Global Student Fellowship Program

Program Playbook

Executive Summary & Program Identity

The FTC Global Student Fellowship is a fully remote 6-month international leadership and competency-development program for exceptional students to prepare for the future of work, by understanding and utilizing emerging technologies, working in multi-discipline, cross-continent teams on diverse projects, gaining professional communication skills, and gaining exposure to global perspectives from FTC ecosystem members.

Fellows join a diverse international cohort and work through curated program components that stretch their cultural understanding, curiosity, problem-solving, and capacity for original thinking. They graduate with future-ready capabilities, an expanded professional network, and meaningful insight contributed to a global ecosystem of employers and thought leaders, helping shape what the future of work looks like.

Our inaugural January 2026 cohort brought together 30 Fellows from 14 universities across 9 countries. Their seven Insight Briefs, each examining how AI is reshaping work, institutions and infrastructure from a different regional vantage point, were presented to global executives and are published on the Emerging Leader Initiatives page.

Value Proposition for Stakeholders:

- **For University Partners:** Provides a fully managed, high-impact global leadership opportunity that enhances student employability, personal development, fosters interdisciplinary collaboration, and showcases institutional excellence on a global platform.
- **For Student Fellows:** Connects high-performing emerging leaders to an elite international peer network to cultivate strategic foresight, human judgment, and reasoning under uncertainty. Fellows transition from passive task-executors to active, value-driven decision-makers, developing a sophisticated cognitive sovereignty that uses AI tools as strategic partners rather than cognitive crutches. Beyond earning prestigious credentials, participants gain hands-on cross-cultural leadership experience culminating in presenting physical posters directly to global C-suites at the annual Future Talent Summit in Stockholm. (*Travel and accommodation for the Summit are not included in the program fee.*)

Participant Profile

The program targets high-performing, full-time undergraduate or graduate students who demonstrate strong academic standing, exceptional leadership qualities, and active involvement in extracurricular or entrepreneurial activities. Fellows represent diverse disciplines, including Business, Computer Science, Economics, Engineering, Social Sciences, Healthcare, and Natural Sciences.

The Selection Criterion: The selection committee prioritizes intellectual curiosity, collaborative mindset, and human judgment over grades or academic prestige alone. The ideal Fellow is comfortable navigating ambiguity, working asynchronously across time zones, and engaging with diverse cultural perspectives.

Program Components

Across roughly 21 active program weeks, Fellows should plan for 4 to 6 hours per week, with time commitment rising near key deadlines. The Global Student Fellowship integrates hands-on collaboration, peer mentorship, critical technological engagement, and executive exposure across several key components:

- **Individual Mini-Project (Global Insight Sprint):** A self-paced, individual 1-week sprint (4-5 hours) conducted at the start of the program. Fellows investigate a regional and thematic workforce trend of their choice to assess individual strengths and establish optimal cross-cultural team placement.
- **Senior Fellows:** To drive collaboration and peer-to-peer accountability, each international team is assigned Senior Fellow from the January 2026 pilot cohort. These mentors serve as the first point of contact for project guidance and cohort support.
- **Scenario Studios:** Unlike traditional hackathons that force teams to rush toward a single, polished prototype, Scenario Studios are designed around strategic foresight, scenario planning, and divergence. Across three virtual, facilitated sessions, Fellows explore complex "opportunity problems" and examine multiple futures, learning how to sift out what the signals are saying to map out multiple potential paths under uncertainty. Ultimately, these sessions serve as low-stakes, psychologically safe spaces that level the playing field by rewarding lateral thinking, rapid prototyping, and learning from failure over rote academic knowledge.
- **Critical AI Engagement (CAIE) Program:** Six structured, individual exercises (30 minutes each) integrated into teamwork. The CAIE program builds digital judgment and is designed to prevent cognitive offloading by forcing Fellows to think

independently before consulting AI, analyze the boundaries of algorithmic creativity, stress-test ideas under adversarial AI critique, and discuss differences with international peers, providing insight into cultural context.

