



In-Home Support (IHS) and In-Home Family Support (IHFS) Direct Care Staff

Qualifications

- Minimum high school diploma
- Must be 18 years of age
- Preferred associate degree in the human service field
- Valid driver's license and insurance required
- Willing to travel and occasionally drive 30-40 minutes between clients
- Reliable vehicle (travel is required, amount varies on client needs and job requirements)
- Ability to pass a DHS Criminal Background check (Fingerprinting required)

Job Description: The IHS/IHFS Direct Care Staff provides bundled services that include four community living areas: Community Participation, Health Safety and Wellness, Household Management, and Adaptive Skills to support the disabled and senior populations within our community. This role is designed to travel throughout the community working with an array of clients in their own homes.

Reports to: Program Manager

Staff Tiers: Level 1 & Level 2

Level 1: Entry-level employee with less than 2 years of experience in the health and service field.

Level 2: More than 2 years of experience working in a 245D setting with 30-plus hours of additional continuing education in topics related to mental health, 245D, personal growth, and development. A level 2 IHS Staff will demonstrate the following:

- Ability to work with an array of clients without issues
- Able to offer consistent and a standardized approach to working with clients but also able to be person-centered in their work.
- Well-versed in 245D requirements around goals, SPA, IAPP, and language used in 245D work environment
- Be able to offer training, guidance, and support to level 1 employees.

Responsibilities:

- Build rapport with clients and meet with them as regularly scheduled in their homes.
- Create plans for visits with your clients to help them meet their goals but still find and maintain a quality of life
- Follow and understand the client's plan of care
- Participate in team meetings for clients you work with.
- Assist client in advocating for themselves and their needs



- Critical thinking and being able to use resources to help clients navigate paperwork, meetings, and any situations that may arise.
- Consulting with a supervisor as needed on goals, services, and supports
- Communicating with the supervisor and responsible parties about any changes and concerns with the client in a professional manner.
- Transporting clients as needed in the community for medical appointments and activities
- Maintaining training requirements as outlined by KFS for the position.
- Other duties as assigned.

Necessary Skills to be successful in this position:

- Strong verbal and written communication skills and able to case note effectively and capture visits accurately
- Able to problem solve on the go with clients
- Able to demonstrate knowledge of 245D
- Maintains training requirements as required for the position
- Able to work independently
- Able to lift a minimum of 25 lbs.
- Able to work with an array of clients
- Ability to work flexible times, including weekends or evenings required by the company
- Is dependable and punctual and can maintain a good attendance record.
- Be willing to travel up to 30-40 miles between client visits

Benefits:

- Mileage reimbursement related to client travel
- Paid training
- Flexible scheduling
- Growth Opportunities
- Supplemental Insurance
- Life Insurance

Location Served: Anoka, Washington, Chisago, Isanti, Kanabec & Pine County

Pay: \$17-20 per hour