



Parenting Support-Skill Building Services

Job Description

Hours per week	40 hours/week (1.0 FTE)
Supervised by	Family Navigator/ISRS/Parenting Support Program Supervisor
Location	Springfield
Starting wage range	\$22.15 – 23.15, depending on qualifications

Overview

The mission of the Relief Nursery is to prevent the cycle of child abuse and neglect through early intervention that focuses on building successful and resilient children and strengthening parents. Our staff work as a team to provide a unique array of comprehensive family support services from therapeutic classrooms to substance use disorder recovery support, that are easily accessible to parents with children birth to six years of age who are at high risk for abuse or neglect. At the core of the Relief Nursery is the belief in focusing on, and building upon, the strength of each family we serve.

We are currently hiring for a Parenting Support-Skill Building Provider to help support this mission.

Parenting Support-Skill Building Provider Overview

The worker will provide parenting support and skill-building services appropriate to each ODHS-referred parent with the goal of attaining agreed-upon outcomes. This service will provide skills and education which support improved Family functioning, increased parent-child attachment, improved protective capacities, and promote family stability. All services will be provided respecting the culture and values of the family. This service *does not* include being a safety service provider.

These services will be provided in person at various locations in the community, in the home of the parent, or at either Relief Nursery site.

Services are expected to last up to eight weeks during a child Protective Services (CPS) assessment and up to 16 weeks for a permanency case. Caseload will be an average of 14 families a month.

Parenting Support –Skill Building Providers will provide the following services:

- 1. Culturally Responsive and Equitable Services.** Provide services to honor and align with the beliefs, practices, culture, and linguistic needs of a diverse population and community with varied and intersecting biological, social, and cultural categories. Adapt services and policies to eliminate discrimination and disparity in the delivery of human services.
- 2. Parenting Support and Skill Building Services.** Provide weekly parenting skills and skill-building services to referred families.



Parenting Support- Skill Building Services

Job Description

Individual mentoring services

- a. Build rapport to develop trust;
- b. Teach and role model parenting intervention techniques specific to the Family's functioning level;
- c. Provide parent coaching using evidence-based strategies and strength-based messaging to navigate familial issues that support a safe home environment;
- d. Assist with developing trauma-informed parenting approaches that build respect and foster nurturing engagement with their child(ren);
- e. Model age-appropriate parenting techniques and interaction strategies across settings such as home, community, school, etc.;
- f. Collaborate with the Family to identify parenting behaviors and conditions that need improvement for the well-being using strength-based feedback that honors the family's culture and traditions;
- g. Teach and role model age-appropriate redirection techniques respecting the child(ren)'s self-autonomy;
- h. Guide and role model self-regulation, de-escalation, and redirecting techniques that build attachment and trust between parent and child(ren);
- i. Provide holistic support that cultivates and ensures Child safety and appropriate interaction between family member
- j. Review, track, and acknowledge parent's progress towards achieving the parenting goals established by the referring Caseworker; and
- k. Assist parent/s in establishing family routines and schedules to help provide physical and emotional well-being within the home so the child(ren) will have a predictable home environment.

Basic Home Management Skills

- a. Meal planning and dietary supports;
- b. Improve home safety based on the developmental stages of the child/ren. For example, safety locks on cabinets, a gate at the top of the stairs; planning and strategies
- c. Budget development and financial education;
- d. Child activities and supervision;
- e. Time management; and
- f. Home organization, establishing family roles, household rules, shared expectations, and routines

Self-Management Services. Self-management services help families build additional problem-solving skills to eventually become self-sufficient. Self-management services include, but are not limited to, the following:

- a. Identifying and coordinating counseling resources for parent/s and child(ren) through the parent's commercial health insurance, Oregon Health Plan, or from the Oregon Crime Victim's Compensation Program;



Parenting Support- Skill Building Services

Job Description

- b. Collaborating with parent/s existing physical and behavioral health care providers to ensure coordination of services and supports that meet the needs of the parent's child(ren). This includes, but is not limited to, the following:
 - Identifying and coordinating resources through the parent's commercial health insurance or the Oregon Health Plan to meet the health and safety needs of the parent's child(ren) and family; and
 - If the parent's child(ren) or family members are enrolled with a Coordinated Care Organization (CCO), assist parent/s with connection to CCO Intensive Care Coordination

Social Supports. Provide services to help parents and their child(ren) access and receive increased social support from family friends, and neighborhood and community programs that are tailored to the cultural and emotional needs of the family.

Client transportation. Provide parent transportation services as needed to facilitate parent's participation in services.

Minimum Qualifications

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

Qualifications include:

1. Knowledge of community resources available in Lane County
2. Have a respectful, open, unbiased, and accepting attitude toward parents and their families
3. Bachelor's degree in human services/social work, special education, early childhood education, community services, or related field; or
4. A combination of two years' work experience and two years of education and training in a field related to social work; or
5. Three years of work experience in a social service field working with families from multi-stressed environments
6. Cultural/linguistic competency as relevant to assigned families
7. Ability to work with families utilizing a strength-based approach and to offer support to families with multiple risk factors, including experiencing poverty, stress, and other barriers
8. Ability to communicate and write professionally
9. Appropriate training and understanding of all mandated reporting requirements
10. Ability to comply with all reporting, legal, and meeting requirements as per contract
11. Demonstrated ability to work as a team member
12. Current First Aid/CPR certification or the ability to obtain certification



Parenting Support- Skill Building Services

Job Description

13. Current valid driver's license with acceptable driving record and ability to obtain required insurance coverage

Preferred Qualifications

Bilingual in English and Spanish

Working Conditions

The following conditions apply for workers in the Parenting Support and Skill Building Provider position:

- Vehicle travel throughout parts of Lane County.
- Transportation of parent/s in a personal vehicle (must be safe and reliable) in various road and weather conditions.
- Provide services in challenging environments; families may be impacted by poverty and other stressors
- Exposure to parent/s who may use challenging or offensive language with the potential for escalation to physical aggression
- Walking up and down stairs, across uneven terrain, and short to medium distances
- Extended periods sitting at work station updating records, phone work, and case notes
- Mobility and dexterity sufficient to assist parent/s, handle required job-related functions, and move about the facility

Annual Benefits for Employees

Relief Nursery employees working 30 or more hours per week enjoy the benefit of being a part of an organization that makes the world a safer and better place. A flexible work schedule and the benefits listed below round out the generous benefits package offered.

- Competitive Wage
- Medical Coverage (very low employee cost)
- Dental Coverage (very low employee cost)
- Flexible Spending Account
- Employee Assistance Program (EAP)
- 403(b) retirement plan with employer match
- Mileage reimbursement
- Paid Jury Duty time
- 64 hours of paid sick leave per year – up to 128 hours of accumulated sick leave
- 5 weeks of paid vacation leave per year – up to 200 hours
- 2 paid personal days per year (add 1 additional day per every 5 years worked)
- Paid Holidays



Parenting Support- Skill Building Services

Job Description

Interested applicants, please email your resume and cover letter to:

Julie Tjaden, Family Navigator/ISRS Program Supervisor at julietj@reliefnursery.org

Pre-employment drug screen (including marijuana), criminal background check, DMV check, and proof of auto insurance are required. The position will remain open until filled.

Relief Nursery is an Equal Opportunity Employer and a Drug-Free Workplace