- **Future Talent Insight Brief:** A collaborative, professional-grade 5-7 page whitepaper produced by each cross-cultural team. Grounded in public labor market data (e.g., Lightcast, Eurostat, BLS) and 1-3 expert interviews with C-suite leaders, this brief explores pressing talent challenges and delivers a clear 'so what?' from a generational perspective.
- **Insight Brief Poster:** Teams design a large-format research poster summarizing their Insight Brief findings, to be displayed and presented at various times to global delegates at the annual Future Talent Summit.
- **Global Capstone Presentation:** A live virtual showcase of team findings presented to academic deans and employer partners in the FTC network. Teams will build clean, professional presentations. This session demonstrates how human capabilities-like storytelling, synthesis, and judgment-integrate with advanced technology to deliver executive-ready results.
- **Future Talent Summit:** An exclusive, in-person invitation to FTS27 (June 22-23, 2027). Selected Fellows participate in panels, present physical research posters, and network directly with international corporate and public leaders.
- **Completion Credentials/Opportunities:** Upon successful, satisfactory completion of all program requirements, Fellows receive:
    - FTC Global Fellow Certificate: A formal certificate of completion and digital credential for LinkedIn profiles and professional portfolios.
    - Alumni Leadership Pathways: Opportunities to return as an Alumni Lead, serve as a Regional Ambassador for emerging leader initiatives, or join special research projects.
    - Permanent Ecosystem Access: Lifetime status as an FTC Senior Fellow, with standing invitations to future FTC events, regional forums, and the annual Future Talent Summit.

Application & Admissions Guidelines

The Global Student Fellowship accommodates both university-sponsored slots and independent applicants. No fee is required to apply. To ensure access and clear standards, the following recommendation policy is implemented for the application portal:

- **University-Supported Applicants:** Students who are officially nominated or suggested to apply by FTC university partners (who support and fund the selected

student slots) are exempt from submitting a letter of recommendation. Their academic and leadership readiness is validated directly by their university contacts.

- **Individual Self-Paid Applicants:** Students who apply individually (procuring their own funding or seeking self-pay options at the program fee of USD $2,250) ARE required to submit at least one professional, academic, or personal letter of recommendation during the application process to verify their leadership and team readiness.
- Individual Scholarship Applicants: Students can apply individually and request consideration for an FTC Fellowship Scholarship. There are a limited number of scholarships for each cohort. They are required to submit at least one professional, academic, or personal letter of recommendation during the application process to verify their leadership and team readiness.

Cohort Timeline

January 2027 Cohort

Week / Dates	Program Phase & Insight Brief Focus	Workshops, Labs & Touchpoints	CAIE Exercises & Deadlines
Nov 2, 2026 – Jan 15, 2027	Recruitment & Applications Worldwide outreach to partner institutions	Information webinars	**Application Deadline: Friday, Jan 15, 2027**
Jan 18 – Jan 29, 2027	Admissions & Selection Phase Review, interviews & cohort composition	FTC Review Board	**Candidate Notifications sent: Monday, Jan 25, 2027**
Feb 1 – Feb 5, 2027	Onboarding Week Portal setup, intro modules & profiles	**Onboarding Session & Kickoff**	Pre-program AI baseline due Feb 5
Feb 8 – Feb 12, 2027	Individual Sprint Self-paced workforce research project	Sprint Support	Global Insight Sprint submission due Feb 12

Feb 15 – Feb 19, 2027	Team Launch & IB Kickoff (Early!) Team formation & initial topic scanning	Team Introductions	Insight Brief Topic Selection
Feb 22 – Feb 26, 2027	Insight Brief: Research Question Defining scope & working hypotheses	**Masterclass 1: Hayley Bowd, Expedia Group, Feb 23 9:00 am EST**	CAIE Exercise #1: Prompt Engineering & Limits
Mar 1 – Mar 5, 2027	Insight Brief: Literature Scan Academic & professional source collection	Team Mentorship Connects	Research Question finalized
Mar 8 – Mar 12, 2027	Insight Brief: Outline Mapping Structuring main arguments and narrative flow	**Scenario Studios Session 1** **Mid-program Touchpoint 1 with FTC Leadership (Mar 12)**	CAIE Exercise #2: Cognitive Offloading
Mar 15 – Mar 19, 2027	Insight Brief: Data Scans Gathering labor market, policy, or case studies	**Masterclass 2: Elena Magrini, Lightcast, March 15 9:00 am EST**	Literature & Source check-in
Mar 22 – Mar 26, 2027	Insight Brief: Data Mapping Consolidating secondary data and surveys		CAIE Exercise #3: Bias & AI Fallibility
Mar 29 – Apr 2, 2027	Insight Brief: Initial Synthesis Writing the introduction and scene setting	Team Mentorship Connects	Draft Outline check-in
Apr 5 – Apr 9, 2027	Insight Brief: Critical Analysis	**Scenario Studios Session 2**	Draft intro section check-in

