

Job Description – Youth Worker

Location: Roca Baltimore

FLSA Classification: Non-Exempt

THE OPPORTUNITY

Roca is looking for a dynamic and committed Youth Worker to join our team to launch Roca’s work in the City of Baltimore, serving young men ages 16-24 who are deeply involved in the criminal justice system. For 30 years, Roca has been working in Massachusetts with the deep belief that every young person – no matter how hurt, angry, or left out – matters; and with genuine convictions that every young person belongs and that each of the young people we are privileged to meet can succeed. With these beliefs, we have created a long-term Intervention Model, which helps young people who are at the highest risk of long-term incarceration and violence to build safe, stable, and hopeful lives. Our relentless model is focused on behavior change, helping young people develop critical skills, and using data to improve our work every day. We are honored and excited to join the many people and organizations in Baltimore committed to reduce violence and provide opportunities for all young people.

MISSION

Roca’s mission is to disrupt the cycle of incarceration and poverty by helping young people transform their lives.

ROCA HIGH RISK YOUTH INTERVENTION MODEL

Roca’s work is based on the theory that young people, when re-engaged through positive and intensive relationships, can change their behaviors and develop life, education, and employment skills to disrupt the cycles of poverty and incarceration. Roca’s Intervention Model engages the highest-risk 16-24- year-olds in a long-term process of behavior change and skill- building opportunities.

The young men that will be served by Roca belong to a small group of young adults who are very hard to reach, but have enormous potential that is often left untapped. The group of young men we serve are deeply involved in the justice system, and violence is very present in their daily lives. Sadly, these young people are often kicked out of training programs and jobs because they are being seen as not ready to participate, unmotivated, or too dangerous. We refuse to accept this perception. We reach out again and again – dozens of times, relentlessly – until we connect with them. After the connection is established, we build trust together, and then we help them identify their own goals and build the skills necessary to accomplish them. It requires grit and relentless drive, but we know that this is what makes change possible.

Understanding that meaningful change doesn’t happen overnight, we deliver a four-year Intervention Model that allows for relapse during the process. We know that lasting change requires a safe space to grow and to flex newly acquired decision-making skills.

The Roca Intervention Model is based on evidence-based practices of community corrections, deep studies of behavioral change models (stages of change, cognitive behavioral theory, etc.), brain development, and three decades of collecting critical data and working on the ground with young people. The model has 5 core components: 1) relentless outreach; 2) transformational relationships; 3)

tailored programming designed to withstand relapse and the comings and goings of young people who have failed in traditional learning or work environments; 4) engaged institutions strategy to support young people and help them move out of the criminal justice system; and 5) performance based management.

The organization is very explicit in its approach and methodology. Our model has documented work and implementation processes, and intensive “real-time” performance based management system that tracks young people and staff, and a “real time” safety process. Roca and its model are data-driven, with daily, weekly, and quarterly use of data, and extensive training, coaching, and supervision methodology.

ROCA BALTIMORE

After 30 years of work across Massachusetts, Roca is humbled by the opportunity to partner with so many terrific individuals and organizations working tirelessly to bring about change and reduce violence in Baltimore. We are honored and excited to be planning and developing our first out-of-state replication site, together with our partners in the city.

Since its inception, Roca has focused all its work on young people who too many have identified as are “not ready for change.” Through Roca’s Intervention Model, we help to prove again and again that change is possible, even for those deemed most at-risk. As part of the planning process, we have already started building the structure that will refer young men to Roca, both from criminal justice agencies and street outreach partners.

Position Overview

Youth Workers will have the primary responsibility of engaging 25 very high risk young adults through relationships and programming as well as working with community partners (police, probation officers, community members) within the communities Roca is serving. The Youth Workers will report to the Director of Youth Work & Crisis Intervention.

