



Education and Career Mobility Fellowship



Guild




Our Opportunity

Just ten years ago, employer-supported education and career mobility programs were, in large part, hidden in employee handbooks, rarely discussed around strategic tables, and infrequently prioritized in leadership roles. Now, the corporate education and career mobility movement is driving a rare triple bottom line. Individuals are growing and advancing. Companies are benefiting from increased retention and a more robust talent pipeline. And our community and nation reap the rewards of a more educated populace.

There is no clear “career pathway” into roles that support these vital programs. Further, there is no community of practice devoted to helping these professionals grow and move into leadership roles, supported by peers and colleagues.

By investing in and supporting early- and mid-career professionals, we invest in and support the long-term health and growth of this movement that is transforming lives while creating business value.

A group of people are sitting around a table in a meeting. A woman with curly hair is speaking and gesturing with her hands. A man with glasses is listening. There is a coffee cup on the table.

The Education and Career Mobility Fellowship


In partnership with [Guild](#), [UpSkill America](#) is launching the third cohort of its Education and Career Mobility fellowship designed specifically to invest in the next generation of corporate education, skilling, and economic mobility leaders.

The Fellowship is an exclusive learning and professional growth series for early- to mid-career education, skilling, and career mobility program managers built to equip Fellows with the skills and network they need to thrive in current and future roles.

Fellows will gain the knowledge, capacity, and network they need to thrive in their current roles and grow in leadership and influence in the future.

Participants will:

- Connect with experts on a range of issues, including HR and corporate learning, student success, federal and state policy, and others.
- Collaborate and problem-solve with peers and colleagues.
- Receive tailored coaching and mentoring from experts and practitioners in employer-supported education.
- Gain opportunities to build public profiles and influence.
- Build a professional network for future growth.

The background of the right side of the slide is a light-colored wooden surface. In the center, there is a white silhouette of a person walking to the right. Overlaid on this is the text 'Program Overview' in a large, black, sans-serif font. A hand is visible in the bottom right corner, with the index finger pointing towards the text.

Program Overview

The Education and Career Mobility Fellowship is an exclusive professional development opportunity for corporate education and talent professionals.

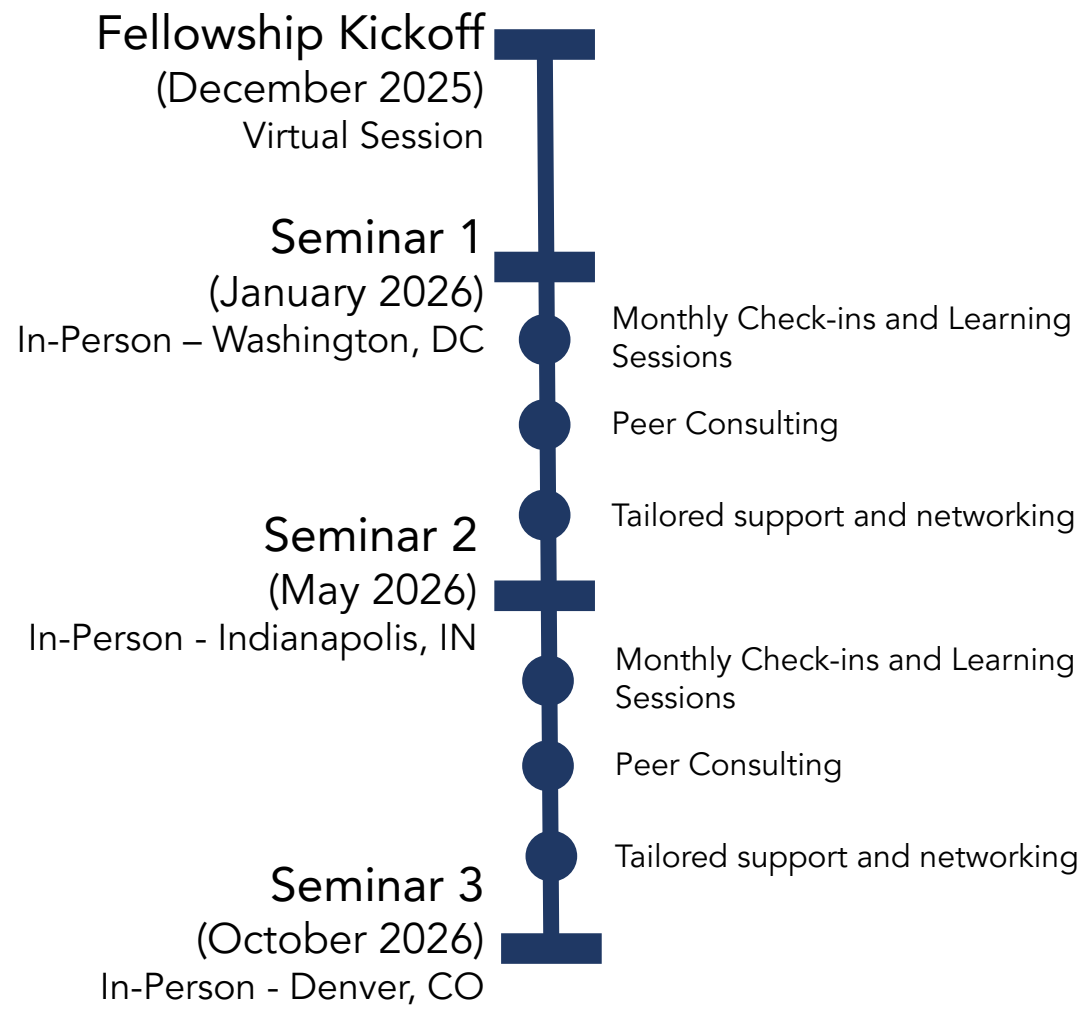
Candidates should currently work in early- and mid-career roles as individual contributors or small team leaders within education, skilling, talent development, and/or career mobility programs and have interest in growing within those roles and within the field.

