



Talent Incubator Project SCORECARD

September 2022

SCHOLARSHIPS

\$1.5 million has been awarded in academic scholarships to undergraduate and graduate students interested in the industry since 2018

75% of scholarship recipients pursued real estate following graduation

60% of current scholarship recipients identify as racially diverse and/or women

MENTORSHIPS

Academic year program pairing students with industry professionals

332 mentee-mentor pairings since 2018

82% of mentees pursued real estate following graduation

74% of current mentees identify as racially diverse and/or women

LAUNCH ACADEMY

A program designed to recruit and prepare BIPOC (Black, Indigenous, and People of Color) students for a career in the Marketplaces Industry

Students receive a paid summer internship with a member company, a mentor, real estate and professional development training, and access to industry leaders

Companies receive access to diverse talent interested in the industry

Participation since summer 2021:

50 student placements

34 member companies

UNIVERSITY PARTNERSHIPS

Schools are provided with unlimited student and faculty ICSC memberships and connected to a vast array of industry resources, leaders and experiential opportunities

60 schools have joined since 2019 culminating in **7,000** student members

VIRTUAL LEARNING

8 unique student programs to broaden industry knowledge and skills

- ARGUS Enterprise Training
- Retail Real Estate Modeling
- LinkedIn & Instagram Live Career Talks
- Retail Real Estate Student Certificate
- Retail Real Estate Case Challenge
- Career Video Series
- Industry Webinars
- Site Tours

The ICSC Foundation is the charitable arm of ICSC dedicated to creating a vibrant Marketplaces Industry by building a pipeline of bright, ambitious and diverse talent that can drive the industry forward.

With millennials underrepresented in the industry by 11% compared to the general US working population, **we must invest now** in building the next generation of professionals. Please join our efforts and support the *Talent Incubator Project*. **90% of your donation** to the ICSC Foundation goes directly to support our programming.

For more information contact Lauri Novick, Senior Vice President, Volunteer Engagement & President, ICSC Foundation, at LNovick@ICSC.com.

[ICSCFoundation.com](https://www.ICSCFoundation.com)



DONOR RECOGNITION

The ICSC Foundation gratefully acknowledges these members for their generosity and leadership in support of the Talent Incubator Project

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*ICSC Foundation Canada donor

*This list is as of September 12, 2022.
Gifts received after this date will
be included in future listings.*