



Career Coaching Fellowship **2025-2026**

ROI is excited to announce the Career Coaching Fellowship for the 2025-26 school year which is open to Planning for College & Career (PCC) teachers, Career Coaches, and high school educators. The timing of this could not be more imperative, as the state of Indiana is increasing career awareness and work based learning opportunities that align with the new high school diploma requirements. The 2025-26 Career Coaching Fellowship is a year-long professional development program designed to address these critical issues that will better prepare regional educators in supporting students as they transition from learners to earners.

Data shows that for many students, the traditional career preparation models are simply not enough, and counselors everywhere have overwhelming caseloads. By 2031, 72% of US jobs will require an education beyond high school, but Indiana is not on track to meet that need¹. In Indiana, less than 40% of each high school cohort graduates from high school then goes on to earn a college degree.² This leaves many Indiana Uplands students every year without the credentials necessary to be competitive in the workforce (including a significant number of whom will also have accumulated debt). The need for meaningful career connections and articulated pathways is clear in order to increase postsecondary attainment which includes degrees, certificates, and credentials. Individuals entering the workforce and embarking upon a career must be aware of and be connected to the many options that lead to high opportunity and high wage jobs.

According to ROI's Occupational Needs Assessment, the majority of jobs in the Uplands region's key sectors will require some form of post-secondary degree or credential. The region needs skilled talent to keep up with growing employer demand in the advanced manufacturing, life sciences, and national security and defense sectors. Increased educational attainment and awareness of regional career opportunities could have significant long-term implications for growth and economic prosperity.

ROI's Career Coaching Fellowship will strengthen the skills of individuals serving in a career coaching role throughout the 11 counties of the Indiana Uplands. The fellowship will grow leadership and expertise by providing Fellows the opportunity to:

- participate in new learning through monthly professional development,
- develop an understanding of Uplands key industry sectors and career opportunities through industry tours and career information sessions,
- connect with regional and state-wide partners and resources,
- increase capacity for connecting students with a relevant path to success through the 6-E's: explore, engage, and experience opportunities that lead to employment, enrollment, or enlistment.
- learn effective strategies to meet the requirements of the new high school diploma

¹ Georgetown University Center on Education and the Workforce,

² Indiana College-Going Dashboard

- deepen an understanding of high quality Career Discovery Meetings and work based learning models, and
- become part of a regional Career Coaching Network.

Ultimately, the goal is to activate a cohort of individuals across the region who will:

- provide support to students aligned with opportunities available in the region,
- share research-based innovative practices with colleagues and district leaders,
- be better prepared to implement and support the state initiatives specific to the new high school diploma, and to
- see an increase in the number of college and career ready students pursuing and completing relevant pathways that lead to postsecondary opportunities.

Career Coaching Fellows will be selected to participate in a 10- month fellowship that will run from August 2025 through May 2026. Fellows will be identified through a principal or superintendent nomination process and subsequent brief teacher application. Fellowship candidates are considered on the basis of their commitment to expanding and building capacity for high quality career coaching within their organizations and across the Uplands region. Professional development will focus on promising practices, career coaching, and completing the action project. Each event will also showcase regional industry tours and college & career connections with relevant statewide programs and post-secondary partners.

Following the completion of the Fellowship year, Fellows will continue as active members of the regional network and continue to be a conduit to career awareness activities and career framework components for their school. The Career Coaching Fellowship will help to expand meaningful career guidance by supporting young people and adults with the skills and education needed to pursue in demand jobs.

Fellows are expected to participate in all ROI professional development sessions and commit to being an active member of the Uplands network. Fellows will receive a \$2,000.00 stipend for the Fellowship year. Stipend amounts are based upon attending all Fellowship events. PGPs will be provided by ROI.

Who should be nominated:

Priority for the 2025-26 cohort will be Planning for College and Career (PCC) teachers and career coaches. In addition, other Individuals who have the capacity to directly support high school students in career exploration, career discovery meetings, career development and planning, and postsecondary attainment options are also ideal candidates for the Career Coaching Fellowship. Examples include but are not limited to high school teachers and counselors, district leaders who are in a role to design and support career and college readiness, career coaches, work based learning coordinators, and internship coordinators. Applicants must be willing to serve in a leadership role within their school district and build relationships with employer and community partners.

Superintendent or Principal Nomination and Educator Application Process:

Superintendents or principals may nominate individuals from their building using the link below. Nominees will be contacted directly to apply once the nomination window closes and nominations have been reviewed by ROI.

The Career Coaching Fellowship Administrator Nomination Form is posted at:

[Coaching Fellowship Interface](#)

Create a new Account

**Then select The Career Coaching Fellowship-Administrator Nomination
(For the EIN, you can just use zeros)**

Nominations are due from principals or superintendents by **5pm on Friday April 18, 2025**

Completed applications are due by **5pm on Monday, May 5th, 2025**

Timeline:

April 7- April 18, 2025	Nomination Window	Completed by Principal or Superintendent Deadline: Friday, April 18, 2025
April 18 - May 5, 2025	Educator Application	Completed by Nominated Teacher Deadline: Monday, May 5, 2025
By May 16, 2025	Selected Fellows Notified	Email from ROI
Mid-August	Orientation Webinar	Via Zoom
August 27, 2025 (tentative)	Kick-Off Event	In person
October 2025- May 2026	Ongoing Professional Development	Fellows meet in person approximately once per month

Anticipated Outcomes:

Upon completion, Career Coaching Fellows will:

- have increased skills and confidence in career coaching,
- serve as a career coaching leader within their school district,
- serves as a catalyst to implement the career coaching framework requirements,
- establish positive relationships with employers and community partners to create ongoing meaningful career connections, and
- be an active part of the Uplands Career Coaching Network.

Questions?

Contact: Jen Staab, Career Connections Specialist, jenstaab@regionalopportunityinc.org