

Position title:	Youth Support Worker	Reports to:	SILS/SPC Coordinator
Program / Department:	Care Pathways – Supported Independent Living Services - SILS & Stability Post Care - SPC	Primary work location/s:	Limestone Coast
Direct reports:	NIL	Key stakeholders:	Clients External stakeholders
Award:	SCHADS	Classification:	2.4

Who we are

Baptist Care SA provides out of home care, disability care, youth education and employment, homelessness, and therapeutic support services. Established in 1913 we have a dedicated staff and volunteers who work tirelessly to help South Australians achieve their full potential. Baptist Care SA is committed to working with the State's most disadvantaged, championing local issues and connecting with people to provide transition pathways from adversity to opportunity.

Our values

Integrity Ensuring personal and corporate transparency and the highest ethical standards.	Compassion Treating people and communities with empathy, dignity and fairness.	Empowerment Releasing individual strengths that promote personal and community transformation.	Innovation Fostering a culture of continuous improvement, staff engagement and improved client outcomes.
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About the role

The Care Pathways program, Supported Independent Living Services (SILS) & Stability Post Care (SPC) provide 24/7 phone and in person services to young people aged 16-17 years old inclusive (SILS) and 18 – 21 Years old inclusive (SPC), who are under the guardianship of the CEO, Department of Child Protection. The young people have experienced trauma, and many have physical and /or intellectual disabilities and developmental delays, requiring therapeutic support and ongoing care to lead a happy, healthy life. Care Pathways SILS staff, work to achieve results to enable young people to thrive, using methods and practices to establish and support the environment to be inclusive, caring, developmental, skill building, advocacy and healing.

The Youth Support Worker – SILS/SPC, is a key member of a collaborative team of professionals who are

responsible for supporting young people in care who are living independently to develop independent living skills. The SILS /SPC programs provides young people in supported care with accommodation and individualised support, based on their assessed needs to enhance development of independent living skills in preparation for leaving care and successfully transitioning to independent life.

The SILS/SPC program key Objectives are:

- maximising young people's capacity to live independently in the community
- transitioning young people from care into stable accommodation; and
- improving social, economic, health and wellbeing outcomes for care leavers.

Role responsibilities

Practice Approach

- Apply a person-centred approach that leads to deep connections with the young person (i.e., understanding the needs of teenagers and promoting skills that support transitions into adulthood, example via P.A.C.E model.
- Establish trust and walk alongside the young people, supporting them to express their concerns and wishes and enable them to find their own solutions.
- Effectively provide care and protection with an understanding of all areas of each young person's individual development needs, i.e., psychological, physical, emotional, cultural, spiritual, educational, social, medical and gender identity.
- Understand the developmental and long-term impacts that trauma, abuse, and neglect have on brain development, mental health, relationships and engaging with the wider world.
- Support young people to establish and remain connected to education and community and to maintain positive relationships with key people within their family and social networks.
- Role model, scaffold and support independent living skills to equip young people to transition into adulthood with confidence in cooking, maintaining a home, budgeting, self-care, accessing transportation and connecting to key services, setting them up for success.
- Delivering intensive support to stabilise young people, as required, or targeted to key times of the day such as meal preparation, school or training attendance.
- Assisting young people to develop practical life skills such as self-care, home management, budgeting and financial literacy and confidence for independent living.
- Respond to crisis with a therapeutic and restorative approach, understanding the patterns of harm that result from trauma, abuse, and neglect.

Work effectively in a team environment

- Actively promote a positive team culture which is values aligned and client centred.
- Actively participate in group and 1:1 supervision, team meetings, training, and the development of the service.
- Take ownership of the role within the team to ensure a high quality, safe and effective youth crisis accommodation service by maintaining knowledge of operational requirements and instructions.

Administration

- Accurate and appropriate use of comprehensive case noting documentation required.
- Perform regular and up to date handovers at the conclusion of all shifts and whenever there is a shift change.
- Ensure use of email and Teams to ensure all relevant staff are updated on significant events, or information that is relevant or vital to service delivery.

Ensure a client focussed service is provided

- Provide youth focussed, proactive and engaging service, which is open to regular feedback from young people.

- Demonstrate a capacity to balance the holistic needs of young people living independently.
- Ensure that client case plans are understood and followed.
- Educate and promote independent living skills with clients.
- Ensure that an appropriate level therapeutic intervention in conjunction with the client and their assessed needs and strengths is maintained as required.
- Where appropriate, liaise with external agencies to ensure the safety and care of clients.

Quality and continuous improvement

- Contribute to the ongoing review and evaluation of service delivery to ensure the continuous improvement of our services, enhancement of our client wellbeing, independence, client choice and advocacy.
- Comply with all relevant legislation.
- Contribute to the review and continuous improvement of our internal systems for quality assurance, reporting and monitoring.
- Ensure business and operational risks are identified and appropriately monitored and/or mitigated.

Work Health and Safety

Baptist Care SA is committed to the health, safety and wellbeing of our employees, volunteers, contractors, clients, and other people within our workplaces. As a Baptist Care SA team member, you must:

- Take reasonable care for your own and others' health and safety within the workplace.
- Take reasonable care that your actions or omissions do not adversely affect the health and safety of yourself or others.
- Cooperate with any reasonable directions, policies and/or procedures relating to health and safety in the workplace.
- Report all injuries, illness, near misses or hazards as per Baptist Care SA's policies and procedures; and
- Participate in relevant health and safety training, and risk management initiatives based on position and responsibilities.

Know and apply Baptist Care SA policies and work directives

- Align with the Baptist Care SA strategic intent and values, including the strategic plan.
- Model and foster behaviours aligned with the Code of Conduct.
- Work harmoniously with Baptist Care employees, volunteers and other stakeholders.

About you

The qualifications you bring

- Certificate IV in Child, Youth and Family Interventions, Youth Work, Community Services, or related field.

The experience you bring

- Previous experience in working with vulnerable and at-risk young people.
- Being able to work autonomously
- Trauma informed base practices

The competencies (knowledge, skills and behaviours) you bring

- Demonstrated ability and experience of delivering capacity building programs/services in client's own homes.
- Demonstrated ability and experience to work within a team environment.
- Demonstrated ability to work and engage with external stakeholders and agencies.
- Demonstrated commitment to personal development and ongoing training.

- Demonstrated interpersonal and communication skill.
- Demonstrated ability to work autonomously and in a team environment.
- Demonstrated commitment to work within and apply quality service and Continuous Quality Improvement. Demonstrated ability to work with computers and associated software.

Other specific employment requirements

- A current and valid DHS: Child-Related Employment Screening/WWCC
- A current and valid National Police Clearance
- Training – Child Safe Environments
- Ability and willingness to travel within South Australia as required.
- A valid NDIS Worker Screening Check.
- Ability to work across a 24/7 roster.
- A valid full South Australian drivers' license (C Class)
- A fully insured and roadworthy compliant vehicle (roadworthy check required).
- Willingness to drive clients for work purposes.
- Willingness to undertake a DCP approved Psychological Suitability Assessment

Desired Requirements

- Promote good relations and practices towards young people and/or young adults that support equality, diversity, inclusion and advocacy.
- Previous experience in a faith based, community services environment.
- Aboriginal and Torres Strait Islander peoples are encouraged to apply.

Your confirmation of acceptance:

By signing below, I accept that I have read and understood this position description and that I agree I am able to undertake all aspects of this role.

Employee signature: _____ Date: _____

Employee name: _____

Monitoring, evaluation and review

Status:	Draft	Control:	People and Culture
Approved by:	P&C Business Partner	Version:	3
Effective Date:	January 2024	Review Date	January 2025