
Indianapolis Private Industry Council, Inc., d/b/a EmployIndy, is seeking input from school districts in Marion County regarding their needs and challenges related to Indiana's new high school diploma requirements and the Indiana Career Coaching framework.

Introduction

Since 2006, the State of Indiana has funded a program called Jobs for America's Graduates through grant allocations to the Regional Workforce Development Boards. During this past legislative session, the funding allocation was eliminated from the state budget, leaving the WDBs scrambling to cover their current programming through reserves and to find ways to continue serving schools with the remaining Workforce Innovation and Opportunity Act funding that is still available.

Due to our budget being cut from \$2 million to approximately \$450K, EmployIndy is working to be creative with our dollars to ensure we can still support schools in their efforts to meet the needs of their scholars under the new high school diploma requirements and the Indiana Career Coaching framework.

The purpose of this Request for Information (RFI) is to gather input from school districts in Marion County regarding their needs and challenges in implementing the new high school diploma requirements and Indiana Career Coaching guidelines. Your feedback will help inform resource allocation, training, and support strategies in Marion County.

Objectives

Through this RFI, we aim to:

- Identify gaps and resource needs for implementing the new Indiana diploma requirements Final Diploma Rule.
- Understand support required for the Indiana Career Coaching Framework compliance.
- Collect innovative ideas and best practices from schools.

Instructions

Please review the questions below and provide detailed responses. Include quantitative data where possible (e.g., number of coaches needed, estimated costs). Responses should be submitted by the deadline indicated in the Submission Guidelines section.

Key Questions

- A. Implementation of New Indiana Diploma Requirements
 1. What systems or processes need support to manage the 42-credit structure and readiness seals?
 2. Are there capacity issues for expanded math/STEM or communications courses?

3. What elective or experiential learning programs are missing or insufficient for achieving seals?
4. What professional development is needed for teachers and counselors guiding diploma pathways?

B. Career Coaching Framework

5. How many career coaches do you currently have? Are they certified? What certifications are needed?
6. What gaps exist in staffing, time, or funding to offer required coaching?
7. What tools or platforms do you use (e.g., Indiana Career Explorer, Xello, JobReady360, Naviance, other)? What additional resources are needed?
8. What professional learning do coaches and counselors need regarding career pathways and fairs?
9. What assistance is needed to build partnerships for career fairs, job shadows, apprenticeships?
10. Where are the equity gaps in accessing diplomas/seals and career coaching?

Next Steps

Following review of responses, we will synthesize findings to inform countywide support strategies and technical assistance. Selected schools may be invited for follow-up discussions or pilot programs.

Submission Guidelines

School districts are invited to submit one (1) electronic response outlining their needs, challenges, and priorities related to implementing Indiana's new high school diploma requirements and the Indiana Career Coaching framework. Responses will be used for planning and informational purposes only and does not commit EmployIndy to award a contract.

Responses should include:

- School and district information (name, type, enrollment size).
- Detailed needs and prioritized support areas.
- Existing strengths or innovative practices.
- Estimated resources required (cost, time, staff).

Responses must be submitted no later than **11:59 p.m. EST on Friday, February 6, 2026**, at www.employindy.org/contractopp.

Please note that EmployIndy will not return any proposals it receives and will not reimburse applicants for any costs they incur in developing their proposals.