

Job Description - Child and Youth Care Worker

Title

Child and Youth Care Worker

Reports To

Dragonfly Team Leader

Position Summary

This role will assist person(s) served in a therapeutic milieu to develop resiliency and support these competencies in all areas of their lives. These services occur in a home-like environment that will have additional structure and supports to address the needs of the physically aggressive person(s) served.

The Child and Youth Care Workers reports to an assigned Team Leader. A Child and Youth Care Worker position is part of the Dragonfly Program team and works in collaboration with other frontline staff, Team Leaders, and the Program Manager.

The Child and Youth Care Worker position is a full-time or part-time, salaried, permanent position. A Child and Youth Care Worker is eligible for the Alta Care Resources Extended Benefits after the 3-month probationary period if they maintain 20 hours of work per week.

Major Job Responsibilities

Programs and Services

- Ensure the six principles of Children and Residential Experience Model (CARE) are reflected in your service delivery practice:
 - Developmentally Focused – Children learn best when material and skills are presented that challenge the child to try new things, but do not overwhelm the child.
 - Family Involved – The family of every child in care is an irremovable part of that child's life irrespective of circumstances. The child's ethnic, racial, and cultural identify is tied to the child's family. One goal is to strengthen family relationships.
 - Relationship Based – The most significant task in social work is for staff to develop trusting relationships with each child they work with.
 - Competence Centered – Competence is the combination of skills, knowledge, and attitude that each child needs to negotiate effectively with everyday life. The care worker must help children become competent in managing their environment, as well as motivate them to cope with challenges and master new skills.

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- Trauma Informed – Staff must shift their things about children from “What is wrong with you?” to “What happened to you?” Maintaining an environment with a culture of nonviolence and safety is essential if children are to feel safe and to learn new responses to stressful situations.
- Ecologically Oriented – It is as important to look at the child’s environment as it is to look at the child for the solution. It is much easier and reasonable to change the approach or manipulate the environment or activity, than to demand that the child make the change that may not be within his or her capacity to do so.
- Develop positive relationships with person(s) served through the process of positive role modeling and mentoring
- Act as a key mentor to person(s) served
- Assess person(s) served relevant skills, strengths and abilities
- Identify resiliency capacities and coping skills for person(s) served to build upon and provide teaching and support to promote healthy lifestyle choices and positive decision making
- Encourage person(s) served to discover and develop their own identity
- Act as a liaison with involved participants who may include the person(s) served, family, professionals, school and community
- Able to transport
- Connect to beneficial, affordable, and sustainable community resources, such as recreation centers, community leagues, sports teams, or clubs
- Teach and model mediation and conflict resolution skills to person(s) served
- Support person(s) served in developing a range of healthy individual coping and problem-solving skills, conflict and anger management skills, communication skills, daily living skills, hygiene/self-care, boundaries, healthy sexuality, social skills, positive decision-making, independent living skills and life management skills to enhance emotional well-being
- Engage and prevent person(s) served from the influence of negative behaviours
- Encourage appropriate discussions and behaviours
- Encourage residents to comply with rules and routines
- Discipline person(s) served and recommend or initiate other measures to control physically aggressive or inappropriate behavior and ensure safety

Case Management

- Work with the Children’s Services caseworker to coordinate and develop relevant care plans
- Work with person(s) served to develop goals and future plans
- Assist with reunification of the family where appropriate
- Assess on-going risk for all person(s) served and families receiving services as per the Child, Youth and Family Enhancement Act

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Daily Routines/Responsibilities

- Ensure that basic needs of person(s) served are met (food, clothing, shelter)
- Ensure that educational needs are met (assistance with homework, day programming when person(s) served is not in school)
- Ensure that daily routines are followed including staff and resident chores
- Transport person(s) served to and from school and appointments as necessary
- Administer medication to person(s) served
- Plan and deliver appropriate recreational activities
- Maintain both the inside and outside of the facility, prepare and serve meals, and carry out household cleaning duties
- Provide a consistent, healthy, safe, and therapeutic environment
- Administer first aid, according to prescribed procedures, or notify emergency medical personnel when necessary
- Instruct person(s) served regarding desirable health care and personal habits, such as eating, resting, and hygiene
- Maintain consistency of house rules and routines, and consequences

Administration

- Protect resident privacy and information
- Facilitate shift exchanges, staff communication, and/or communication of issues or concerns
- Attend program and staff meetings, mandatory training and personal development
- Attend service team meetings when necessary
- Ensure accurate and complete person(s) served file maintenance
- Ensure that documentation is performed in a professional and clear manner
- Maintain a good understanding of CAC standards and Agency policy and procedures

Outcomes Management and Evaluation

- Enter client demographic, intake information, daily care plans, individual care plans into the monitoring database and review program trends
- Complete reliable and accurate assessments - CAFAS

Qualifications

Degree or diploma in a human service field or certified as a Child and Youth Care Worker or a minimum of 2 years experience in group care services, or equivalent.

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Work Conditions

- Manual dexterity required
- Ability to lift up to 50 lbs
- Travel is required
- Vehicle required
- Fast paced and dynamic environment
- Must be able to safely perform restraints