

Future Pathways Coach

Position Type: Full-time | Location: Detroit, MI | Compensation: Salary commensurate with experience.

Michigan Hispanic Collaborative (MiHC) is hiring an excellent, mission-driven Future Pathways Coach to support high school graduates whose first step after graduation is employment, training, credentials, apprenticeships, military or service, entrepreneurship, or another structured pathway. This role is for someone who brings both heart and discipline: a practical, culturally responsive relationship-builder who helps young adults turn talent, strengths, and interests into a supported launch after high school.

About MiHC and Everything to Win

MiHC exists to economically empower first-generation students and young professionals by helping them build the knowledge, relationships, confidence, and support needed to move from aspiration to opportunity.

Everything to Win (ETW) is MiHC's postsecondary decision-making infrastructure. ETW helps students recognize their strengths, understand their options, build critical competencies, and make informed decisions about life after high school, including college, credentials, training, military or service, career pathways, and employment with advancement potential.

ETW is not a single class, workshop, coaching program, or handoff. It is a structured, team-based model that connects classroom learning, coaching, family engagement, post-secondary planning, college success, future pathways, career exposure, and long-term economic mobility. MiHC is building a consistent, scalable, outcomes-focused model grounded in purpose, clarity, and follow-through.

How We Work: One Team

No part of the student journey is outside the work. If a student's decision, barrier, or next step affects their future, it belongs to the team.

This does not mean every person does every task. It means every team member understands the full student journey, makes warm handoffs, communicates across roles, and does not treat student barriers as someone else's problem.

About the Role

The Future Pathways Coach supports MiHC graduates who are not immediately enrolling in college by helping them pursue strong, structured pathways after high school. This may include employment with advancement potential, credential programs, technical training, apprenticeships, pre-apprenticeships, military or service options, entrepreneurship, or other career-connected opportunities.

This is not a basic job-placement role. The Future Pathways Coach helps students make informed decisions, build professional habits, evaluate opportunities, solve barriers, stay connected to support, and move toward economic mobility for up to two years after graduation.

The Coach works closely with Innovative Learning Educators, paraprofessionals, College Access Coaches, College Success Coaches, families/caregivers, school staff, the WIHS Career Center, employer partners, training providers, community partners, and the broader ETW team so students experience coordinated support rather than unsupported transitions.

The Kind of Coach We Are Looking For

Students already bring talent, culture, intelligence, resilience, and ambition. They do not need adults who treat non-college pathways as second-best. They need a coach who believes every student deserves a plan, a pathway, and trusted support after graduation.

The right person is practical, persistent, relationship-centered, culturally responsive, and accountable. This is not "good intentions" work. It requires trust, judgment, organization, follow-through, and comfort helping young adults navigate real-life barriers while keeping long-term mobility in view.

The strongest candidates believe college is a powerful pathway, but not the only respectable pathway toward opportunity. They can help students turn uncertainty into a plan while keeping future education options open.

What You Will Do

- Coach MiHC graduates one-on-one as they pursue employment, credentials, training, apprenticeships, military or service, entrepreneurship, or other structured postsecondary options.
- Help students develop clear, realistic, and actionable pathway plans aligned with their strengths, interests, financial reality, transportation, family responsibilities, schedule, and long-term goals.
- Help students build resumes, prepare for interviews, complete applications, understand workplace expectations, and develop professional habits such as punctuality, communication, reliability, teamwork, and problem-solving.
- Support students in evaluating whether a job, program, credential, or opportunity is a strong fit and whether it leads to skill-building, advancement, stability, or future education options.
- Ensure students remain connected to the WIHS Career Center, employer partners, training providers, community partners, and MiHC networks.
- Support students who become unemployed, underemployed, discouraged, or unsure of their next step by helping them reconnect to options and keep moving with dignity and accountability.
- Help students explore and access certificate programs, skilled trades, apprenticeships, pre-apprenticeships, workforce training, military or service programs, and other structured opportunities.
- Reconnect students to college, community college, certificates, FAFSA, scholarships, or education options when appropriate and coordinate warm handoffs with College Access or College Success team members as needed.
- Coordinate with ETW, ILEs, paraprofessionals, College Access Coaches, College Success Coaches, families/caregivers, school partners, and community partners to ensure no pathway is unsupported.
- Track student plans, coaching contacts, employment status, training enrollment, credential progress, barriers, referrals, and next steps; maintain accurate, timely records and use data to prioritize outreach.

