5% of gross revenue) types of work. *Please select all that apply.*
[asked of all respondents, n=205]

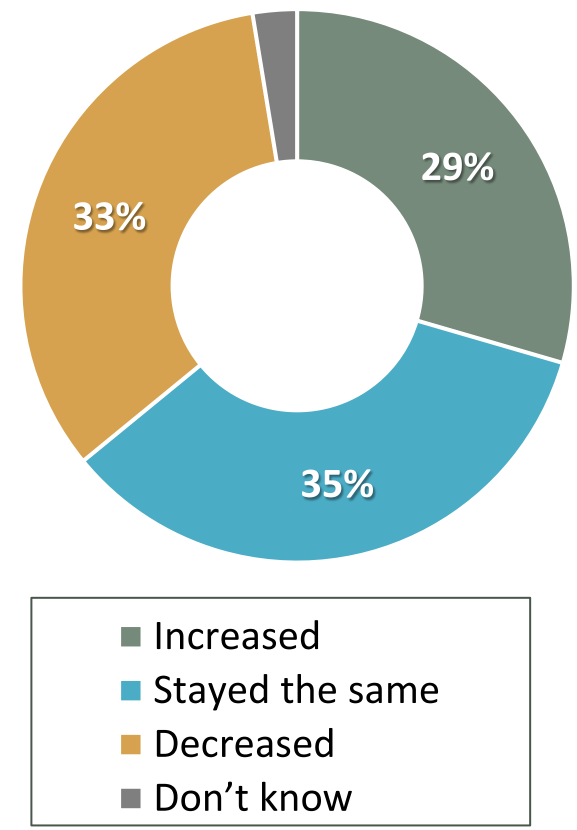
% who selected type of work	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Residential single-family housing	**49%**	59%	47%	28%	53%	71%	38%	8%	60%	58%	30%	14%
Commercial: office	**41%**	39%	43%	28%	37%	53%	46%	8%	47%	46%	33%	17%
Multiple family-housing: market	**40%**	32%	43%	49%	39%	40%	43%	52%	27%	46%	48%	49%
Commercial: retail	**37%**	35%	39%	23%	29%	46%	45%	44%	44%	29%	43%	31%
Industrial	**27%**	18%	30%	35%	12%	49%	38%	40%	24%	25%	38%	22%
Other institutional (e.g., airports, prisons, civic buildings)	**24%**	17%	27%	23%	20%	25%	25%	61%	19%	17%	32%	59%
Multiple family housing: affordable	**19%**	20%	17%	35%	22%	2%	19%	52%	11%	13%	35%	41%
Education	**17%**	9%	19%	32%	15%	2%	25%	26%	6%	14%	27%	52%
Consulting	**17%**	15%	17%	18%	18%	20%	13%	22%	16%	19%	13%	22%
Recreation	**13%**	9%	13%	33%	12%	3%	18%	44%	4%	10%	26%	35%
Health care	**9%**	8%	10%	4%	5%	0%	13%	48%	3%	5%	20%	27%
Urban design	**7%**	3%	9%	9%	10%	0%	4%	35%	2%	6%	11%	27%
Restoration/heritage	**6%**	4%	6%	14%	5%	6%	7%	18%	3%	4%	15%	7%
Research	**6%**	1%	8%	0%	4%	9%	5%	22%	2%	5%	10%	15%
Other	**8%**	0%	10%	16%	8%	9%	5%	26%	3%	9%	14%	7%

Note: **Interpret results with caution, small n-size (n<30)*

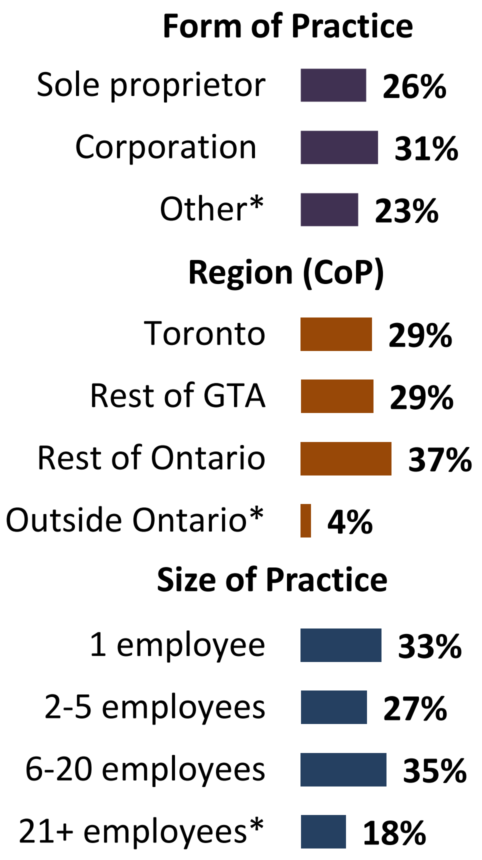
Revenue Changes: Total gross revenue is expected to remain fairly stable, with 64% anticipating the same or an increase

Q Compared to last year, has your total gross revenue increased, stayed the same, or decreased? [asked of all respondents; n=205]

Year over Year Change in Revenue



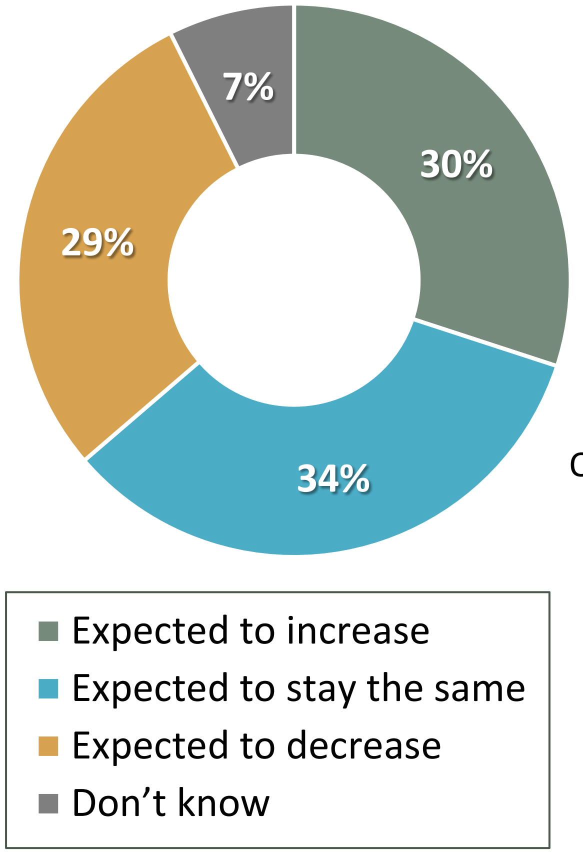
Respondents who say "Increased"

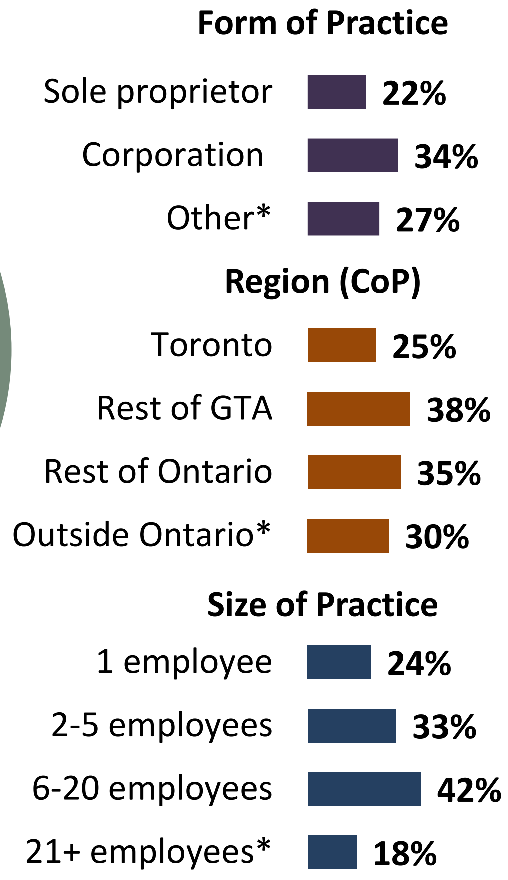


Q What is the practice's outlook for the next year? Do you expect the total gross revenue to increase, stay the same, or decrease? [asked of all respondents; n=205]

Respondents who say "Expected to Increase"

Anticipated Change in Revenue





Note: **Interpret results with caution, small n-size (n<30)*

Revenue Changes: Total gross revenue is fairly stable year-over-year, with mid-sized firms (6-20 employees) most likely to expect an increase

Q

Compared to last year, has your total gross revenue increased, stayed the same, or decreased?
What is the practice's outlook for the next year? Do you expect the total gross revenue to increase, stay the same, or decrease?
[asked of all respondents; n=205]

% Change in revenue year-over-year	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Increased	**29%**	26%	31%	23%	29%	29%	37%	4%	33%	27%	35%	18%
Stayed the same	**35%**	39%	35%	11%	37%	26%	35%	48%	40%	30%	31%	41%
Decreased	**33%**	33%	31%	62%	32%	45%	27%	26%	25%	42%	34%	33%
Don't know	**3%**	2%	3%	4%	2%	0%	2%	22%	3%	2%	1%	8%

% Anticipated Change in revenue	Overall	Form of Practice			Region (CoP)				Size of Practice			
		Sole Proprietor [n=56]	Corporation [n=139]	Other* [n=10]	Toronto [n=94]	Rest of GTA [n=34]	Rest of Ontario [n=59]	Outside Ontario* [n=9]	1 employee [n=72]	2-5 employees [n=73]	6-20 employees [n=40]	21+ employees* [n=20]
Expected to increase	**30%**	22%	34%	27%	25%	38%	35%	30%	24%	33%	42%	18%
Expected to stay the same	**34%**	42%	29%	46%	36%	27%	34%	30%	35%	32%	27%	50%
Expected to decrease	**29%**	29%	30%	17%	33%	26%	22%	35%	32%	27%	26%	28%
Don't know	**7%**	7%	7%	10%	5%	9%	10%	4%	9%	8%	4%	4%

