



YOUTH PEER SUPPORT WORKER

Summary

Drawing on their own lived experience, the Youth Peer Support Worker offers peer-based mentoring and emotional support and works collaboratively with youth, their families, and members of the care team. The job requires the application of established methods or procedures and may involve a choice of methods in the decision-making process. The Youth Peer Support Worker acts as a role model and helps young people and their families work towards their self-identified goals by supporting them with systems navigation and connecting them with resources on Integrated Child and Youth (ICY) teams and in the community. This position works 12 months.

Job Description

- Reporting to the ICY Clinical Counsellor the Youth Peer Support Worker participates as a core ICY team member.
- Provide peer-based mentoring and emotional support to youth ages 12-19 with the following: establishing a purposeful relationship based on respect with youth and their families and friends by encouraging informed decision-making and helping to create a non-judgmental environment by sharing experiences and insights.
- Provide support that aligns with ICY practice principles: culturally safe, trauma-informed, child/youth/family-centred, Nation/community-centred, and inclusive of youth who identify as part of the LGBTQ2S+ community.
- Supporting youths' recovery through selective motivational and supportive self-disclosure including the sharing of personal recovery experiences and strategies for attaining and maintaining wellness.
- Encouraging and supporting youth to become active and involved in their own health, promoting youth participation in activities, and encouraging membership in the school community.
- Advocating for youth and accompanying youth to appointments when requested.
- Supporting systems navigation and resource distribution to youth.
- Facilitating or co-facilitating groups for youth and families as needed.
- Work in an integrated way within a multidisciplinary team and collaborate with organizational, community, and hospital-based teams.
- Access supervision to support regular consultation, learning and reflections as applied to the role of Youth Peer Support Worker.
- Participate in integrated care planning conferences, team meetings, case reviews, and organizational initiatives as required.

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- Participate in training opportunities through the ICY team and employer organization, and in evaluation, quality improvement and research activities as required.
- Complete and maintain related records and documentation pertaining to the organization and ICY teams.
- Facilitate youth engagement and participation in focus groups, workshops, surveys, and related activities.
- Team hours of operation will be flexible and responsive to meet the needs of the community including school breaks and non-school hours.
- To maintain the confidentiality of sensitive information seen or heard.
- All employee conduct must be in compliance with school district policies and provincial legislation.
- *This description includes the essential elements required for job identification and evaluation. However, it does not provide an exhaustive list of duties to be performed*

Typical Qualifications and Skills

- Grade 12 or equivalent
- One year of post-secondary education or equivalent in a related field
- Completion of the BC Campus Provincial Peer Training Curriculum will be required as part of the onboarding process
- Related experience working with youth and young adults with mental health and/or substance use issues or an equivalent combination of education, training, and experience
- Lived understanding of mental illness and/or substance use
- Lived experience and/or understanding of equity, diversity, and inclusive practices (i.e. Indigeneity, anti-racism, LGBTQ2+) as it relates to the local population
- Ability to establish rapport and maintain respectful relationships with young people and family members
- Empathic, and compassionate, with good listening skills and creative thinking
- Observe and recognize changes in youth and communicate those changes to others on the care team
- Conflict resolution and crisis intervention skills

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- Self-awareness and capacity to apply appropriate boundaries and maintain confidentiality
- Promote positive change and independence
- Self-starter with a positive attitude, and able to advocate for self and others
- Knowledge of social, mental health, and substance use services available in the community
- Knowledge of systemic issues and risk factors facing minority groups including Indigenous youth and young adults, including the ongoing impacts of colonialism
- Problem-solving and decision-making skills; ability to gather and process information to support the organization and its team
- Communication skills; ability to speak, listen, and write clearly, thoroughly, and professionally
- Organizational and time management skills, accountability, reliability, and punctuality
- Ability to work independently and show initiative, as well as be part of an interdisciplinary team
- Basic computer skills: experience with Microsoft Office, Excel, PowerPoint, and Outlook
- B.C. Class 5 driver's licence and driver's abstract

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