What You Bring

- Mission-driven commitment to educational equity, economic mobility, and student success.
- High school diploma or equivalent required.
- Some college, associate degree, technical certification, skilled trades training, military training, workforce credentials, or relevant professional/lived experience preferred.
- Bachelor's degree is preferred but not required; equivalent education, training, skilled trades, workforce, military, youth-development, or significant professional experience will be considered.

- Experience working with youth or young adults is preferred.
- Experience in workforce development, skilled trades, employment services, mentoring, coaching, education, community programs, military transition, business, nonprofit work, or related fields preferred.
- Strong ability to build trust with young adults while maintaining clear expectations and accountability.
- Ability to support students with patience, consistency, and dignity, including students who may be uncertain, disconnected, frustrated, overwhelmed, or testing limits.
- Strong communication skills with students, families/caregivers, employers, school staff, training providers, and partners.
- Strong organization, reliability, documentation, and follow-through across multiple students, partners, deadlines, and next steps.
- Comfort using basic technology, email, calendars, spreadsheets, student trackers, and documentation systems.
- Commitment to working as part of a coordinated team.

Strongly Preferred

- Spanish-English bilingual ability.
- Experience working with first-generation students, Latino students, immigrant families, multilingual families, and/or students from under-resourced communities.
- Experience with career centers, employer partnerships, trades, apprenticeships, unions, credential programs, community colleges, or workforce agencies.
- Retired tradesperson, retired professional, workforce professional, military veteran, or experienced community mentor with strong youth-development instincts.
- Familiarity with Detroit, Southwest Detroit, Western International High School, or communities MiHC serves.
- Strong local employer, workforce, training, trades, or community relationships.

Core Competencies

Relationship-centered coaching; cultural responsiveness; practical career navigation; calm, steady presence; high follow-through; clear communication; strong organization; student advocacy; workforce and pathway knowledge; employer relationship-building; family partnership; problem-solving and resourcefulness; curiosity and continuous improvement; accountability with warmth; ability to help students turn uncertainty into a plan.

What Success Looks Like

Students experience MiHC as one coordinated team and leave each interaction clearer, more confident, and better supported.

- Students graduate with a clear next-step plan and stay connected to a trusted coach after high school.
- Students secure employment, training, credentials, apprenticeships, military or service pathways, entrepreneurship opportunities, or another structured pathway aligned with their strengths and goals.
- Students understand how their current step connects to longer-term opportunity and economic mobility.

- Students build professional habits, workplace confidence, and the ability to navigate employment and training systems.
- Students access the WIHS Career Center, employer partners, training providers, and MiHC networks.
- Students who change direction are supported in reassessing options and reconnecting to college, credentials, training, or stronger employment pathways when appropriate.
- Handoffs are warm and coordinated, data is accurate, follow-up is consistent, and the team learns what is working.

Role Fit

This role is for a proactive, steady, relationship-centered coach who does not wait for students to come to them. The strongest candidates notice when students are disconnected, follow up consistently, solve practical barriers, communicate clearly, and help students keep moving with dignity and confidence.

They understand that future pathways work is not passive and not secondary. It requires attention, persistence, practical judgment, and the belief that every student's pathway deserves structure, respect, and support.

Why This Work Matters

MiHC's promise is that students should not have to navigate complicated systems alone. Through Everything to Win, students build the competencies, confidence, and support they need to make informed decisions about life after high school.

The Future Pathways Coach helps make that promise real for students whose first step is not immediate college: helping them pursue employment, credentials, training, apprenticeships, service, military, entrepreneurship, or other structured pathways with dignity, clarity, and continued support.

The Future Pathways Coach helps ensure that talent translates into opportunity.

How to Apply

Please email your resume and a short, role-specific statement of interest to openroles@mihc.org. Selected candidates will be contacted for a screening conversation.

MiHC is an equal opportunity employer and encourages applications from candidates whose lived and professional experiences reflect the communities we serve.