	Adversarial brainstorming on assumptions		
Apr 12 – Apr 16, 2027	Insight Brief: Section Drafting Asynchronously drafting core sections	Team Mentorship Connects	CAIE Exercise #4: AI as a Thought Partner
Apr 19 – Apr 23, 2027	Insight Brief: Full Drafting Fleshing out sections, analysis, & conclusions	**Masterclass 3: TBD**	CAIE Exercise #5: Defending Original Thought
Apr 26 – Apr 30, 2027	Insight Brief: Review & Design Structuring layout and mapping visual slide formats	Mid-program Touchpoint 2 with FTC Leaders	Visual Assets checklist
May 3 – May 7, 2027	Insight Brief: Core Assembly Polishing content, style, flow, and terminology	**Scenario Studios Session 3**	CAIE Exercise #6: Final Cognitive Reflection
May 10 – May 14, 2027	Insight Brief: First Draft Submission Polishing draft report for feedback	Team Mentorship Connects	**Insight Brief First Draft Due: Friday, May 14, 2027**
May 17 – May 21, 2027	Insight Brief: Revision Phase Iterating based on comments received	FTC Editorial Review	Feedback returned by FTC on May 21
May 24 – May 28, 2027	Poster & Deck Creation Translating final paper into visual poster and deck	Team Mentorship Connects	**Final Insight Brief & Poster Due: Friday, May 28, 2027**

May 31 – June 4, 2027	Presentation Dry Runs Polishing slide deck designs & presentation delivery	Technical dry runs & feedback	Virtual Presentation deck finalized
June 7 - June 11, 2027	Capstone Presentation Week Showcasing findings to FTC ecosystem virtually	Live Virtual Capstone Presentations (using Lovable platform)	Live Presentation Delivery
June 14 – June 18, 2027	Interim Phase Pre-summit briefings and travel logistics	**Cohort Briefing Session**	Final preparations
June 22 – June 23, 2027	**Future Talent Summit** **Global networking and physical showcase**	**Future Talent Summit**	Physical Poster Presentation at Grand Hôtel
June 28 – June 30, 2027	Graduation & Debrief Awarding credentials	Touchpoint 3: Cohort Debrief (June 30)	Certificates of Completion Issued

Operational Logistics & Platforms

The fellowship is managed virtually to accommodate global participants, leveraging several core platforms:

- **Lovable:** The central student portal housing the syllabus, timelines, resource library, templates, and weekly assignments.
- **Circle:** The primary communication platform for team coordination, peer-to-peer discussions, alumni check-ins, and cohort announcements.
- **Zoom / Google Meet:** Used for live kickoff sessions, masterclasses, and virtual Capstone presentations.

Sponsorship & Funding Operations:

- **Program Fee:** $2,250 per student, covering all components, credentials, and curriculum delivery. (**Not included:** In-person participation at the Summit is optional and thus is not included; Any personal equipment or connectivity costs.)
- **Sponsorship Pathways:** Most selected Fellows secure full funding directly through their university's global programs, department scholarships, or student leadership

funds. *Self-pay options are available for independent applicants as are a limited number of FTC Fellowship Scholarships*

- **Refunds:** Program fees are non-refundable. Requests for withdrawal or deferral are considered case by case; contact Danielle Solar to discuss.

