**INTERNATIONAL CAREER ADVANCEMENT PROGRAM:**

 ***A pipeline to the next generation of leaders in business, nonprofit and government executive service***

***Meeting the Demand for Global Excellence***

In this age of global interdependence and cultural diversity, the demand for high-performing, networked, globally conscious, socially responsible and linguistically gifted individuals has never been greater. From global business to diplomacy to development and humanitarian affairs, agencies, organizations, and institutions are seeking ways to distinguish themselves as leaders in their respective fields. Marking its 17th year, the *International Career Advancement Program (ICAP)* is an organization that has identified diverse leaders where internationally oriented organizations can locate such talent, human capital, diversity, and polyglots.

***The ICAP Solution: Investing in Leaders***

The expanding diversity of the United States must be reflected in its leadership. To that end, *ICAP* brings together diverse mid-level professionals with proven records of achievement in federal and state governments, non-profits, foundations, international organizations, academia, and the private sector in a week-long career development program. This intensive seminar hosted by the Aspen Institute provides the foundations for long-term career growth through strategic training, networking, mentoring, career counseling, and policy dialogues geared to professional advancement. Out of *ICAP* emerges a powerful pipeline of driven, committed and dynamic mid-career and senior professionals and the ICAP Alumni Association (ICAP AA), a non-profit norganization geared to post-Aspen advancement and ICAP’s sustainability.

***Achieving a Global Impact***

Among *ICAP*’s 419 alumni are CEOs, Executive Directors, Vice Presidents, three current and two former U.S. Ambassadors, and an emerging cadre of leaders whose diversity, cultural competencies and socially responsible mindset set them apart from other professionals in international affairs. *ICAP* alumni are spreading their impact across a multitude of sectors, with 53% coming from U.S. Government agencies, 26% from non-profit organizations and foundations, 6.4% from the private sector, 4.8% from state and local governments, and 3.8% from international and multilateral organizations. The positive track record of ICAP is evident in the number of testimonials that attribute their advancement and career transitions from mid-level to senior positions, from a career track in government to business, and to this unique, supportive, engaged and dynamic association. The growing number of institutions and sponsors serve to underscore the value of *ICAP*: the Aspen Institute, the Council on Foreign Relations, University of Denver, Ford Foundation, OIC International, the Fetzer Institute, United Nations Foundation, and others are included on this list. With additional external support, ICAP AA can further advance its fellows, attract new applicants, and strengthen its access to senior corporate, and NGO leaders.

#  **International Career Advancement Program: 2014-2015 Expense Budget**

# **Salaries Expenses**

1 Graduate Assistant (40 weeks @ 20 hours/week @ $15/hour) $ 12,000

Fringe @ 1.5 % 180

**Total** **12,180**

**Honoraria\***

Faculty (5 @ $400) 2,000

Graduate Student Staff (2 @ $600) 1,200

Career Service Advisors (2 @ $1,000) 2,000

Senior Officials (6 @ $1,000) 6,000

Speaker 1,500

**Total** **12,700**

# **Rooms, Meals, Breaks, Conference Facilities and Services in Aspen**

Mid-Career Participants (26 @ $250/person/day for 8 days) 52,000

ICAP Alumni Representatives (5 @ $400/person/day for 8 days) 16,000

Faculty (5 @ $400/person/day for 5 days) 10,000

Staff and Director (4 @ $250/person/day for 8 days) 8,000

Career Service Advisors (3 @ $400/person/day for 8 days) 9,600

Senior Officials (8 @ $400/person/day for 6 days) 19,200

Speaker (1 @ $400/day for 3 days) 1,200

**Total** **116,000**

# **Travel**

Faculty, Staff and Director (7 @ $200) 1,400

Career Service, Alumni and Senior Officials (16 @ $800) 12,800

Speaker (1 @ $800) 800

**Total** **15,000**

**Seed Funding for 2016 Mid-Year Meeting**

Facilities and Food 2,500

**Total 2,500**

# **Supplies and Other Expenses**

Supplies, Materials for Handouts, Copying and Postage 1,800

Advertising 572

Membership Dues for the Global Access Pipeline 200

**Total** **2,572**

**Total Direct 2014-2015 Expenses $ 160,952**

**Indirect Expenses Charged by University (5% of Direct)\*\* $ 8,048**

**Total Expenses $ 169,000**

\*A number of the people involved volunteer their time for the program.

\*\*Remaining Indirect Expenses of 29% or $46,676 have been waived by University of Denver in the past. If expenses go through University Advancement rather than the Office of Research and Special Programs (ORSP), then there are no indirect expenses charged so even the 5% would be unnecessary.