



DEPARTMENT: Health Operations

POSITION/JOB TITLE: Youth Peer Advocate

REPORTS TO: CCBHC Supports Supervisor

CLASSIFICATION: Non-Exempt

*Our Mission:* Making Lives Better

*Our Vision:* Become the recognized leader of exceptional services and employer of choice

*Performance Factors:* 1) Performance Driven 2) Sustainable Growth 3) Delighting the Customer  
4) Culture that Matters

Our Mission and Vision are supported by a foundation of excellence

#### SUMMARY/OBJECTIVE:

Youth Peer Support (YPS) services are formal and informal services and supports provided to youth by young adults, who are experiencing social, medical, emotional, developmental, substance use, and/or behavioral challenges in their home, school, placement, and/or community centered services. These services provide the training and support necessary to ensure engagement and active participation of the youth in the treatment planning process and with the ongoing implementation and reinforcement of skills. Services are delivered in a trauma informed, culturally and linguistically competent manner. Youth Peer Support providers are between the ages of 21 and 28 years of age.

Activities included must be intended to achieve the identified goals or objectives as set forth in the individuals individualized service plan, which delineates specific goals that are flexibly tailored to the participant and attempt to utilize community and natural supports. The intent of these activities is to assist individuals in initiating recovery, maintaining recovery, and enhancing the quality of personal and family life in long-term recovery.

#### **Essential Functions (Job Duties)**

There are 5 categories of youth peer support services. Any of the below services can be provided either individually or combined as the care/service plan indicates their need. They include:

- **Skill Building:**
  - Developing skills for coping with and managing psychiatric symptoms, trauma, and substance use disorders
  - Developing skills for wellness, resiliency and recovery support
  - Developing skills to independently navigate the service system
  - Developing goal-setting skills
  - Building community living skills
- **Coaching:**
  - Enhancing resiliency/recovery-oriented attitudes, i.e., hope, confidence, and self-efficacy
  - Promoting wellness through modeling.
  - Providing mutual support, hope, reassurance and advocacy that include sharing one's own "personal recovery/resiliency story" as the Youth Peer Advocating (YPA) deems

appropriate as beneficial to both the youth and themselves. YPA's may also share their recovery with parents to engage parents and help them "see" youth possibilities for future in a new light.

- **Engagement, Bridging, and Transition Support:**
  - Acting as a peer partner in transitioning to different levels of care and into adulthood;
  - helping youth understand what to expect and how and why they should be active in developing their treatment plan and natural supports.
- **Self-Advocacy, Self-Efficacy, & Empowerment:**
  - Developing, linking, and facilitating the use of formal and informal services, including connection to peer support groups in the community
  - Serving as an advocate, mentor, or facilitator for resolution of issues
  - Assisting in navigating the service system including assisting with engagement and bridging during transitions in care
  - Helping youth develop self-advocacy skills (e.g., may attend a Committee on Preschool or Special Education meeting with the youth and parent, coaching the youth to articulate his educational goals).
  - Assisting youth with gaining and regaining the ability to make independent choices and assist youth in playing a proactive role in their own treatment (assisting/mentoring them in discussing questions or concerns about medications, diagnoses or treatment approaches with their treating clinician).
  - The YPA guides the youth to effectively communicate their individual perspective to providers and families.
    - o Assisting youth in developing skills to advocate for needed services and benefits and seeking to effectively resolve unmet needs.
  - Assisting youth in understanding their treatment plan and help to ensure the plan is person/family centered
- **Community Connections and Natural Supports:**
  - Connecting youth to community resources and services. The YPA may accompany youth to appointments and meetings for the purpose of mentoring and support but not for the sole purpose of providing transportation for the youth.
  - Helping youth develop a network for information and support from others who have been through similar experiences, including locating similar interest programs, peer-run programs, and support groups.
    - o Facilitating or arranging youth peer resiliency/recovery support groups.

## Competencies

1. Communication
2. Organization
3. Crisis Management/Composure
4. Time Management
5. Confidentiality
6. Ethical Conduct

## Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

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## LIFTING REQUIREMENTS:

	<b>SEDENTARY</b>	Lifting up to 10 pounds maximum and occasionally lifting and/or carrying small items (files, manuals, binders)
	<b>LIGHT</b>	Lifting 20 pounds maximum with frequent lifting and/or carrying objects up to 10 pounds
X	<b>MEDIUM</b>	Lifting 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds
	<b>HEAVY</b>	Lifting 100 pounds maximum with frequent lifting and/or carrying objects up to 50 pounds
	<b>VERY HEAVY</b>	Lifting objects in excess of 100 pounds with frequent lifting and or carrying objects weighing 50 pounds or more

***PHYSICAL DEMANDS:***

	<i>0 - 1/3</i>	<i>1/3 – 2/3</i>	<i>2/3 or more</i>
<b><i>BENDING</i></b>		X	
<b><i>KEYING/FINGERING</i></b>		X	
<b><i>HEARING</i></b>			X
<b><i>REACHING</i></b>		X	
<b><i>SEEING</i></b>			X
<b><i>SPEAKING</i></b>			X
<b><i>STANDING</i></b>			X
<b><i>WALKING</i></b>			X

***DEFINITIONS***

0 – 1/3 of the time: Activity is needed to perform the essential functions of the job 0-1/3 of the time.

FREQUENT: Activity is a usual and customary part of the essential functions of the job 1/3 – 2/3 of the time.

CONSTANT: Activity is continually occurring and required to perform the essential

functions of the job 2/3 of the time or more.

**Position Type/Expected Hours of Work**

This is a relief position. Workweek schedule: Must meet the need of the children served. After school hours required.

*Hours and schedules may vary depending on Company need and workload. Employees will be given as much advance notice as possible when such changes occur.*

**Travel**

Frequent.

Area of coverage: North Country Region.

**Requirements**

1. High school diploma or equivalent.
2. "Lived" / relevant experience.
3. Clean driving record for 3 years is required.
4. YPA must be between the ages of 21 and 28

**Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

**Employment at Citizen Advocates is "at will". You are free to resign at any time and for any reason sufficient to you, just as Citizen Advocates is free to terminate your employment at any time and for any reason. We do not guarantee continued or permanent employment.**

Manager \_\_\_\_\_ Date \_\_\_\_\_

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee (Sign) \_\_\_\_\_ Date \_\_\_\_\_

Employee (Print) \_\_\_\_\_ Date \_\_\_\_\_