Fellowship Intended Outcomes

Graduates of the FTC Global Student Fellowship exit the program with a set of human-centric capabilities, each backed by a concrete, professional portfolio piece. Fellows are authorized to list the following combined achievements on their CVs, resumes, and LinkedIn profiles:

- **Critical AI Fluency & Cognitive Agency**
  - *CV Competency:* Critical AI Integration, Cognitive Risk Mitigation, Applied Human-AI Workflows.
  - *Tangible Proof:* Weekly Critical AI Engagement (CAIE) Reflective Portfolio.
  - *The Outcome:* Proven ability to direct, critique, and audit generative AI outputs instead of relying on them as a cognitive crutch. Fellows master "thinking-first" workflows - testing algorithmic limits, evaluating bias, and maintaining intellectual independence. Also gaining an understanding of cross-cultural differences related to AI output through required discussions with teammates regarding CAIE exercises.
- **Strategic Foresight & Scenario Planning**
  - *CV Competency:* Strategic Foresight, Scenario Mapping, Lateral Problem-Solving under Uncertainty.
  - *Tangible Proof:* Scenario Studios Strategic Briefing Outlines.
  - *The Outcome:* Experience navigating complex, open-ended organizational "opportunity problems". Fellows learn to reject single-solution biases, map multiple potential futures, and make decisions under high ambiguity.
- **Data Synthesis & Professional Writing**
  - *CV Competency:* Labor Market Analytics, Quantitative-Qualitative Research Synthesis, Whitepaper Co-Authorship.
  - *Tangible Proof:* A Co-Authored, Published Whitepaper (Future Talent Insight Brief) hosted on the FTC Emerging Leader Initiatives platform.
  - *The Outcome:* The capability to synthesize massive datasets (such as Lightcast labor market data) and qualitative executive interviews into a cohesive, professional 5-7 page whitepaper that answers the critical question: *"So what?"*
- **Executive-Ready Communication & Visual Storytelling**

    - *CV Competency:* C-Suite Stakeholder Presentation, Aesthetic Judgment, AI-Assisted Design.
    - *Tangible Proof:* An Interactive, Professional Slide Presentation.
    - *The Outcome:* Mastery in transforming complex data and insights into clean, visually stunning executive decks. This project proves the student can successfully lead the co-creation process between human aesthetic judgment and advanced design technology.
- **Cross-Cultural Team Leadership & Global Presence**
    - *CV Competency:* Global Team Collaboration, Asynchronous Project Management, Cultural Intelligence (CQ).
    - *Tangible Proof:* A Professional Large-Format Research Poster displayed at the annual Future Talent Summit in Stockholm, and a delivered Live Virtual Capstone Showcase.
    - *The Outcome:* Hands-on experience leading and collaborating across time zones in diverse, international teams. Graduates prove they can maintain project momentum async, resolve cultural friction, and confidently stand next to their work to field questions from global CHROs, deans, and policymakers.

Senior Fellows Network & Long-Term Connection

Program continuity is a cornerstone of the FTC Emerging Leader Initiatives. Graduates are inducted into the **FTC Global Fellowship Alumni Network**, unlocking several advanced opportunities:

- **Senior Fellows:** Top-performing graduates are invited to return in subsequent cohorts as team leads and peer mentors, offering paid opportunities and leadership experience.
- **Ongoing Ecosystem Access:** All program alumni retain permanent access to the broader FTC ecosystem, including public webinars, corporate panel invitations, global events, and the Next Gen Boards initiative.
- **Impact Promotion:** FTC continues to publish and promote the student cohorts' Insight Briefs and posters across international CHRO and university networks, ensuring long-term visibility for the Fellows' insights.

Intellectual Property, Data Governance & Conduct Policy

To maintain institutional trust, protect proprietary data systems, and ensure a safe, collaborative environment across global time zones, all selected Fellows, Partner Institutions, and program coordinators operate under a unified framework of data governance, intellectual property rights, and code of conduct.

