

PCAS24-074 - Child & Youth Support Worker - Foster Focus – Flex (Regular Complement)

Job Title: Child & Youth Support Worker

Department: Permanency

Location: Peel CAS, 25 Capston Dr. Mississauga, Ontario

Application Deadline: November 20, 2024

Salary Grade: 10 Union (\$67,750 - \$85,905)

In order to meet the changing needs of the Agency, the *Child & Youth Support Worker - Foster Focus - Flex* provides support and a range of treatment services to foster caregivers, and the children/youth placed in their foster homes. Reporting to the Family Connections Supervisor, they may also support the needs of children and youth both in care and out of care across multiple service areas including; admission prevention, therapeutic/supervised access, placement services, supporting healthy relationships, reintegration, case aide support and treatment services and support to children, adolescent and youth programs through the agency youth strategy. The key responsibilities of this role are to develop informed behaviour management strategies and treatment plans, where needed to enhance the caregivers skill set and provide stability to the children and youth in their care. In addition, they will provide and support case management duties and a range of interventions including the assessment of the caregiver/child relations, and the attachment relationship. An emphasis is placed on providing continuous follow up with children/youth to ensure successful outcomes and transitions.

Principle Responsibilities

- To teach intervention strategies, meet all licensing standards, promote and support healthy relationships between caregivers and birth families, and to sustain the placement to minimize transition.
- Carry out all necessary documentation, annual reviews, post exit interview forms, tracking medical/dental/optical, case notes, referrals, support plans etc.
- Match child/youth needs with most suitable placement options and assist all collaterals in maintaining the placement.
- Develop and implement clinical plans and assessments using the SOS framework while considering trauma informed interventions ensuring a diversity and equity lens.
- Provides ongoing support, mentoring and ongoing clinical services to help caregivers to carry out crisis interventions to sustain and maintain child's placement.
- Provide coaching and mentoring to parents, caregivers and youth which may include the delivery of groups to transfer the knowledge and skills.
- Facilitate trainings opportunities for our caregivers to support growth and development.
- Ensures Ministry Standards are maintained in the caregivers home, including completing annual evaluations, interviewing all members of the family and developing/supporting ongoing individual planning for the children placed in the home, including Quality Standards Framework.

- Ability to transfer to the different CYW functions as required.
- Participates in meetings and planning conferences related to the children placed in caregivers homes, including attending courts, Foster Caregiver Association meetings and all retention/recognition activities.
- Carries out other duties as assigned.

Job Specifications and Competencies

- Experience and in-depth knowledge of social and psychological dynamics related to child development and behaviour management (Attachment/Trauma Theory, Child Developmental theories, Emotional Regulation, Separation and Loss, Critical Reflective practice , Anti-Oppression theory and principles of Diversity, Equity and Inclusion).
- Strong behaviour management and child management skills, including an understanding of individual, family and group dynamics.
- Strong analytical and assessment skills, able to process a high volume of information quickly.
- Excellent organizational and prioritization skills with the ability to handle multiple tasks simultaneously.
- Strong ability to work collaboratively with professionals of other disciplines and individuals from a variety of backgrounds and cultures across the agency and community and continuously build productive working relationships.
- Strong computer skills, and the willingness to learn current and new software used by the agency.

Qualifications

- A Child & Youth Work Diploma from a recognized Community College
- A minimum of five years related experience
- A Class G Driver's License and daily access to a vehicle
- Certification in CPR, First Aid, UMAB , Medication Administration and Dispensing is an asset

Hours of Work:

- Monday –Friday (9:00am - 5:00pm)
- Working hours may vary and applicants must be flexible to work outside of standard office hours

What We Offer:

- Competitive salary and a generous compensation and benefits package
- Health and dental package including a health care spending account.

- Flexible options for hybrid remote work
- Short and Long-term Disability Plan
- Employee Assistance Plan
- Life Insurance Plan
- Interactive Employee Wellness Programs
- 4 weeks paid vacation annually alongside 5 personal days
- Extensive Training & Development opportunities
- Introductory Webinars (WHMIS, AODA, Health and Safety)
- Generous Pension Plan through OMERS (part-time and full-time employees are entitled to enroll)
- Onsite Gym
- Staff Lounge

Child welfare is a rewarding career option that enables caring individuals to support the community and make a positive difference in the lives of children, youth, and families. As one of the largest CAS's in the province, we are proud of our ongoing innovation and leadership throughout the sector. Seeing well over 10,000 families a year, Peel CAS has the lowest number of children and youth in care per capita across Canada. 99% of the work we do is with children, youth, and families in their own homes. We are also home to the Child Welfare Immigration Centre of Excellence (CWICE) which is the centralized service in Ontario that supports child welfare organizations on cases involving unresolved immigration, settlement, or border-related issues. In addition, Peel CAS offers extensive programming dedicated to youth success through our Trailblazers Youth Centre, developed and led by youth to access exceptional services and supports to thrive, belong, build life-long connections and position themselves as leaders.

As an equal opportunity employer, we value Diversity, Equity, and Inclusion (DEI) and Truth and Reconciliation. We are grateful that our workplace diversity is representative of the communities that we serve and are committed to creating an inclusive environment where all employees feel like they belong. Should you require accommodation during the recruitment and selection process please contact us at tkhaira@peelcas.org

To apply, please visit our website: www.peelcas.org