



## **JOB POST**

Job Title: Youth Advocate and Engagement Specialist  
Department: Shelter and Transitional Housing  
Primary Location: Minneapolis Avenues  
Reports To: Program Manager  
Employment Status: Full Time Hourly Non-Exempt Benefit Eligible  
Core Schedule: 40 hours per week, including some evening and weekend hours.

### **POSITION SUMMARY**

The Youth Advocate and Engagement Specialist (YAES) provides case management services for youth experiencing homelessness through Avenues for Youth's emergency shelter and transitional housing. Through intake to after-care, the YAES strives to do that in a safe and affirming environment through a social justice lens. This position will partner with youth while they define their experiences, life dreams, and future. The YAES's work takes into account harm reduction, trauma-informed care, strength-based and positive youth development principles while connecting with youth.

### **PROGRAM INFORMATION**

Avenues' original and oldest program is now known as Minneapolis Avenues. Located in North Minneapolis, this program provides emergency shelter, transitional housing and intensive supportive services for 21 youth at a time, ages 16 to 21. Annually, the program supports 170 to 190 young people. In early 2015, we expanded into the northwest suburbs with the opening of Brooklyn Avenues, a 12-bed shelter and transitional housing program for homeless youth ages 16 to 21 from the northwest suburbs of Hennepin County. We anticipate this program will support 80 to 100 young people every year.

### **PRIMARY DUTIES AND RESPONSIBILITIES**

The following duties are normal for this position. These duties are not to be construed as exclusive or all-inclusive.

#### **Advocacy and Engagement**

- Complete assessments of youth for housing and services.
- Meet one-on-one with youth to provide mentoring and guidance.
- Help youth create their individual goal plans and follow through with completion of goals.
- Support youth as they navigate multiple systems and access community resources, including financial supports, education, employment and job training, health and wellness, and housing.
- Assist youth directly and through in-house groups with building independent living skills.
- Coordinate care with colleagues in the agency and in the community, including mental health and nursing professionals, social workers, school counselors and family members.
- Address crisis in a calm, respectful and timely manner. Model and empower youth to practice conflict resolution and de-escalation techniques.
- Role model positive social interaction that involve peer, adult, community relationships.
- Assist with supervision of the house so that all youth are provided a safe living environment.



#### HMIS (Homeless Management Information System)

- Complete data workflow for youth in your case load entry/exits, CEYS, data entry
- Follow up with the team on data quality
- Complete Outcomes reports in regards to HMIS are accurate and turned over to admin
- Coordinate with youth, and youths support team on CEYS (coordinated entry system) housing referral, helping HMIS and youth connect to complete housing process.

#### After-Care

- As youth prepare to transition out of our site-based programs into independent living, assist them in identifying outside resources for support (e.g., food shelves, mental health supports, etc.)
- Assist youth with continued progress on their personal goals after they have moved to more independent living
- Assist youth with problem-solving and continuous learning while living independently.

#### MINIMUM QUALIFICATIONS:

- Minimum BA/BS in social/human services, education or related field. Candidates with combination of education and lived experiences encouraged.
- Minimum 3 years of experience working with culturally diverse, disenfranchised youth; demonstrated ability to connect youth with community resources; experience working with communities of color; demonstrated ability to apply culturally-competent intervention strategies.
- Experience employing a principles-based approach to working with youth must be demonstrated; this will include harm reduction, trauma-informed care, strength-based and positive youth development principles. Demonstrated knowledge of life goal setting, addiction, mental health issues, sexual exploitation and domestic violence is also required.
- Previous experience with trauma-informed care, strengths-based youth empowerment models, HMIS, VI-SPDAT, and IAPP preferred.

#### 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 the job. While performing the duties of this job, the employee is regularly required to sit, stand, bend, twist, kneel, and communicate. The employee must regularly lift and/or move up to 40 pounds.

#### WORK ENVIRONMENT: KEEPING US SAFE

In response to the COVID-19 Pandemic, Avenues for Youth has worked diligently to establish strong health and safety protocols for our community. This position is typically a face-to-face, in-person role. Currently many job duties can be fulfilled by phone or video-assisted technology, but some situations will require in-person meetings. Any interactions that require in-person contact will involve the use of social distancing and personal protective equipment.



### **OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DEI)**

Avenues for Homeless Youth is an Equal Opportunity/Affirmative Action employer. We embrace diversity, foster inclusion, and do our work through an equitable lens. Persons of color, women, members of the LGBTQ community, veterans, other minorities, and individuals with disabilities are strongly encouraged to apply.

In compliance with the Americans with Disabilities Act, the organization will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

### **COMPENSATION**

\$19.50 to \$21.25 per hour, depending on qualifications, plus benefits for employees regularly scheduled at least 24 hours per week.

### **HOW TO APPLY**

Email resume, cover letter, and references to [hr@avenuesforyouth.org](mailto:hr@avenuesforyouth.org). Indicate "YAES" in the subject line, or mail to the address listed below, Attention: HR. No phone calls please.