Note: **Interpret results with caution, small n-size (n<30)*

Clients and Services

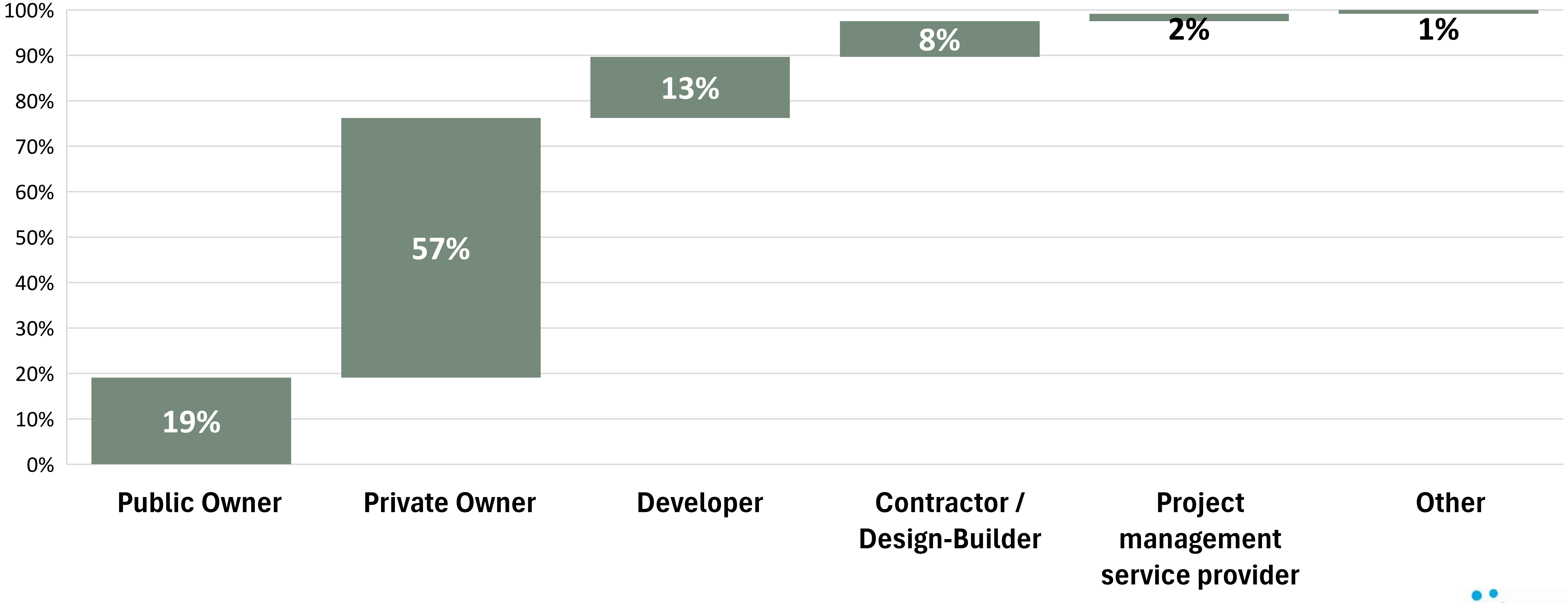
Source of Client Work

57% of work comes from private owners

Q

What percent of your practice's work came from the following clients?
[asked of all respondents, n=205]

% of work by client type



Note: *'Don't know' not shown (3%)*

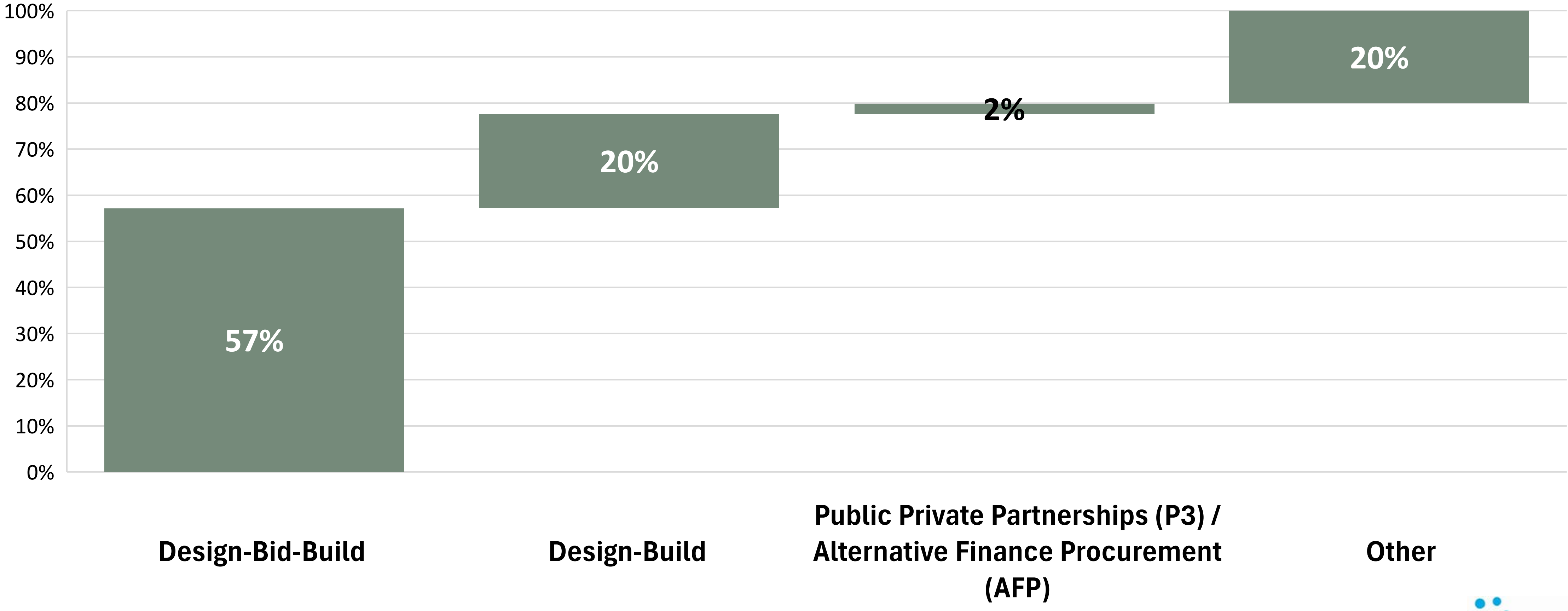
Procurement Method to Obtain Work

Design-Bid-Build is the main method, accounting for 57%

Q

What proportion of your practice's projects come from each of the following procurement methods?
[asked of all respondents, n=205]

% of work by procurement methods



Note: *'Don't know' not shown (6%)*

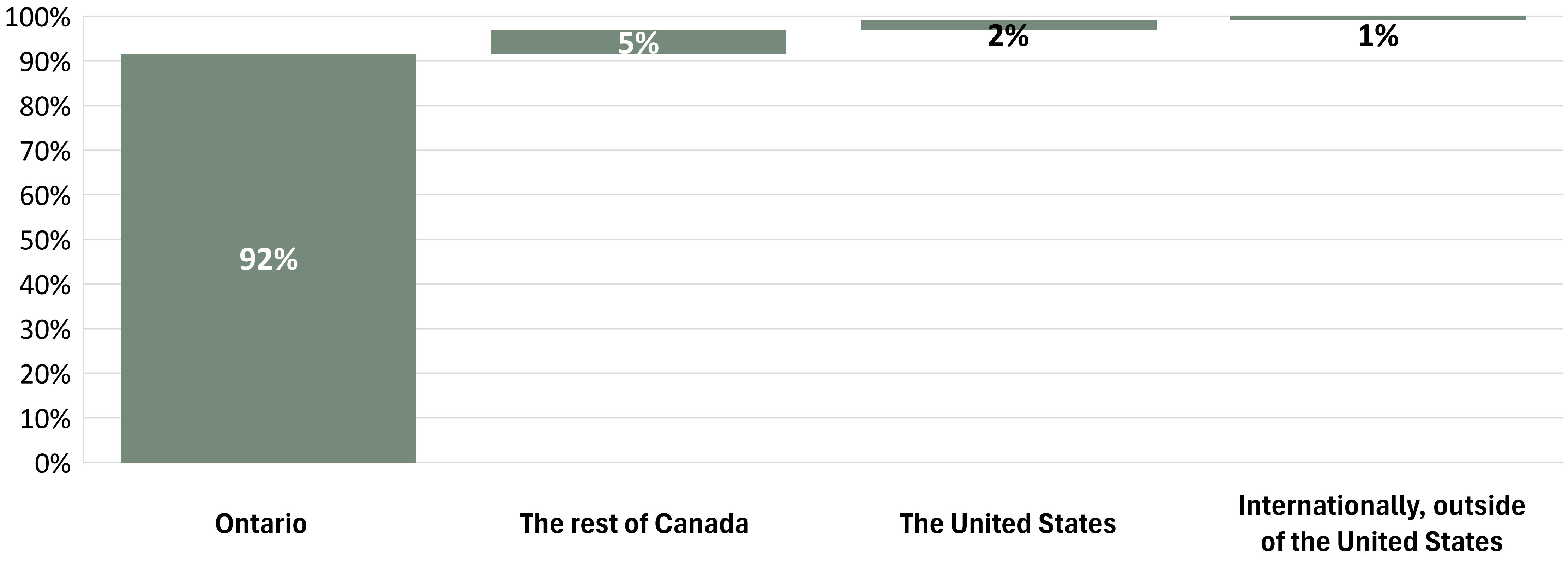
Location of Work

Almost all projects are conducted in Ontario (92%)

Q

In general, what percent of the practice's work (in terms of total gross revenues in 2024) came from projects in:
[asked of all respondents, n=205]

% of work by location



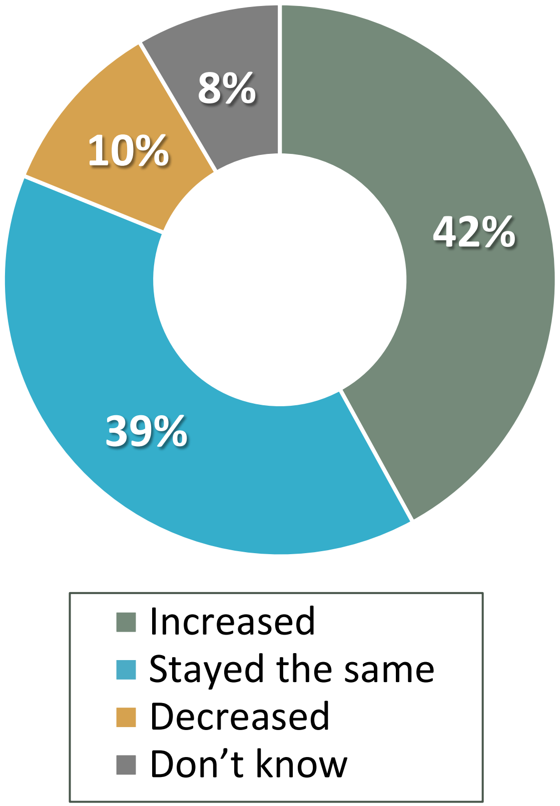
Note: *'Don't know' not shown (3%)*

Revenue From Outside Ontario

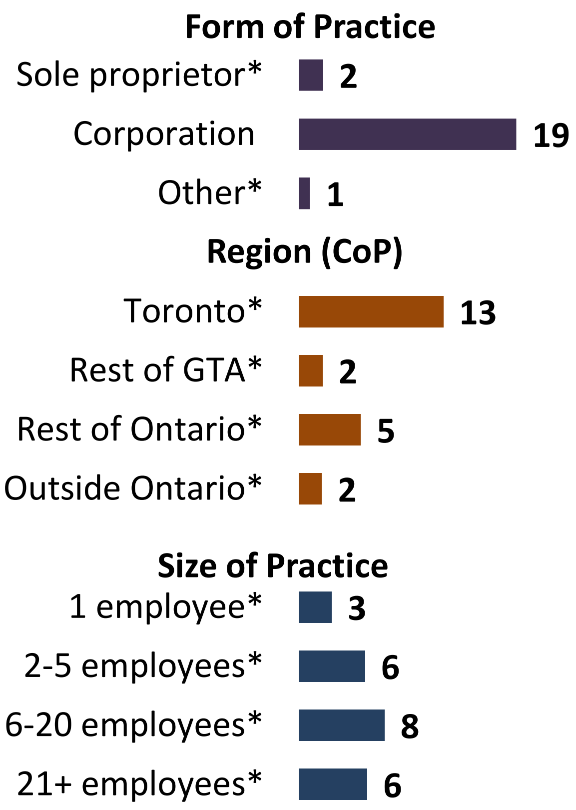
42% saw revenue from outside Ontario rise; 33% expect it to increase next year

