



Internal & External Posting

Community Health Worker (Youth Focus) Youth Programs

Permanent Full Time Position: 35 hours per week

Expected Start Date: January 15, 2024

Salary Range: \$45,951 - \$55,158 per year

Proof of Vulnerable Check required prior to hiring

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment.

Job Summary

Reporting to the Manager, Youth Programs, the Community Health Worker (Youth) will develop, support and implement ongoing outreach and action on community health issues for this identified priority population (youths) in Central and South Etobicoke. The Community Health Worker (Youth) will also ensure adherence to organizational policy in the role.

The position will also provide leadership, assistance and support to youth (ages 12 – 29) and their families that is grounded in the social determinants of health by taking into account risk factors (including health, social, psychological and environmental) in a manner which can be understood by the participant and their families. This may include internal and external client referrals, sharing resources, advocacy on behalf of clients, and participation in individual case coordination as appropriate. The Community Health Worker (Youth) will also work with an interdisciplinary team to identify strategic partnerships that will effectively and efficiently serve clients and practice innovative approaches to service delivery within the broader health framework.

Primary Responsibilities

- Provide purpose driven, safe, and supportive youth services that equip youth (ages 12 to 29) and their families with the information and support they need to make healthy life choices.
- Support youth and their families to identify barriers and provide to services, organize community activities, events, and programs to promote the health and well-being of the community.
- Plan, implement and evaluate youth programs with a focus on physical, mental health and wellbeing, promoting healthy choices, educational support, and leadership/volunteer opportunities (i.e. Youth Advisory, etc.) in accordance with the workplan and funder identified targets.
- Work alongside Youth Programs team (i.e. community health worker, support workers, youth leaders) acting as a resource to support the development and implementation of youth program activities

- Facilitate/coordinate age-appropriate group programs and workshops on and off site for youth, including virtual workshops.
- Conducts intake assessments for the range of services offered at LAMP CHC and supports systems navigation with education, health, and social services for staff, youth and their families.
- Participates in case coordination in cooperation with other members of LAMP CHC's interdisciplinary team to ensure those with complex needs from our priority population have access to information, referrals, follow-up and advocacy.
- Actively conducts outreach to clients in identified communities by organizing/attending community events, promoting programs and working on promotional materials for health promotion programs and services.
- Work collaboratively with LAMP CHC staff and develop strategic partnerships with community agencies to develop and support health promotion initiatives, special projects, and special events
- Support the development and distribution of health promotion materials/resources for youth and their families both in print and digital format including program booklets, social media content creation, social media account maintenance, etc.
- Administrative duties, including registration and attendance, preparing invoices and petty cash management, data entry and management in the Electronic Medical Records system, support funder reports and grant writing, etc.
- Establish and maintain strategic partnerships with organizations and/or community resources to develop responsive programs connecting youth and families to appropriate resources and equip individuals with tools to cope and respond to challenges including incidents of violence, trauma, and other emergent community identified challenges.
- Support risk assessments in consultation with staff, LAMP management, and community partners to
- Assist with on-going COVID-19 response and post pandemic planning i.e. identification of emergent community needs, agency screening, and community access to supports, and other tasks as assigned.
- Participates in team and staff meetings, case conferences and committee work as appropriate to support both service delivery and organizational goals.
- Engages in ongoing conflict resolution and mediation to promote participant health and well-being

Required Qualifications

- Post-secondary education in a relevant discipline from a recognized university/college and/or appropriate certification (e.g. SW, SSW, CYC, CW); or a combination of post-secondary education and significant recognized experience in health promotion and/or community development.
- Three (3) to five (5) years working with youth in a diverse community setting, using the principles of community-based practice of Anti-Oppression and Anti-Racist approaches to community development and Harm Reduction.
- Previous experience working with underserved youth including youth involved in the justice system, youth experiencing homelessness, and youth experiencing mental health challenges.
- Experience in effective community outreach practices, youth and community development models for diverse communities (i.e. ensuring continuity in a network of internal relationships, building a network of external contacts, respect people of diverse backgrounds and perspectives, etc.)
- Must have strong group facilitation and communication skills with a diverse audience

