

# FAMILY INNOVATIONS

ACES/Trauma & New statewide  
certification = Opportunities with FI

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[www.familyinnovations.com](http://www.familyinnovations.com)

# This evening's presentation...in 65 minutes!

- ACE's & Evidence Based Treatment
- Intensive Treatment in Foster Care
- Reasons to consider FI as Employer of Choice
- 3 important topics to know as seeking employment
- Q & A



## Adverse Childhood Experiences - (ACE) Study

The largest study of its kind (17,337 participants) to examine, over the lifespan, the medical, social and economic consequences in adults of ACE's



## ABUSE



Physical



Emotional



Sexual

## NEGLECT



Physical



Emotional

## HOUSEHOLD DYSFUNCTION



Mental Illness



Incarcerated Relative



Mother treated violently



Substance Abuse

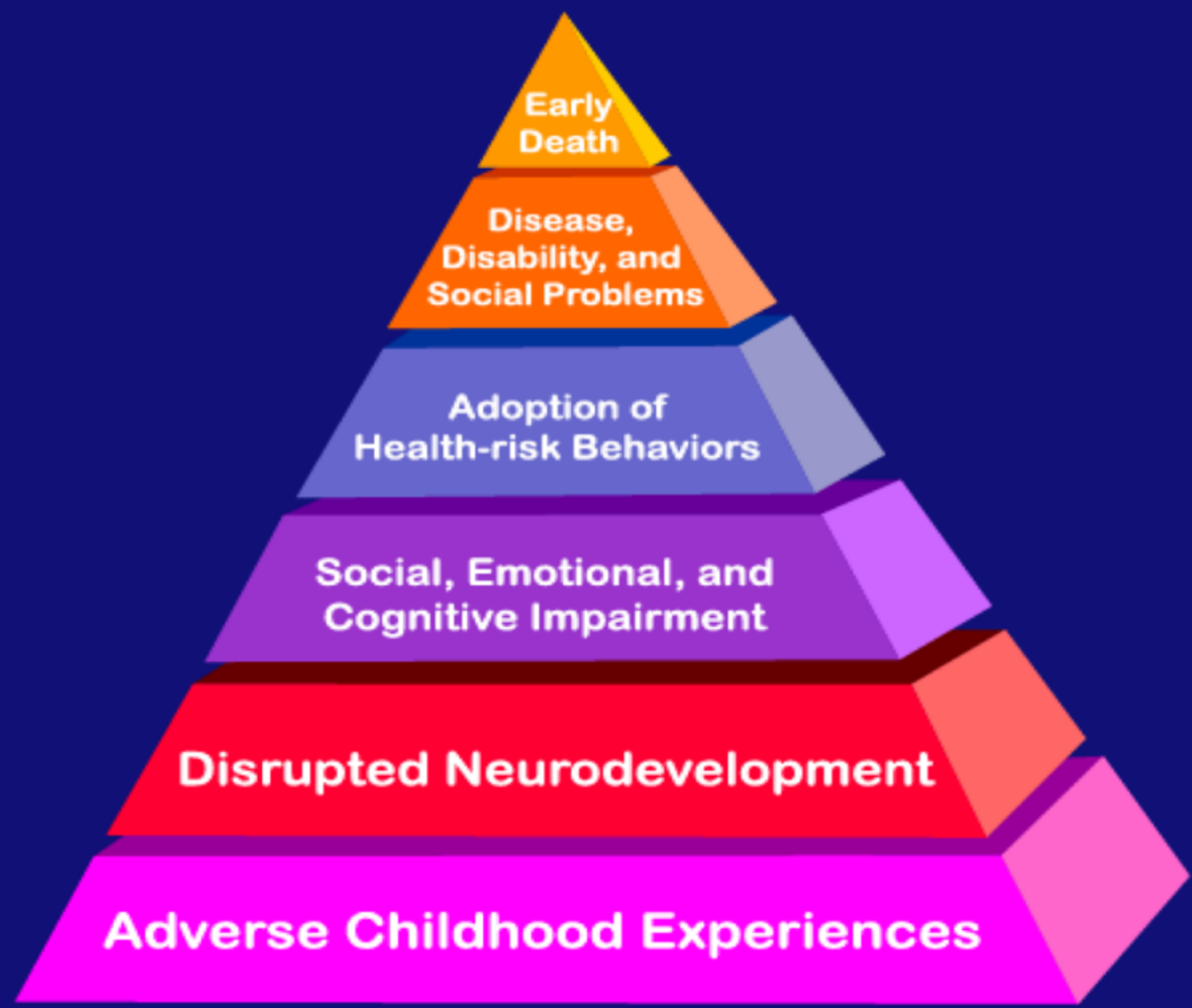


Divorce

**Death**



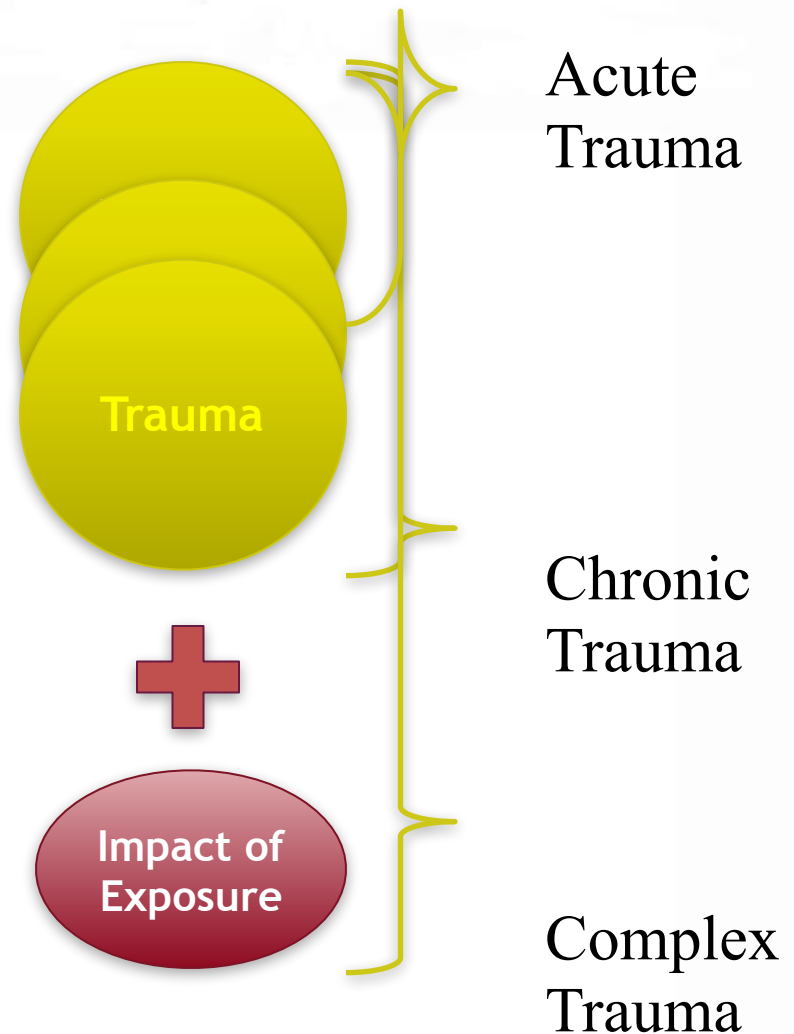
**Conception**



**Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan**

# Types of Trauma

- **Acute trauma** is a single traumatic event that is limited in time
- **Chronic trauma** refers to the experience of multiple traumatic events
- **Complex trauma** describes both exposure to chronic trauma—usually caused by adults entrusted with the child’s care—and the impact of such exposure on the child