Q How much have the revenues gained from work outside Ontario increased, stayed the same, or decreased in the last fiscal year?
[asked of respondents who earned revenue from work outside Ontario; n=53]

Year over Year Change in Revenue Gained from Outside Ontario

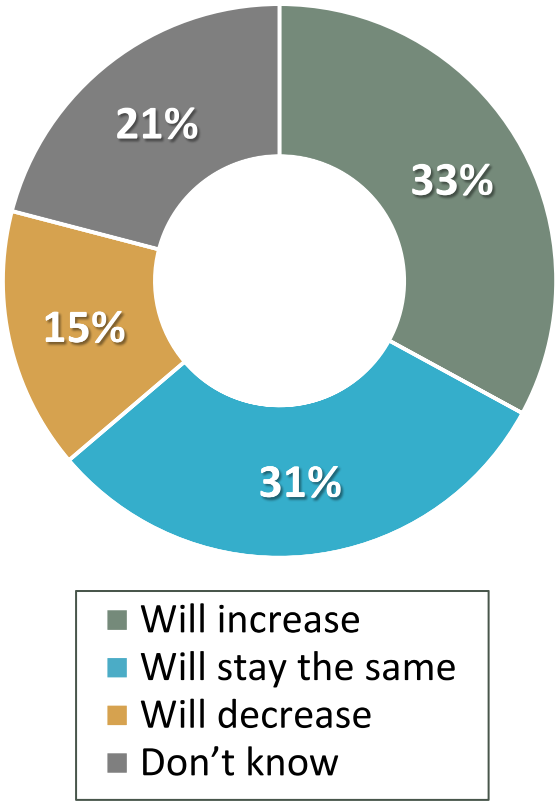


Respondents who say "Increased"

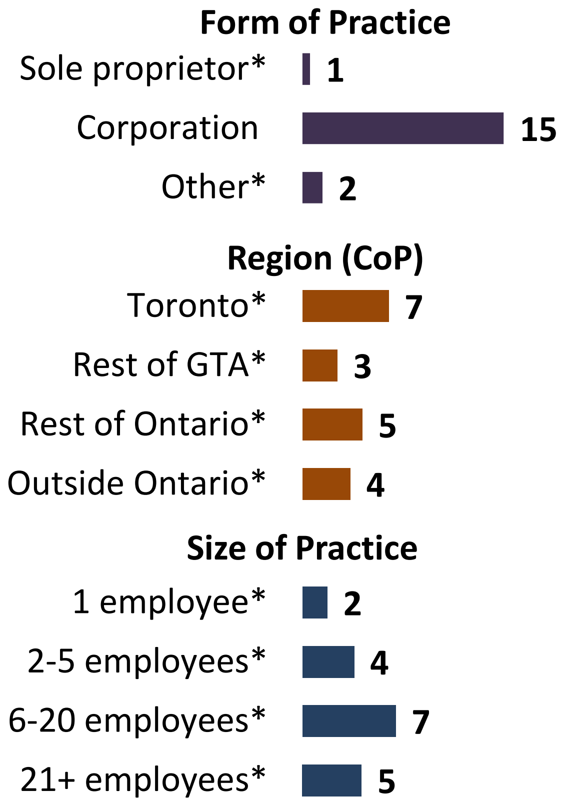


Q During the next fiscal year, how much do you feel the revenues gained from work outside Ontario will increase, stay the same, or decrease?
[asked of respondents who earned revenue from work outside Ontario; n=53]

Anticipated Change in Revenue Gained from Outside Ontario



Respondents who say "Will Increase"



Note: *counts shown due to small n-size (n<30).*
**Interpret results with caution*

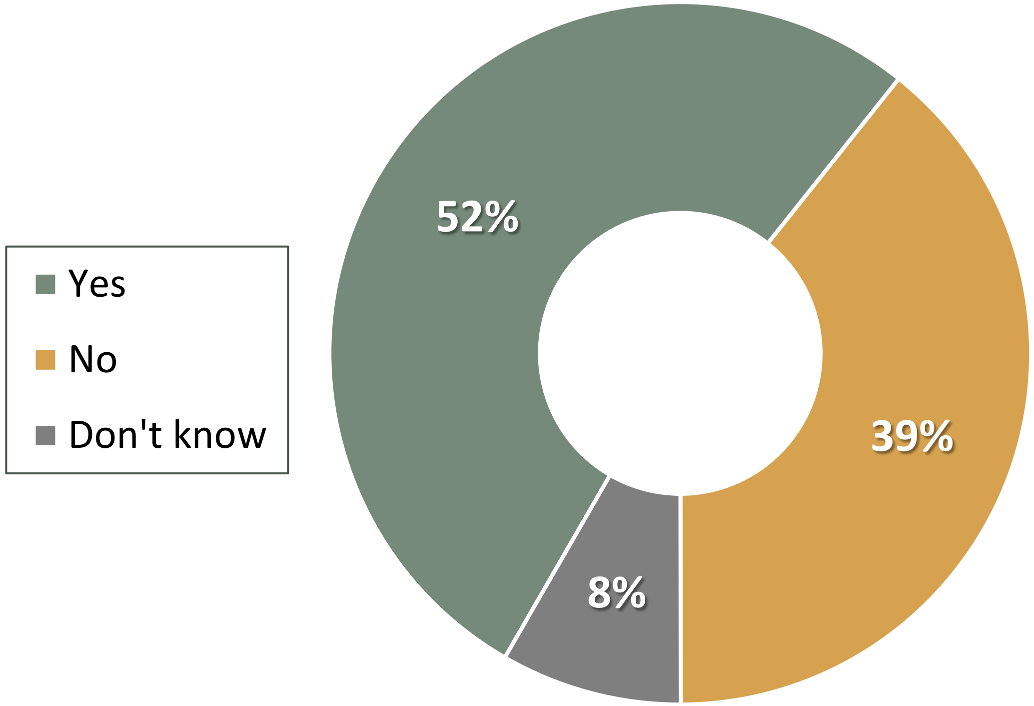
Sustainability

Sustainable Design Services: About half of practices provide sustainable design services; more common among larger practices and those in Toronto

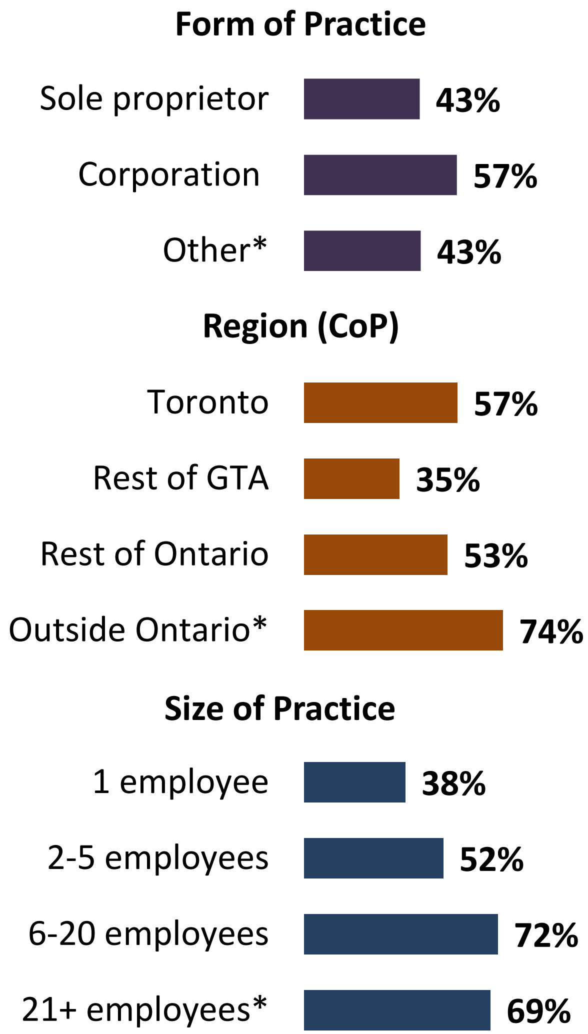
Q

Does your practice provide design or consulting services related to sustainable design?
[asked of all respondents; n=205]

Provides Sustainable Design/Consulting Services



Respondents who say "Yes"



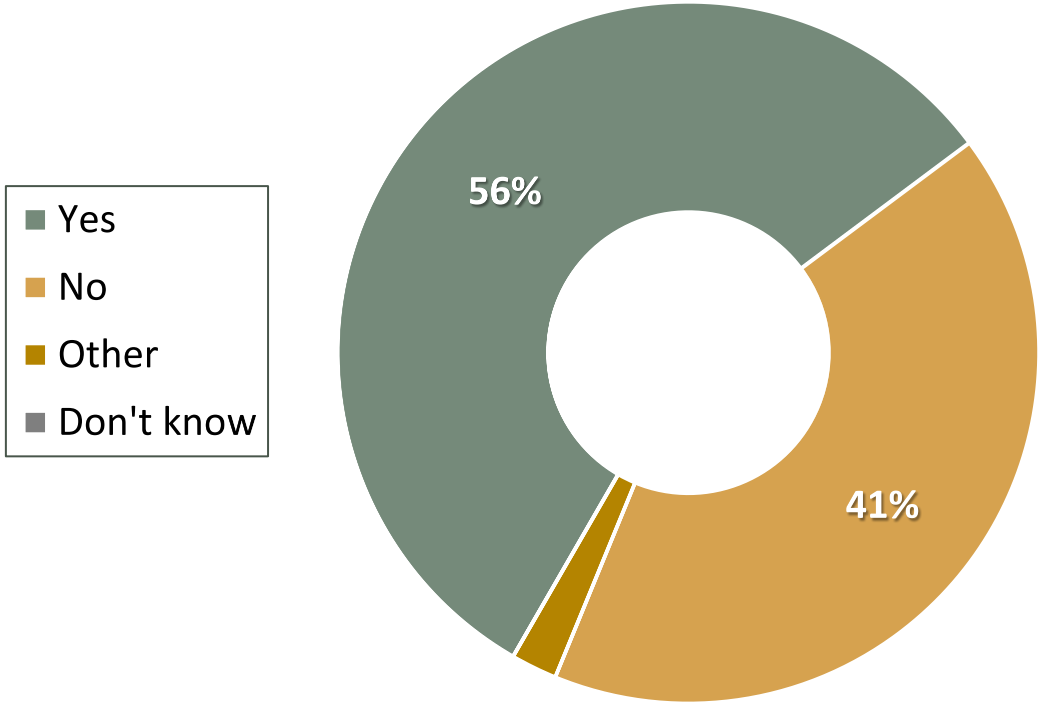
Note: **Interpret results with caution, small n-size (n<30)*

Sustainable Certification Holder: More than 1-in-2 practices who provide sustainable design/services have staff with sustainability accreditation; more common among larger practices

