



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

Our industry faces a significant talent shortage. Our solution – the **Talent Incubator Project** – complementary initiatives providing multiple entry points to the industry.

We must **invest now** in building the next generation of professionals. Please support the Talent Incubator Project today - **close to 90%** of your donation directly supports student programs. It can also boost your **ESG reporting**.

For more information contact Lauri Novick, President, ICSC Foundation
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SCHOLARSHIPS

- \$2M** in academic scholarships awarded to undergraduate and graduate students interested in the industry since 2018
- 70%** of scholarship recipients pursued real estate following graduation
- 59%** of 2022-23 scholarship recipients identify as BIPOC (Black, Indigenous, and people of color) and **38%** identify as women

MENTORSHIPS

Academic year program pairing students with industry professionals.

- 517** mentee-mentor pairings since 2018
- 73%** of mentees pursued real estate following graduation
- 54%** of current mentees identify as BIPOC and **38%** identify as women

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

Industry Training & Resources Offered

- ARGUS Training
- Retail Real Estate Financial Modeling Course
- Retail Real Estate Student Certificate
- Real Estate Case Competitions
- Special Student Programs at ICSC Events
- Industry Presentations
- LinkedIn & Instagram Career Talks
- Site Tours
- Networking Opportunities

INTERNSHIPS

LAUNCH ACADEMY

A unique DEI program to recruit and prepare underrepresented undergraduate students for a career in the Marketplaces Industry.

Student Benefits

- Access to paid summer internships
- 30 hours of pre-internship training
- Pairing with an industry mentor
- Relocation/travel grants

Company Benefits

- Access to bright, diverse talent

Participation Since Summer 2021

67 placements with **38** companies

RETAIL REAL ESTATE BRIDGE PROGRAM POWERED BY PROJECT DESTINED

New in Fall 2023: A program for underrepresented undergraduate students providing a foundational understanding of retail real estate, an introduction to a network of companies and industry leaders who will share experience and knowledge, internship opportunities and a company site visit.

Projected Participation

50 students and **10** companies