



Youth Violence Prevention - Community Health Worker
Youth Voice Collective | Youth Violence Prevention Project (YVP)

Background: Flemingdon Health Centre (FHC) is an engaged and involved member of some of Toronto's most dynamic neighborhoods; Flemingdon Park, Fairview and Thorncliffe Park. FHC is a registered charity and an incorporated not-for-profit Community Health Centre (CHC), with a vision of Strong Healthy Communities. Across our three sites, we provide a range of health-related services based on the social determinants of health with extensive community engagement. We are primarily funded through the Ministry of Health and Long-Term Care/Ontario Health (formerly: Toronto Central Local Health Integration Network TC-LHIN).

At FHC, we believe that health is much more than just the absence of disease. Our approach to community health encompasses the social determinants of health which includes: education, employment, isolation, food security and social supports, and utilizes a community development model to promote health, prevent disease, and strengthen community capacity. We value health equity, inclusion, community engagement, accountability & transparency, excellence and collaboration & partnerships.

Position Summary: FHC recently received funding for the Youth Violence Prevention project from the City of Toronto to work in partnership with community agency partners, the project steering committee and advisory groups in Flemingdon Park. This funding's overall goals include; developing programming that is responsive to violence prevention and intervention for MVP youth ages 10 to 29. This role will work with youth vulnerable to violence or hard-to-reach youth to co-design prevention-intervention-interruption programs that address equitable access gaps around basic needs, capacity building and resilience to navigate systems to meet their needs instead of crime and gun violence. Our anticipated outcomes of this project: Program Youth who live in these neighbourhoods are able to live, learn, work and play in safe and nurturing environments.

*MVP - (youth most vulnerable to involvement in serious crime and violence)

Employment terms: Project- up to 3 years (35 hours/week with expectations to work in some evenings and weekends)

Salary range: \$51,987- \$61,828 per year with 4% vacation pay

Expected Start Date: As soon as possible

Reporting to: Manager, Population Health and Wellness

Location: Flemingdon site (May occasionally rotate across other sites i.e., Fairview & HATP)

Responsibilities include:

General:

- Assess the need of youth vulnerable to violence in Flemingdon Park communities in which prevention programming will be implemented.
- Plan and deliver programs related to areas such as health, fitness, smoking, drugs, gangs, violence, relationships and bullying
- Frame interactions with youth from an opportunities-youth lens, focused on building on the



strengths of youth, in themselves, in their relationships, and in their communities.

- Work with youth and organizations where prevention programming is being implemented to implement community change strategies using the *Collective Impact Framework*
- Establish strong collaborative partnerships with other YVP project grantees, TDSB, Toronto Public Health, Toronto Community Housing, Toronto Police Services, City of Toronto Crisis Response (FTCCRT), probation services and relevant court diversion programs and key community leaders to ensure the effective implementation of the project.
- Implement communication tools/strategies to ensure effective and timely communication between community agencies, residents and other community stakeholders
- Conduct direct community-based engagement and outreach in the Flemingdon Park and Thorncliffe neighbourhoods and establish a consistent presence with youth in the local neighbourhoods.
- Communicate with relevant youth leaders, community members, and leaders and other key stakeholders in prevention programming to engage them in and garner support for prevention programming.
- Conduct, synthesize and apply research findings to develop and/or improve prevention initiatives.
- Identify mentorship opportunities for coaching and supports at-risk Youth to facilitate personal, social and educational growth while encouraging greater social inclusion;
- Facilitate educational seminars and professional training, as appropriate, for participants in prevention programming.
- Attend workshops, network, planning meetings and conferences and participate in relevant training opportunities.
- Ensure administrative duties are complete and the database is kept up to date, reflecting the current engagement of youth and comply with reporting responsibilities to the City of Toronto and FHC.
- Participate in and provide opportunities for other prevention staff to cultivate relationships with other prevention workers and allied professionals.
- Performs the responsibilities of the position consistent with the policies of Flemingdon Health Centre.

