



THE IMAGINE JUSTICE PROJECT

AmeriCorps Position Description

- Youth Shelter Direct Care Specialist -
The Coffee Oasis

BACKGROUND INFORMATION

The Imagine Justice Project

Young people often come into contact with the criminal justice system as a result of normal adolescent behavior, such as taking risks and pushing boundaries. Due to institutional racism and implicit bias, this happens more often for Black and Brown youth through the over-policing of communities of color, racial profiling and disproportionate minority sentencing. The isolation and stigma surrounding criminal justice system involvement create additional barriers preventing youth and young adults from achieving their full potential. Protective factors, such as participation in positive youth development programs and connection to caring adults, can create safe and supportive environments for youth that prevent and reduce contact with the criminal justice system.

The Imagine Justice Project is a collaborative Pierce County effort to strengthen youth development and advance equitable, community-centered justice systems. One of the primary strategies of the Imagine Justice program is to leverage AmeriCorps volunteers to build the capacity of local organizations to provide culturally response, trauma-informed positive youth development programs and services.

AmeriCorps Team

An AmeriCorps member is an individual who engages in community service through an approved national service position. The Imagine Justice Project is recruiting 20 individuals to serve as AmeriCorps members in positive youth development programs across Pierce County. The majority of positions are fulltime positions, which complete 1700 total service hours over a period of approximately 11 months. Some shortened and part time positions are also available. Members are eligible to receive a living allowance, healthcare benefits, childcare benefits, as well as significant training and coaching. Upon successful completion of their service terms, members earn a Segal AmeriCorps Education Award from the National Service Trust that members can use to pay for higher education expenses or apply to qualified student loans.

POSITION INFORMATION

Position Title: Youth Shelter Direct Care Specialist

Service Term: This is a 1700-hour fulltime position, at approximately 40-hours per week for 11 months. The term is expected to begin August 22nd, 2022 and continue through July 15th, 2023.



Days/Hours of Service: The typical schedule is Monday through Friday from 8:30 am – 5:00 pm, including one 30-minute unpaid lunch break, and two 15-minute paid rest breaks. Some evening and weekend hours may be required for special events and activities.

Every other Friday AmeriCorps members will be expected to come together as a team for training, project planning, and team building. Alternate Fridays are optional days to come together with the AmeriCorps team.

Program Description:

The Shelter Direct Care position cares for and supports youth, ages 13-17, who are housed in our overnight licensed shelter. Essential duties and responsibilities include planning and leading recreational activities; handle crisis phone calls; help prepare meals; provide mentorship; assist in academic support and accountability for schooling; ensure a safe environment for fellow employees and residents; attend staff and youth shelter meetings; enforce shelter behavioral expectations; encourage youth to accomplish case management goals which may include mental health, schooling, obtaining ID, employment, life goals, etc.

Host Site Description:

The Coffee Oasis began in 1997 in Kitsap County and recently expanded to Pierce County in 2019. The Coffee Oasis is a non-profit organization that exists to create pathways of opportunity for youth to be restored in heart, soul, mind, and body. We believe youth are the future of our community, but many are hurting, homeless, and hindered from living their full potential. The Coffee Oasis youth programs offer a place for the community to invest in their future—the youth. We do this through creating safe shared spaces, mentorship, street and school outreach, goal setting, job training, shelter, and crisis intervention. The only way for our mission to succeed is through the support of the entire community—intentional inter-generational and cross-cultural investment. We accomplish this mission through sustainable and successful coffee businesses. The cafés offer a “third place” for the community to gather and buy products with the added value of all profits returning to create opportunities for youth.

Service Location:

Pierce County is located in the Puget Sound region of Washington State and is home to the iconic 14,000-foot tall Mt. Rainier. This area is the traditional lands of the Coast Salish people. With a population of approximately 800,000, Pierce County is the second most populous County in the state with Tacoma being Pierce County’s largest City.

The Coffee Oasis in Pierce County is located on the corner of 15th St. and Tacoma Ave. in downtown Tacoma, WA. This is the location of our 12-bed youth shelter and where our café and drop in center are being built. We work with youth from all over the Pacific Northwest, yet most of our youth come from Pierce County. The Coffee Oasis offers all resources, services, activities, and programs to youth 13-25 years old without regard to religious beliefs, race, color, gender, ethnicity, sexual orientation, identity, or disability.