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. We strive to meet the following outcomes: No Re-Incarcerations and Retained Employment. Roca provides training, intensive support and supervision, and uses data to help young people change their lives and to help staff perform with excellence. Given the extraordinary challenges and possibilities for this group of young men to change their lives, staff and organizational accountability and transparency are paramount.

Responsibilities

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

Core Functions	Bottom Lines and Expectations	Targets
Outreach and Transformational Relationships	<ul style="list-style-type: none"> • Fully implement the intervention model with a caseload of 25 high risk young men 	<ul style="list-style-type: none"> • 100% compliance with Eligibility Forms, Consents, & Safety Profiles by 90 days

Core Functions	Bottom Lines and Expectations	Targets
	<ul style="list-style-type: none"> • Engage and build relationships with young people for the purpose of supporting behavior change and skill development • Engage in intentional CBT based contacts with participants to help them identify and learn emotional regulation skills to shift negative behavioral cycles • Perform general and targeted outreach for new participant recruitment, eligibility vetting, and ongoing caseload management • Communicate with supervisor and team members regarding participant barriers (substance abuse, street, domestic violence, etc.) and skills needed to be job ready • Maintain monthly contact with participants in jail category and plan for reentry if appropriate • Actively participate in the safety of the space for all participants through building coverage and communication across the organization 	<ul style="list-style-type: none"> • 100% compliance with ETO and all evaluation tools • Contact Standard Average remains within 10% of 80% Standard
<p>Stage Based Programming</p>	<ul style="list-style-type: none"> • Identify weekly participant target lists for programming in coordination with instructors • Deliver formal and informal CBT skills programming, Healthy Habits, and Circles • Actively get participants into programming including TEP, education, pre-voc, certifications, workforce readiness, etc. • Assist with other programming as determined including workforce readiness, financial literacy, digital literacy • Work with team to plan and implement engagement activities, events, and workforce related field trips 	<ul style="list-style-type: none"> • 80% of active participants are identified weekly for appropriate programming • Program Standard Average remains within 10% of 60% standard • 80% of caseload on timeline track
<p>Job Placement and Retention Support</p>	<ul style="list-style-type: none"> • Work closely with Job Developer on first time placements within 60 days of meeting Workforce Readiness Criteria • Support retention and rapid re-placement within 30 days • Work on Advancement Plans (employment, school, training) after 6 month retention 	<ul style="list-style-type: none"> • Complete Workforce Verifications • Employment placement: 90% of timeline targets; 90% replacement rate within 30 days

Core Functions	Bottom Lines and Expectations	Targets
Partners/Networks & Supports	<ul style="list-style-type: none"> • Communicate and engage with key partners to increase resources and supports for participants (probation, police, mental health, SA, health) • Represent Roca as appropriate in community events, meetings, learning communities 	
General Responsibilities	<ul style="list-style-type: none"> • Utilize Youth Worker Track book to manage daily/weekly priorities, target lists, schedules, etc... • 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 • Participation in supervision, team meetings, participant reviews, program planning, trainings, etc... • Demonstrate mindfulness for the resources that Roca possesses, and actively work to maintain their functioning • Other tasks as assigned 	<ul style="list-style-type: none"> • Completed Youth Work Track Book • Daily ETO Data Entry • Run weekly reports required for supervision and complete tool prior to supervision session • Participate in Participant Pulls to review progress and get feedback

Qualifications and Skills

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.

- BA preferred/Equivalent experience accepted--Minimum of three years of direct service work with high risk young people
- Criminal background and driving record check required
- Ability to travel around the service area required
- Valid state issued driver’s license required
- Strong written and oral communication skills
- Strong group management and behavior modification skills
- Capacity for creative, flexible problem-solving, conflict resolution, and violence prevention

- Understanding and experience working with high risk, multicultural, diverse young people; preferably two to three years of direct service work
- 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
- Strong attendance, high energy, and ability to motivate others to engage in classes and training
- Computer Literacy and timely data submission/entry required
- Ability to work as a part of a team.
- 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