Future Housing Leaders™
Creating a Force for Housing
Future Housing Leaders (FHL)

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Opportunity for Change

Under-representation in Housing Industry Workforce

Demographics of Housing Industry

Gender of Housing Industry

Opportunity for Change

• Research shows that **more diverse companies and institutions perform better than their less diverse counterparts**

• There is a need to reach historically underserved markets, many of which have unique challenges that may be **unfamiliar to the housing industry’s current workforce**

• Generate interest and awareness of the industry to help students **consider housing as a viable career option**
Future Housing Leaders Program Overview

**Connects** college students to paid internship and entry-level jobs with top employers in the housing industry who are committed to diversity and inclusion.

**Provides access to opportunities in the housing industry:** finance, investment, development and construction sales and marketing, lending, property management, professional services and technology.

**Supports students throughout their internships and career by providing access to industry leaders, training, and resources.**
Benefits of Participating: Attract & Partner

• Access to a network of **200+ students**, sourced at colleges & universities that have high performing diverse student populations

• Help to build your diversity pipeline through engaging with our program partners
Benefits of Participating: Collaborate & Elevate

Elevate brand awareness for your company and careers in the housing industry at Future Housing Leaders events.

• Participate in Future Housing Leaders-sponsored executive speaking engagements

• Join Housing Matter Series panel discussions alongside peers in the industry

• Engage in one-on-one mentoring with interns that are looking for advice about careers in housing

• Network with other Future Housing Leaders employer partners at Future Housing Leaders on-campus events

• Leverage Fannie Mae resources to discuss best D&I practices
**Future Housing Leaders Highlights: 2019**

Housing Industry employers have an opportunity to help advance their workforce to better meet the changing needs of future renters and homeowners

### FHL Program Key Statistics

- **95 interns** – a **120%** increase from 2018.
- Interns represented **48 different** colleges and universities.
- **1/3** of interns identified themselves as a member of a minority group.
- **34%** percent of interns are women.

### FHL Intern Geographic Footprint

- **97%** of interns say they would recommend FHL to others.
- **85%** of interns say they are likely to pursue a career in housing based on their internship experience.
- **9.4%** increase in # of interns that had “extreme interest” in pursuing a career in housing.

*67 interns responded to the pre-internship survey, while 33 responded at the end of their internship experience.*
Our Impact

“"My internship experience supported by Future Housing Leaders provided me with the on-the-job leadership experience I need to develop the skills essential to thrive in a fast-paced, collaborative environment.

—DREW PHILLIPS
Spelman College
Intern at Berkley Point Capital, 2018

“"My Future Housing Leaders internship helped me gain important work experience and build connections in housing.

—CAL VI
St. John’s University
Intern at Arbor Realty, 2018
Get Involved

Contact

Marcus Cole to discuss ways to partner:

- marcuscole@futurehousingleaders.com

Stay Informed

via the following channels:

- Future Housing Leaders Website
- Twitter
- LinkedIn
- Facebook

Read

about the Future Housing Leaders:

- Future Housing Leaders and Mortgage Bankers Association partnership
- Marcus Cole on Future Housing Leaders
- Future Housing Leaders blog