



Associate, Workforce Innovation

Chicago, Illinois

About P33

P33 is on a mission to drive inclusive, global tech leadership for Chicago. With an honest and realistic view of our city, P33 is fueled by a need to unlock the potential of the digital age to solve some of the toughest problems facing Chicago, such as equitable access to digital careers, talent retention, deep science commercialization and gaps in our growth stage startup ecosystem. P33 is co-chaired by Penny Pritzker, former Secretary of Commerce and Founder and Chairman of PSP Partners; Chris Gladwin, CEO and Co-founder of Ocident and Cleversafe; and Kelly Welsh, President of the Civic Committee of The Commercial Club of Chicago.

People, Purpose, Plans and Progress is the philosophy behind P33, with the vision that in 2033, a hundred years after the 1933 Chicago World's Fair (A Century of Progress), our city is again a global technology leader. P33 is a collaboration among hundreds of Chicagoland leaders working together to turbocharge Chicago's tech economy for all Chicagoans. P33 leverages Chicago's strength – its diverse economy, strong system of universities and research centers, and growing start-up ecosystem – to catalyze Chicago's tech economy into its next chapter.

About the Role

The Associate will join P33's Workforce Innovation team focused on the twin goals of ensuring Chicago's economy has the digital talent to thrive and that we become the national leader in inclusive tech growth so that all Chicagoans have access to high-wage careers in the digital economy. The hire will support the entire portfolio, from corporate talent development to our efforts focused on youth, college access, and disconnected populations, providing research, analysis, strategic recommendations, program design support, and more. Experienced hires will be expected to play more of a leadership role in shaping and managing projects, but all hires will be expected to take initiative and be solutions-oriented.

The four current areas of the portfolio this hire would support:

- Talent Coalition of employers collaborating to address shared digital talent challenges;
- Upskilling opportunities for underemployed or disconnected Chicagoans—adults and young adults—who want to move into tech careers. The emphasis will be on racial, ethnic and gender diversity in tech;
- Career Pathways—Helping more Chicago youth get on college and career pathways with a tech focus. In particular, the focus will be on populations underrepresented in STEM learning and tech

employment, such as African-American and Latinx individuals, first-generation college students, Chicagoans from low-income backgrounds, and women; and

- Talent attraction efforts to bring essential tech talent to Chicago.

While we currently have hypotheses about each area of work, the individual hired will help the team put together a vision, strategy and action plans—and then support implementation of those plans. This will likely involve research and analysis, generating recommendations, drafting presentations, event support, and some administrative duties, etc.

This individual hired will work closely with the SVP of Workforce Innovation, a soon-to-be hired Director of Workforce Innovation, and P33's internal team across P33's full talent portfolio. The Associate will be a vital member of this small team, ensuring that we can move quickly while being informed and strategic.

Our approach to these issues is grounded in several premises:

- Education beyond high school is essential to be competitive for higher-wage jobs, and more education increases earning opportunities generally;
- Certain quantitative reasoning abilities, computational thinking, data manipulation skills, and technology literacy will determine access to and success in occupations across industries;
- Career opportunity could be expanded for students at each educational attainment level—certification, AA, BA,...—through better connecting education with industry and by providing more students with work-based learning opportunities;
- To grow the number of high-skilled tech workers of color and from low-income backgrounds, it is necessary to engage students in supported STEM experiences as early and often as possible;
- Chicago has many promising education and workforce programs that could be more effective if better connected into pathways; and
- Business engagement across all of these activities will improve relevancy of learning, provide work-based learning across the continuum, and support entry into careers.

Key Qualifications

- Targeting 3+ years of experience in consulting or other roles involving research, analysis, and strategy; specific job responsibilities could be adapted based on the level and nature experience of the individual hired
- Passion for P33's goals around inclusive economic growth, talent development, and education
- Preferred: Working knowledge of the tech sector, education, or workforce development
- Combination of unstructured problem solving, research, analysis, and the ability and inclination to provide recommendations based on ambiguous information
- Can take initiative and operate independently and collaborate as a member of a team at times
- Agility; comfort operating in a fast-paced environment amid ambiguity and change
- Excellent writing and verbal communication skills
- P33 utilizes the Microsoft Office Suite. All applicants must have a strong proficiency in this software.
- Most competitive candidates will have at least a bachelor's degree, and some an advanced degree, but we welcome candidates whose work and life experience position them for success in this role

To Apply

- Submit a Resume and Cover Letter with “Talent Team” in the subject line to [hiring@p33chicago.com](mailto: hiring@p33chicago.com)

Equal Opportunity Employer

P33 is committed to creating a diverse work environment and is proud to be an equal opportunity employer. The organization provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

If you need assistance or an accommodation to complete this application due to a disability, you may contact us at [hiring@P33chicago.com](mailto: hiring@P33chicago.com).