

SBWIB, Inc.

SOUTH BAY WORKFORCE INVESTMENT BOARD, INC.
A Private Nonprofit Corporation & an equal opportunity employer

Program District Assistant – TSE Job Coach

JOB ANNOUNCEMENT

Summary

The South Bay Workforce Investment Board, Inc. (SBWIB, Inc.) is seeking a highly motivated individual to function as a *Program District Assistant (PDA) TSE Job Coach* for the Transitional Subsidized Employment (TSE) Program, working with Homeless CalWORKS participants. **This position will be assigned to the Antelope Valley location** which is one of five (5) Community Based Organizations (CBO) and/or One-Stop/AJCCs serving this specialized population (Pasadena, Lancaster/Palmdale, Los Angeles (near Dodger Stadium), and South LA-Watts). However, local travel within an LA County Region will be required to provide support to a designated caseload of participants on job assignments. The selected candidate will assist program participants experiencing homelessness by providing on-the-job training as well as supporting the individual to adjust in their current work environment. Assistance with placements into unsubsidized employment will be required as well, as this support will enable participants to transition into independent employees with an ultimate goal of employment retention. The PDA Job Coach must understand the function and goal of the TSE Program, and the ideal candidate should be able to motivate TSE program participants to achieve their professional goals through employment as well market the program to employers. TSE Job Coach will also be responsible for Job Development as well.

This job description is intended to convey information essential to understanding the scope of the position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this job description, nor by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

Salary & Benefits

This is a full-time position (40 hours/week) with a starting hourly wage of \$23.49. Our Company has developed a comprehensive set of employee benefit programs to supplement our employees' regular wages. Our benefit package represents a hidden value of additional income to our employees, which includes a 75% employer covered medical cost, sick and vacation time, holidays, and a **competitive 401k plan**. All full-time employees are invited to participate in the company's health benefits package after completing 60 days of employment. The employment probationary period is 6 months. Some of the beneficial perks offered at SBWIB Inc. are '**student loan forgiveness**' (PSLF) as we are a participating 501 (C)(3) non-profit. Our organization also pays up front for travel and hotel expense to any workshops, events, seminars, or meetings that are a distance outside of the norm to travel to.

Minimum Requirements

Graduation from an accredited college or university with a bachelor's degree in Social Work, Psychology, Counseling, Health Science, Communications, or a related field; at least two years of experience in the delivery of social service programs targeting homeless populations; case management, job coaching, or any satisfactory combination of experience and training which demonstrates the knowledge, skills and abilities to perform the below duties (education may be substituted by experience on a year-for-year basis). Candidate must possess excellent written and verbal communication skills. Must have a valid California Driver's License, reliable transportation, proof of vehicle insurance. Bilingual: English/Spanish strongly encouraged to apply. Must also be able to successfully pass background and reference clearances and follow all safety protocols enforced by the Company and as listed under the below **working conditions**.

Skills

- Must be enthusiastic, creative and capable of functioning effectively in a professional work setting with various levels of staff, and possess the ability to work both independently and collaboratively;
- Must have outstanding people skills and be able to work well with others from diverse backgrounds, opinions and needs;
- Ability to mentor and/or advise individuals with multiple barriers to employment;
- Ability to inspire and motivate individuals; while also demonstrating patience, tolerance, responsiveness and professionalism;
- Ability to communicate the benefits and employment support services provided by the program to employers, including addressing employer's special needs;
- Ability to understand how/where to search for job leads; keeps current with trends and maintains updated labor market information obtained through research;
- Ability to successfully match job skills with applicant qualifications;

- Must have excellent organizational skills, including the ability to manage multiple tasks and projects in a timely manner;
- Must be flexible, versatile and/or tolerant in a changing work environment while maintaining effectiveness and efficiency;
- Must possess the ability to excel at details, multi-task and work under pressure.

