

## Behavioral Health Credential Pathways Coordinator

Colorado Department of Higher Education

**POSTING DATE:** January 4, 2023  
**CLOSING DATE:** Open until filled  
**COMPENSATION:** \$60,000-65,000/annually

### DESCRIPTION OF JOB:

The purpose of this position is to support the development and actualization of stackable credential pathways to high demand, high wage positions in behavioral health. The role includes working with stakeholders to ensure that learning related to tiered certifications for entry level positions and paraprofessional roles are evaluated and crosswalked to industry job qualifications as well as to the knowledge and competencies required for various certificate and degree programs and higher wage jobs in behavioral health. In addition, this role is responsible for administering grant dollars to institutions of higher education and other entities to support the development of a culturally competent behavioral health workforce, to remove barriers, and to strengthen the behavioral health career pipeline through new educational and work-based learning experiences. The position reports to the Director of Credential Pathways and Prior Learning Initiatives and works within the Department's Student Success and Academic Affairs team and in collaboration with the Department of Human Services, the Behavioral Health Administration, the Department of Labor and Employment, the Colorado Community College System and other institutions of higher education. Recognizing worker/learners often move through their careers in non-linear ways, this position will support the buildout of at least two stackable credential pathways to high-demand, high-value careers in behavioral health at scale. These pathways will allow for multiple on-ramps to different occupations, including formal and non-formal postsecondary education, work-based learning experiences such as apprenticeship, and credit for prior learning opportunities for worker/learners to gain momentum while saving time and money in credential attainment.

**This is a full-time (1.0 FTE) limited term position funded through the Colorado Department of Human Services with funding through December 31, 2025. This position is GRANT FUNDED through December 31, 2025 through an interagency combination of federal and state grants and is contingent upon funding.**

### Essential Duties & Responsibilities

- Support the Director and other members of the pathways team in developing the buildout of at least two stackable credential pathways to high-demand, high-value careers in behavioral health at scale
- Collect data from higher education institutions and non-higher education training providers to inform development of behavioral-specific stackable credential pathways as well as a framework for evaluating the quality of non-degree credentials and their inclusion in high value stackable pathways
- Facilitate and engage in stakeholder convenings for the development of frameworks, pathways, and new tiered credentials across the behavioral health industry, including, but not limited to,

behavioral health aide, behavioral health technician, certified addictions technician and certified addictions counselor.

- Engage with subject matter experts to develop crosswalks from work-based skills, knowledge and competencies of entry-level behavioral health workers and paraprofessionals to industry certifications and postsecondary microcredentials/badges, courses, certificates, and degrees.
- Serve as a liaison to college and university faculty, employers, workforce experts, industry partners and other stakeholders, providing regular communication on updates and opportunities to engage
- With the director and other members of the pathways team, ensure forward progress in the development of at least four stackable healthcare credential pathways and that milestones are met along the project timeline
- With the Director, administer and distribute grant dollars to institutions of higher education and other non-educational entities to support the diversification of the behavioral health workforce and to expand access to behavioral health in rural and frontier areas of the state.

## **QUALIFICATIONS:**

### **Competencies**

- Ability to function as a professional representative of the Department and communicate a clear understanding of how stackable behavioral health credential pathways align with the Department's goals
- General understanding of the K-12, postsecondary, and/or industry credentialing landscape in Colorado, including how knowledge, skills, and competencies are assessed, validated, and combined into degrees, certificates, professional licenses, and other credentials and awards
- Excellent verbal and written communication skills
- Strong organizational skills and detail oriented
- Ability to work independently as well as part of a team
- Proficiency with Microsoft Office applications including Word, Outlook, Excel, and PowerPoint
- Knowledge of higher education and workforce development, career pathways, or work-based learning/training concepts is valued
- Knowledge of careers in behavioral health is desired

### **Experience**

- Two years' work experience in K-12, higher education, corporate training and development, or the non-profit sector focused on either the intersection of education and work or the K-12 to higher education pipeline or equivalent relevant experience.
- The ideal candidate will have professional and/or academic experience in one or more of the following areas:
  - Project management
  - Grant management
  - Data management
  - Work-based learning
  - Credit for prior learning
  - Interinstitutional credit transfer
  - Behavioral health career pathways

## **WORKING CONDITIONS**

Works in a normal office environment. Does not require physical activity other than that typically utilized in such a setting, working with standard office equipment such as phone, printers, and personal computers. Works a 40-hour work week, either remotely, hybrid or in-office, depending on the arrangements made with supervisor during normal office hours of Monday–Friday 8-5. Flexibility in work location outside of the Denver metro area but Colorado residency is required. Occasional in-person obligations in the Denver area and required travel to other areas of Colorado.

**Note:**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this role. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel in this role. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

**APPLICATION PROCEDURES:**

To be considered for this position, candidates must possess the minimum qualifications listed above and submit the following: Cover letter and resume. Submit your completed application materials to:

[HR@dhe.state.co.us](mailto:HR@dhe.state.co.us)

Or:

Colorado Department of Higher Education  
Attention: Human Resources  
1600 Broadway, Suite 2200  
Denver, Colorado 80202

This position is not governed by the selection process of the classified personnel system and is not part of the classified state personnel system.

Consistent with the State's Universal Policy on Flexible Work Arrangements, CDHE permits Flexible Work Arrangements (FWA) and this role qualifies for FWA participation. However, FWA is evaluated and granted by the appointing authority at their discretion based on business need, the nature and function of the work performed, and employee performance.

Employees of the State of Colorado must be authorized to work in the United States and be residents of Colorado. The Department of Higher Education does not assist with relocation expenses.

Employees of the Department must advise the Department in writing of any potential conflict of interest upon commencing employment and while employed. Conflict of interest includes supplemental employment which interferes with normal business hours or productivity levels, or alternative employment with entities or agencies with which the Department may contract for services or products. It also includes any outside employment or activity that is directly incompatible with the duties and responsibilities of the employee's state position. Conflict of interest also includes any direct or indirect ownership of an interest in, or ability to influence (including acting as a board member or other agent for), any business or organization which has any potential, ongoing or previous interaction or business relationship with the Department.

**Application Deadline:** Position will remain open until filled. Application review begins immediately and position start is immediate.

Employment is contingent on successful completion of a criminal background check.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

The Colorado Department of Higher Education is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any preemployment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our Human Resource Director, Cindy Langan, at [HR@dhe.state.co.us](mailto:HR@dhe.state.co.us) or call 720.264.8575.