Ownership of Work & Academic IP Alignment

- **Programmatic IP**: All curriculum designs, methodologies, Scenario Studio frameworks, Critical AI Engagement (CAIE) materials, and programmatic branding remain the sole and exclusive intellectual property of the Future Talent Council (FTC).
- **Co-Authored Student Deliverables**: GSF Insight Briefs and posters are the collaborative products of international student teams representing multiple Institutions. FTC respects that university intellectual property policies vary regarding student coursework.
- **Licensing Framework**: While Fellows retain academic authorship credit for their original research, all participating students grant FTC and their respective Partner/Fellow's Institutions a non-exclusive, perpetual, worldwide, royalty-free license to publish, excerpt, translate, aggregate, and distribute their Insight Briefs and posters across FTC's corporate, academic, and policy networks (such as the annual Future Talent Summit or the Talent Market Outlook) with appropriate co-author attribution.

Third-Party Data & Licensed Tool Agreements

- **Scope of Access**: During the active program phase, Fellows are granted temporary, non-transferable credentials to proprietary platforms and databases (for example, Lightcast labor market data) under FTC's enterprise licensing agreements.
- **Strict Use Restriction**: These tools and data portals are licensed solely for GSF programmatic deliverables. Utilizing these proprietary platforms, raw data exports, or logins for external university coursework, personal commercial projects, or third-party organizations without the expressed written consent of FTC is strictly prohibited.
- **Post-Program Compliance**: Access to all licensed external databases and workspaces will be systematically deactivated upon program completion. While teams are fully permitted to display static charts and data visualizations inside their final Insight Briefs and posters, distributing raw licensed datasets outside the GSF network is prohibited.

Executive Interview Ethics & Attribution (Chatham House Rules)

- **Presumption of Confidentiality**: Qualitative research conducted by Fellows — including interviews, roundtables, and focus groups with corporate deans, CHROs, and policymakers in the FTC network — is designed to gather raw industry perspectives.
- **The Chatham House Standard**: To foster open, honest dialogue, all executive conversations are conducted under the Chatham House Rule by default. While students may use the high-level insights gained to shape their arguments, they may not attribute specific quotes or identifying organizational details in public Insight Briefs unless they receive explicit, written approval from the interviewee.
- **Recording Rules**: Sessions may only be recorded with the prior, explicit consent of the executive being interviewed. All recordings must be kept confidential and may not be shared outside of the active team and FTC program managers.

Marketing, Media, & Image Consent

- **Ecosystem Promotion**: To celebrate student achievements, FTC and Partner/Fellow's Institutions promote cohort directories, student profiles, and project deliverables across websites, press releases, social channels (like LinkedIn), and physical displays at the Stockholm Summit.
- **Standard Consent**: Upon accepting their seats, Fellows grant FTC and their respective universities permission to utilize their provided professional headshots, full names, academic programs, and recorded program reflections or video clips for educational and marketing purposes.
- **Separability Policy**: To remain fully inclusive of all privacy needs, image and media consent is separable from program participation. Fellows may opt out of public marketing features during onboarding without any impact on their enrollment, academic evaluation, or graduation status.

CAIE Program & Baseline Data Privacy

- **Individual Reflective Data**: All reflections, surveys, and weekly submission data generated through the Critical AI Engagement (CAIE) program are treated as confidential developmental touchpoints.
- **Impact Reporting**: Individual submission data is processed securely by the GSF program team and is aggregated anonymously to evaluate cohort growth and compile annual, public program Impact Reports.

Student Code of Conduct & Safety Reporting

- **Professional Standard**: GSF brings together a highly diverse group of students spanning different cultures, languages, academic levels, and time zones. Every Fellow is expected to maintain a professional standard of communication defined by mutual respect, active listening, and global cooperation.
- **Harassment & Non-Discrimination**: FTC maintains a zero-tolerance policy for harassment, discrimination, or exclusionary behavior of any kind, whether occurring in live video sessions, team workspace channels, or asynchronous group chats (such as Circle or WhatsApp).
- **Direct & Anonymous Reporting Channels**:
    1. Direct Report: Any Fellow who experiences, witnesses, or suspects a violation of this code of conduct is urged to report it immediately to Danielle Solar, Executive Director, Future Talent Council (danielle.solar@futuretalentcouncil.com).
    2. Anonymous Report: To ensure absolute psychological safety and low-barrier reporting, a permanent, anonymous feedback and incident reporting form is available in the student Notion portal at all times. This form is monitored directly by the FTC executive leadership team to ensure swift, unbiased intervention.