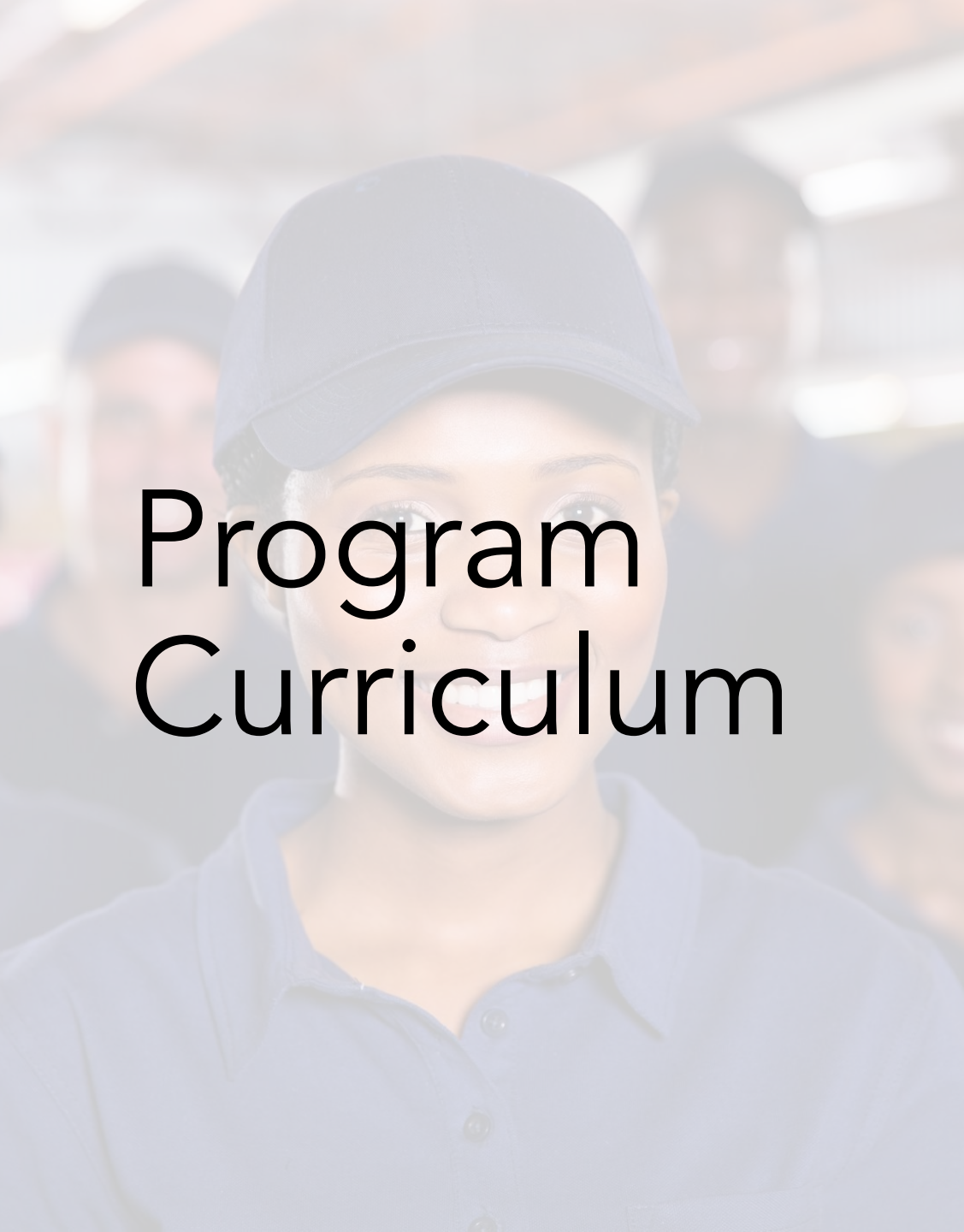
A woman with dark hair, wearing a yellow safety vest over a dark blue shirt, is shown in a warehouse or industrial setting. She is wearing a headset and looking down at a surface in front of her. The background is filled with industrial equipment and shelving units, slightly out of focus.

