



# Talent Incubator Project SCORECARD

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

Millenials are 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 consider supporting the Foundation's Talent Incubator Project.

For more information:

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## SCHOLARSHIPS

**\$1,013,834** 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

**43%** increase in diversity scholarships

## MENTORSHIPS

Academic year program pairing students with industry professionals

2018-2019                      2020-2021

**16**  
**PAIRS**

**101**  
**PAIRS**

**82%** of mentees pursued real estate following graduation

## INTERNSHIPS

Connecting students with internships and companies with access to thousands of talented students

**27** companies offered **84** opportunities since 2019\*\*

## 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

**49** schools have joined resulting in a **71%** increase in ICSC student membership since 2019

## VIRTUAL LEARNING

**6** unique student programs developed in 2020 to broaden industry knowledge and skills

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

## LAUNCH ACADEMY

Designed to recruit and prepare racially diverse undergraduate students for a career in retail real estate, participants receive a paid summer internship, a mentor, real estate and professional development training and access to industry leaders

INAUGURAL PROGRAM: SUMMER 2021

**25**  
**STUDENT PLACEMENTS**

**38**  
**INTERNSHIPS**

**25**  
**MEMBER COMPANIES**

\*2021 scholarships have not yet been awarded    \*\*Very few internships posted in 2020 due to the pandemic