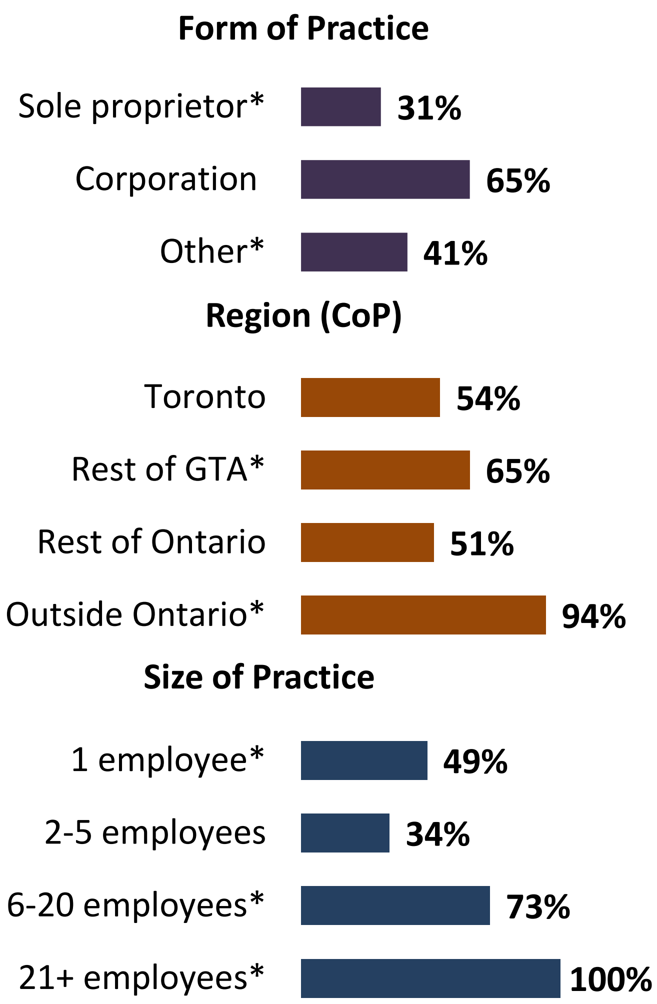
Q

Is there an employee(s) in your practice certified in LEED or any other certification program (e.g. BREAM, BOMA BEST, Passive House, etc.)?
[asked of respondents who said they provide sustainable design/consulting services, n=107]

% of Practices with Sustainable Certification Holder



Respondents who say "Yes"

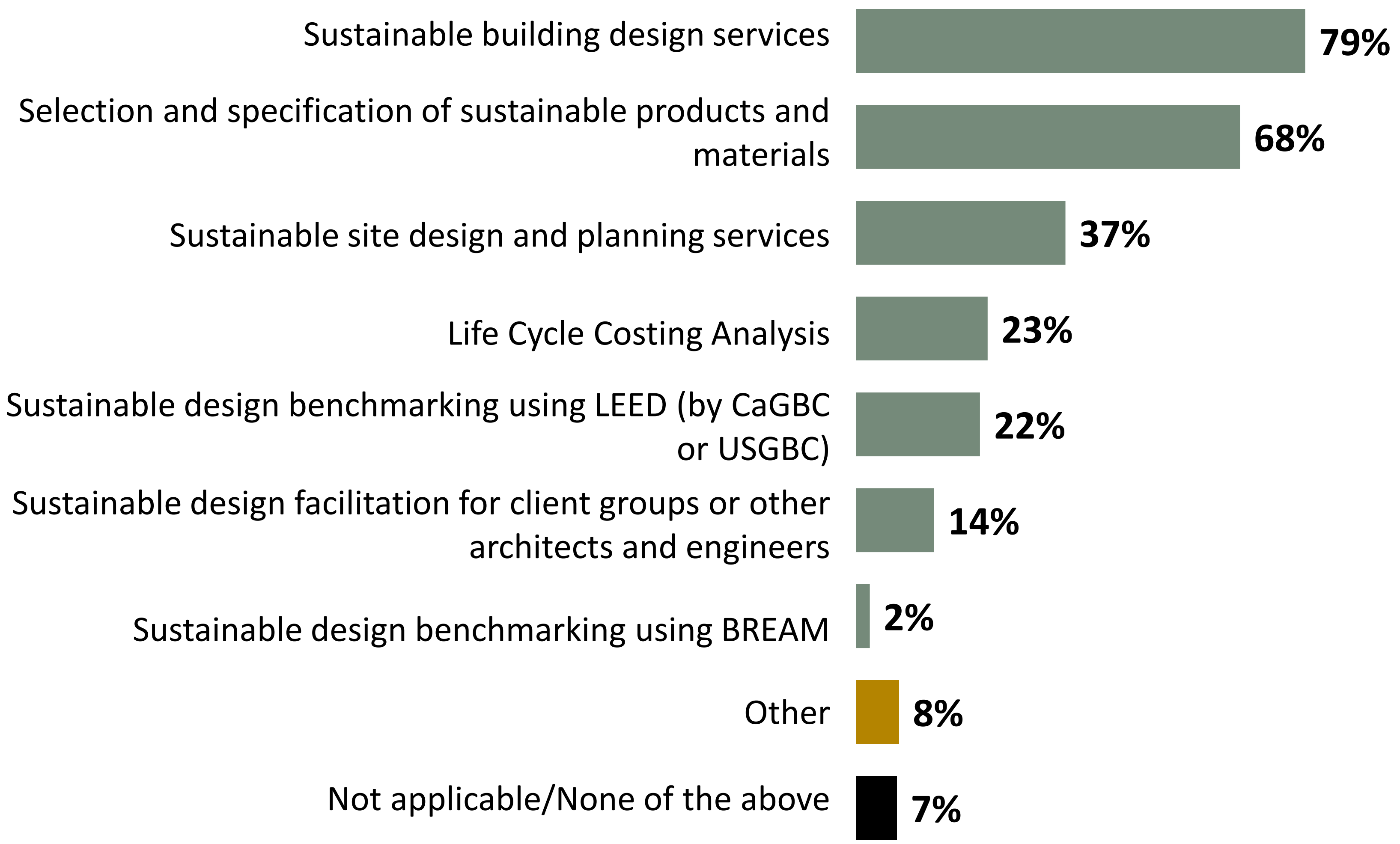


Note: **Interpret results with caution, small n-size (n<30). Data labels under 4% not shown.*

Sustainable Services

Building design services and selection of sustainable products are the main services

Q Which of the following services is your practice typically engaged to provide? *Please select all that apply*.
[asked of respondents who said they provide sustainable design/consulting services, n=107]



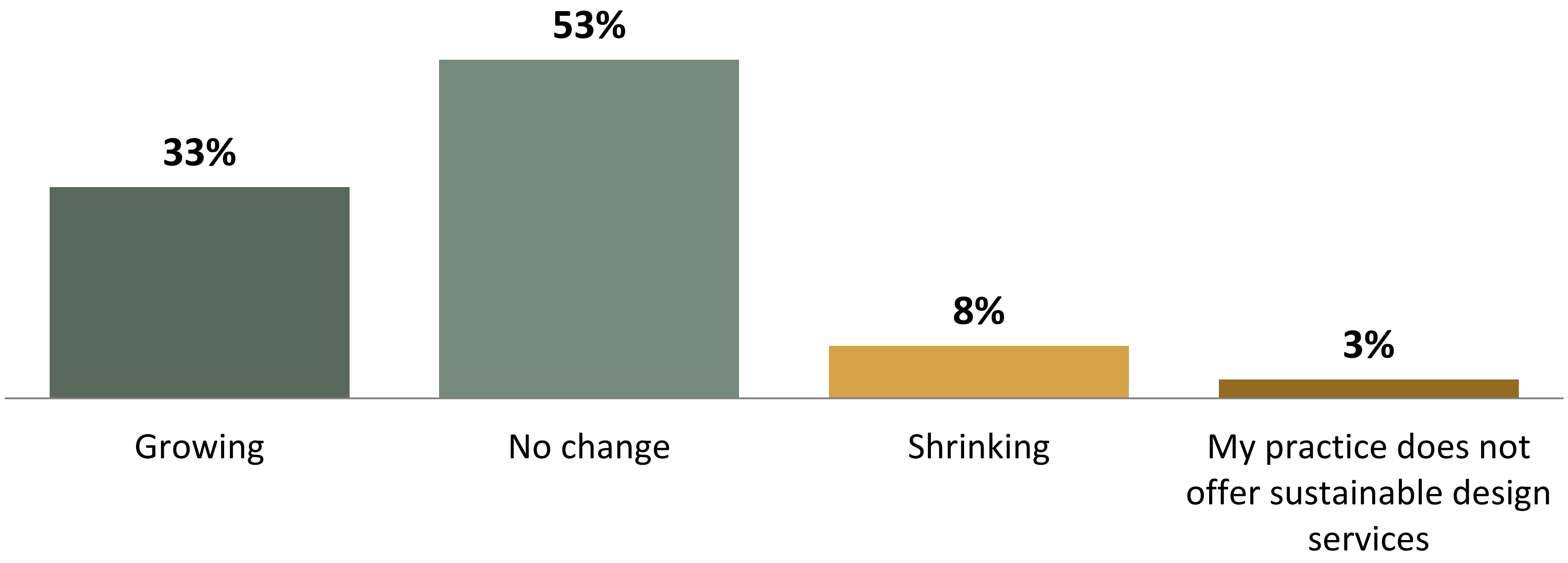
Note: *Multiple mentions allowed; totals may exceed 100%.*

INNOVATIVE RESEARCH GROUP

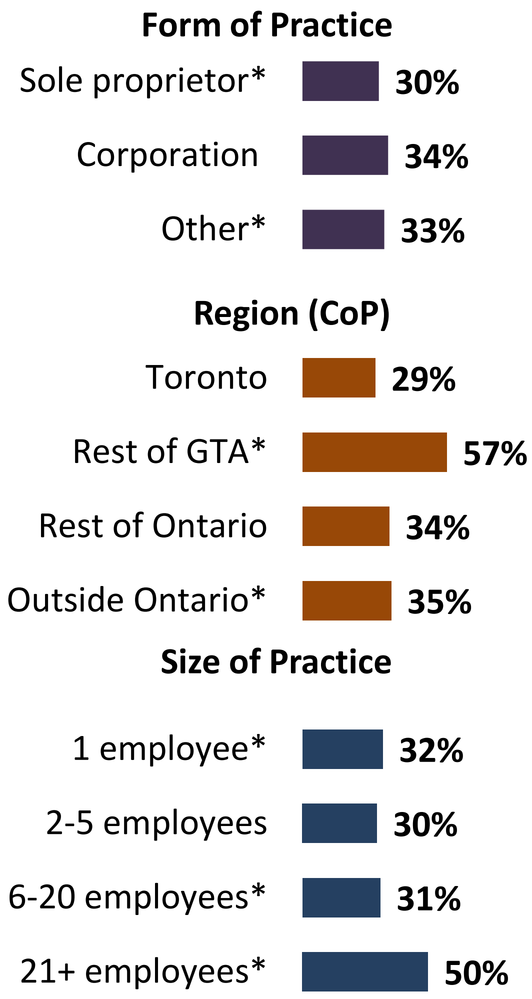
Year over Year Change in Sustainable Services

