



JOB TITLE: Transformational Coach/Social Worker

REPORTS TO: Train and Earn Program Manager

#### Job Summary:

St. Nicks Alliance Workforce Development Center/Young Adult Training Network will offer its in-school and out-of-school Train & Earn participants access to the on-site services of a Transformational Coach/Social Worker. It has been our experience that mental health and other psycho-social issues frequently are the reason(s) for Workforce Development participants failing to complete our programs. The Transformational Coach/Social Worker will meet with each of our participants to assess their need for mental health or other supportive services. The Transformational Coach/Social Worker will provide short-term individual, group and/or family therapy. For issues that require a more long-term intervention, the Transformational Coach will have the ability to refer participants to our linkage partners.

A key innovation in St. Nicks Alliance's Train and Earn Program will be the provision of Transformational Coaching, intensive 1-1 support for youth who face multiple challenges and barriers to sustain employment over time. For each participant, an initial assessment will create a Career Plan which will include: 1) Basic Education; 2) Workplace Readiness Skills and 3) Technical Skills Training. The Social Worker will guide participants through the stages of the program to enable them to maintain positive behaviors and meet plan deliverable/goals. They will provide support and direction that help clients overcome obstacles and develop skills to do so independently in the future. Their success will be measured by enrollment, completion of the Career Plan, Skills Training, and Certifications. Our key metric will be the number of participants who are sustained in employment over time.

### Key Responsibilities:

- Performing individual mental health assessments for each participant
- Provide short-term individual, group, family therapy and/or crisis intervention on site
- Build and sustain relationships with all young adult participants, both past and present.
- Develop individualized Development Plans and monitor/inspire clients to reach goals and milestones (education and employment goals)
- Cultivate and make internal and/or external referrals for services as needed and provide regular follow-up
- Determine client eligibility for workforce services through intake and individual and group assessment processes
- Monitor participant attendance and performance in all program activities
- Attend relevant and/or mandatory DYCD training and/or meetings when necessary
- Attend case reviews, employment/retention reviews and other necessary meetings on a regular basis-
- Help with community outreach events and recruitment efforts to ensure that our program is servicing as many youth as possible
- Maintain case notes/records in real-time and in accordance with program standards in ETO and PTS
- Annually, managing and inspiring a caseload of up to 110 young adults aged 16-24 who are out of school and out of work (with a primary focus on Brooklyn/North Brooklyn).
- Conduct weekly site visits to current participants during their training.
- Work closely with DYCD and St. Nicks Alliance staff to review client progress, challenges, and outcomes.
- Represent St. Nicks Alliance during in-school career info sessions, parent/teacher conferences, LTW workshop sessions, and other scheduled in-school events.
- Help to ensure that all programmatic goals are being achieved.
- Other duties/tasks may be assigned as needed.

Qualifications: The ideal candidate will have a Master's Degree in Social Work and or a Bachelor's degree in Social Work, Psychology or other related field with 2-3 years of job-related experience in workforce, youth or similar services. Excellent organizational and interpersonal skills are required; must have strong communication, writing and

computer skills. Experience working with low income job seekers; young adults, proven ability to work as part of a team; ability to multitask, prioritize and meet deadlines, ability to work some evenings. Fluency in English/Spanish is helpful.

Annual Salary: \$50,000 - \$58,000

Hourly Rate: \$27.47-\$31.86

To apply, applicants should send a cover letter indicating position desired and salary along with a resume electronically to St. Nicks Alliance Human Resources at [snaworkforceHR@stnicksalliance.org](mailto:snaworkforceHR@stnicksalliance.org). Visit [www.stnicksalliance.org](http://www.stnicksalliance.org) to learn more. Only candidates selected for an interview will be contacted. Criminal background check required. St Nicks is an Equal Opportunity Employer.