



Stanford Sierra
Youth & Families

Mission

Transforming lives by nurturing permanent connections and empowering families to solve challenges together, so every young person can thrive.

Vision

We envision our communities with safe, lifelong connections for all young people, built and strengthened through generations of empowered families.

Values

Compassion • Equity • Excellence • Honor • Integrity • Partnership

EMPLOYEE REWARDS

BENEFIT PACKAGE OVERVIEW

SSYAF provides a robust benefits package for employees working 30+ hours per week, starting on the first of the month following 30 days of employment. We also offer continuous opportunities for professional and personal growth.

87%

SSYAF covers 87% of monthly medical premiums for employees, and about 50% for dependents, ensuring affordability for all options.

100%

SSYAF covers 100% of employee-only dental and vision plans. Dependents can be added with the agency covering approximately 40% of their monthly premium cost.

403(b) Retirement Savings

Employees can make pre-tax or post-tax (ROTH) contributions to their Retirement Savings. SSYAF matches 4% of retirement contributions on a discretionary basis annually. Employees are 100% vested in all contributions they make to the plan and are gradually vested in the Employer Match.

Paid Time Off

SSYAF offers regular full-time employees 11 paid holidays and a personal day off each year. Paid time off for vacation, sick leave, bereavement, and jury duty are also offered.



Benefits by the Numbers:

- 7 medical plans across multiple carriers
- 2 dental plans: (PPO and HMO)
- 1 vision plan
- 5 additional voluntary insurance options: free basic and additional life insurance, accident, long-term disability, critical illness, pet insurance
- 2 flexible spending account options: medical and dependent care



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Career Pathways

The Career Pathways Program offers paid and unpaid internships for undergraduate and graduate students, including Clinical Supervision for BBS registered SW/MFT/PCC associates and Master/Bachelors Social Work interns. Training includes workplace essentials such as HIPAA/Confidentiality, family-centered practices, safety planning, trauma-informed care, cultural competency, and crisis intervention.



Diversity, Equity & Inclusion (DEI)

We foster a culture of diversity, equity, and inclusion by creating a welcoming workplace that values diverse cultures and experiences. We support this with inclusive policies, practices, and opportunities for collaboration to ensure everyone's voice is heard.

Affinity Groups & Committees

Volunteer to enhance company culture by joining affinity groups to connect with colleagues of similar interests or cultural backgrounds. You can also contribute your voice to organizational committees like Celebrations, Cultural Competency, Safety, On-Call Family Support, or Salary.

Additional Perks

SSYAF is committed to promoting employee engagement, retention, and development through prioritizing your health and well-being by investing in employees in the following ways:

- Wellness stipend
- Employee Assistance Programs that includes free counseling session
- Flexibility/Hybrid Workplace
- Professional Development Reimbursement (Tuition/Licensure Exam fees)
- Clinical Supervision

Our Impact on the Community in the 2022-2023 Fiscal Year

