

# Talent Incubator Project SCORECARD

September 2021

## SCHOLARSHIPS

**\$1,270,000** 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: **16 PAIRS**

2020-2021: **100 PAIRS**

2021-2022: **150+ PAIRS**  
(still in formation)

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

## LAUNCH ACADEMY

A program designed to recruit and prepare racially diverse undergraduate 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 bright, diverse talent.

**INAUGURAL YEAR:  
Summer 2021**

**29**  
Student Placements

**18**  
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

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

## VIRTUAL LEARNING

**7** unique student programs to broaden industry knowledge and skills

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

**We must invest now in building the next generation of professionals.** Millennials are underrepresented in the industry by 11% compared to the general US working population. Please join our efforts and consider supporting the Foundation's Talent Incubator Project.

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.

**For more information contact Lauri Novick, Senior Vice President, Volunteer Engagement & President, ICSC Foundation, at [LNovick@ICSC.com](mailto:LNovick@ICSC.com).**