

Pre-Employment Training

To be eligible for employment as a Youth Services Officer, all candidates must successfully complete the Youth Services Officer basic training program offered by the Ministry's Staff Training, Development and Recruitment Unit. The program is designed to enhance prospective candidate's current understanding of the role of a Youth Services Officer and the responsibilities attached with the position. Additionally, the course provides theoretical and practical information on how to effectively supervise youth in a secure setting through the development of positive and professional relationships.

Prior to attending the training, candidates will be provided the following pre-course information:

- Outline of the Youth Services Officer role and responsibilities
- Tuition Fees and Stipend
- Accommodation costs (if applicable)
- Requirements and Regulations of the training site

The Youth Services Officer basic training program is 6 weeks in length and must be completed successfully prior to employment at a Ministry operated Youth Centre. Once successfully completed, each candidate will be provided a Letter of Appointment to a designated Youth Centre.

Youth Centre Orientation

An orientation program is provided on site at the Youth Centre, when a Youth Services Officer is hired. The salary for Youth Services Officers is \$34.56-43.66 per hour. The Ministry hires Youth Services Officers, and ensures ongoing evaluation of performance and competence. Areas of competence that are required include:

- Understanding of Policies, Procedures and Operational Requirements
- Relationship-Based Approaches to Working with Youth
- Program Delivery
- Behaviour Management
- Case Management

Youth Justice Division operates five Youth Centres across the province of Ontario that provide rehabilitative programming and reintegration services within a secure environment to young persons in conflict with the law.

These secure custody/detention facilities accommodate young people ages 12 to 17 (at the time of the offence), who are being detained or serving sentences.

Ministry-run Youth Centers are located across the Province:

North Ontario

- The Cecil Facer Youth Centre - *Sudbury*
- The Donald Doucet Youth Centre - *Sault Ste. Marie*
- The Justice Ronald Lester Youth Centre - *Thunder Bay*

West Ontario

- Sprucedale Youth Centre - *Simcoe*

Central Ontario

- The Roy McMurtry Youth Centre - *Brampton*

To access YSO Application, please visit:

<https://bit.ly/YSOApplication>

Or scan below:



For more information, please contact:

Youth Services Officer Recruitment
6711 Mississauga Road, Suite 700
Mississauga, Ontario L5N 2W3

Telephone: 437-779-5876
Email: YSORecruitment@ontario.ca

www.ontario.ca/page/volunteer-or-work-youth-justice

Ministry of Children, Community and Social Services

Youth Justice Division

YOUTH SERVICES OFFICER

Recruitment & Training

Information

An Ontario that works together to strengthen communities and support everyone in achieving their full potential

Thinking of Joining our Team!

Working with young persons in conflict with the law can be one of the most rewarding professions, and many have enjoyed long and satisfying careers in the field. If you would enjoy working with a diverse and challenging client group, where you can make a difference everyday, then you might be interested in a career as a **Youth Services Officer**.

THE YOUTH SERVICES OFFICER

As a Primary Worker and member of a multi-disciplinary team within a rehabilitative secure detention/custody environment, a Youth Services Officer performs a full range of duties related to the supervision of youth, based on an understanding of adolescent development and behaviour management, and the capacity to engage youth in a meaningful and sustainable way. As a member of the team, a Youth Services Officer identifies and participates in the provision of appropriate programming and services for youth in a Ministry of Children, Community and Social Services operated secure custody and detention facility.

In addition to providing a safe and secure environment for youth and staff, that will support a young person's likelihood of reaching their full potential, the Youth Services Officer works closely with the youth, and participates in planning for the care and service provision during their stay. Such case planning involves collaboration with Probation Officers, community agencies, the youth's family, and significant others.

Planning is the first step in shaping the focus of intervention in working with youth—implementing the plan and ensuring a team approach is equally important.

The Youth Services Officer will be presented with various challenges in working with young persons, so flexibility and timely, responsive decisions are considered integral to the position.

Position Requirements

To develop positive staff/youth relationships through role modeling, effective communication and the use of interpersonal skills to create a safe environment and support youth in their rehabilitation, and help them to successfully return to their communities.

To effectively conduct assessments and create plans to address a youth's unique needs, as a member of a multi-disciplinary team.

To utilize a relationship based approach while performing a range of interventions that correspond to the individual developmental stage of a youth and their behaviours.

To support and encourage youth to participate in programs and activities that help them make better choices.

To work collaboratively with a range of community partners in providing a service to youth and their families.

To work in compliance with Federal and Provincial legislation, and Ministry policies and standards.

If you are interested in becoming a Youth Services Officer, there are three phases involved:

- Recruitment
- Pre-employment training, and
- Youth Centre orientation

Each component must be completed successfully before the candidate progresses to the next stage. Candidates are responsible for the costs of their pre-employment training. Candidates are provided with a training stipend for each successfully completed week of basic training.

Recruitment Process

Stage I:

To be eligible for this stage, applicants must:

- Be eligible to work in Canada
- Have some experience in working with youth (paid or volunteer).
- Have current Emergency First Aid and CPR/AED Certificates.

Education/Experience

- Successful completion of post-secondary education from a college or university of recognized standing with emphasis in social/human services, adolescent development, and knowledge of family group dynamics, plus one year of relevant experience.
or
- A recognized secondary school diploma with supplementary courses in human behaviour plus three years relevant experience.

Stage II:

Testing and Evaluation procedures to determine suitability for the Youth Services Officer position, at one of the Information and Testing sessions held at various locations throughout the year.

- Applicants will receive information regarding the job of the Youth Services Officer, and the day to day realities of the position, as well as a question and answer opportunity.
- CAST Canadian Achievement Survey Test
- IMPACT Youth Interaction Simulation Video Test
- NEO Personality Inventory Assessment

Stage III: In-person interview.

Also required:

- Academic reference check
- Security and employment reference check
- Physical abilities testing and medical examination
- Confirmation of an up-to-date immunization history