



**Position:** Los Caminos Coach  
**Agency/Organization:** Coalition for Hispanic Family Services  
**Reports To:** Director of Fair Futures  
**Date Available:** June 6, 2022  
**Date Posting:** May 5, 2022  
**Deadline to Apply In-house:** May 13, 2022  
**Deadline to Apply Externally:** Until filled

To apply: Submit a resume and cover letter with qualifications address to David Martinez, Interim Supervisor via Email at [dmartinez@hispanicfamilyservicesny.org](mailto:dmartinez@hispanicfamilyservicesny.org)

### **About Fair Futures & Coalition for Hispanic Family Services**

Fair Futures is a youth-led advocacy movement and coalition of 100+ organizations advocating for all young people in New York City's foster care system to have access to the individualized supports they need to achieve their potential from 6<sup>th</sup> grade through age 26. Fair Futures is also a comprehensive model that includes a middle school program that prepares students for success in high school and a coaching program where young people ages 14+ are matched with a full-time, professionally trained Coach.

The overall goals of the Fair Futures program are to help young people:

- Build trusting relationships and a network of positive adult and peer supports;
- Prepare for and graduate from high school;
- Connect to and persist in post-secondary settings;
- Engage in career exploration and career development experiences in line with their interests to help them eventually navigate onto a living wage career pathway;
- Access and maintain stable, affordable housing if they are exiting foster care and gain independent living and life skills.

In NYC, the Fair Futures model has implemented at all 26 foster care agencies, including Coalition for Hispanic Family Services. The name of CHFS' Fair Futures program is Los Caminos. CHFS is a community-based, family-focused organization of color providing an array of services to children and families in North Brooklyn and Western Queens. For over 30 years CHFS has worked with vulnerable populations that include children in foster care, seriously emotionally disturbed children, as well as youth and families at risk of abuse and neglect. CHFS supports the strengthening of families in communities through the provision of family support, youth development and school-based programs. The provision of accessible, high-quality family support, youth development, child welfare, health and mental health services to these vulnerable populations is central to our holistic approach of strengthening families in a culturally competent manner.

### **Coach Position Summary:**

Coaches are full-time, trained professionals who are matched with up to 15 young people ages 14 and older in foster care. Coaches meet young people “where they are” and build a trusting relationship with them using an authentic, trauma-informed, strength-based approach. In addition to providing weekly emotional support, Coaches help young people make progress towards their academic, career development, housing/independent living, and other life goals. When a young person is unsure of their goals/interests, Coaches help them explore and expose them to potential opportunities. They then help young people connect to schools, programs, and opportunities in line with their goals/interests, persist in those settings, and plan/prepare for the next step on their journey. Coaches celebrate young people’s progress; if something doesn’t work out, Coaches help young people reflect and connect to the next opportunity.

Coaches will receive training in youth engagement, coaching, and how to navigate the educational, career, and housing systems and resources in NYC. They also have access to an array of voluntary professional development supports, including 1:1 technical assistance and membership to a learning community with Coaches from other foster care agencies (see next page).

*We respectfully ask a minimum **1-2 year** commitment to this role, given the importance of young people having consistent, caring adults in their lives, and the significant investment our team will make into supporting and developing Coaches.*

### **Coach Responsibilities:**

- Build relationships with up to 15 young people. Coaches employ creative, out-of-the box approaches to engaging youth and do not give up if they are not responsive.
- Provide weekly, ongoing social/emotional support.
- Build relationships and collaborate with the key adults in the young person's life to support their goals and well-being, including other agency staff (e.g., Case Planners and Specialists), foster parents, school/program staff, and other significant adult figures.
- Help young people explore their interests and expose them to opportunities in line with their interests;
- Work 1:1 with young people to develop individualized academic and career development goals based on their interests/strengths and take measurable steps towards their goals;
- Connect young people to quality schools, programs, resources, and opportunities in line with their goals;
- Help young people persist in academic/career settings, navigate any challenges that arise, celebrate successes, and plan/prepare for the next step on their journey.
- Should a youth not be successful in any particular school/program, Coaches help young people reflect on the experience and work with them to transition to the next opportunity.
- Use an online platform each week track contacts, young people's goals, steps taken towards goals, and other key data. Full support will be provided on how to use Care4.
- Connect young people to peer group supports and build positive relationships;
- Ensure young people who are aging out can access and maintain stable, affordable housing and build independent living skills.

