

**Director of Career Pathways & Workforce Alignment
Austin Community College**

Direct Link: <https://www.AcademicKeys.com/r?job=256261>

Downloaded On: Apr. 28, 2025 4:53pm

Posted Apr. 28, 2025, set to expire Nov. 29, 2025

Job Title Director of Career Pathways & Workforce Alignment
Department Staff
Institution Austin Community College
Austin, Texas

Date Posted Apr. 28, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Director/Manager

Academic Field(s) Administration - Other

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Job Description

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Director of Career Pathways & Workforce Alignment

Austin Community College

Job Posting Closing Times: Job postings are removed from advertising at **12:00 A.M.** on the closing date e.g., at midnight on the day before the closing date.

Austin Community College employees are required to maintain a domicile in the State of Texas while working for the college and throughout the duration of employment. -[AR 4.0300.01](#)

[If you are a current Austin Community College employee, please click this link to apply through your Workday account](#)

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Austin Community College is a public two-year institution that serves a multicultural population of approximately 41,000 credit students each Fall and Spring semester. We embrace our identity as a community college, as reflected in our mission statement. We promote student success and community development by providing affordable access, through traditional and distance learning modes, to higher education and workforce training, including appropriate applied baccalaureate degrees, in our service area.

As a community college committed to our mission, we seek to recruit and retain a workforce that:

- Values intellectual curiosity and innovative teaching
- Is attracted by the college's mission to promote equitable access to educational opportunities
- Cares about student success and collaborates on strategies to facilitate success for populations including; first generation college students, low-income students, and students from underserved communities.
- Focused on student academic achievement and postgraduate outcomes
- Welcomes difference and models respectful interaction with others
- Engages with the community both within and outside of ACC

Job Posting Title:

Director of Career Pathways & Workforce Alignment

Job Description Summary:

The Director of Career Pathways and Workforce Alignment will lead the development, implementation, and continuous improvement of regionally aligned career pathways across multiple industry sectors, including Advanced Manufacturing and Health Careers. This position plays a critical role in bridging the gap between secondary education, postsecondary institutions, and workforce demands to ensure scalable, data-informed programs of study that yield credentials of value and high-wage employment opportunities for students.

Job Description:

About E3 Alliance:

E3 Alliance is a nonprofit organization leading the charge in the relentless pursuit of education

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transformation for Texas students. Founded in 2006, E3 Alliance is a Texas-based education collaborative that leverages data to serve as a catalyst to impact educational outcomes for all students—cradle to career. Partnering with school, community, and business leaders, E3 Alliance brings together diverse voices to collaborate and build a strong, equitable education pipeline that delivers a trained and educated workforce while creating long-term, systemic change.

Our Core Values: Collaboration | Data-driven | Equity | Learning | Relentless

E3 Alliance is an equal opportunity employer and has a Best Place for Working Parents 2025 designation for the 5th year in a row.

At E3 Alliance, we value both the effectiveness of remote work and the importance of in-person collaboration. E3 Alliance offers the flexibility of working remotely or coming into an office, with some in-person meetings required. All staff must live in the greater Austin area.

Job Overview

The Director of Career Pathways and Workforce Alignment will lead the development, implementation, and continuous improvement of regionally aligned career pathways across multiple industry sectors, including Advanced Manufacturing and Health Careers. This position plays a critical role in bridging the gap between secondary education, postsecondary institutions, and workforce demands to ensure scalable, data-informed programs of study that yield credentials of value and high-wage employment opportunities for students.

Working directly under the Senior Director of Postsecondary and Workforce Readiness, the Director will coordinate ecosystem alignment efforts, support partners in optimizing state policy levers (HB3 Outcomes Bonus and HB8 Community College Finance), and build the infrastructure for workforce pathway replication across Central Texas.

Duties and Responsibilities:

Leadership & Alignment

- Guide the implementation of cross-sector regional Programs of Study in Advanced Manufacturing, Health Careers, and emerging industries.
- Facilitate the development of stackable credential pathways, aligned graduation plans, and articulated postsecondary credit.