Over half of practices report no change in sustainable services

Q How would you describe the growth of your practice's sustainable design services over the past year?
[asked of respondents who said they provide sustainable design/consulting services, n=107]



Respondents who say "Growing"



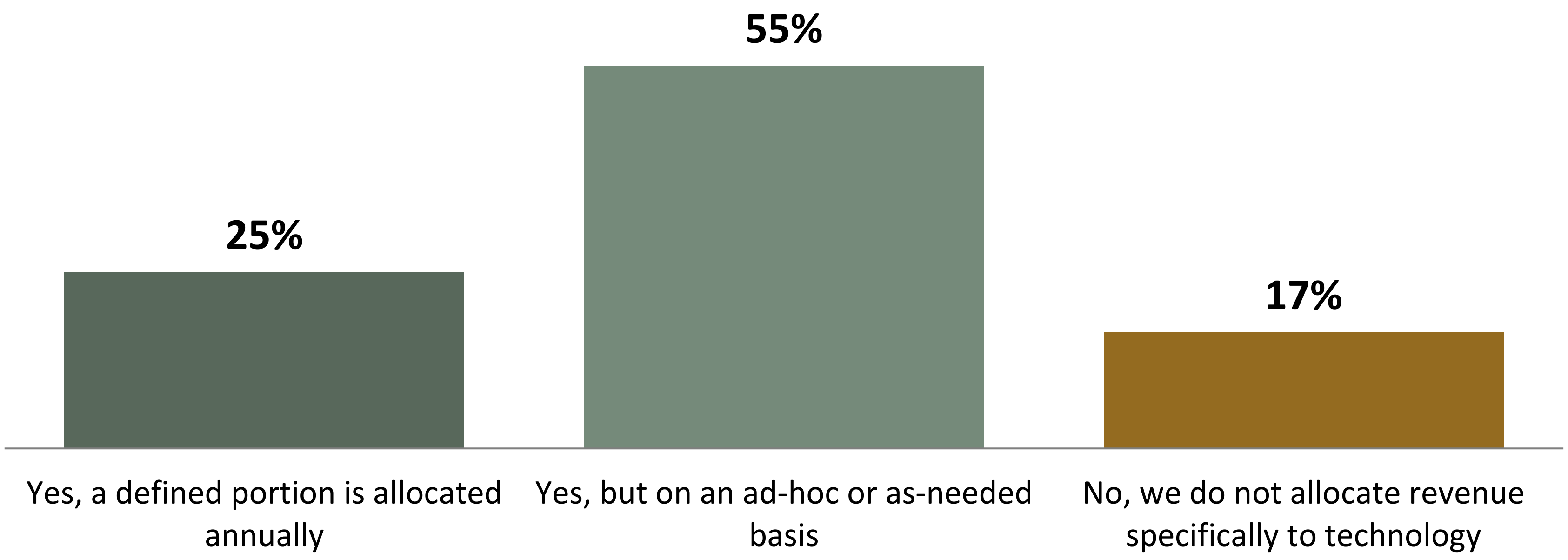
Note: **Interpret results with caution, small n-size (n<30)*
Don't know/ Not applicable not shown (3%)

Technology Integration

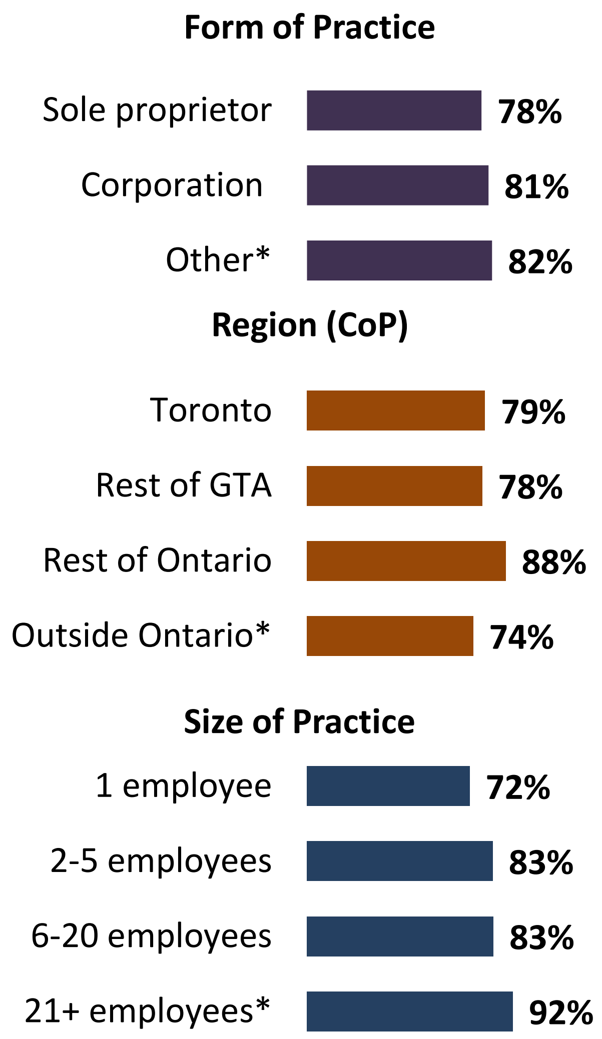
Technology Budget: A quarter of firms regularly allocate a portion of their annual budget towards technology

Q

Does your practice allocate any portion of its annual revenue or budget specifically toward technology (e.g. software licensing, hardware, digital tools, training, or IT infrastructure)?
[asked of all respondents, n=205]



Respondents who say "Yes"

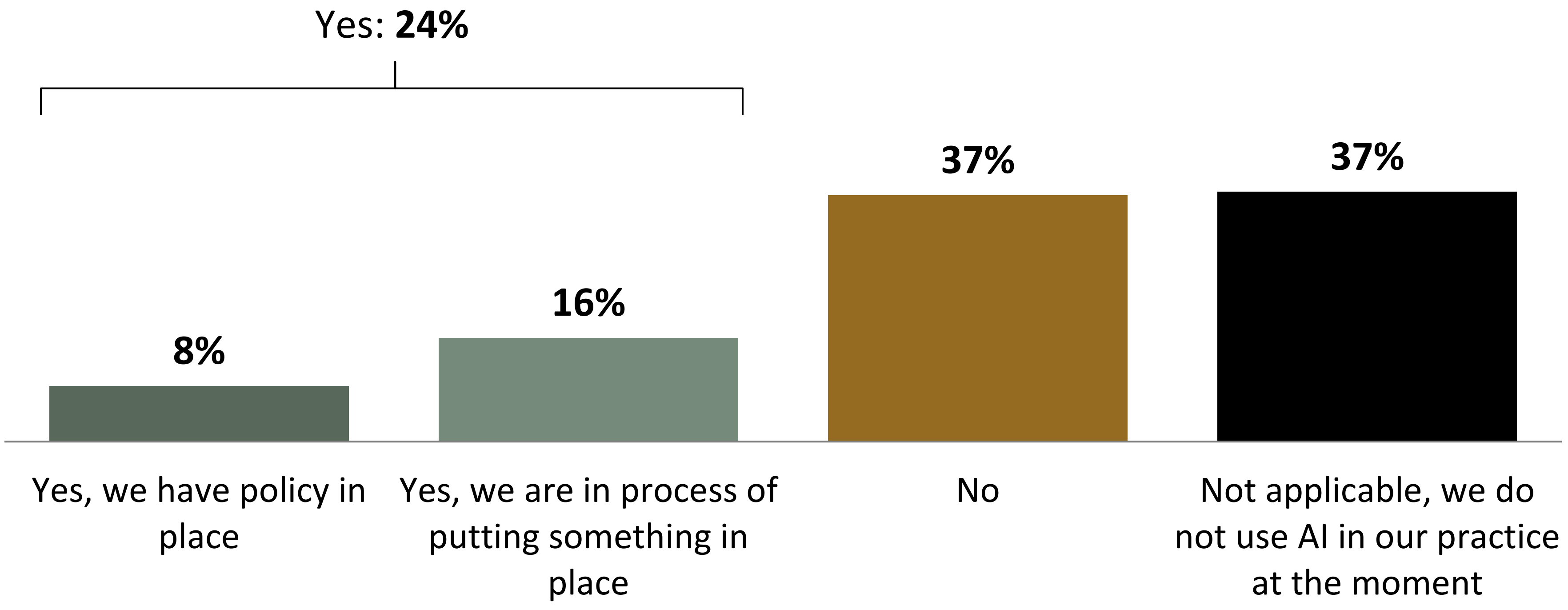


Note: **Interpret results with caution, small n-size (n<30)*
Don't know/ Not applicable not shown (3%)

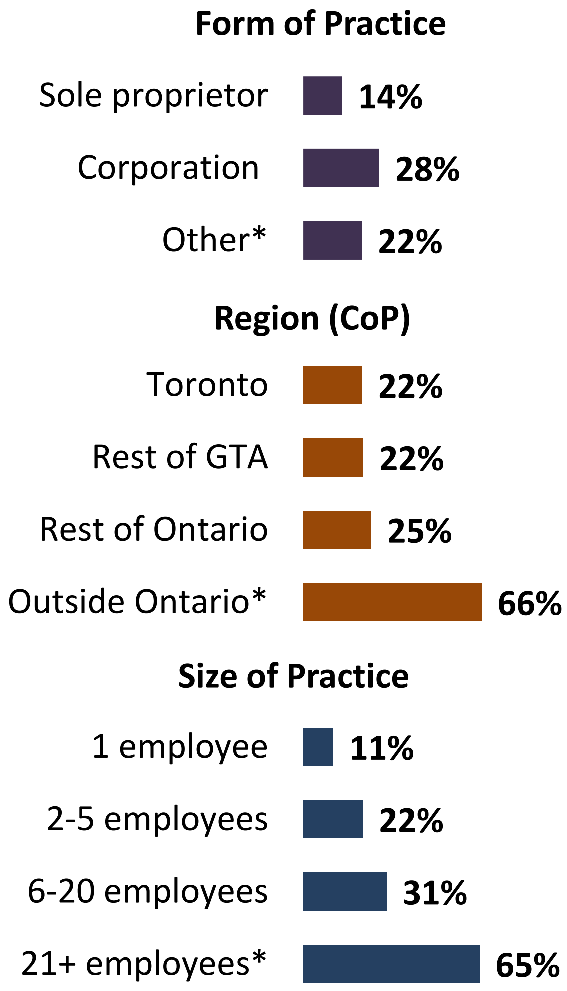
AI Policy: Nearly one-in-four practices are establishing policies around AI; higher among corporations

Q

Is your practice establishing parameters/internal policy around the use of AI technology, in particular around source of the information, copyright for use of images, etc.?
[asked of all respondents, n=205]



Respondents who say "Yes"

