

Home Stretch WA - Transition Coach – Generic JDF

Your title:	Transition Coach	Who you report to:	Coordinator, Home Stretch WA
<p>How you contribute to the bigger picture</p>	<p>The Home Stretch WA model was co-designed with young people, Aboriginal community and the broader system that supports young people transitioning from Out-Of-Home-Care. As one of the first services providing Home Stretch in WA, you will play an important role in establishing a better service system for young people transitioning from Out-Of-Home-Care to interdependence.</p> <p>As a Home Stretch Transition Coach, you will provide 1:1 professional support, guidance and case coordination to young people transitioning from Out-of-Home-Care, offering them an extension of support and resources to the age of 21 years.</p> <p>This will include:</p> <ul style="list-style-type: none"> • developing a young persons' natural networks and assisting them to build and maintain connection to culture, country, family and community supports • offering and brokering access to a safety net of financial support and resources through the Home Stretch WA service offer • providing tailored support services using a culturally safe and strengths-based approach and case coordination that is consistent with the Home Stretch WA Transition Coach Practice Principles • work collaboratively with relevant stakeholders including the Department of Communities' Child Protection staff, foster families, carers, the young person's kin, community, and people identified as significant in their lives <p>Your approach will be trauma informed and culturally secure. You will ensure the right to self-determination drives your practice, while promoting the wellbeing of young people.</p>		
<p>What you need to do (your key responsibilities)</p>	<p>Support (service delivery)</p> <ul style="list-style-type: none"> • Work flexibly, on an outreach basis, to provide quality individualised support in line with the Home Stretch WA Model, incorporating approaches that are: <ul style="list-style-type: none"> ○ culturally safe ○ person centred ○ strengths based ○ trauma informed • Deliver accurate information about Home Stretch WA to prospective young people and Department of Communities' staff and other Out-Of-Home-Care service providers. • Interview and assess young people who have been referred to Home Stretch WA to build a holistic understanding of their support needs. • Provide regular, individual mentoring and coaching to young people to support them to develop the skills, connections, and self-confidence they require to achieve independence and stable living arrangements. • Support young people to develop Staying On Agreements with their current or previous foster or family carers, ensuring that they can continue on in stable living arrangements. 		

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	<ul style="list-style-type: none"> • Assist young people to find and maintain safe and stable housing, using mainstream resources and the Home Stretch WA Housing Allowance, exploring a broad range of options within a young persons' natural networks, community housing and private/public housing opportunities. • Support young people to: <ul style="list-style-type: none"> ◦ develop and/or maintain strong cultural connections ◦ find and maintain appropriate education, training, and employment opportunities ◦ find and maintain stable accommodation ◦ access services relevant to meet their individual needs ◦ increase their knowledge and skills to transition to independence ◦ access recreational and social networks in the community to build connectedness and social support. ◦ support to access Invest In Me Brokerage Funding • Provide strong advocacy for young people, work respectfully and in partnership with key internal and external stakeholders, including: Leaving Care services; foster carers; broader community members; Department of Communities' Home Stretch project team, Leaving Care team and other district staff where necessary. • Build and maintain strong relationships with Child Protection District Offices, spending time in designated Districts to strengthen referral pathways for young people. <p>Culture</p> <ul style="list-style-type: none"> • Provide support to young people in relation to family finding and mapping, reunification planning and contact with biological family. This may include obtaining support from Transition Coach (50d) positions, Staying On Facilitators and the organisation's cultural support unit. • Support young people to understand and develop their connections to culture, country, community and family. • Maintain an understanding of contemporary issues in Aboriginal culture, in the context of kinship, community and the community services sector. • Observe and respect cultural protocols within the organisation. • Support the embedding of a Home Stretch WA Model's approach to Cultural Practice across the program. <p>Collaboration</p> <ul style="list-style-type: none"> • Attend and participate in team and staff meetings, including presenting cases for consultation and discussion. • Contribute to the development/improvement of effective systems and practice that will better support and enable young people to access the resources available to them. • Maintain a strong commitment to the principles that underpin the service model and ensure that young people's experiences and expertise informs the refinement and continuous improvement of the program.
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	<p>Innovation</p> <ul style="list-style-type: none"> • Contribute to the Knowledge Hub established by the Home Stretch WA Community of Practice, sharing practice ideas and knowledge with other providers across the network. • Seek opportunities to develop and improve both the skills of team members and the services provided. <p>Administration</p> <ul style="list-style-type: none"> • Comply with the organisation's policies and procedures and practice within the guidelines provided. • Follow the Invest In Me practice guidelines and keep accurate records of Invest In Me Brokerage spending. • Ensure electronic records and case management data is maintained to the organisation's standards and meets legislative requirements. • Exhibit accountability, professional integrity, and respect consistent with the organisation's Values, Code of Conduct and the Youth Work Code of Ethics. • Participate in emergency management and response duties. • Other duties as required.
Where and when you will be working	<ul style="list-style-type: none"> • The role is primarily community outreach based, but may include home visits, in-reach to hospitals, detention centres and other locations. • Transition Coaches may also be required to co-locate on a regular basis at a Child Protection District Office. • Working hours are generally Monday – Friday during office hours.
The standards you need to meet (your key performance indicators (KPIs))	<ul style="list-style-type: none"> • Young people are provided supports in line with the Home Stretch WA Model. • Young people have access to individualised, culturally appropriate supports that enable them to achieve their goals. This includes young people exiting the service with stable accommodation and strong support networks. • All records, including case notes, are maintained in accordance with policies and procedures and are electronically recorded within five-days of the event occurring. • Professional networks are maintained that support access to services for young people in the program. • Participation in relevant training and design workshops with the Home Stretch WA Community of Practice as required. • Ongoing collection of outcomes data and feedback from young people as part of evaluating the impact and success of the program and improving the service offer provided to each young person.
What we're looking for in the right person	<p>Essential</p> <ul style="list-style-type: none"> • Demonstrated knowledge and understanding of Aboriginal culture and the ability to work with Aboriginal young people, families and communities. • Demonstrated experience in engaging and building strong relationships with, and motivate, 'at risk' Aboriginal young people. • A thorough understanding of the barriers and difficulties facing Aboriginal young people with experiences of Out-Of-Home-Care.