### **Benefits of being a Fair Futures Coach & Supports Provided:**

#### **Benefits include:**

- Participate in a movement that is changing the landscape of child welfare
- Make an immediate impact in the lives of young people by helping them carve out a pathway to success in life as they define it
- Join a community of mission-drive, passionate individuals

#### **Supports you will receive:**

From day one, you will join our *Fair Futures Training & Learning Academy*. You will learn:

- The latest techniques in youth engagement
- How to use proven coaching language and skills
- How to navigate the educational, career, and housing systems and resources in NYC
- How to use the Fair Futures goals and steps tracking platform

You will also receive ongoing support to help you become a fully empowered and knowledgeable professional. This includes:

- 1:1 professional development and empowerment coaching
- 1:1 technical assistance
- Access to an array of voluntary professional development supports
- Membership to our Learning Communities, where you can share best practices, problem-solve with peers, and network with the other foster care agencies.

## QUALIFICATIONS

As helping young people enroll and persist in post-secondary settings is one of the goals of the Fair Futures model, it is important for Coaches to have a **post-secondary credential**. The Coach role is **not an entry-level role; experience working with young people** in a professional setting is required. Candidates should have either:

- A Bachelor's degree and 2+ years of experience working with young people;
- An Associate or other accredited vocational degree, and 3+ years of experience working with young people.

**To be effective in their role, Coaches must have strong relational and technical skills.** While the ability to form relationships is at the core of this work, Coaches also need to have strong organizational, time management, and technical skills to help young people make progress toward their goals, track data, and navigate NYC's systems and resources. While Coaches will receive all the support and training they need to do so, they have to have to have an ability and willingness to learn, not give up, be resourceful, and think outside the box.

## RELATIONAL SKILLS

- Ability to work from a strength-based, trauma-informed, youth development lens;
- A love for working with young people;
- Ability to relate to young people, engage them in conversation, and provide support and encouragement;
- Ability to form collaborative, working relationships with parents/families, school and agency staff
- Consistent and reliable;
- Ability to think outside the box and employ creative approaches;
- Values and promotes diversity;
- Carries a belief that change is possible;
- Able to maintain healthy boundaries;
- Able to remain calm during moments of tension and stress.

## TECHNICAL & PROFESSIONAL SKILLS

- Strong written and verbal communication skills;
- Strong time-management, organizational skills, and attention to detail;
- Ability to troubleshoot, advocate, and navigate obstacles where there is not always a clear-cut pathway;
- Open to learning how to use and interpret data to inform decision-making;
- Ability to collaborate in team settings and build relationships with external partners;
- Ability to use trauma-informed techniques;
- Knowledgeable about youth resources and services;
- Ability to facilitate peer groups;
- Flexible and can work independently.

**SCHEDULE**

35 hours per week (Monday - Friday from 9am-5pm, including one evening per week and occasional evenings and weekends, depending on need of youth and/or program.)

**COMPENSATION**

\$44,000 to \$52,000 based on experience and qualifications.

Good benefits package, ample vacation and sick days.

To apply for this position please send your cover letter and resume to  
[dmartinez@hispanicfamilyservicesny.org](mailto:dmartinez@hispanicfamilyservicesny.org).

Applicants will not be considered without a cover letter.

Coalition for Hispanic Family Services is an  
Equal Opportunity Employer committed to diversity in the workplace and leadership opportunities  
for people of color.