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- Collaborate with school districts, IHEs, and workforce boards to ensure program coherence and eliminate duplication.

Data & Program Management

- Monitor enrollment and credentialing data to evaluate program success.
- Support Data Sharing Agreements (DSAs) between ISDs, colleges, and workforce partners.
- Analyze labor market trends and translate findings into actionable recommendations.

Workforce Partnerships

- Coordinate engagement with employers and industry associations to align pathways to in-demand careers.
- Support the expansion of internships, dual credit programs, and industry-based certifications.
- Participate in the development of shared training spaces and credentialed lab facilities.

Strategic Communications & Stakeholder Engagement

- Co-develop marketing campaigns with communications partners to rebrand CTE and modern workforce careers.
- Represent E3 Alliance at conferences, convenings, and stakeholder events.
- Support storytelling and recruitment campaigns aimed at students and families.

Training & Capacity Building

- Deliver professional development on CCMR alignment, dual credit expansion, and HB3/HB8 utilization.
- Support faculty credentialing strategies and the design of shared instructional resources.

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Qualifications:

Education & Experience

- Bachelor's degree required; Master's preferred in Education, Workforce Development, or related field.
- 5+ years of experience in CTE, CCMR, pathway development, or regional workforce initiatives.
- Knowledge of TEA policies, Programs of Study, CCMR accountability, and community college finance structures (HB8).

Required Skills

- Strong project coordination and stakeholder engagement skills
- Excellent written and verbal communication
- Ability to analyze data and interpret labor market trends
- Knowledge of Texas CTE Programs of Study and state education policies (HB3, HB8)
- Experience managing cross-functional partnerships across K-12, higher ed, and industry

Preferred Skills

- Bilingual (English/Spanish)
- Experience supporting rural or underrepresented student populations
- Familiarity with CRM tools, PEIMS, or career tracking platforms
- Understanding of faculty credentialing or shared services models

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- Prior work with grant-funded initiatives or cross-sector replication frameworks

Compensation and Benefits

E3 Alliance is supported by founding partner Austin Community College District (ACC), and through this partnership utilizes ACC payroll and human resource systems. Through ACC, E3 Alliance staff have access to ACC compensation and benefits systems, including generous vacation and sick leave, insurance, and other benefits.

Salary Range: \$90,000-\$98,000

- Salary based on experience and expertise
- Health care and dental insurance, TRS retirement benefits, disability insurance, and other standard ACC benefits
- E3 Alliance is unable to support candidates who require sponsorship to work in the United States
- This position is grant-funded, but does not have a defined timeframe and is intended to be a full-time, ongoing position

To be considered for this position applicants must complete both of the following steps:

- [Submit an ACC application](#), includes uploading your resume and cover letter
- Complete the E3 Alliance Employment Questionnaire: [E3 Alliance Employment Questionnaire](#)

Number of Openings:

1

Job Posting Close Date:

May 8, 2025

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Clery Act

As required by the US Department of Education, employees are required to report violations under Title IX and, under the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act), select individuals are required to report crimes. If this position is identified as a Campus Security Authority (Clery Act), you will be notified, trained, and provided resources for reporting.

Disclaimer

The above description is an overview of the job. It is not intended to be an all-inclusive list of duties and responsibilities of the job, nor is it an all-inclusive list of the skills and abilities required to do the job. Duties and responsibilities may change with business needs. ACC reserves the right to add, change, amend, or delete portions of this job description at any time, with or without notice. Employees may be required to perform other duties as requested, directed, or assigned. In addition, reasonable accommodations may be made by ACC at its discretion to enable individuals with disabilities to perform essential functions of the job.

To apply, please visit: https://austincc.wd1.myworkdayjobs.com/en-US/External/job/Highland-Business-Center/Director-of-Career-Pathways---Workforce-Alignment_R-7627

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

Staff

Austin Community College

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