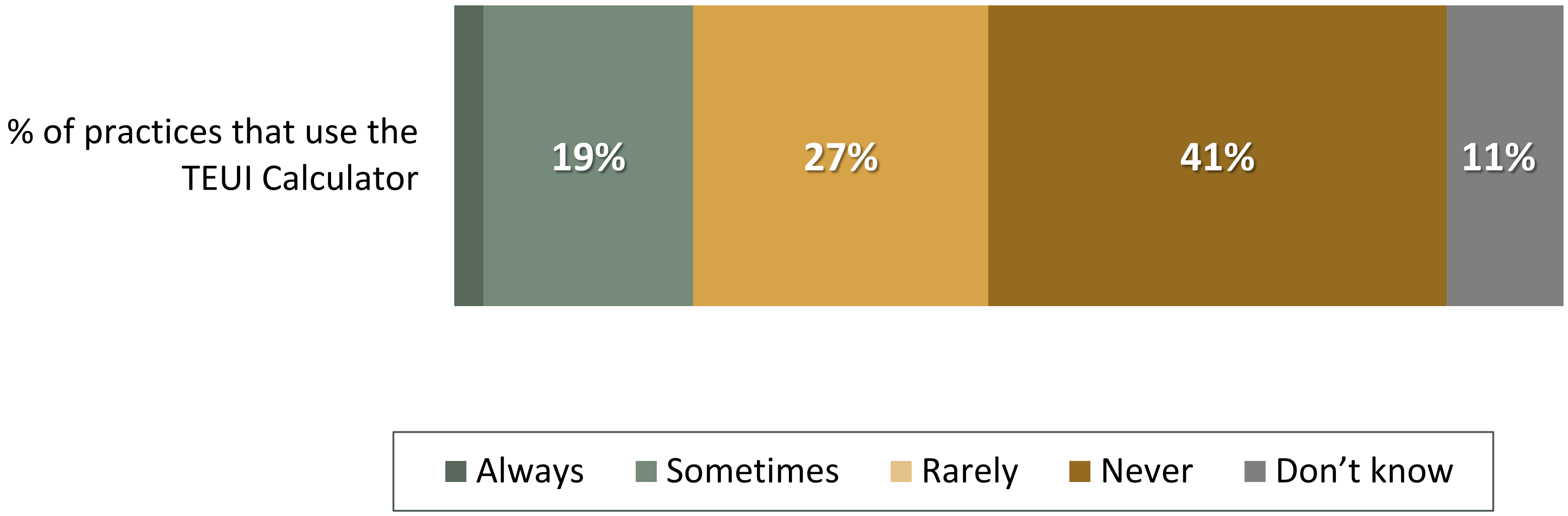


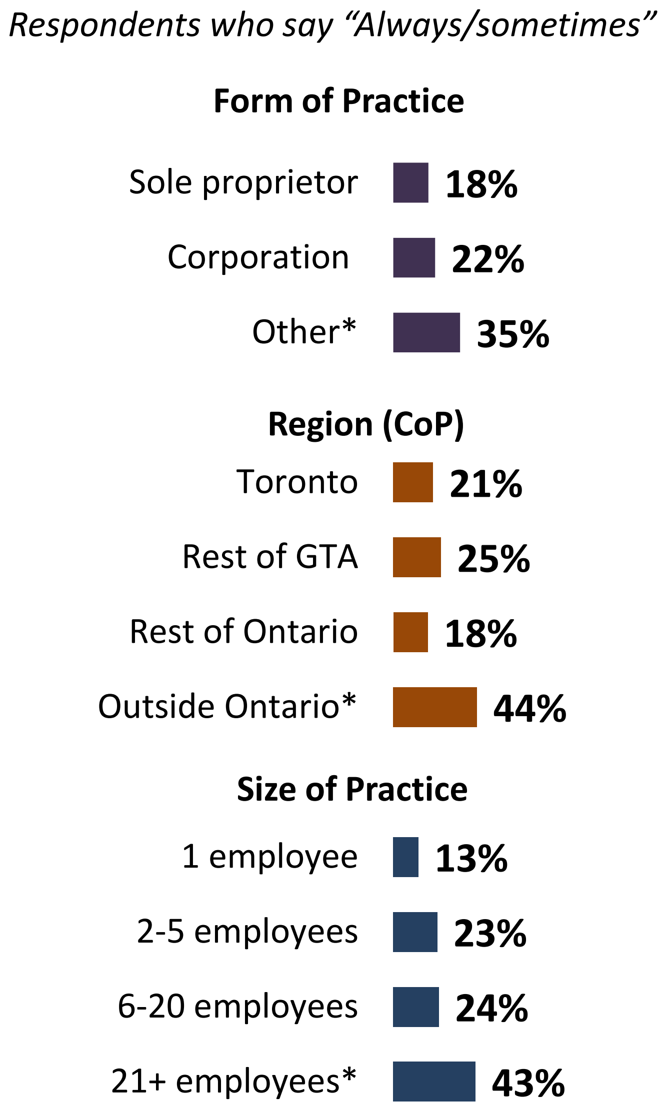
Note: **Interpret results with caution, small n-size (n<30)*
Don't know not shown (2%)

TEUI Calculator

1-in-5 members are actively using the TEUI calculator

Q When measuring a building's energy performance, how often does your practice use Total Energy Use Intensity (TEUI) Calculators?
[asked of all respondents, n=205]





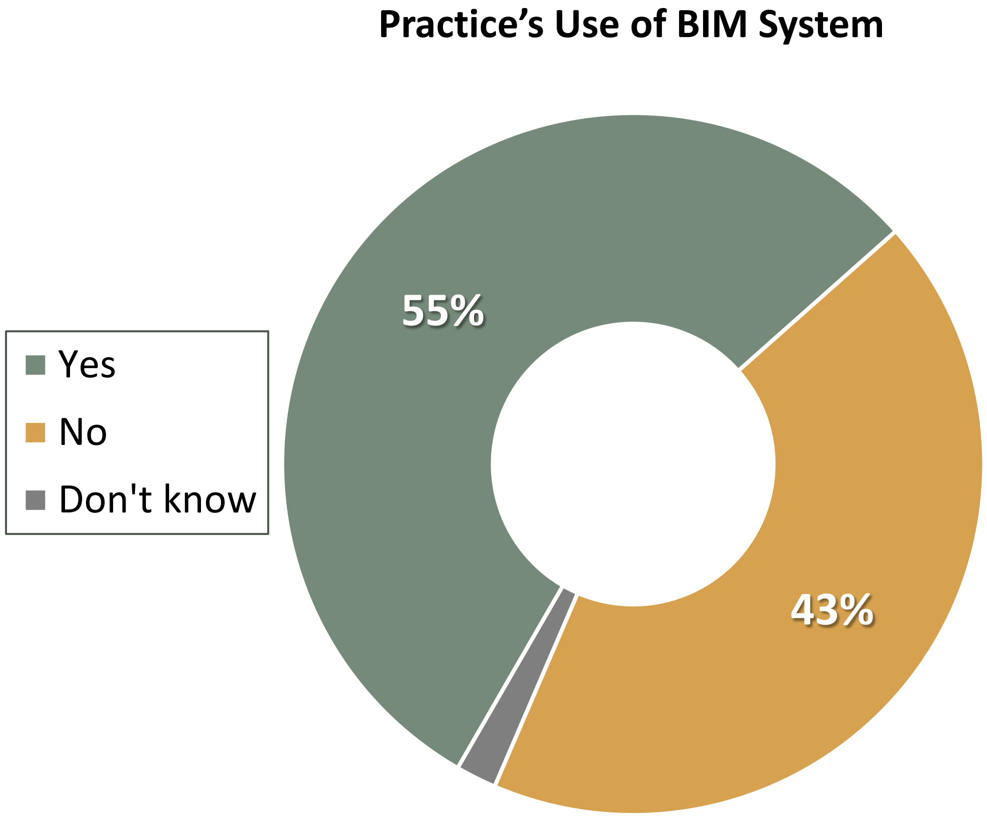
Note: **Interpret results with caution, small n-size (n<30). Data labels under 4% not shown.*
Special Note: *The OAA offers free access to two TEUI calculators on its website.*

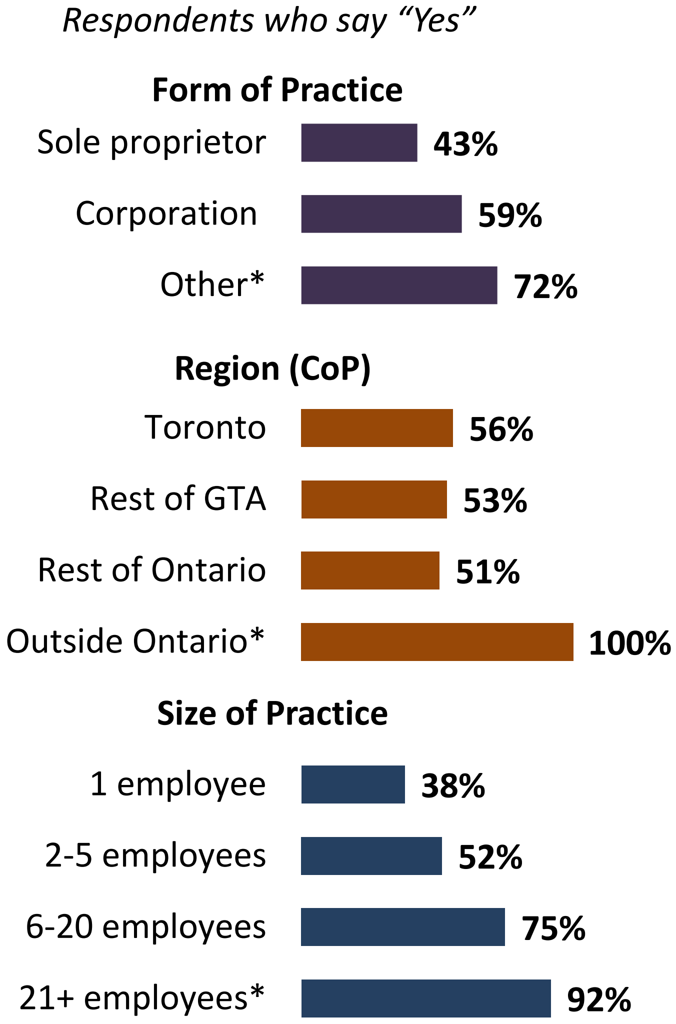
BIM System

Over half of practices (55%) use a BIM system; higher among larger practices

Q

Does your practice currently use a Building Information Modelling (BIM) system?
[asked of all respondents; n=205]

