

Why Should I Work at an Abraxas Youth & Family Services Program?

THE PRACTICAL CONSIDERATIONS...

- ✓ **Work for an industry leader.** We set the standard others follow.
We are Mission and Principles driven, and we care about the impact we have on people's lives.
- ✓ **Competitive pay.**
- ✓ **Medical / Dental benefits** for full time employees.
- ✓ **Paid vacation** (16 days) and holiday time (9 days).
- ✓ **Four day work week** for some of our programs / positions.
That's 52 additional days off each year.
- ✓ **401k retirement plan** with employer match.
- ✓ **Tuition assistance.** \$1,000 per year.
- ✓ **Internships.** Why do a college internship for free when you can gain experience / skills AND get paid?
- ✓ **Opportunities for advancement.** Most of our residential facilities are large with 100+ employees. We also have facilities in six states (PA, SC, OH, IL, CO, TX), which presents opportunities to transfer / promote to other locations.
- ✓ **Opportunities to learn new skills and develop specialized expertise.**
We invest heavily in our team members' professional development. New employees complete two weeks of new staff training orientation. All employees must re-certify in several major training topics on an annual basis. Furthermore, we provide opportunities for advanced training and specialization in topical areas such as substance abuse counseling and treatment, anger management, mental health issues, trauma informed care, behavioral intervention, and many aspects of adolescent development and education, just to name a few. We also attend many training sessions and conferences offered by outside agencies and organizations.
- ✓ **Opportunities to change disciplines.** Sometimes people begin a career at Abraxas in an entry level, direct-care position, and in time promote to new functions and departments. Some of these departments include Training, Business, Human Resources, Recruiting, Marketing, Quality and Compliance, and Education. (For example: Did you know that if you have a bachelor's degree and six credits in the necessary core subject area, it may be possible for you to be certified as a private school Teacher in Pennsylvania?)
- ✓ **Opportunities to work and interact with a wide array of professionals** to include Probation Officers, Case Workers, Police Officers, Judges, Psychiatrists / Psychologists, representatives from a wide variety of regulatory agencies, etc.
- ✓ **Foundation for a variety of careers.** While some stay with Abraxas for the long haul, it is not uncommon for people to use a career at Abraxas as a stepping stone to a new career in Law Enforcement, Education, Coaching, Social Services, Management, or Adventure Based Excursions. Some of the top leaders of governmental agencies in the juvenile justice field are Abraxas alums. We have also seen Abraxas employees move on to work for the State Police, FBI, and Secret Service.

THE INTANGIBLES...

- ✓ **Start a career that matters.** What will you say about your life's work many years from now when you retire? All that troubling stuff in the news that affects young people, don't you want to do something about it? You can make a difference.
- ✓ **Share your skills and life experiences.** You have abilities and knowledge that you can offer to help kids. What good are these if you don't use them to help other people?
- ✓ **Do work that is interesting.** We don't sit in cubicles or move boxes for a living. We deal with real people and real world problems. There are no boring days here.
- ✓ **Do you like winning?** We do. And we get to see kids grow and succeed as a direct result of our work.
- ✓ **Work with great people.** Those who succeed in this field are both tough and compassionate. They work hard, are results-oriented, value professional development and personal growth, and enjoy a collaborative working environment.
- ✓ **Serve your community.** When we succeed we help families, schools, and communities become safer and stronger. Also, we take kids out and do LOTS of community service projects to show them the importance of giving back. We improve communities and society by teaching young people the importance of responsible living and civic responsibility.
- ✓ **Strengthen our economy.** Illiteracy, high school drop-outs, and a lack of skills hurt the effectiveness of our workforce. We help kids earn their GEDs and diplomas. We have vocational programming to help them develop skills so they can get good paying jobs. We prep them for college or tech school. And at some of our programs we even get kids jobs where they can earn money and job experience while they address treatment issues.
- ✓ **Challenge yourself.** You have more abilities and talents than you realize, but you'll never realize your full potential if you don't push yourself to do something important.

Please check out our **Abraxas Youth & Families Services website (abraxasyfs.com)**, or more specifically our **Careers page (jobsatabraxas.com)**.

We have lots of information and two great videos which will further your understanding of what we do and what we are about. There you will also find a link to an online application. If you'd prefer to speak to an actual person, our Recruiters are always ready to talk and answer any questions you may have.

We look forward to talking to you about your new career!

► Pennsylvania & South Carolina

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