





Education and Career Mobility Fellowship

UPSKILL AMERICA
aspen institute

Supported by:

Human Potential NETWORK



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 benefitting 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.



The Education and Career Mobility Fellowship

With support from the Human Potential Network, UpSkill America is launching the fourth cohort of the 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 and administrators, built to equip Fellows with the skills and network they need to thrive in current and future roles.

Program Overview

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, skills-based talent strategies, student success, 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.



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



Participant Profile



Program Timeline

Pre-Seminar
(January 2027)
Virtual Session

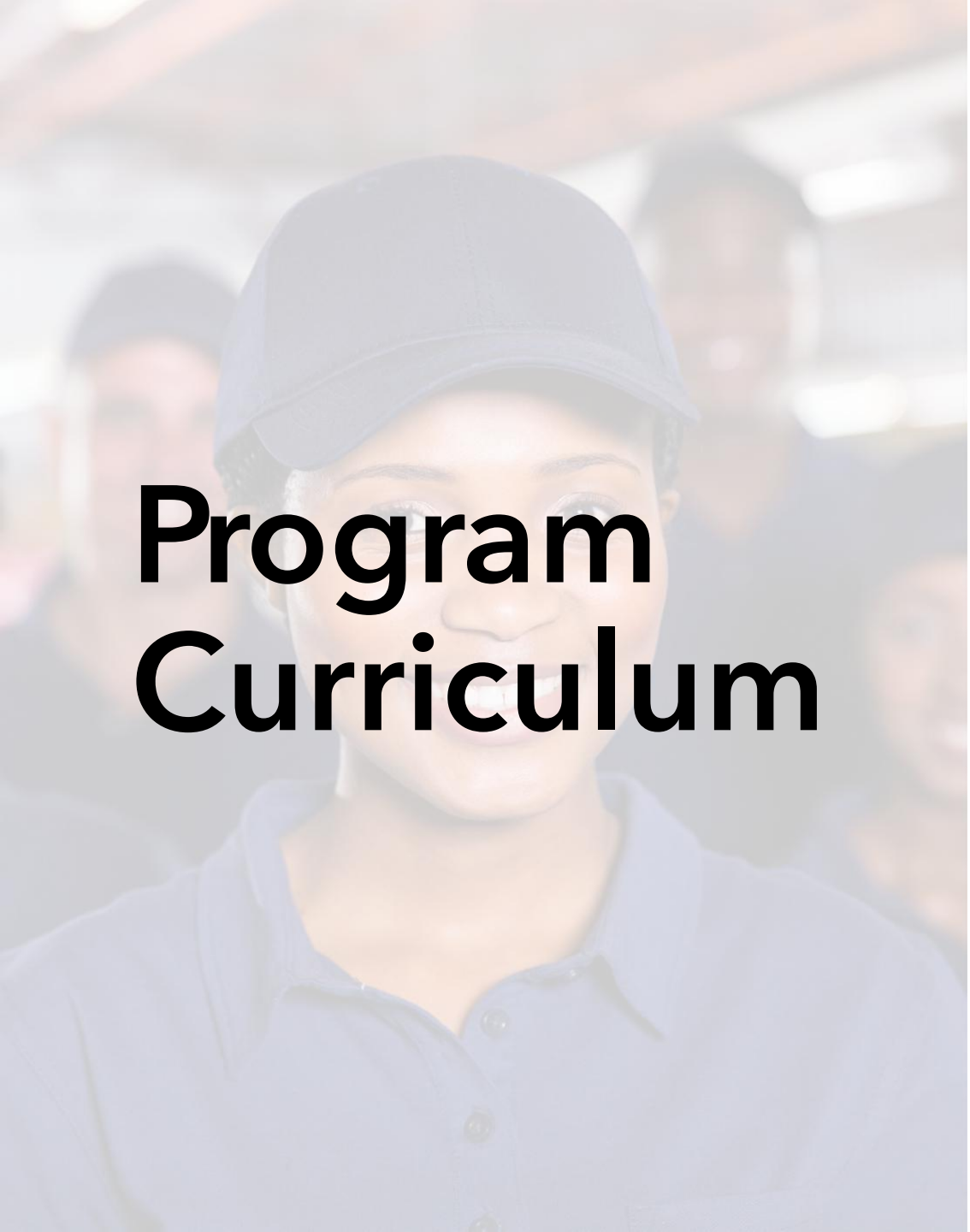
Seminar 1
(February 2027)
In-Person

- Monthly Check-ins and Learning Sessions
- Peer Consulting
- Tailored support and networking

Seminar 2
(June 2027)
In-Person

- Monthly Check-ins and Learning Sessions
- Peer Consulting
- Tailored support and networking

Seminar 3
(November 2027)
In-Person



Program Curriculum

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

- 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 also write and speak publicly in partnership with UpSkill America, building their public profiles.



Program Structure and Fees

Fellows will meet three times in person over nine months:

- Seminar 1 – February 2027
- Seminar 2 – June 2027
- Seminar 3 – November 2027

**Locations will be finalized as the cohort is established.*

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

Thanks to generous support from the Human Potential Network, the costs for the Fellowship are subsidized. Companies will be required to pay $3,000 per Fellow (up to two Fellows per company are allowed), as well as travel and accommodations costs for three scheduled in-person sessions. We will keep meeting costs as low as possible.

Applicants should enter into the Fellowship with every intent of joining each Seminar in-person. While we will make virtual attendance possible, it is not ideal.



Next Steps

Interested candidates should complete an application form and submit it no later than **December 18, 2026.**

Candidates are required to have a sponsor, a senior leader who can both provide permission and support the potential Fellow's career development. Submission instructions for sponsors are included on the form.

Visit https://www.aspeninstitute.org/programs/education-and-career-mobility-fellowship/cohort-4/ for more information and for application forms.

Email Chelsea Miller, UpSkill America, Chelsea.miller@aspeninstititute.org 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 https://www.linkedin.com/company/upskill-america