Programming:

- Under the direction of Manager, Population Health and Wellness, manage, coordinate and administer youth and community consultations, reports and formal presentations.
- Plan, implement, monitor and evaluate health promotion programs and strategies for youth at FHC
- Maintain up-to-date work plans, reports and budgets
- Use evaluation methods and reporting tools to gather and maintain statistical information on youth- based activities and programs
- Work with students, volunteers and/or community members
- Share programming evaluations and reflections with Population health teams

Community Engagement:

- Supports broad-based community engagement to advocate for social change in the broader context
- Explore and expand youth-based community development approaches
- Support advisory groups to involve the youth groups within the community in program planning
- Act as a resource to the community and FHC staff by establishing links with external community groups, agencies and organizations
- Identify community members willing to participate in and/or assist with FHC's community engagement and/or development activities
- Collaborate with stakeholders in the community to identify and respond to needs
- Participate in internal and external committees

Qualifications:

- University Degree or completion of College Diploma in a related field such as Child and Youth Worker, Social Service Worker/Social Work, Social Science and/or an approved equivalent of education and related experience.
- Proven minimum 3 years' experience providing direct support and/or delivering programs with at risk youth
- Extensive experience related to engaging communities of youth and organizations in coalition building, policy education, social norms change, or community mobilization efforts directly related to violence prevention efforts, and specifically to sexual violence prevention efforts.
- Knowledge and/or familiarity with the community in which prevention programming will be implemented – Flemingdon Park
- Experience in programming designed to create changes in social norms and/or focused on social justice efforts.
- Experience in developing, implementing, and evaluating youth leadership, youth development, and/or youth social justice programming.
- Demonstrated experience with traditional and non-traditional outreach activities and strategies aimed at youth
- Experience and sensitivity working with Youth of different cultural and racial backgrounds, including visible and non-visible dimensions of diversity
- Knowledge of and sensitivity to the experiences, issues and needs of at-risk youth normally acquired through lived or work experience
- Well-developed interpersonal, and relationship-building skills; ability to establish rapport and excellent communication with youth, their families, community partners, staff and volunteers
- Strong and demonstrated ability to form relationships with marginalized individuals while maintaining strong boundaries
- Strong ethical communication and relationship-building and maintenance skills.
- Exceptionally strong organizational skills, ability to manage multiple deadlines, and multiple program activities.
- Possess an understanding of institutional and other systemic barriers and how they impact youth development
- Experience working with LGBTQ youth as well as utilizing a harm reduction approach with youth that have addiction issues is an asset; and an understanding of working with socially vulnerable and racialized youth is an asset;
- Mental Health First Aid and Crisis intervention training (CPI, NVCI, TCI) considered an asset.
- Excellent knowledge and understanding of determinants of health
- Excellent written communication skills. Strong computer skills with Project Management and Microsoft Office.
- Flexibility regarding assigned work schedule, including days, evenings, weekends
- Experience working from an anti-racist/ anti-oppression framework (ARAO)
- Valid Police Records Check
- Valid First Aid, CPR, and G-class driver's license with access to a working vehicle daily are assets
- Ability to work flexible hours including some evenings and/or Saturdays
- Knowledge of catchment areas is considered an asset
- Vaccines (COVID-19 and others) are a requirement of the job pursuant to the Ontario Human Rights Code



Note: This is a bargaining unit position with UFCW. Terms may be altered as a result of collective bargaining. For more details on benefits and entitlements, please refer to our collective agreement here: <https://sp.ltc.gov.on.ca/sites/mol/drs/ca/Ambulatory%20Health%20Care%20Services/621-88231-22.pdf>

Application Deadline: Oct 12, 2023, by 5:00 pm Eastern time

Application Process: Qualified applicants are invited to submit their application online at:

<https://www.jobillico.com/en/job-offer/flemingdon-health-centre/youth-violence-prevention-community-health-worker-/12679834>

Please include a cover letter and resume in a single file. Kindly use “Youth Violence Prevention – Community Health Worker – Your name” as the subject line of your e-mail.

We encourage applications from individuals who can identify with the diverse communities we serve. We thank all applicants for their interest but regret that only those selected for an interview will receive an acknowledgement. Please note that a criminal background check (Vulnerable sector) will be conducted for this position.

In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.