



Director of College and Workforce Alignment Dallas County Promise

The Commit Partnership, under its Dallas County Promise initiative, seeks a passionate, hard-working individual to serve in a full-time position as the Director of College and Workforce Alignment reporting to the Managing Director of the Promise effort. This key position will help drive organizational efforts focused on increasing the numbers of underrepresented students that are ready for, enrolling in, persisting through, and completing post-secondary credentials within college that are aligned to current needs of the North Texas workforce.

About the Commit Partnership:

The Commit Partnership is focused on the powerful idea that every child in Dallas County should receive an excellent and equitable K-12 education, preparing them to flourish at the collegiate level and beyond. To reach this vision, the Partnership serves as a community navigator and connector, analyzing data to elevate strategic initiatives, improve practices and policies, and ultimately growing community capacity, capabilities and resources to serve students more effectively.

Founded in 2012, the Partnership is the nation's largest educational collective impact organization: a coalition of over 200 partners (public and private schools, colleges, foundations, businesses, and nonprofits), all working collaboratively to solve our region's biggest systemic educational challenges. Our flagship effort, "Early Matters Dallas", focuses on improving early childhood outcomes, while our second initiative, "Best-in-Class DFW", aims in partnership with the Communities Foundation of Texas to increase the number of effective and diverse campus educators serving DFW's 1.2 million students. Our third initiative, "Dallas County Promise", seeks to align our local higher ed institutions to maximize the number of students who can access and complete a quality post-secondary education.

Each effort is supported by a dedicated advisory board responsible for fundraising, advocacy, and monitoring community progress and is guided by community strategic plans developed by global management consulting firms Boston Consulting Group, Bain & Co. and McKinsey & Co., Day-to-day work is supported by more than 25 full-time staff who combine data, deep educational experience, and strategic thinking to collectively support Partnership efforts while advocating for Dallas County students at the state and local level and convening community conversations around the latest research and best practices. The net result is a shared roadmap for the future that civic leaders and local stakeholders own and hold themselves mutually accountable for its execution.

About the Dallas County Promise:

Launched in 2017, the Dallas County Promise is a transformational collaboration between regional public school districts, higher ed institutions, workforce, and communities to increase college completion rates aligned to the needs of the North Texas' workforce for the County's 28,000 high school seniors graduating annually. Dallas County is committed to developing a world class talent pipeline that creates equity in outcomes for students, families, and communities. At its core, the "Promise" is (i) a last dollar scholarship from the Dallas County Community College District Foundation, combined in partnership with matching university scholarships for students seeking a four-year degree supporting career pathways aligned to high demand jobs; and (ii) a backbone organization supporting the Promise's enrollment and degree completion efforts through data, convening power, fundraising and continuous improvement processes.

The Director of College and Workforce Alignment:

The Director will develop stakeholder relationships across the North Texas talent pipeline with a focus on workforce alignment for pathways that are being developed in high school, through the community college and universities, and aligned to high demand job opportunities (with a particular focus on the middle skill job gap). The role will identify opportunity gaps in the talent pipeline, develop evidence-based solutions for gaps in programming, shine the light on best practices, and look to develop scalable strategies to more intentionally link students to the workforce to produce equity in college completion, job placement, and earnings for Dallas County.

Success will mean that every Promise high school student will thoughtfully select a career pathway, have meaningful and measurable work-based learning experiences aligned to that pathway, be partnered with a community-based career mentor aligned to that pathway, progress through a coherent program of study across high school community college and possibly a university and be placed in a living wage job guided by a community college career pathway advisor.

Partnership Development:

- Communication: develop strong communication channels with all stakeholders including students, parents, high schools, school district offices, community colleges, universities, employers, community agencies, and workforce organizations.
- Agreements: develop policies to inform articulation agreements, data sharing agreements, and memorandums of understanding for all participating groups.
- Sustainability: develop strategies to leverage existing resources and secure additional resources to effectively execute strategy.
- Evaluation: fully participate in Promise evaluation work to develop new insights into the regional talent pipeline and communicate findings for multiple audiences.

Career Mentoring:

- Develop the strategy, plan, budget, and tools for matching every Promise student to a community-based career mentor
- Manage the regional career mentoring plan for Promise students in partnership with Dallas County Community College District Foundation

Work-Based Learning:

- Drive regional conversations to develop clarity on soft skills to teach, assess, and report for the regional talent pipeline.
- Develop strategies to more intentionally connect youth to employment
- Develop strategies in partnership with school districts to ensure every student has meaningful and measurable work-based learning experiences aligned to their interests, aptitudes and the job opportunities in North Texas.

Pathways Management:

- Identify/develop tools for middle schools and high schools to use in guiding students in their career pathway selection
- Develop policies for student participation in Promise related to work-based learning
- Influence college programming to best meet the needs of non-traditional college students that focus on high demand jobs
- Develop data reporting on the talent pipeline to guide continuous improvement conversations for all participating organizations (high schools, community colleges, universities, workforce)
- Produce recommendations with and across organizations to reduce barriers for student success

Skills, Knowledge, and Abilities

- Solid communication and interpersonal skills with the ability to be personable yet persuasive
- Ability to interact effectively in the community and at multiple levels within organizations, especially organizations serving culturally and economically diverse communities
- A degree of personal organization and results-orientation that enables success in a quantitative, outcomes-oriented environment
- A proven ability to exercise sound judgment and work independently on complex initiatives
- Ability to operate with humility, an open mind, and a sense of urgency
- Experience in workforce- or college-related development with a working knowledge of middle skill job market and how to work with low-income students and students of color
- Bilingual (Spanish) preferred but not required
- A true curiosity and commitment to finding more effective ways to meet the needs of underserved students with a willingness and desire to engage fully in the challenges of this work and to communicate its challenges, successes, and conclusions
- A gift of taking data and effectively visually representing it while telling an accurate and powerful story to help inspire and move people to action
- Belief in the power of education and equity to improve the odds for all children in service of The Commit Partnership's mission

This position offers a competitive compensation and benefits package. Interested candidates email cover letter and one-page resume to eric.ban@commit2dallas.org. Please reference "Dallas County Promise: Director of College and Workforce Alignment" in the subject line. For more information read www.commit2dallas.org / www.dallascountypromise.org / www.dallascountypromise.org