# Central Questions



**What is a trauma lens?**

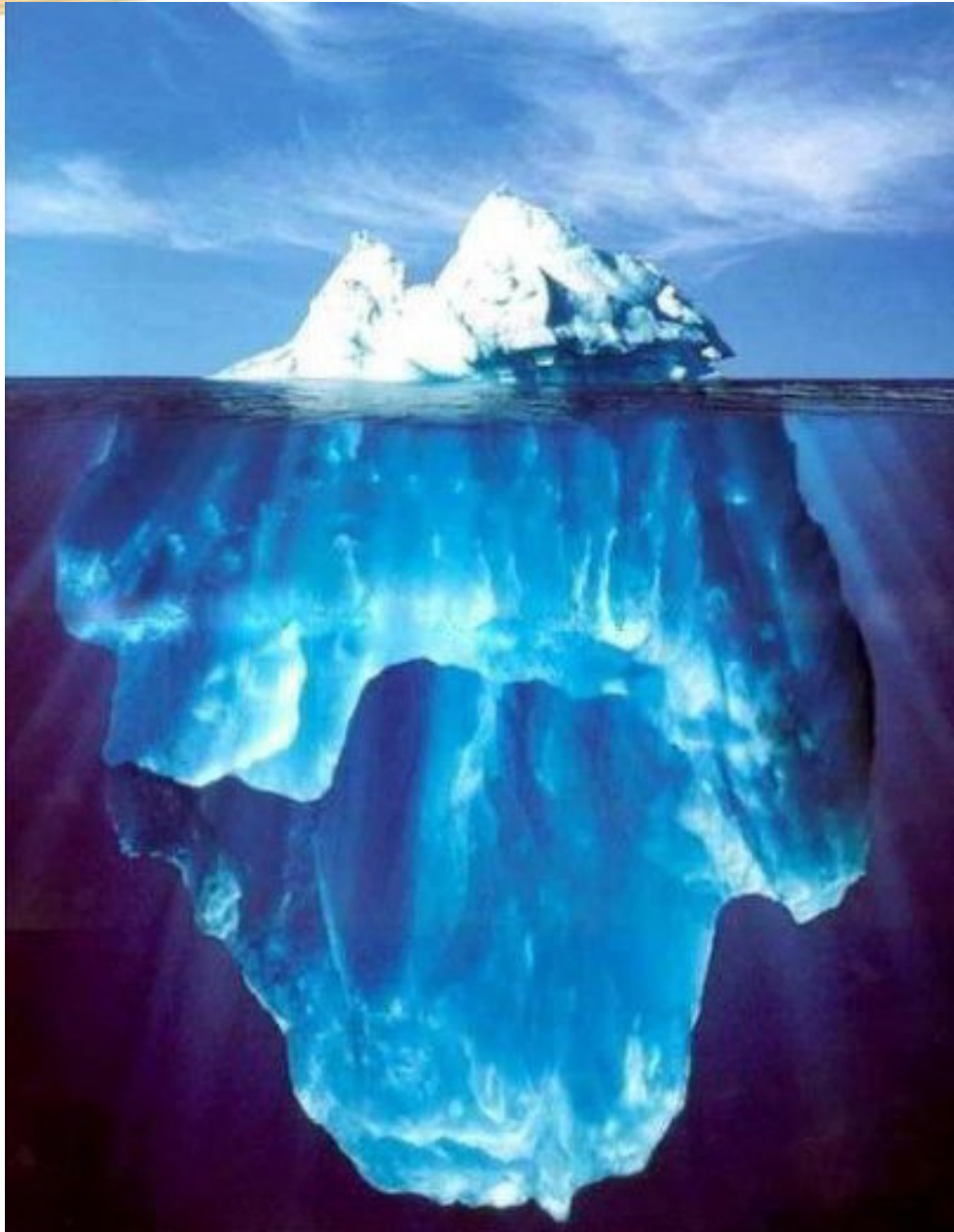
**What does it mean to see a child through a trauma lens?**

# *The Core Question*

Instead of “What is wrong with you?”...

“What has happened to you?”





# Trauma Focused Cognitive Behavior Therapy (TF-CBT)

- For trauma-exposed youth ages 3-18
- Outpatient or Community-Based
- Research supported and evidence based practice model

# TF-CBT Components

- P** - Psycho-education & Parenting Skills
- R** - Relaxation
- A** - Affect Regulation
- C** - Cognitive coping
- T** - Trauma Narrative
- I** - In vivo exposure
- C** - Conjoint sessions
- E** - Enhancing safety

# Trauma Principle #1

**If everything is trauma,  
nothing is trauma**

## Trauma Principle #2

**It is the child's experience of the event, not the event itself, that is traumatizing**

## Trauma Principle #3

**If we don't look for or acknowledge trauma in the lives of children and adolescents, we end up chasing behaviors and limiting the possibilities for change**

## Trauma Principle #4

**The behavioral, emotional & cognitive adaptations that trauma exposed children (and adults) make to survive are brilliant, creative solutions, and are personally costly.**

# Trauma Principle #5

**Since trauma = chaos,**

**Structure = healing**



# Trauma Principle #6

**If you don't ask, they won't  
tell**

# Trauma Principle #7

**What is not integrated  
is repeated.**

# Intensive Treatment in Foster Care

- New Dept of Human Services certification
  - Recognized by all Medical Assistance payers
  - Deep end treatment requiring ability to provide therapy, and expert level consultative direction to other service providers/physicians/school staff
  - Available through only limited agencies
  - Bigger pay check
- How do I participate in this opportunity?

## Why FI should be considered as employer of choice

- Therapy day one on the job
- Meets CACREP and COAMFTE accreditation requirements
- Professional level training in EBP's
- Competitive pay with advances
- Fully prepared for clinical work once licensed
- Licensure supervision provided at no cost for full time therapists
- Other benefits

# 3 topics to know as a job seeker

- Dept. of Labor - Fair Labor Standards Act (FLSA)
- IRS Factor 20
- Employer based Non-Competes

# FLSA

- Federal law that requires employees that are paid hourly are paid for all time worked
- 1<sup>st</sup> ?: Is this an hourly or salaried position?
- 2<sup>nd</sup> ? (if hourly): “Will I be paid for billable time only, or also for my paperwork and meetings with my supervisor?”

# IRS 20 Factor Test

- Dictates whether a person is an employee or an independent contractor
- Significant negative IRS consequences for both employer and employee if misclassified
- Non-licensed individuals cannot be an independent contractor
- Ask during job search how position is classified

# Non-Compete Agreements

- What are they?
- How would they impact me?
- Ask employer during interview whether they require these



# Want to learn more?

<https://familyinnovations.com/go-tommies/>

- Brief questionnaire about what's important to you
- Job application online!



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