



**Innovate
Birmingham**

CAREER PATHWAYS COORDINATOR

EMPLOYMENT TYPE: Full-Time

TITLE: Career Pathways Coordinator

SALARY RANGE: \$48,000 - \$60,000

ABOUT THE ROLE:

Reporting to the Cluster Manager, the Career Pathways Coordinator will serve as an integral lead in the organization and management of career path navigation for program participants, specifically for the Birmingham Region Health partnership (BRHP). The Career Pathways Coordinator will supervise a team of career navigators that will be responsible for guiding program participants to the variety of training pathways available. This position will design recruitment strategies that are specific to underserved populations, including grassroots organizing/marketing campaign(s).

WHAT YOU'LL DO:

- Serve as lead on pathway design and implementation of program strategy
- Supervise career navigators in specific job tasks, performance and deliverables
- Identify and agree on credentials that demonstrate skill competency
- Create and maintain career map to match employer demand with acceptable credentials and training pathways
- Define stackable credentials and career pathways for the sector
- Revise and increase transparency in hiring practices in accordance with career pathways
- Inform the information that will go on the website we develop
- Serve as liaison of career expertise with partners and training providers
- Other duties as assigned

REQUIRED SKILLS, EDUCATION, AND EXPERIENCE:

- Three years experience in career development, coaching and navigating
- Three years program design and implementation experience
- General knowledge of local healthcare ecosystem and area training providers
- Supervisory and management experience strongly preferred
- Strong written and verbal communication skills
- Ability to communicate with and manage various partner relationships
- Microsoft Suite including proficiency in Excel, Word and Powerpoint



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HOW TO APPLY

1. Send your cover letter and resume to denita@innovatebham.com
2. Please put “*CAREER PATHWAYS NAVIGATOR*” in the email subject line.
3. The Application deadline is November 15, 2022.

ABOUT INNOVATE BIRMINGHAM

Innovate Birmingham is a 501c3 nonprofit organization that meets the talent needs of regional employers by harnessing the potential of local talent. We do this by providing holistic support and career development for aspiring professionals, and producing programs that align with local industry standards.

ABOUT THE BIRMINGHAM REGION HEALTH PARTNERSHIP (BRHP)

The Birmingham region has the largest number of healthcare providers per capita in the country and employs 80,000 workers at the highest wage level in the region. The region is heavily reliant on the healthcare sector as an economic driver, and an acute lack of qualified healthcare workers both nationally and regionally poses a substantial risk to the economic future of employers, jobseekers, and the region as a whole.

The Mayor of Birmingham, the County Commissioner of Jefferson County, and CEOs from the five largest regional healthcare employers recognize the importance of solving this problem for both the businesses and residents of the region. These organizations have come together to create the **Birmingham Region Health Partnership (BRHP)**, which is intentionally designed to place historically excluded jobseekers into high-demand healthcare roles. This partnership includes healthcare and digital health employers, workforce training providers, and community-based organizations in greater Birmingham that have committed to strengthening pathways to quality jobs for marginalized Birmingham region residents.

Birmingham region healthcare employers have voiced a near-universal concern for the lack of available healthcare and digital health workers. At the same time, 39 percent of the region’s population is not participating in the labor force – limited by education, access to transportation and childcare, involvement with the justice system, and systemic racism. The 1,000 workers trained through this proposal are just the first step toward establishing a long-term partnership that matches larger numbers of skilled workers with the employers who require their skills to succeed.

ABOUT CENTRAL SIX

Central Six’s mission is to utilize an industry partnership (cluster model) approach to form, support, and strengthen partnerships between business and industry and education, and push for policy changes relevant to these goals. Industry partners will work with industry coordinators



to identify career pathways for that industry, discover gaps currently existing in that pathway, work with education and other providers to fill gaps, and maintain a complete pipeline.