



The Coaching Affect

Career Readiness Best Practices

Panelists: Dr. Rachel Sam (DRS, LLC), Gretchen McKinney (IncHRement, LLC)

Organization: Career Immersion & Leadership Institute (CILI)

Moderator: Perry Sholes, Founder & CEO of CILI



Key Points

Why This Matters

The Coaching Affect Defined

What We Have Learned

The Coaches' Affect

From Guidance to Growth

Career Goals

Call to Action

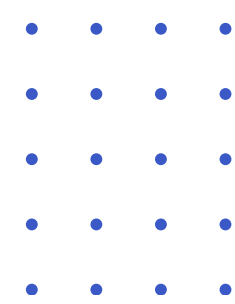
Contact Information





Why This Matters

**According to The Strada Report
— Career success begins long
before graduation.**



**Coaching NOW → Workforce
strength TOMORROW.**

The Coaching Affect

High-impact, human-centered coaching that shapes behavior, habits, identity, confidence, and employability outcomes.





Over 60 Fellows were hired for Summer 2024 internships. Take a minute and show some love for a few of our employers and their interns.

60+ FELLOWS 40 EMPLOYERS 11 UNIVERSITIES



SON OF A SAINT



Home **HB** Bank

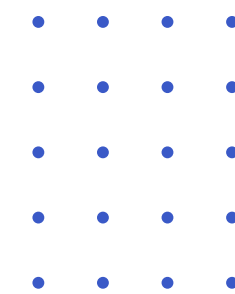
VERY
SPECIAL



Thank you for your continued support for the development of these dedicated young professionals. Your support guarantees their guidance and access to high level resources and coaching so they can remain here in Louisiana, focusing their talents at home.

We also want to express our gratitude for Council members, **Freddie King III** and **JP Morrell** and the Director of the City of New Orleans Workforce Development, **Sunae Villavaso**, for providing their support for the continuation of this valuable work.

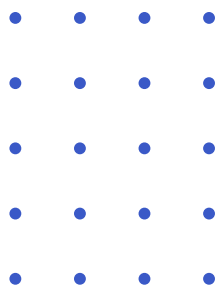
What We Have Learned



5 Years in the Making

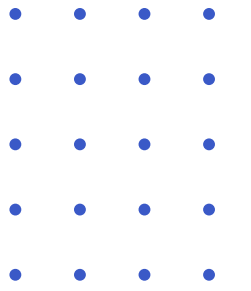
- Students need timely, real world, honest information
- Career identity is developed — not discovered
- Coaching accelerates maturity + decision-making

The Coaches' Affect



Coaches As	Relationship Building	Challenge & Support
Hiring Managers	Co-create trust	Professional boundaries
Mentors	Consistent transparency	Guided accountability
Entrepreneurs	Empowering independence	Space for reflection
Recruiters	Narrative reframing	Address behaviors with evidence-based feedback

From Guidance to Growth



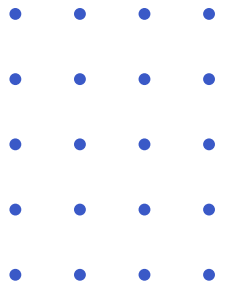
- Clarify goals → micro milestones
- Plan capacity, not hope
- Redirect back to outcomes continuously
- Support autonomy + agency



- Maturation into adulthood
- Better workplace literacy
- Higher confidence in career navigation
- Better employment readiness & retention



Career Goals



High School Juniors

Build trust, establish career identity, and introduce goal-setting habits.

High School Seniors

Deepen coaching relationships, practice professional skills, and apply feedback through internships or leadership roles.

College Freshmen

Focus on transition readiness — resume polish, interview prep, networking, and launching into career pathways.



Call to Action



Career readiness can be:

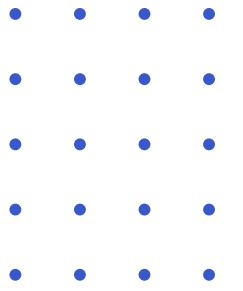
- taught
- practiced
- coached

We coach them into success behaviors now, so that they can be successful for the future.



Thank You

Contact Information



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