- Commitment to high levels of quality service provision through accurate, friendly and excellent client relations.
- Positive attitude, empathetic, flexible and dependable with strong initiative and the ability to work both independently and in a team-oriented atmosphere.
- Experience working with vulnerable and/or marginalized groups by understanding meaning beyond what is said (cultural competency) and being able to respond with understanding.
- Able to handle crisis situations and support/resolve conflict in a supportive manner.
- Demonstrated excellent interpersonal skills necessary to work effectively across all levels of the organization's workforce.
- Demonstrated excellent communication skills (verbal and written) with proven ability to clearly convey information and ideas.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team-oriented atmosphere.
- Takes pride in work – monitors for accuracy and thoroughness.
- Excellent knowledge in assisting clients with navigating the complex public services systems, community resources, and social support programs
- Able to develop and foster relationships with partner agencies in order to provide the best services to clients.
- Knowledge in program development, implementation, monitoring and evaluation.
- Excellent administrative skills, including keyboarding and use of social media tools
- Open minded, eager and willing to constantly learn and improve oneself.
- Experience with client records and privacy legislation.
- Knowledge of LAMP Community Health Centre, Central and South Etobicoke communities, and/or a second language that is reflective of the communities being served are all preferable assets.
- Current Vulnerable Sector Screening results which meet the requirements of the position.

Proficiency in the Following Computer Skills

- Solid working knowledge and ability to easily navigate a PC windows environment, including shared drives.
- Solid working knowledge and ability to easily navigate the internet/intranet environment with experience using web-based meeting platforms (Zoom, WebEx, Microsoft Teams, Slack, etc.), web-based design software (i.e. Canva),
- Strong skills and experience using Microsoft applications (Word, Outlook, Excel, PowerPoint)
- Experience and accuracy using database applications (i.e. Electronic Health Records – PS Suites, funder databases, etc.)
- Ability to learn new software quickly and willingness to continuously develop technology skills.

Working Conditions

- A combination of virtual and onsite work including evenings, occasional weekend, working outdoors, and travel to off-site location(s)/community partner locations.
- Ability to work on a daily basis with clients with complex issues facing crisis. Incumbent needs to attend to self-care when dealing with these situations.
- Ability to effectively understand the appreciation of guiding fundamentals at LAMP, i.e. Health Promotion, Anti-Oppression; Harm Reduction and the principles of community-based practice. **“Walk the talk”**
- There is an expectation for all employees to participate in two events per year for the agency; these events may be during the evening or on a weekend.

Physical Requirements

- Frequent data entry, with extended periods of time sitting stationary in front of a monitor while keyboarding.
- Ability to balance all job requirements in a busy atmosphere, including responding promptly to all communication.
- Occasional standing for extended periods of time and some occasional lifting may be required.
- Demonstrates good and safe work habits and maintains a clean working environment.
- Ensures that staff and clients are compliant with LAMP’s Health & Safety regulations and LAMP’s policies and procedures, including the immediate reporting of any breaches of Health & Safety or Environmental incidents, accidents or concerns to their respective manager/supervisor and/or the Manager, Human Resources.

As part of our mandate for inclusivity, reasonable accommodations can be made for all incumbents to perform the described physical functions of the aforementioned job.

LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups.

Please send your resume with a cover letter to **Human Resources:**

Email Address	recruiting@lampchc.org
Subject	Job Opening for Community Health Worker (Youth Focus)
Internal Deadline	5:00 pm on Friday, December 22, 2023
External Deadline	5:00 pm on Friday, December 29, 2023

***We thank all applicants for their interest. However, only those selected for interviews will be contacted.
No phone calls please.***