

School District No. 53 (Okanagan Similkameen)
Job Description

JOB TITLE: INTEGRATED CHILD & YOUTH PEER SUPPORT WORKER

JOB NUMBER: 105

RESPONSIBLE TO: (ICY) Clinical Counsellor

JOB SUMMARY: Under the supervision of the District Principal of Student Support Services and the guidance of the Integrated Child & Youth Clinical Counsellor (ICY-CC), the Integrated Child & Youth Peer Support Worker provides support to students with diverse needs.

Overview of ICY Program
Integrated Child and Youth Teams

Under *A Pathway to Hope*, the Province is establishing Integrated Child and Youth (ICY) teams in five school districts, that began in fall 2021 starting with Maple Ridge–Pitt Meadows, Comox Valley, Richmond, Coast Mountains, and Okanagan-Similkameen. These community based multidisciplinary teams deliver wraparound mental health and substance use services and supports for children and youth (birth to 19) and their families. The service delivery will be flexible and outbound, reflecting the preferences of children, youth, and families. Each ICY team will support a cluster of Public, Independent and First Nations operated schools and will include all children and youth within the geographic region.

ICY teams will be created through existing positions in the region and new positions where they do not currently exist. Core team positions include Integrated Care Coordinators (ICC), Integrated Child and Youth (school based) Clinical Counsellors (ICY-CC), Child and Youth Mental Health (CYMH) Clinicians, Youth Substance Use workers, Indigenous Support workers, Administrative Assistants, and Youth and Family Peer Support workers.

ICY Team Core Function

- Teams use a collaborative planning process and a common care plan for each child or youth, developed with a family/caregiver-centred approach, with consideration of the child/youth's voice.
- Teams work closely with schools and primary care to help with early identification of children and youth who may need support and assist them to access services.
- Team practice will be informed by key principles including cultural safety and humility, trauma-informed care and family-centred care.
- Team members bring expertise and related experience and will provide a range of services including assessment and screening, consultation, and therapeutic services.
- Teams adjust service intensity to meet the specific needs of children and youth.
- Teams connect children, youth and families to higher intensity and more specialized services and supports or help transition young adults to adult services and supports when needed.
- Team hours of operation will be flexible and responsive to meet the needs of community.

ICY Youth Peer Support Worker CORE FUNCTION:

The Youth Peer Support worker participates as a core ICY team member. 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 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 to connecting them with resources on ICY teams and in the community.

This role does not follow the school calendar and works 12 months of the year.

Specific Responsibilities:

- Provide peer-based mentoring and emotional support to youth ages 12-19 with the following:
 - o 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;
 - o providing 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;
 - o supporting youths' recovery through selective motivational and supportive self-disclosure including the sharing of personal recovery experiences and strategies for attaining and maintaining wellness;
 - o 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;
 - o advocating for youth and accompanying youth to appointments when requested;
 - o supporting systems navigation and resource distribution to youth;
 - o facilitating or co-facilitating groups for children, 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 on integrated care planning conferences, team meetings, case reviews, and organizational initiatives as required.
- 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 organization and ICY teams.
- Facilitate youth engagement and participation in focus groups, workshops, surveys, and related activities.

Qualifications:

Education & Experience:

- Grade 12 Graduation Dogwood or Completion Certificate, including 1-2 years of 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, completion of/eligible for completion of a recognized youth peer support-training program Lived experience and/or understanding of equity, diversity, and inclusive practices (i.e. Indigeneity, anti-racism, LGBTQ2+) as it relates to the local population.
- Completion or near completion of the BC Campus Provincial Peer Training Curriculum. *Preference may be given to individuals who have also completed a recognized Peer Support Training course.*

Knowledge, Skills and Abilities:

- Establish rapport and maintain respectful relationships with young people and family members.
- Empathic, 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.
- 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 LGBTQ2S+ and 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.