HOMEBOY
INDUSTRIES
"Nothing Stops A Bullet Like A Job"

Workforce Development and Social Enterprises Vice President

MISSION STATEMENT - Homeboy Industries provides hope, training, and support to formerly gang-involved and recently incarcerated men and women, allowing them to redirect their lives and become contributing members of our community.

Summary: This role is focused on standing up and delivering workforce development outcomes to continue "trainees" healing and work readiness. Creating education pathways for trainees, including degrees, diplomas, specialized certifications, and credentialing. Develop training offerings including classroom modules and on-the-job coaching, to help trainees build soft and technical skills. Provide real-world business environment for trainees to experience trauma-informed work therapy and get ready for jobs. Provide employment counseling to trainees to help them source quality full-time jobs and externship opportunities. Develop and manage a network of employer partners and provide retention support graduates. This position is also instrumental in all aspects of development, implementation and monitoring of programs related to job development, job placements, on-site coaching, and follow-up management, as relevant to programs supported.

Essential Duties and Responsibilities:

- Responsible for P/L for all trainee businesses
- Total trainee retention at Phase 3.0 trainee job placement (internal and external), and trainee first job retention
- Transformation initiatives % on-time and in-budget delivery of new solutions and initiative implementation
- Establish a strategic vision and guiding philosophy that will inform short and long-term goals for WDH programs, training, partner development, and other solutions
- Drive new workforce development hub solution development and monitor progress
- Deliver workforce development hub KPI's, including trainee job placement and retention
- Integrate workforce development capabilities and departments into the workforce development hub
- Develop and maintain ongoing portfolio of critical workforce development improvement initiatives to grow hub capabilities and impact
- Lead and deliver results across all workforce development hub functions including career services, education, employer partnership development, and workforce training businesses
- Develop capabilities of directors and senior staff

- Manage workforce development hub budgets and training business revenues and coordinate and support other funding mechanisms (e.g., grants) to ensure an efficient funding model for the hub
- Collaborate with executive team peers to inculcate workforce development hub approaches in other HBI divisions and to align healing priorities within the workforce development hub
- Develop and implement quality standard that achieve exceptional program outcomes.
- Develops curriculum and appropriate documentation for all services provided
- Create external partnerships to provide external jobs for trainees

Experience and Qualifications:

- Bachelor's degree in business or other related fields or equivalent significant industry experience.
- A minimum of (7) seven years direct workforce development experience, including supervisory and leadership responsibilities
- Strong all-round knowledge of workforce development systems, structure, management, and latest best practices
- Demonstrated executive program leadership, including standing up new or transforming programs
- Strong strategic thinking and strategic planning skills
- Exceptional people development and management skills, with demonstrated ability to empower VP's directors for day-to-day results delivery
- Excellent communication and presence with partners and external organizations to represent HBI's workforce development Hub broadly
- Ability to work in a diverse and rapidly changing environment.

BENEFITS

- Dental, Vision, Medical Benefits
- 401(k)
- Flexible Spending Account (FSA)
- Short-Term & Long-Term Disability, and Accidental
- Pet insurance
- Generous work/ life balance
- 13 Paid Holidays

Homeboy Industries is an Equal Opportunity Employer