



INTERNATIONAL CAREER  
**ICAP**  
 ADVANCEMENT PROGRAM



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## INTERNATIONAL CAREER ADVANCEMENT PROGRAM

Since 1997, the International Career Advancement Association (ICAP) has worked to bring higher quality and greater diversity to the staffing in the United States of management and policy-making in international affairs, both governmental and private. ICAP seeks to:

- Encourage highly promising mid-career professionals from historically underrepresented groups to recruit and mentor individuals to international careers;
- Facilitate keeping these professionals within international careers;
- Provide support and develop mentoring relationships with senior officials; and
- Assist these professionals in advancing to more senior positions.

The program is founded upon the conviction that the increasing diversity of the US population needs to be reflected in US leadership cadres. The United States public and private sectors will benefit and operate more effectively in the international arena due to improvements in the quality and diversity of its leadership.

## ICAP IN ASPEN, COLORADO

Each year, ICAP brings together carefully selected mid-career professionals from groups underrepresented in leadership positions in international affairs with senior officials, faculty and staff to spend one week at the Aspen Institute in Aspen, Colorado, discussing:

- Major international issues to be faced during the next decade;
- Credentials and experiences normally sought for senior leadership positions;
- Career issues or problems and how to overcome them; and
- Programs and policies designed to increase diversity at senior levels.

## SUCCESSFUL ICAP CANDIDATES

Those selected for the program from a large number of applicants are expected to have demonstrated a strong commitment to increasing the quality and diversity of senior leadership in the US in international affairs. In addition, ICAP candidates must have:

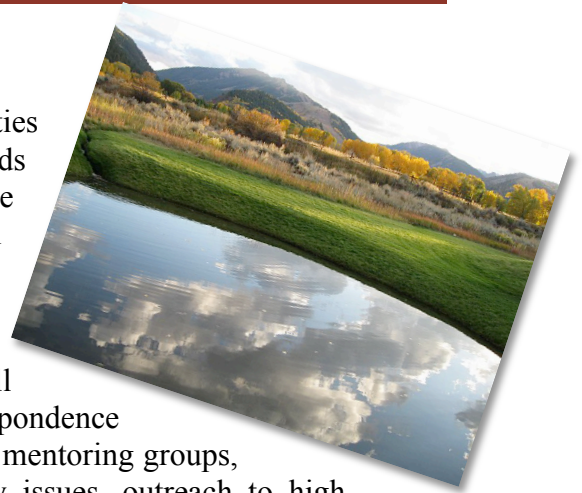
- US citizenship or permanent residency;
- International professional careers with 3-15 years of working experience;
- Credentials and achievements that indicate potential for the highest levels of leadership; and
- Commitment to providing support for their peers and mentoring others



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## ICAP: ASPEN AND BEYOND

After the week in Aspen, ICAP follow-up activities help to reinforce the experiences and cement the bonds among participants. Participants continue to provide mutual support to each other as they move through their careers and receive mentoring from more senior colleagues.



ICAP activities include a mid-year meeting for all alumni in Washington, DC, regular email correspondence through an ICAP listserv, a website, a newsletter, peer mentoring groups, public policy study groups, public forums on policy issues, outreach to high school and college students and social events.

## EXTRAORDINARY, TALENTED PROFESSIONALS

An extraordinary pool of talented professionals exists from underrepresented groups at the early and middle stages of their careers in international affairs. We need to recognize them, provide them with assistance and remove obstacles to their advancement. If we can find adequate ways to do this, the talent is available to provide leadership for the United States that reflects the changing and increasingly diverse population of the country. We can make use of the full range of talent in our population and enhance the quality of our participation in international affairs. The International Career Advancement Program helps take us in that direction.

ICAP now has approximately 375 alumni in its network and an active alumni association based in Washington, DC, called the International Career Advancement Association (ICAA).

## ICAP SPONSORS

ICAP is sponsored by the Josef Korbel School of International Studies, the University of Denver, and the Aspen Institute. The program is currently funded by the Ford Foundation, the Fetzer Institute, the United Negro College Fund Special Programs Corporation, the Aspen Institute, the University of Denver and individual ICAP alumni and other donors.

Further information about ICAP and application forms can be obtained from <http://www.icapaspen.org> or requested from:

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