Participant Profile



Program Timeline





Program Curriculum

In addition to intentionally designed network- and relationship-building activities and cross-Fellowship learning, program curriculum to build:

- A more comprehensive understanding of the higher education, workforce, and career mobility ecosystem.
- A better grasp of sources of high-quality, nonpartisan data, research, and information.
- A robust network of peers and fellow problem-solvers.
- A larger sphere of influence and higher-visibility profile among leaders.
- A deeper commitment to equitable and high-quality education, skilling, and career mobility programming.
- A deeper commitment to and intentionality about their own career path in corporate education, skilling, and economic mobility.

Fellows will have the opportunity to write and speak publicly in partnership with UpSkill America, building their public profiles, if of interest to them.



Program Structure and Fees

Fellows will meet in person 3 times over nine months:

- Seminar 1 – January 14 - 16, 2026 (in-person in Washington, DC)
- Seminar 2 – May 2026* (in-person in Indianapolis, IN)
- Seminar 3 – October 2026* (in-person in Denver, CO)

**Dates and locations will be finalized as the cohort is established.*

Between in-person meetings, we will have monthly virtual plenaries, an ongoing chat, and resource sharing.

Thanks to generous support from Guild, the costs for the Fellowship are subsidized. Companies pay \$3,000 per Fellow (up to two Fellows per company are allowed), and cover travel and accommodations costs for in-person sessions. We will seek to keep meeting costs as low as possible.



Next Steps

Interested candidates should complete an application form and submit it no later than October 31st, 2025.

Candidates are required to have a sponsor from a senior program leadership role (CHRO, CLO, VP, etc.).

Visit our [website](#) for more information and the application forms.

Email [Chelsea Miller](#), Associate Director, UpSkill America with questions.



UpSkill America supports employers and workforce organizations to expand and improve high-quality educational and career advancement opportunities for America's front-line workers. We seek to create a movement of employers, civic organizations, workforce intermediaries, and policymakers working collaboratively to implement education, training, and development strategies that result in better jobs and opportunities for front-line workers, more competitive businesses, and stronger communities.

Follow us at www.upskillamerica.org and [linkedin.com/company/aspeneop](https://www.linkedin.com/company/aspeneop)

Guild

Guild partners with employers to build the talent they need today — and the workforce that can take on tomorrow. In partnership with employers like Chipotle, Discover, Hilton, Target, and healthcare systems like UCHHealth, Guild helps to identify untapped talent and fuel organizational growth.

Through Guild Talent Advantage™, Guild offers a versatile set of education and skilling offerings, actionable talent insights for employers, and personalized coaching for employees, translating learning investments into sustainable talent pipelines that propel businesses forward.

For more information, visit <https://www.guild.com>