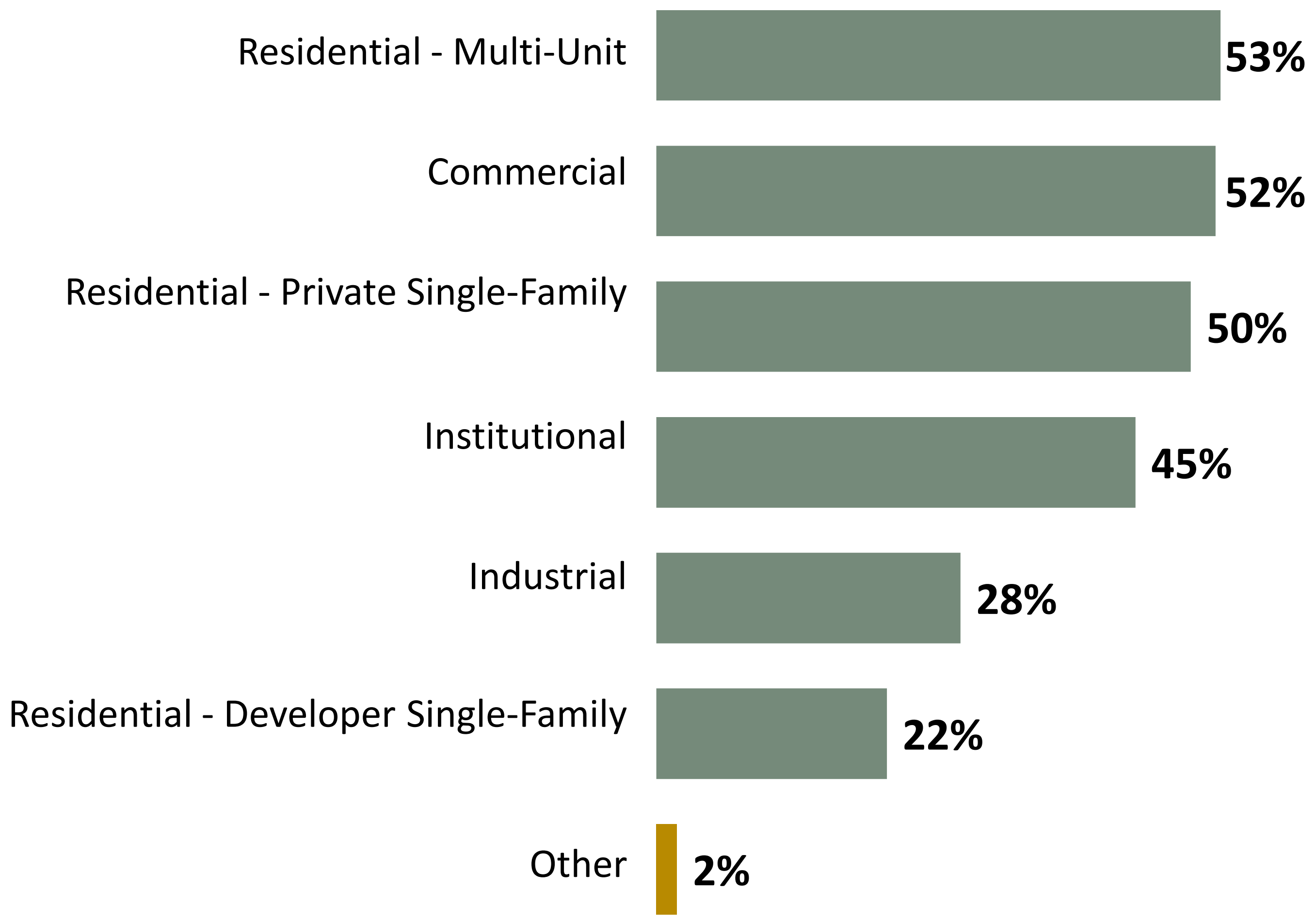




Note: *Interpret results with caution, small n-size (n<30)*

BIM Usage by Project Type: Residential multi-unit, commercial, and residential private single-family are the most common project types

Q In which types of projects does your practice use BIM? *Please select all that apply*.
[asked of respondents who said they use a BIM system, n=113]

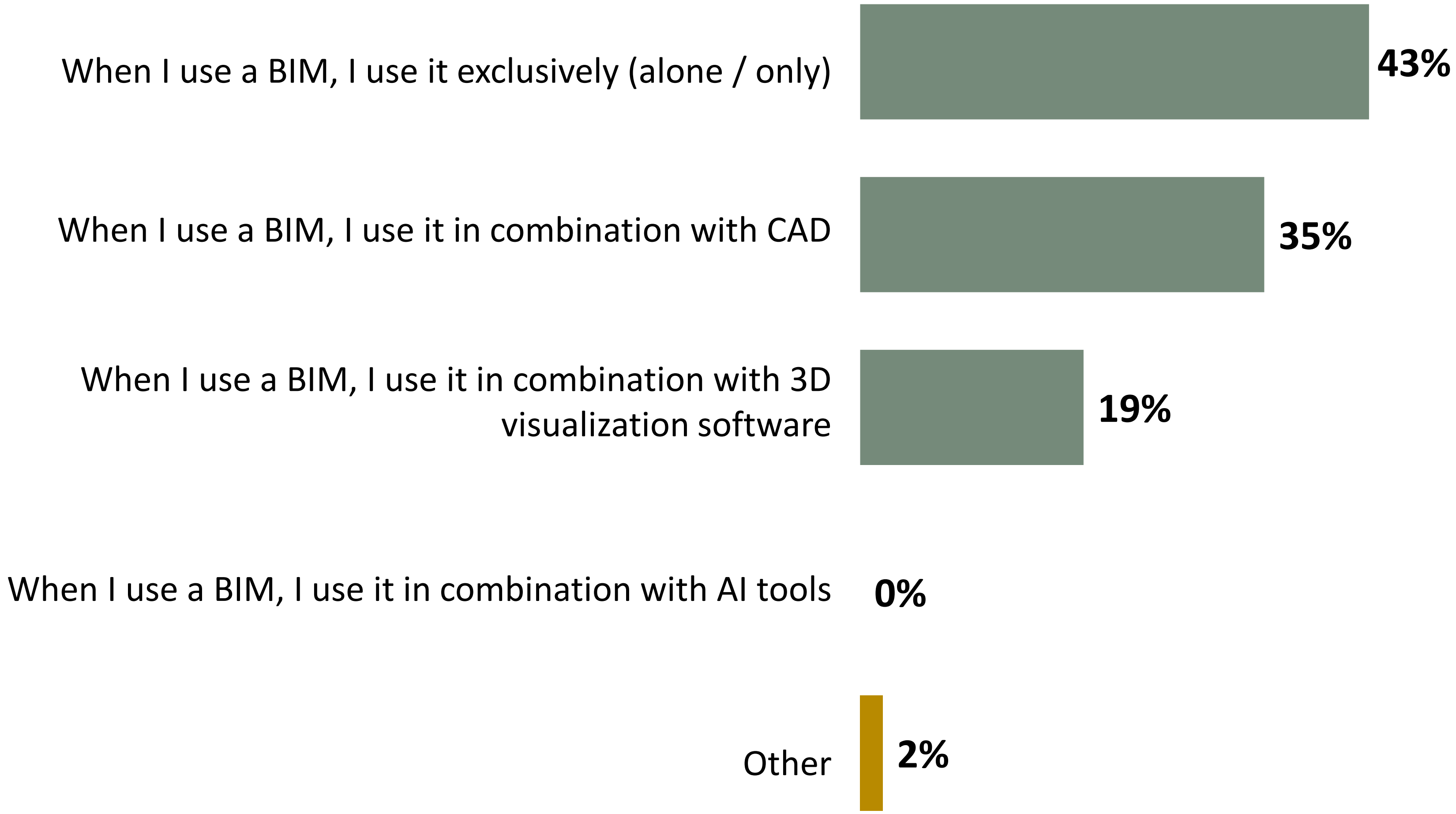


Note: *Multiple mentions allowed; totals may exceed 100%.*
Don't know not shown (1%)

BIM Integration

Among BIM users, 43% also integrate 3D visualization software, and 35% use CAD

Q When your practice uses BIM, how is it typically used in relation to other digital tools?
[asked of respondents who said they use a BIM system, n=113]

