



## **JOB POSTING**

### **Youth Development Worker (YDW) – Pathways to Education Program Full-time, Permanent – 35 hours per week**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in North West Toronto. Operating out of six locations, Unison offers core services that include primary health care, counselling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education and a Diabetes Education Program. Unison's mission is working together to deliver accessible and high quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison is committed to working from an inclusive, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

Pathways to Education is a community-based program that addresses two crucial social determinants of health by providing programs and services to enhance the educational and employment success of youth in the Lawrence Heights community. The program not only works with young people to help them achieve their full potential by getting to school, staying in school, graduating, and moving on to post-secondary programs, but hopes that they will reinvest in their community socially, economically, and professionally.

We are currently seeking a full-time, Youth Development Workers (YDW) to build relationships with students by providing financial, academic, and social supports; monitoring individual student progress and encouraging cross-program participation within Unison and with other support agencies. The YDW will report to the Program Supervisor.

#### **Organizational Responsibilities**

- Participate in team and organization-wide meetings and committees, initiatives and events.
- Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs.
- Participate in performance appraisal process including self-evaluation component.
- Adhere to all policies and procedures of the organization.
- Submit encounter data and/or statistics, administrative forms and reports in a timely fashion.
- Orient, supervise and support students and/or volunteers as required.
- Identify, report and debrief on client safety incidents, good catches, occupational health and safety incidents and near misses
- Other duties as required.

#### **Job-Specific Responsibilities**

- Establish and maintain effective relationships with parents/guardians, volunteers, school/community partners and within the Unison team through regular contact and communication.
- Support students in developing an action plan for meeting identified goals;
- Provide information and resources to support the student/family to carry out the action plan.
- Work with students to regularly evaluate their plans, recognize their successes and to set new goals.
- Provide advocacy on academic, post-secondary, employment readiness and other issues relevant to the student's overall well-being.
- Collect, review and document student information to identify where additional support and follow-up may be required i.e.) timetables, attendance records, report cards etc.

- Contact parents/guardians where appropriate, to discuss student progress and participation in school and programming.
- Facilitate academic and social supports programming usually between 4:00-8:00 p.m.
- Collaborate with youth program support workers around administration, programming, and security and safety routines at programming sites.
- Supervise, orient, and support programming volunteers.
- Model for volunteers the skills and techniques for positively engaging students.
- Organize space, routines and materials for academic and social programming.

### **Accountability**

Position is accountable to the Program Supervisor, Pathways to Education.

### **Job Specific Qualifications**

- Relevant diploma, degree, certificate or professional training in area related to youth, including but not limited to social work, community development, social services, education, or recreation;
- 2-3 years of experience working with youth in one or more of the relevant areas.
- Knowledge of approaches to providing support to youth with special needs, youth at risk and youth from low-income and/or culturally diverse communities.
- Detailed knowledge of the secondary school system and post-secondary transitions as well as an understanding of the strengths, capacities, barriers and challenges faced by students in the program.
- Knowledge of community and social service resources, particular services for youth which can support their individual emotional and social development.
- Experience serving Unison's priority populations including youth facing barriers, people with mental health and addictions and LGBTTTQ+.
- An understanding of issues affecting the Lawrence Heights community;
- Ability to communicate in another language is an asset particularly if it is a language spoken in the community
- Proficient computer literacy skills;
- Evening work is required (3 nights/week) and some weekend work from time to time.

Interested candidates are asked to email a résumé with covering letter by Thursday, August 29, 2019 at 4:00 p.m. to:

Hiring Committee – Youth Development Worker  
 Unison Health and Community Services  
[hirings@unisonhcs.org](mailto:hirings@unisonhcs.org)

**Please cite UN\_2019\_030 in the subject line of the email**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided, on request, to support their participation in all aspects of the recruitment process.

Please note that due to the volume of applications, only those applicants selected for interviews will be contacted.