Essential Duties: Under the supervision of the GAIN Unit Manager (or designee), the duties of the PDA-Job Coach will include, but are not limited, to the following:

- Act as advocate for the participants;
- Interview participants to assess interest/qualifications for unsubsidized employment;
- Instructs participants in job seeking, application procedures, resume writing, interview preparation and job retention, skills and attitudes;
- Make cold calls to potential employers;
- Develop employment plans and effectively carry out job-coaching duties, including structuring techniques to assist individuals on learning, navigating and accurately carrying out those duties;
- Place participants into unsubsidized jobs, meeting placement goals within stipulated timeframes;
- Assist participants with maintaining positive working relationships with staff and customers;
- Track, monitor, and evaluate participant activity and program progress data and provide feedback when needed;
- Stay knowledgeable and up-to-date on job fairs and internet resources; must also be prepared to participate in outreach and recruitment activities by attending job fairs;
- Assist with developing flyers, brochures and other methods to advertise job placement activities and distribute or coordinate distribution of such materials at meetings;
- Initiate and maintain ongoing personal contacts with a variety of business and industry representatives and job placement/training agencies to promote program for participant placement;
- Keep accurate records and documentation in relation to participants' ongoing communication, activities and progress and be prepared to provide appropriate reports as needed;
- Develop and maintain a portfolio of employers for unsubsidized placements (upon completion of the TSE participants' assignments);
- Collaborate with CBOs and/or One-Stop/AJCCs on recruitments;
- Collect data from employers related to job orders, including job requirements and skills;
- Prepare and submit reports as directed by Manager;
- Work closely with CBOs and/or One-Stop/AJCCs to ensure participants who are in the last three months of their assignment and/or who have completed their assignments are targeted for job placement;
- Coordinate interviews for participants who have successfully completed the program;
- Assist with program presentations, workshops, and/or serve on committee(s) as requested;
- Participate in routine One Stop/AJCC meetings, LA County GAIN Region Staff Meetings, LA County GAIN Program Division TSE meetings and SBWIB, Inc., GAIN Unit meetings as directed;
- Stay abreast and in compliance with SBWIB, Inc., and LA County's GAIN Program policy and procedures;
- Other duties as assigned.

Working Conditions

*Applying for this position connotes an understanding and acceptance of duty in light of potential exposure relating to COVID-19 as you will be required to interface with multiple team members and/or visit numerous locations. Performing duties of this position will require wearing protective equipment (e.g. mask, gloves, etc.), and following protective measures as enforced by the Company or by City, County, State and Federal Authorities as it relates to current states of emergencies (e.g., pandemics) or the functions of this position. Note: Measures may change based on the level of safety concerns or the functions of duty. Employee may spend the majority of the day walking, standing, sitting at a desk, with frequent needs to reach, bend and use hands and arms to occasionally lift and/or move up to 40 pounds. Must have good time management skills, be able to work well under stress and meet deadlines. Must also be able to travel to other locations for trainings, conferences and/or meetings within or outside our local area and occasionally statewide in which such travel may last one (1) or more days - if/as necessary. Reliable transportation, a valid driver's license and proof of insurance is a must. **Must be able to provide official proof of vaccination or religious/exemption status from a verifiable clergy or doctor with contact information and signature included. Employees with approved exemptions will be required to provide COVID testing once a week or more, as necessary, and as enforced by the Company and its Contractors, the County and other applicable laws, regulations or orders.***

How to Apply

Send a cover letter and résumé to apply@sbwib.org for consideration. Recruitment for this position will end upon receipt of a sufficient number of résumés. Only those applicants with the most relevant qualifications and knowledge will be invited to participate in the oral interview. **No phone calls please.**

The SBWIB, Inc. is an equal opportunity employer. Applicants are considered for all positions without regard to race, color, sex, gender identity, national origin, age, mental or physical disability, medical condition, marital status, sexual orientation, pregnancy, ancestry, religion, military or veteran status, or any other status protected by law.

The SBWIB, Inc. provides reasonable accommodations consistent with its legal obligations. Therefore, applicants who may need reasonable accommodations or other assistance in relation to a disability or religion, at any point within the application process or thereafter if hired, should immediately inform SBWIB, Inc. by sending an email to apply@sbwib.org.