

Job Description – Youth Worker
Location: Roca Chelsea – Young Mom’s
FLSA Classification: Non-Exempt

Organizational Overview

Founded in Chelsea, Massachusetts in 1988, Roca’s mission is to move disengaged and disenfranchised young people out of violence and poverty.

Roca’s Young Parent’s Program supports high-risk young mothers in building the skills necessary to become good parents and attain economic self-sufficiency for themselves and their children. Through this project, Roca provides individualized programming to an underserved population of young women ages 16 to 24 who are either pregnant or single parents, who are already involved in risky and harmful behaviors, and who are putting themselves and their children in harm’s way. The young mothers targeted in this program are neither cognitively nor behaviorally prepared to participate in a traditional home visiting program, nor do they meet the strict eligibility requirements of such programs. Many of our young mothers are immigrants from Central America who have been exposed to immense violence and trauma.

In order to effectively serve a higher-risk population of young mothers, Roca has designed an innovative project that meets participants where they are at cognitively, behaviorally, and developmentally. Roca has adapted its nationally-acclaimed Intervention Model to engage and retain high risk young mothers in the program, providing them with transformational relationships and stage-based education, life skills, parenting, and employment programming. Our intensive, long-term approach helps young mothers make real changes in the destructive and negative behaviors that otherwise prevent them from developing strong, stable families, and helps them get on the pathway out of poverty.

Position Overview

Youth Workers report to the Director of the Young Parent’s Program. Roca’s youth workers work with very high-risk young mothers, ages 16-24, most of whom have dropped out of school, live in a variety of high-risk and volatile situations including domestic violence and unstable housing; are likely to be school dropouts and involved with the justice system, and facing multiple barriers. Through relentless outreach youth workers build intentional relationships with these participants, engage the participants in a variety of programming, and work with participants through their stages of change in order to drive toward long term positive outcomes. Additionally, youth workers will work community partners (DTA, Housing, police, probation officers, and community members) within the communities Roca is serving. The successful Youth worker will work closely with team members, supervisors, and others within the organization to ensure that each young person is driving to outcomes of economic independence and living out of harm’s way.

Responsibilities

- Understand, practice and promote the vision, mission, and values of the organization.

Bottom Line Responsibilities	Expectations and Deliverables
Relentless Outreach	<ul style="list-style-type: none"> • Outreach is on-the street, in places where young people hang out, in people’s homes, and at schools • Relentlessly showing up in young people’s lives, especially through times of relapse

Bottom Line Responsibilities	Expectations and Deliverables
	<ul style="list-style-type: none"> • Maintain Efforts To Outcomes (ETO) database through data entry of all work with participants on a daily/weekly basis, completion of assessments • Utilize Efforts To Outcomes (ETO) reports and data to track participant progress and own performance in moving young people through change process and achieving expected performance indicator targets
Transformational Relationships	<ul style="list-style-type: none"> • Maintain a caseload of 25 high risk young women • Youth workers are expected to have actual, intentional contact with every participant on their caseload 2-3 times per week • A minimum performance benchmark is 80% of caseload receiving 2-3 weekly contacts
Stage Based Programming	<ul style="list-style-type: none"> • Engagement of a minimum of 80% of caseload in programming (2x per week) • Strategic recruitment to ensure that participants are engaging in appropriate programming • Lead and implement life skills programming • Work with team to plan and implement engagement activities
Engaged Institution Strategy	<ul style="list-style-type: none"> • Through dialogue and action, maintain relationships with the other adults in the lives of the young people • Support participant in court advocacy • Communicate with case workers, probation officers
Community Engagement	<ul style="list-style-type: none"> • Represent Roca in appropriate groups and committees locally and with partners
General Responsibilities	<ul style="list-style-type: none"> • Maintain Efforts to Outcomes (ETO) data base through data entry of all work with participants on a daily/weekly basis, completion of assessments and all other tools as required for evaluation purposes • Utilize ETO reports and data to track participant progress and own performance in moving young people through change process and achieving expected performance indicator targets • Actively participate in the safety of the space for all participants through building coverage and communication across the organization • Demonstrate mindfulness for the resources that Roca possesses, and actively work to maintain their functioning • Communication around participation of young people in high risk youth intervention model components with supervisor and other appropriate staff (e.g. pre-voc instructors, crew supervisors, teachers, etc...) • Participate in staff trainings and development • Commit to engage in personal and professional growth and competence development to increase capacity to serve young every day • Other tasks as assigned

Qualifications

The very nature of Roca's work requires an individual of great commitment and energy to the mission. Roca seeks a highly driven individual who is good fit both personally and professionally for the culture of Roca. In addition, the ideal candidate for this position will be a trustworthy decision-maker. He/she will have a sense of humor, feel passionate and committed to direct work with high risk youth, and demonstrate interest in coaching and supporting coworkers.

Roca expects candidates to have the following skills:

- BA preferred/Equivalent experience accepted--Minimum of three years of direct service work with high risk young people
- Must be able to fluently speak English-Spanish to effectively serve immigrant communities in which we serve.
- Must have an understanding of immigration issues and the impacts it has on our target population (i.e. trauma, family, etc.)
- Understanding and experience working with street involved high risk young people.
- Capacity for creative problem-solving, conflict resolution, violence prevention
- Strong written and oral communication skills.
- Capacity to think and act intentionally and strategically to help young people change behaviors
- Creative problem-solving and thinking
- Excellent at organizing, managing and completing multiple complex projects and tasks simultaneously with thoroughness, accuracy, timeliness and good humor.
- Self-motivation, initiative, sound judgment, and commitment to ongoing learning are essential
- Ability to work as a part of a team.

Requirements for the position:

- Travel around the Boston/Greater Boston area
- Computer Literate
- Valid MA Driver's License and current Driving Record
- Willingness and ability to work outside of normal business hours, and Holidays and/or weekends as needed.
- Working with diverse cultures
- Strong attendance and high energy