



Extraordinary reach.
Unconditional care.

POSITION DESCRIPTION

JOB TITLE Youth Peer Support and Training (YPST)

DEPARTMENT Children and Family Treatment and Support Services

LOCATION Varies

Exempt Non-Exempt

PURPOSE OF THE POSITION:

Youth Peer Support and Training (YPST) services are formal and informal services and supports provided to youth, 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.

The need for YPST must be determined by a licensed practitioner and included within a treatment plan. Youth Peer Support and Training activities must be intended to develop and achieve the identified goals and/or objectives as set forth in the youth's individualized treatment plan.

REPORTS TO: Children and Family Treatment and Supports Supervisor

SUPERVISES: N/A

I. SPECIFIC RESPONSIBILITIES

- Provide Skill Building and Coaching to youth to encourage wellness, resiliency, recovery and hope.
- Act 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
- 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).

- Connecting youth to community resources and services.
- Assist families to enhance community connections and natural supports
- Delivery of services in individual and/or group modality.
- Services are delivered in a trauma informed, culturally and linguistically competent manner.
- Coordinate with other providers involved in the individual's treatment.
- Timely and accurate documentation of contacts.
- Attend required supervision, meetings and trainings.
- Report incidences and issues to supervisor immediately.
- Knowledge and adherence to agency and regulatory bodies' standards of practice.
- Ensure delivery of services as outlined by service plan.
- Continuous monitoring that family choice and voice is present in service delivery.

II. QUALIFICATIONS

- YPST is delivered by a New York State Youth Peer Advocate Credential or Certified Recovery Peer Advocate
- A YPST may obtain a provisional credential that will allow services they provide to be billed if the applicant:
 - a. Is an individual 18 to 30 years old who has self-identified as a person who has first-hand experience with social, emotional, medical, developmental, substance use, and/or behavioral challenges
 - b. Be able to use lived experience with a disability, mental illness, juvenile justice, special education, substance use disorder, and/or foster care to assist in supporting youth in their resiliency/recovery and wellness
 - c. Has a high school diploma, high school equivalency preferred or a State Education Commencement Credential (e.g. SACC or CDOS). This educational requirement can be waived by the certifying agency if the person has demonstrated competencies and has relevant life experience sufficient for the peer certification.
 - d. Has completed Level One of the Youth Peer Support Services Advisory Council recommended and State approved training for YPAs.
 - e. Submits two letters of reference attesting to proficiency in and suitability for the role of a YPA o Agrees to practice according to the Youth Peer Advocate Code of Ethics.
 - f. Demonstrates qualities of leadership, including: o Knowledge of advocacy o Group development and/or facilitation of peer-to-peer groups or activities OR an individual who meets the criteria for a "qualified mental health staff person found in 14 NYCRR 591 or 14NYCRR 595
 - g. A YPA with a provisional credential must complete all other requirements of the full credential within 18 months of employment as an YPA.
- Must be reliable and able to work independently and understand the importance of maintaining confidentiality.
- Must have a valid Driver's License and a driving record that is satisfactory to our insurance carrier.
- Must be cleared by the NYS Justice Center through fingerprinting for a Criminal History Records search.
- Must be cleared by the NYS Office of Children and Family Services for instances of child abuse and/or neglect.

III. KNOWLEDGE & SKILLS

- Must demonstrate the ability to:
 - o assess needs of individuals

- communicate effectively both verbally and in writing
 - master an electronic record system, meet deadlines and willingness to grow and change are necessary
 - model appropriate behavior
 - work as part of a team
- Knowledge of:
 - common challenges associated with mental health conditions
 - crisis de-escalation and intervention

IV. TRAINING REQUIREMENTS

Youth Peer Advocates (YPAs) must complete the Youth Peer Support Services Council recommended and State Approved Level One and Level Two YPA training or comparable training that has been approved by the Youth Peer Support Services Council and State. OR For the Credentialed Youth Peer Advocates: Complete a minimum of 46 hours of content specific training, covering the topics: advocacy, mentoring/education, recovery/wellness support and ethical responsibility and 16 hours in the area of Youth Peer Support. Specific components of Level One and Level Two can be found on the Families Together in NYS web site (www.ftnys.org) or CTAC (www.ctacny.org)

Required Training: Mandated Reporter

Recommended trainings for Children and Family Treatment and Support Services:

Child and Adolescent Development • Child Serving Systems • Cultural and Linguistic Competence • Domestic Violence: Signs and Basic Interventions • Emotional, Cognitive, and Behavior Management Techniques • Frequently Abused Drugs and Drug Combinations • Harm Reduction • Suicide Prevention • Medication Assisted Treatment for Substance use disorder (SUD) • Basic Understanding of Medications: Intended Effects; Interactions; and Side Effects • Mental Health Disorders- Signs and Symptoms • Service Continuum- Community Resources • Substance Use Disorders- Signs and Symptoms • Trauma Informed Care • HIPAA, Consent and Confidentiality • Consumer Rights • Safety in the Community • Assessment- Clinical • Assessment- Collaborative Family/Peer Appraisal • Crisis De-escalation, Resolution, and Debriefing • Emergency Recommendation Response (e.g., Narcan/Naloxone Administration or EpiPen) • Engagement and follow through • Family Support • Linkage facilitation (bridging and transition support) • Meeting or Group Facilitation Skills • Motivational Interviewing • Safety Plan Development, Implementation, and Monitoring • Treatment planning and Implementation • Therapeutic Use of Self-Disclosure

V. SETTING

Services should be offered in the setting best suited for desired outcomes, including site-based, home or other community-based settings where the child/youth lives, works, attends school, engages in services, socializes.

Employee's Sign _____ Date _____

Print Name _____

PREPARED BY	Name:	Job Title:	Date Prepared:
APPROVALS	Name:	Job Title:	Date:
	Name:	Job Title:	Date:
FOR HUMAN RESOURCES ONLY	Name:	Job Title:	Date:
DATE(S) REVISED			