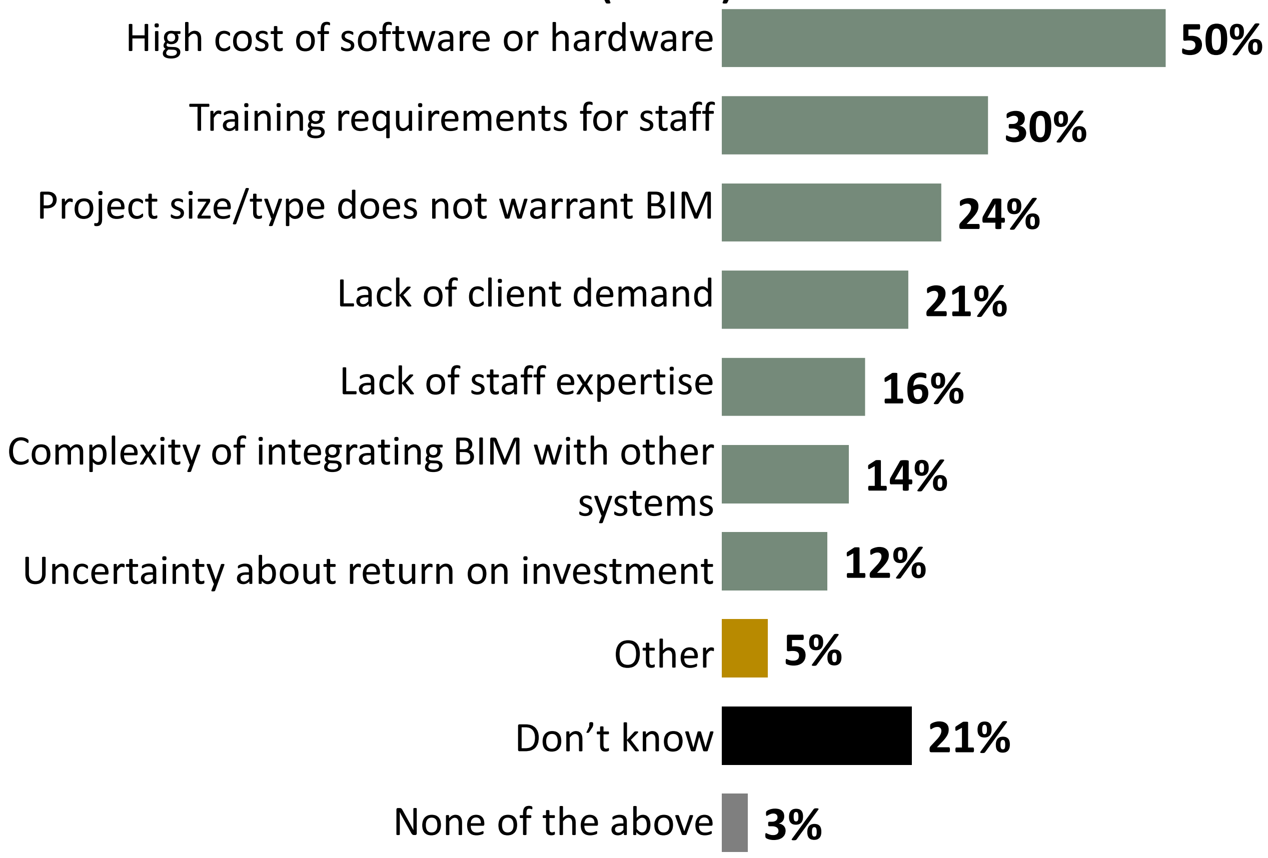


Note: *Don't know not shown (1%)*

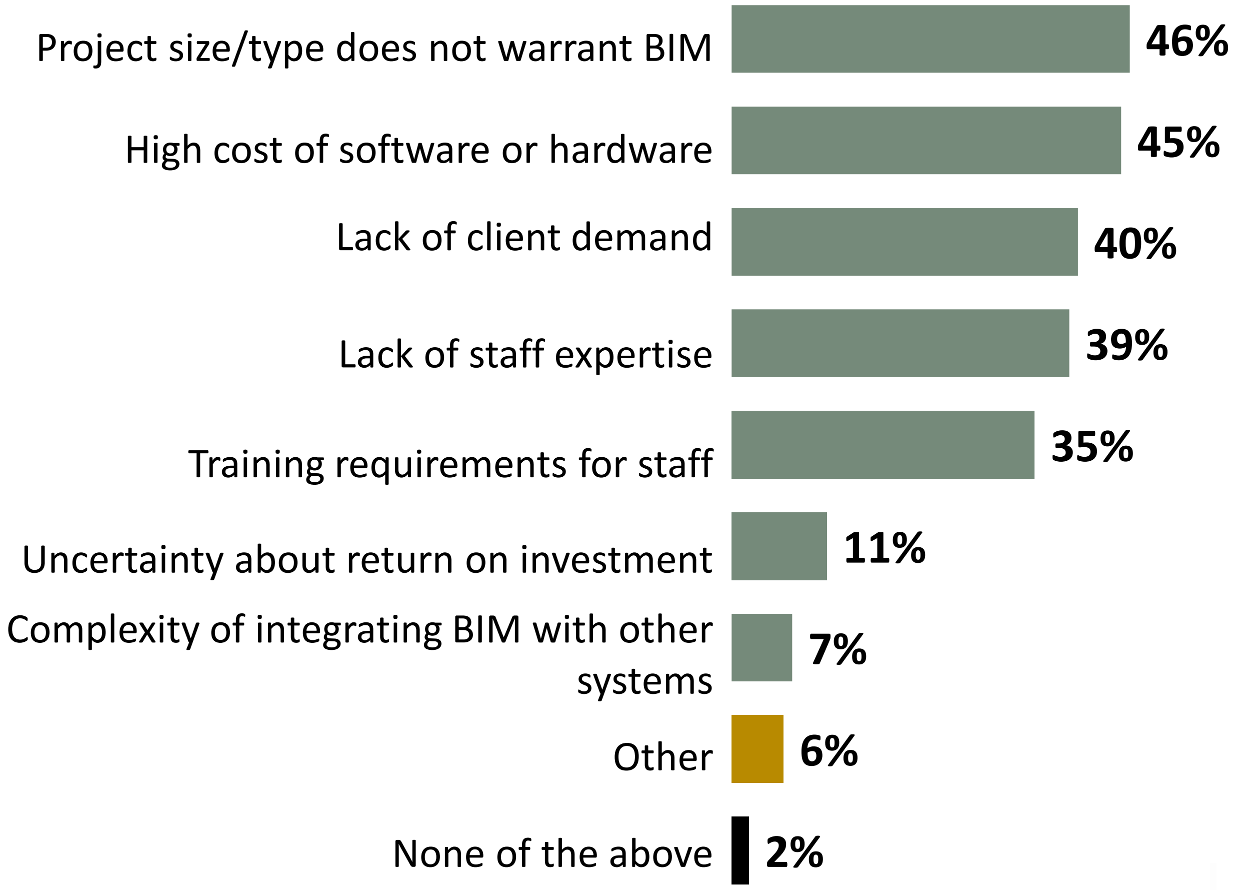
Barriers to BIM Usage: High cost is the main barrier to BIM usage for users (50%), while it is on par with project size for non-users

Q What are the main barriers, if any, that limit your practice's ability to adopt or expand the use of BIM? *Please select up to 3*.
[asked of all respondents, n=205]

Those who use BIM: Barriers to Expansion (n=113)



Those who don't use BIM: Barriers to Adoption (n=88)



Note*: Multiple mentions allowed; totals may exceed 100%.*

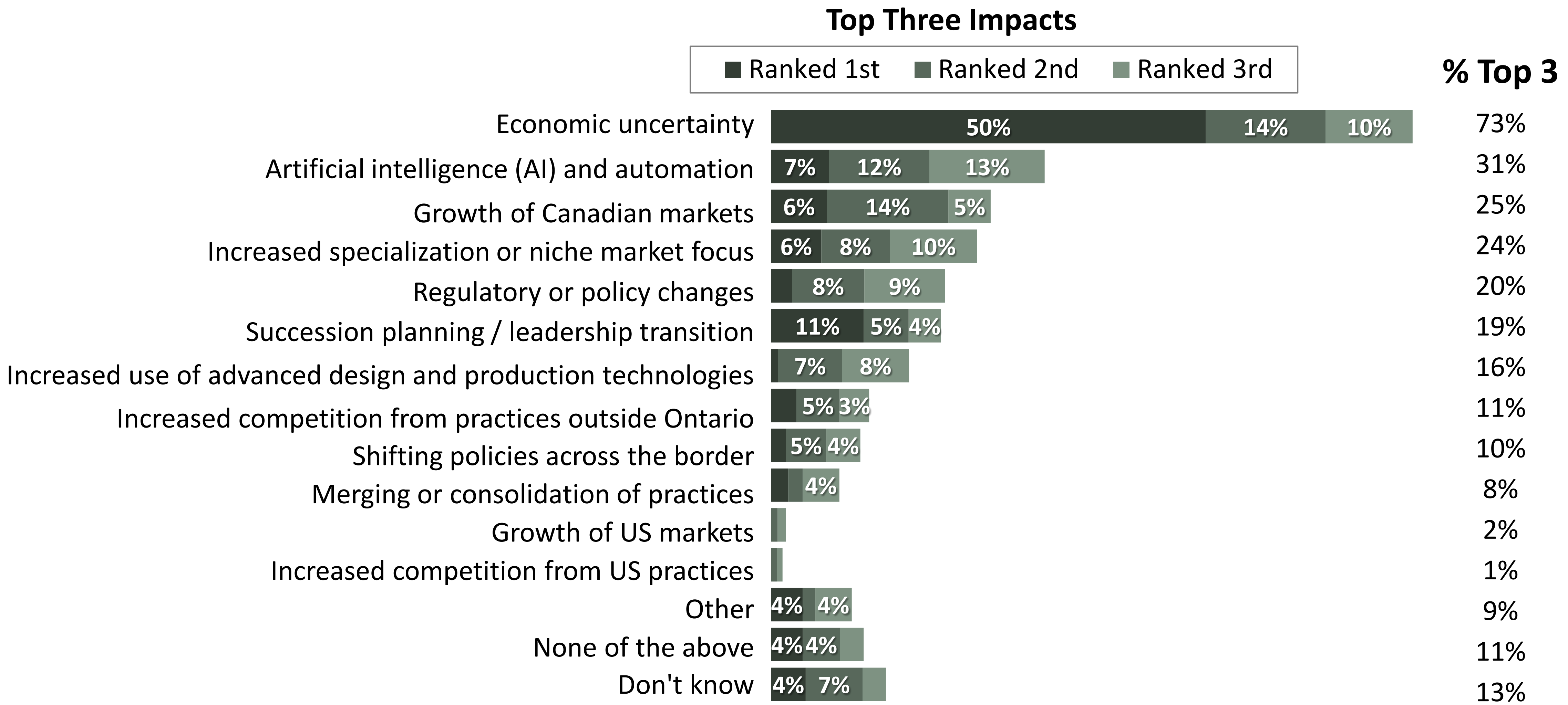
Future Trends

Future Impact

Economic uncertainty leads as the top anticipated factor impacting practices

Q

Which of the following factors below do you believe will have the greatest impact on your practice in the next year?
[Asked of all respondents; n=205]



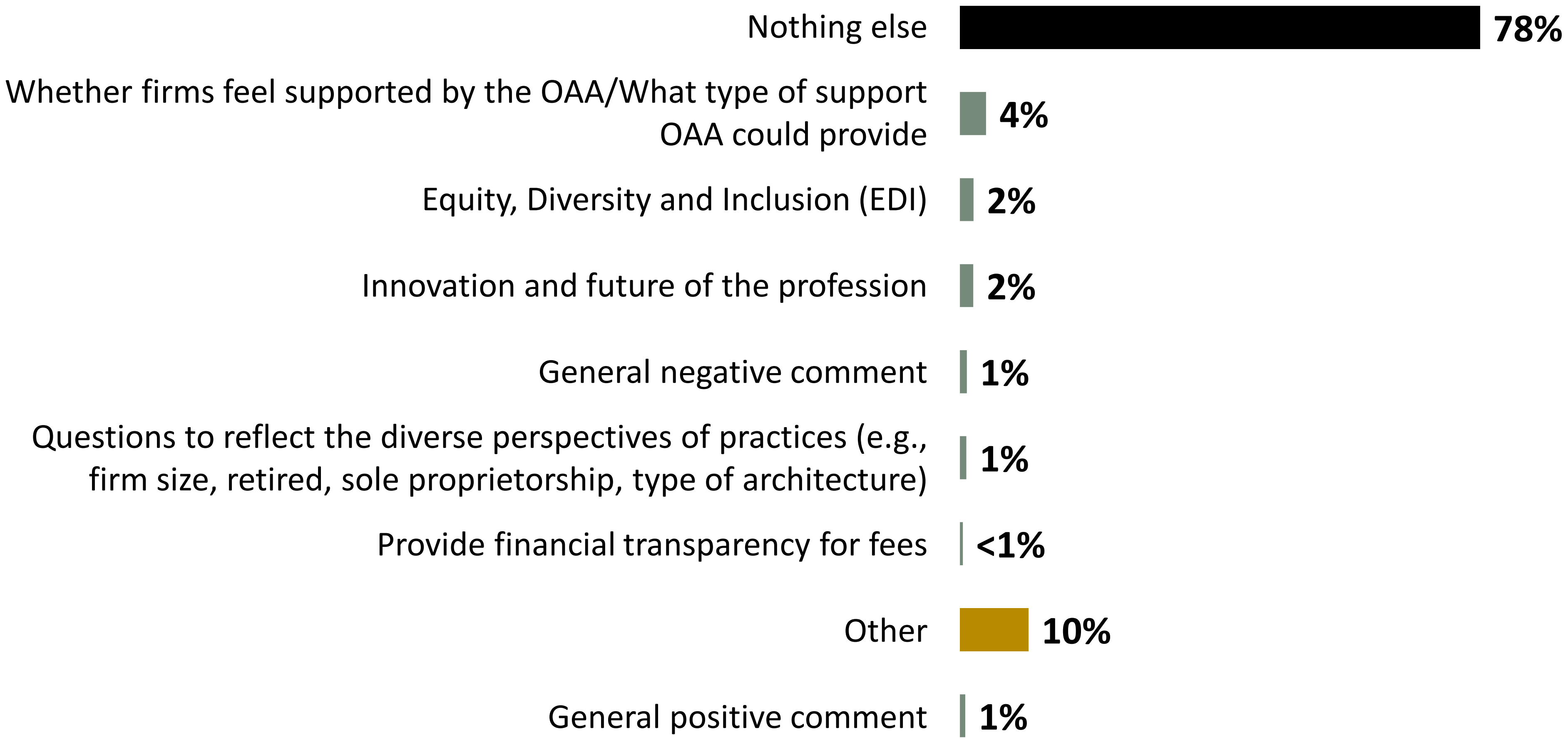
Note: *Respondents were asked to select top three.*
Data labels under 4% not shown.

Additional Feedback

Additional Comments and Feedback

Q

Is there anything else that this questionnaire should have covered?
[asked of all respondents; n=204]



Building Understanding.

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