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	<ul style="list-style-type: none"> • Ability to assist Aboriginal young people to develop independent living skills. • Ability to be innovative and flexible, work independently, demonstrate initiative and work effectively under pressure. • Strong written and verbal communication skills. • Organisational skills in order to prioritise tasks and manage time effectively. • Up to date knowledge of resources in the youth services field, including education, training and employment. • Understanding of youth housing and accommodation systems. • Demonstrated behaviour management, conflict resolution, advocacy and negotiation skills. • Demonstrated skills in safety management and dynamic risk assessment. • Willingness to work across the local region on regular outreach: working in the client's home, in local community centres and any other venue where a young people may require support. • Ability to work in a team and to work collaboratively with others. <p>Desirable</p> <ul style="list-style-type: none"> • Good understanding of alcohol and other drug use and dependence, mental health issues and support services. <p>QUALIFICATIONS AND LICENSES</p> <p>Essential</p> <ul style="list-style-type: none"> • Qualification/s: Bachelor or Diploma qualification in a relevant field is preferred, however unqualified applicants with demonstrated significant relevant experience (minimum 2 years) and skills working with young people with experiences of Out-Of-Home-Care, will be considered. • Criminal Record Screening Appointment: is subject to a satisfactory National Police Clearance. • Appointment is subject to a satisfactory: Working with Children Check (WCC) WA. • Appointment is subject to a Satisfactory: Department of Communities (DoC) Departmental Check (Departmental Record Check & Criminal Record Check). • Licence: Current WA Drivers Licence and the ability to travel in response to organisational needs. This requirement will continue for the duration of employment in this position. • First Aid: A current First Aid Certificate.
Your work, health and safety responsibilities	<p>Your responsibilities as an employee include:</p> <ul style="list-style-type: none"> • Taking reasonable care to ensure personal safety and health as well as the safety and health of other employees, clients, residents, visitors and contractors. • Complying with, as far as practicable, all instructions given to ensure personal and other's safety and health. • Proper use of any personal protective clothing or equipment supplied.

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	<ul style="list-style-type: none">• Not misusing or damaging any equipment.• Prompt reporting of any hazards or incidents/accidents to the Line Manager.
Ongoing training and development	<ul style="list-style-type: none">• Undertake an initial Individual Learning Needs Assessment (ILNA) and then ongoing annual ILNA's.• Participate in regular individual reflective practice supervision.• Actively participate in group reflective practice supervision and program development activities organised through the Home Stretch WA Community of Practice.• Actively participate in the organisation's Performance Development Planning (PDP) process with Line Manager, using information obtained from the day-to-day role, supervision and previous training to identify areas of professional development and future training needs.• Participate in identified essential training.• Participate in Home Stretch WA Community of Practice training and workshops as required.