

New Initiatives
2009-10 Budget

Number/Ranking: LGRHA#

ADOLESCENT COACH COORDINATOR (1FTE)
ADOLESCENT COACH (10FTE)
CYFS Priority #1

Theme & Strategic Directive:

Issue:

Research clearly indicates that youth in foster care, who age out of the system, are at a higher risk of poverty and homelessness due to educational issues, limited work experience/job training. They are also at higher risk of experiencing physical and mental health issues such as unexpected pregnancies, depression, suicidal ideation and attempts, and substance abuse. They often lack healthy familial and peer relationships which further compound these problems.

Research also shows that to mitigate these risks and support healthy transitioning to adulthood, youth in care require more intensive support in the areas of education, life skills development, physical and mental health care and stable housing. We are proposing that in addition to the existing team of professionals that are working with our in care youth, including social workers, ALA staff, behaviour management specialist (BMS), psychologist, mental health and addictions counsellors, we need 10 **adolescent coaches** who are able to work more intensively, one-one with the youth, utilizing a coaching model. These staff would coach youth in the following areas: life skill development (personal and interpersonal skills, communication, money management, employability, household management); social/recreational activities; education (assisting with homework and school projects); obtaining suitable housing. We are also requesting that a full-time **coordinator position** be linked with the adolescent coaches to oversee implementation and provide on-going support and development.

Background and Analysis:

- In the Happy Valley-Goose Bay district, on an ongoing basis, we have 10-15 highly complex youth in care who present with issues such as intergenerational trauma, FASD, conduct disorder, mental illness, addictions, a history of placement instability, suicidal ideation/past attempts, criminal behavior, and lack of family support. These youth are being accommodated in 4 staffed apartments or alternate living arrangements (ALAs). We also have several youth in out of province placements and several living with approved caregivers or foster parents. We have not had good outcomes for the majority of these youth. When they age out of foster care, for example, they do not normally go on to either complete high school or post-secondary education, they often become part of the adult corrections system, and they have children who are also at risk of maltreatment. Our Aboriginal youth in particular, are at high risk of suicide and unfortunately, we have had youth who grew up in foster care, commit suicide. The challenges faced by CYFS in supporting our in-care youth and need for enhancements to strengthen the current ALA structure in particular, is well documented in a

variety of clinical reviews and more specifically, the recent Clinical Case Review, by M. Gail McDougal on July 30, 2008. There has also been media attention regarding several youth in care in our district which has given this client population a higher profile within CYFS.

- We can only identify numerous positive outcomes should this initiative be implemented. We envision the youth having a greater sense of stability and self-esteem, being able to develop healthier relationships, having part-time employment opportunities which may lead to full-time employment, continuing their education, feeling safe and being able to more smoothly transition to adulthood. We do not want to send our youth out of the province for placements/treatment unless we believe that it is in their best interest to do so. It is anticipated and hoped that the adolescent coach model would result in more youth being able to stay in Labrador while they receive the support they need to flourish. If not approved, we believe we will continue to see the detrimental effects as evidenced by the research and highlighted by the clinical reviews and media coverage.

Implementation Timeline: As soon as funding is available and will take 3 months for full implementation

Cost & FTE's:

Funding Requirements							
Position Title & Expected Hire Date			Cash Flow Requirements 1st		Cash Flow Requirements 2nd		(Ongoing)
	Class.	FTE's	Temporary	Permanent	Temporary	Permanent	
Adolescent Coach Coordinator	CH 41	1		65,422		65,422	65,422
Adolescent Coach	HS 31	10		498,420		518,310	538,980
Total Base Salary Costs			0	563,842	0	583,732	604,402
Benefits - Standard Rate of 20%			0	112,768	0	116,746	120,880
Relief Costs @ 15%			0				
Labrador Allowance \$5,000 per FTE (If applicable)				55,000		55,000	55,000
Total Salary Costs			0	731,610	0	755,478	780,282
			Cash Flow Requirements 1st Year.		Cash Flow Requirements 2nd Year.		
Associated Operating Costs			Temporary Costs (One-time)	Permanent (Ongoing)	Temporary Costs (One-time)	Permanent (Ongoing)	Annual Cost (Ongoing)
Renovations							
Leased Space							
Start up Costs @ \$5,000 per FTE			55,000				
Supplies				2,000		2,000	2,000
Professional Services							
Travel & Communications			2,000	1,000		1,000	1,000
Training				500		500	500
Other				1,000		1,000	1,000
Total Operating Costs			57,000	4,500	0	4,500	4,500
Total Salaries & Operating			57,000	736,110	0	759,978	784,782

Associated Capital (Include in Capital Submission to Board Services)	
Description	Cost
Total Capital Cost	0

Summary:

We believe this initiative has the potential to save the health authority money in that we anticipate that we will have to send fewer youth to out of province placements/treatment.

If the initiative is approved, we would hire the following:

- 1 Social Worker 2/Psychologist 2 as a Adolescent Coach Coordinator
- 10 Adolescent Coaches to work primarily from our ALAs or with complex youth in foster homes.
- We would like to see this initiative eventually implemented on the north coast of Labrador and in the Innu districts, where we tend to have a higher population of youth with very complex issues and needs.

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Date: October 7, 2008

Recommended by: Genevieve Corbin
Date: October 7, 2008