



Temporary Motel Outreach Worker Positions (HOPPS Teams)

October 1st, 2021 – September 30th, 2022

SITES

- One (1) Team at Capital City Centre, located at 1961 Douglas Street
- One (1) Team to Russell Street Shelter, located at 225 Russell Street
- Half (0.5) Team to Our Place Transitional Housing, located at 919 Pandora Avenue
- Half (0.5) Team to Spaken House, located at 833 Hillside Avenue

Hours for sites will be 10am-5pm or 11am-6pm, subject to change based on program needs

OVERVIEW

Peers Victoria is an innovative, multi-service grassroots agency that has been working with, and for, Victoria sex workers since 1995. Through direct service delivery and partnerships, Peers provides an array of outreach, harm reduction, group education and other support services. We maintain a welcoming and accessible service environment that promotes empowerment of current and former sex workers.

In light of the COVID19 and Overdose pandemics, and the decampment of homeless camps in Victoria, The City of Victoria and BC Housing partnered to develop a number of sheltering locations and low barrier housing sites (“Sites”). Some of these Sites are permanent, and others temporary. Island Health has provided funding for on-site health services, including harm reduction and overdose prevention, primary care, addictions medicine, and peer support services.

Experience and evidence have demonstrated that an in-reach model for harm reduction services, utilizing peer staff, resident peers, and allied health staff, is effective at reducing risks for individuals choosing to use alone in their homes. This “Housing Overdose Prevention and Peer Services” model (“HOPPS” model) is a model that is not solely dependent on a fixed space, rather, it also offers a range of overdose prevention options, including episodic in person, virtual, and by telephone witnessing.

With funding from Island Health, Peers Victoria will provide three (3) HOPPS Teams in supportive housing locations. It is expected that the HOPPS Teams will continue to evolve given

the need to engage in a continuous quality improvement process to ensure these services are provided in a way that minimizes harms related to substance use.

As some Sites are temporary, the site assignments and hours of service may change in conversation with the funder, housing operator and other stakeholders.

The primary goals of the HOPPS model and specific duties for this position include, but are not limited to:

- i. Provide a range of options for individuals to safely use drugs alone or in public, including providing access to trained staff who can monitor individuals in-person, virtually, and/or by telephone, and who will respond to overdoses as needed in order to reduce the number of deaths and harms related to overdoses.
- ii. Develop 'safer use' plans in partnership with residents
- iii. Develop and support a peer resident program including hiring, training, support, and supervision
- iv. Reduce other harms associated with substance use through:
- v. Provision of harm reduction supplies to reduce transmission of blood-borne infections, endocarditis, and sepsis.
- vi. Increased access to low barrier services.
- vii. Increased access to recovery services.
- viii. Increased referral pathways to local services related to substance use and/or other health or related social issues; and
- ix. Increased opportunity for peer support networks and peer participation; and
- x. Create safe and healthy communities by working in active collaboration with housing-based providers and the Site operator to collectively reduce overdose risks for residents of the site by sharing information, developing shared safety/care/tenancy plans, and providing educational resources.

Additional Duties:

- Deliver client-centered support to access safer supply and harm reduction supplies;
- Psychosocial support, including peer-based support;
- Provide client-centered advocacy;
- Education provision around hygiene and precautions in relation to Covid-19
- Provide prevention information re hand-washing and physical distancing;
- Provision of naloxone kits, overdose prevention and response information and individualized planning;

- Provision of the full array of harm reduction supplies and safe collection of used equipment;
- Information regarding how to access Drug Checking services with the Vancouver Island Drug Checking Project;
- Basic assessment and referral re symptoms of Covid-19;
- Ability to support peer-witnessed substance use for overdose prevention;
- Responding to crisis as needed and offering de-escalation support;
- Ensure residents' concerns are heard and that they understand supportive housing site expectations of residents;
- Support resident-based leadership and harm reduction support where possible;
- Collaborate with nursing and medical staff as needed;
- Adherence to Peers organizational policies;
- Completion of shift reports, utilization documentation and financial record submission;
- Attend weekly staff meetings and trainings as required.

Desired Skills and Qualifications:

- A sensitive working knowledge and understanding of people who use substances and highly vulnerable individuals, the local community and the history of the site;
- A capacity to accept and respect people who use substances and are highly vulnerable;
- Self-awareness, an open mind and a non-judgemental approach to persons served that supports principles of accessibility for persons of diverse backgrounds;
- An ability to accept that all people make progress in their own way and at their own time;
- A capacity for forgiveness and empathy;
- An ability to de-escalate, promote autonomy and choices of person served and disengage should an intervention not be successful or welcomed;
- A willingness to work as a team, and to try something different if current approaches are not working; and
- Good personal support networks, wellness practices, and willingness to seek support in the workplace.
- Knowledge of harm reduction supplies and strategies in relation to different types of substance use;
- Understanding of trauma informed care;
- Approachable, non-judgmental, empathic, and calm in conflict or crisis;
- Sex work positive and able to provide safer sex information and supplies;
- Knowledge of local health and social service agencies and service access particulars;
- Collaborative, team-oriented service approach;
- Commitment to practices of confidentiality, ethical service delivery, and boundaries in helping relationships;
- Punctual, reliable and able to communicate service and advocacy information verbally and in written format;

- Understanding of social inequities, human rights, and ability to apply a social justice to health and social services, including addressing the ongoing impact of colonization.
- A degree in health or social service provision or equivalent experience in paid or volunteer service delivery (2+ years) is preferred, but consideration will also be given to lived experience of sex work and/or substance use in lieu of education and/or experience

Job details and Training Requirements:

- Wage is \$26-27/hour based on experience and qualifications
- Must have Basic First Aid and CPR. Food safe is required to work in other Peers' programs and will be an asset in this position.
- Must complete a vulnerable sector criminal record check.
- Additional certification/training in therapeutic communication, conflict resolution, and occupational safety practices an asset.
- Based on skills and experience, people hired may be eligible to work casually in the night outreach and drop-in programs.

It is possible to also apply for 1 of 2 Motel Coordinator roles while working shifts in this position. Please see the Motel Coordinator job posting.

If you are interested in these opportunities, please send a resume and cover letter outlining your relevant skills and experience to peershiring@gmail.com by October 1ST, 2021.

Applications from individuals with direct experience in any aspect of the sex industry are especially welcome. Our group welcomes Indigenous people, people of colour, and people of diverse abilities, genders, and sexualities.