



Youth Employability Support Worker

Job Description

Location:	KDYS Youth Centre
Reports to:	KDYS Manager
Works With:	KDYS UBU, Integration and KEY projects & Wider Staff team

Job Summary

The Targeted Youth Employability Support Initiative (TYESI) aims to engage and support harder to reach young people aged 15 to 24 who are not currently in work, education, or training (NEET). This initiative focuses on supporting young people in developing their soft skills for employment and/or other progression opportunities.

The post holder is an exceptional individual who endeavours to make a difference in the lives of young people and their families by promoting a culture of integrity and compliance within KDYS and by operating in line with our organisational mission, vision and values.

Key Duties & Areas of Responsibility will include:

- Working strategically with partners-internal and external, to identify and engage young people who require support around employability and who are willing to participate voluntarily with the project.
- Adopting a young person centred approach, develop a co-designed tailored programme for the cohort of young people, utilising youth work methodologies which will include one to one work, group work, work shadowing etc, and are based on the needs and interests of young people.
- Through mentoring, to identify the blocks/supports required for each young person's progression and identify their pathway to further education, training and employment.
- Using a logic model approach, capture the inputs, outputs and outcomes over the duration of the initiative to demonstrate the impact of a youth work approach in an employability context.
- Adopt a participatory approach in upholding the voices of the young people engaged in the decisions that affect them.
- Develop mechanisms to ensure feedback from young people is captured through the duration of their engagement and to feed into operational and strategic planning to improve services for NEETs.
- Maintain and further develop the relationship with all stakeholders within programme.
- Evaluating the work of the project using relevant project evaluation systems.
- To undertake administrative duties relevant to the position, including maintenance of records and provision of reports as required and/or as requested.
- To ensure compliance with relevant Quality Standards Frameworks and in accordance with other KDYS requirements.
- To undertake administrative duties relevant to the position, other than those previously mentioned.
- Actively participate in both internal and external networks, structures, training and events relevant to the post.
- Identify training needs through your supervision and participate in training opportunities appropriate to the role.



- Ensure on-going compliance with organisational policies and practices, GDPR, Safeguarding, Health and Safety and ethical practice in all aspects of the role.
- Support the KDYS planning and reporting processes.
- To prepare for and attend individual supervision on a regular basis.
- To undertake other duties as may be requested. This may include involvement in the organisation's events, fundraising, research etc.

Requirements:

Qualifications and Experience

- A relevant degree in youth work, community work, family support, social care, social work, education or other relevant discipline
- Relevant work experience - Voluntary Work Experience is valued.
- Experience in designing and delivering youth work interventions is required
- Experience of working with young people who are NEET is desirable.
- Full, clean driver's license with access to a car is essential.
- Fluency in English, both written and verbal

Skills, competencies & attributes

- Demonstrates knowledge of issues and trends affecting young people in contemporary Ireland.
- Analytical, decision making and problem-solving skills required with the capacity to absorb/organise new information to ensure continuing best practice.
- Excellent communication, interpersonal and teamwork skills, with the ability to engage a diverse range of stakeholders and maintain effective working relationships.
- Proficient at planning, delivering, and evaluating programmes.
- Proficient report writing skills.
- Experienced in computer applications and the use of online communication platforms.
- Ability to plan and prioritise work in terms of importance, timescales and other resource constraints, re-prioritising in light of challenging circumstances.
- Ability to think logically, use initiative and work with minimum supervision.
- Uses resources effectively, challenging processes to improve efficiencies.
- Commitment and adherence to KDYS's values

Contract

- Fixed Term Contract until 31st December 2024, subject to funding availability.
- This contract is for 21 hours per week.
- Salary scale applies, payable monthly.
- 26 days Annual Leave per annum pro rata.
- 28 days paid sick leave in a 12-month period pro rata, upon successful completion of probation.
- The nature of this post requires the holder is flexible in working hours to cover the operational times of the service and the centre. This will involve frequent evening and weekend work, at times when young people, children and families are available.
- This post will involve travel, KDYS Travel Expenses will apply.
- Employment with KDYS is subject to a satisfactory response from the Garda Vetting Unit being received in relation to any candidate under consideration and satisfactory reference checks being received.

