Inclusion Support Facilitator

Location | Various YMCA School Age Child Care Centres across the Niagara Region
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Pay Starting Rates | $21.07/hour plus YMCA membership benefits
Employment Type | Funded Full-Time Contract until Dec 2023 (with the possibility of extension) 40 hours/week
Placement Date | September 2023

Why Work for the YMCA?

As a charitable organization, the YMCA of Niagara aspires to be a great workplace, committed to diversity, equity, and inclusion, where different backgrounds, experiences, and identities are appreciated and celebrated. Guided by our shared values – caring, health, honesty, inclusiveness, respect, and responsibility - the YMCA provides our employees with meaningful jobs and the opportunity to make a difference in the lives of individuals and the health of our communities. We recognize the contributions of our staff through growth opportunities and great benefits, and the knowledge that their day-to-day actions have a positive impact on the health and wellbeing of the people of Niagara.

NATURE & SCOPE

The Inclusion Support Facilitator supports school age Child Care and Holiday Care staff by providing mentoring, strategies and resources to facilitate the successful inclusion of children with special needs or behavioural challenges into the programs.

RESPONSIBILITIES

- Identify appropriate strategies and resources to support the inclusion of the child with special needs or behaviour concerns.
- Assist with program implementation and adaptation of activities to meet the needs of all children in the group.
- Work closely with the Director of Inclusion Services, as well as Child Care Supervisors, to ensure frontline staff are supported.
- Participate in development and facilitation of trainings.
- Assess conflict situations and exercise good judgment in recommending and implementing solutions.
- Prevent or resolve problems in a proactive manner.
- Act as a liaison while on duty to prevent or resolve problems with parents, staff and outside professionals.
- Represent the YMCA in a positive and professional manner.
• Participate in case conferences including meetings with parents, school representatives and other agencies involved, and be able to communicate concerns and strategies
• Responsible for completing participant profiles for children and maintaining/ensuring proper storage of all files on individual children
• Prepare accurate reports that outline goals for children and the program, the strategies and supports as required
• Collaborate with other agencies and partners to support children
• Be flexible and prioritize needs to support children and programs
• Responsible for the safety and security of staff and children:
  o Follow the YMCA Child Protection Policy (Child Guidance) and Child Care Program Statement Policy and Implementation Policy
  o Respond to first aid and emergency situations as required
  o Check for potential health and safety hazards at all times when on duty and complete incident reports when necessary
  o Follow CPI Non-violent Crisis Intervention principles
• Occasionally, during staffing shortages, may be required to work in direct delivery in licensed child care

QUALIFICATIONS
• Relevant child-related Post-Secondary degree or diploma
• Special needs-related training
• 1-2 years’ experience supporting children with special need or behaviour challenges
• Strong communication and problem solving skills
• Time management skills – to plan, organize and prioritize
• Valid driver’s license and Access to a vehicle is required
• Current standard first aid and CPR-C certification
• Criminal Record Check with Vulnerable Sector Search issued to the YMCA of Niagara
• All immunizations required by Niagara Region Public Health
• Non-Violent Crisis Prevention Intervention (CPI) an asset
• Possesses energy, dedication and enthusiasm
• Thrives in an atmosphere of change and ambiguity
• Able to work as an effective team member
• Is motivated to achieve planned results through personal initiative with the Association’s guidelines and policies
• Models commitment to service excellence and quality

COMPETENCIES

Child and Youth Focused
Assigns to assisting growth and development among children and youth

Commitment to Organization Vision and Values
Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA

Concern for Health and Safety
Acknowledges and understands how to manage and educate others of risk and harm reduction

Team Work
Actively builds teams and encourages open relationships for maximum organizational effectiveness

**Creativity and Innovation**
Develops new ways or adapts existing ideas to help us achieve desired results

**APPLICATION PROCESS**

Interested applicants are invited to submit a cover letter and resume by noon on August 11th, 2023 to lucy.belchior@niagara.ymca.ca. Please indicate position applying for in the subject line of your email.

*Internal applicants are encouraged to notify their supervisor before applying.*

All applicants are thanked for their interest. Only those applicants being considered for an interview will be contacted by email. Please note that interviews may take place virtually due to COVID-19. In-person interviews will adhere to physical distancing guidelines.

*Accessibility accommodations and materials in alternate formats for individuals with disabilities can be arranged upon request.*

For more information on other opportunities at the YMCA of Niagara please visit: ymcaofniagara.org