



Who We Are

Why We Believe You Should Consider Us

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This evening's presentation...in 8 minutes!

- Outpatient Clinics - MN & WI
- Community Based Therapy & Skills
(Rule 47/CTSS/ARMHS)
- Intensive Treatment in Foster Care
- Reasons to consider FI as Employer of Choice
- 3 important topics to know as seeking employment

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
 - Training in EBP (trauma) required
 - 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: PTO, health/vision/dental, 401K, more...

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
- 1st ?: Is this an hourly or salaried position?
- 2nd ? (if hourly): “Will I be paid for billable time only, or also for my paperwork and meetings with my supervisor?”

IRS Factor 20 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

What we look for in candidates

- Enrolled in or has completed a Master's Degree
- Willing to learn
- Work ethic & ambitious
- Understands the 'corner office' is a few years away
- Passion, Energy, Commitment

What we look for in candidates

People Who Can Help FI Meet It's
Mission:

Listen, Learn & Serve

Equip, Empower & Unleash

Want to learn more?

Brief survey about what's important to you

<https://familyinnovations.com/students/>

Job application online!

<https://familyinnovations.com/employment/>

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