Position Description:

The shelter direct care employee cares for and supervises youth in our 24/7 youth shelter by performing essential duties and responsibilities for further the youth’s progress towards housing stability and case management goals. The shelter direct care member cares for and supervises youth in our 24/7 youth

shelter by performing essential duties and responsibilities for further the youth's progress towards housing stability and case management goals.

Responsibilities and Related Tasks:

- Assist in screening, evaluation, and orientation of homeless youth.
- Handle crisis phone calls and occasional walk-in crisis situations.
- Provide mentorship and guidance to homeless and at-risk youth.
- Help prepare youth each morning and ensure youth are out of bed by morning curfew, fed, ready for the daily activities, and youth completes their chores.
- Assist in academic support and encouraging youth in their educational goals and schooling.
- Gives instructions to youth regarding desirable hygiene and personal habits.
- Help plan and lead recreational activities and field trips for youth.
- Encourage youth to work on case management goals planned by case manager.
- Help ensure a safe environment for fellow employees and youth.
- Actively listen and encourage youth.
- Help set boundaries and enforce shelter behavior and attitude expectations.
- Participate in regular professional development, team-building, and service activities

Benefits:

- Living allowance of \$18,000 for complete service term. The living allowance is paid in equal installments on the 5th and the 20th of each month. Each installment is approximately \$818.18, totaling \$1,636.36 per month during service term (approximately 11 months).
- Access Segal AmeriCorps Education award in the amount of \$6,495 upon successful completion of service term. This award must be used within seven years of service completion and may only be used to pay educational expenses at eligible post-secondary and technical institutions OR repay qualified student loans
- Optional health insurance coverage for individual
- Optional childcare assistance (must meet specific eligibility requirements)
- Optional student loan forbearance during service term
- AmeriCorps Member Assistance Program (MAP) which includes virtual counseling and coaching, financial and legal assistance, and other resources

ELIGIBILITY

Required Qualifications:

- Age 21 or older upon start of service term
- High School Diploma or equivalent upon start of service term, OR agree to obtain diploma or equivalent prior to using Segal AmeriCorps Education Award
- US Citizen or permanent resident
- Proof of complete COVID-19 vaccination
- Commitment to building skills and knowledge related to diversity, equity, and inclusion
- Ability to travel to service site(s) as well as other training or activity locations across Pierce County
- Pass a DCYF background check for working with minors.
- Have completed or willing to get a tuberculin test.



- Have or be willing to complete HIV/AIDS/Blood-borne pathogen training.
- Have or be willing to complete first aid and CPR training.

Desired Qualifications:

- Represent the diversity of clients being served through personal characteristics and/or lived experience. We highly value lived experience and mentorship. We are looking for individuals you can speak from experience to mentor the youth we serve.
- Previous experience working with youth or young adults
- Familiarity with the Pierce County community
- Skills and/or knowledge related to youth development, trauma-informed care, or diversity, equity and inclusion

Criminal History:

The Imagine Justice Project values individuals with lived experience that relates to the clients and communities we serve. All AmeriCorps positions are subject to the National Service Criminal History Check (NSCHC) process. Applicants who do not consent or provide false information are not eligible to serve in an AmeriCorps position. Additionally, any applicant who has been convicted of murder, or who is registered or required to be registered on any sexual offender registry will also be disqualified from any AmeriCorps service position.

This position is also subject to an additional screening conducted by the WA State Department of Children Youth & Families (DCYF). Service in this position is contingent on passing this screening.

Service Environmental & Physical Requirements:

This is an “active” position that requires the ability to be physically active by playing games with youth, going to parks, hiking, field trips, and keeping up with the pace of a teenager. Currently our safety protocols for COVID in a shelter requires wearing a mask and passing a COVID test. We encourage all team members to be vaccinated and show proof of vaccination.

Equal Opportunity

AmeriCorps and the Imagine Justice Project is available to all, without regard to race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, genetic information and military service. Reasonable accommodation will be provided to the known mental or physical disabilities of otherwise qualified members.

CONTACT INFORMATION

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