



YMCA of
Hamilton | Burlington | Brantford

Youth Outreach Worker Supports for Student Learning Program (Youth Transitions Program)

YMCA Employment & Immigrant Services
#1 - 427 Dundas Street East
Waterdown, ON L8B 0K4

Starting Salary: \$40,000 – 48,000 annually

Position Status: Full-time Contract (until March 31, 2023)

Placement: Immediate

Benefits & Perks: We offer an array of total rewards to recognize loyalty, longevity, and passion for the work we do:

- Paid Vacation Entitlements that increase with seniority (subject to eligibility)
- Competitive total compensation packages
- Group health and benefits plans (includes medical, dental, and prescription medication, subject to eligibility)
- Generous pension plans with employer matching
- Free YMCA Health & Fitness Memberships
- Professional development opportunities including paid training and access to YMCA education scholarships
- Reduced rates for YMCA Child Care, Camp, and Child & Youth programs (subject to eligibility)
- Employee and Family Assistance Program (EFAP)
- Opportunities for career advancement

Nature & Scope

As a branch of the YMCA of Hamilton/Burlington/Brantford, the YMCA Employment and Immigrant Services branch delivers Employment Services, Youth Initiatives, Literacy and Basic Skills, Summer and Employment Experience Programs, Youth Outreach and Immigrant Settlement Programs.

The Youth Outreach Worker of the Supports for Student Learning Program (Youth Transitions Program) will work as part of a team that will empower students aged 12 – 19 to reach their full potential by building capacity to engage and succeed in the education. Through one-to-one support and group workshops 120 students in the Hamilton/Burlington/Brantford areas will get the supports they need to be successful. This position will use an outreach model to meet youth within the community, at schools, local YMCA facilities or another appropriate site.

Apply Now

If you are interested in this position, please submit your letter of application and resume by **December 2, 2022**, attention:

Lydia Loo
Program Coordinator
lydia.loo@ymcahbb.ca

We thank all applicants, however, only those considered for an interview will be contacted.

Accessibility:

The YMCA of Hamilton/Burlington/Brantford is committed to creating an inclusive environment that accommodates all individuals, including those with disabilities. We support the goals of the *Accessibility for Ontarians with Disabilities Act (AODA)* and have established policies, procedures and practices which adhere to the accessibility standards set out in the AODA. Should you require any accommodation throughout the recruitment process please do not hesitate contacting our Human Resources Department.

The YMCA of Hamilton/Burlington/Brantford is an equal opportunity employer.



Charitable Registration #
10808 3825 RR001





Responsibilities:

- Conducts intake and assessment to confirm student eligibility and suitability for program.
- Ensures positive, professional communication with clients on an ongoing basis and respond promptly to all requests, queries and concerns.
- Designs, implements, and evaluates youth-centered individual action plans, in-person/virtual services and workshops as per guidelines and funder mandates.
- Conduct outreach and marketing to local schools, parents and students in the Halton area.
- Supports implementation of work plan by actively interacting with YMCA partners.
- Ensures compliance with all association and funder policies and procedures.
- Performs case management activities for a caseload of 20-25 students at a time.
- Consults with social workers, school administrators, other professionals and family/caregiver supports when appropriate.
- Coordinates peer mentorship opportunities and relationships.
- Completes assigned evaluations and reporting requirements.
- Maintain knowledge of relevant services and community resources for student referrals.
- Foster and participates in community partnerships, initiatives, and outreach activities to facilitate greater community engagement and understanding in serving the needs vulnerable students.
- Maintain accurate, up-to-date client files and documentation in national database.

Qualifications:

- Post-secondary degree or diploma in Child and Youth Care Counselling, Education, Social Work, Recreation Management, or related field.
- Experience working directly with youth and/or vulnerable populations, conducting intakes, assessments and caseload management.
- Good interpersonal, presentation and negotiation skills.
- Strong organizational skills and ability to effectively prioritize responsibilities.
- Ability to work in an efficient manner both independently and as part of a team.
- Experience and sensitivity in dealing with members of different cultural and racial backgrounds, including visible and invisible dimensions of diversity.
- Reliable vehicle is required.

Why Work for the YMCA?

As a charitable organization, the YMCA values the contributions of its diverse teams. We recognize the importance of providing meaningful opportunities that allow employees to grow and thrive. At the YMCA of Hamilton/Burlington/Brantford, in addition to fair wages, we offer a complimentary general membership with additional options for family participation. A comprehensive benefits program is also available to employees including a competitive and robust pension program. YMCA Employees enjoy a generous vacation entitlement that increases with seniority, as well as other paid entitlements. All employees have access to an Employee Assistance Program which provides confidential counseling and referral services as well as preventative education. Additionally, the YMCA understands the holistic needs of its employees is equally important and attempts to support these goals by offering a variety of staff discounts on the programs and services that support good health and strong families. We look forward to welcoming you to the YMCA.



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Qualifications Continued:

- Current and valid police records check with Vulnerable Sector Check (issued within the past 6 months) is a condition of employment.
- **If you are hired, prior to your start date and as a condition of employment, you will be required to provide proof that you are fully vaccinated against COVID-19 or have a valid Human Rights exemption**

Competencies:

Commitment to Organization Vision and Values

Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.

Teamwork

Actively builds teams and encourages open relationships for maximum organizational effectiveness.

Relationship building and collaboration

Builds positive interactions both internally and externally to achieve work related goals.

Planning/Organizing

Ability to establish a clearly defined and effective course of action for self and others to accomplish short- and long-term work goals

Communication

Communicates in a thorough, clear and timely manner and supports information sharing and goal achievement across the YMCA.

Internal Applicants:

The YMCA of Hamilton/Burlington/Brantford encourages employees within the Association, as well as those employed within the Canadian YMCA/YMCA-YWCA Federation to submit their application.

Please note that in so doing, the YMCA of Hamilton/Burlington/Brantford reserves the right to contact the applicable YMCA or YMCA-YWCA for purposes of seeking an employment reference throughout the recruitment process.

Please ensure that prior to submitting your application that you have disclosed to your current supervisor, your intention to submit your application. By submitting your application, you understand and agree to allow the YMCA of Hamilton/Burlington/Brantford to contact your current Association.

Organizational Overview:

As one of the largest charitable community service organizations in Canada, the YMCA of Hamilton/Burlington/Brantford responds to critical social needs in the community and works to provide solutions. By nurturing the potential of children, youth and adults, the YMCA connects people to life-building opportunities, to each other and enhances their quality of life. We foster social responsibility and healthy living. The YMCA works collectively with community partners that share the YMCA's determination in strengthening the foundations of community for all people.

This position requires a commitment to the YMCA mission and core values of: Belonging, Caring, Honesty, Respect and Responsibility, as well as, a commitment to building developmental assets in children and adults. All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton/Burlington/Brantford with a current and satisfactory Police Records Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire.



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