



Dear Potential In-home Worker,

I would like to extend an invitation to join the new Family First movement to not only restore families but to potentially change the outcome of kids' lives forever. We are looking for in-home workers who are willing to be part of a Special Units Team for this in-home family intensive program.

Workers who are the best fit for this position truly believe that parents are the best change-agent for the child and that a child's challenging behavior presents an awesome opportunity to look for something deeper. Your primary goal is to help parents manage the day-to-day behaviors, activities and schedule, especially when parents can't yet see the way or understand the importance of their choices. You are guiding and directing but always positive and encouraging as you often work with beat-down families that feel they can't do the program (physically or emotionally).

Here is what one Family First family had to say about their experience and those who worked with them:

*"We loved that the Family First program was about believing in us as parents--even when we didn't believe in ourselves and felt completely defeated and hopeless. Having someone who held the detailed blueprint for healing for our family and walked us through the very challenging process of how to rebuild, was invaluable. When we didn't have the energy to continue, or lost hope that things could change, our counselor kept saying, "Trust the process--it will work". And she was so right! Our family is absolutely changed and our kids are doing great. Coming from such a dark place originally, it still feels so miraculous. We hope lots of counselors catch the vision for the amazing opportunity they have to significantly change kids lives forever. It's not rocket science--it's brain science. And that's made all the difference."*

The initial training you would receive for Family First includes 8 hours of training with the lead counselors and me. Once families are identified and chosen for the program, you and the lead counselor will attend another 8-hour training specifically for your family (as well as with other parents). From there a start date is determined.

We recommend the start date is an evening meeting at the home so after the expectations are clearly communicated to everyone in the family, the family can start fresh the next day. The lead counselor (with you present) will do that initial meeting with all the family members. From there,

you, as the the in-home worker, typically provides most of the hours in the home. Lead counselors are in direct communication with you as needed. The Family First Program is the most intense for the first 30 days.

I hope this has helped to give you a realistic view of the position. We realize that being in a home in the midst of extreme behavior is very challenging at times, but we also believe this unique, up-close-and-personal view of trauma will give you the skills and understanding that will be an invaluable perspective for whatever you may do in the future. Thank you for considering being a hero to families as part of the Family First program.

Sincerely,



Michelle Williams-Alden, LPC

P.S. Job description follows

Certification for Family First Lead Counselors and In-home Workers:

- 8 hours of Special Unit Team training (Lead Counselors and in-home workers)
- Participate in 8 hours of Parent training (Lead Counselors, in-home workers and parents)

NOTE: Certification is with the current agency where certified. The certification may only be transferred to another FFP certified agency.

## **Family In-Home Specialist Job Description**

### **Role and Responsibilities:**

The Family Support Specialist provides in-home services for parents utilizing Family First, an intensive in-home program designed by Healthy Foundations. The Family Support Specialist plays a crucial role in supporting the parent(s) in following the plan and in helping the youth to adhere to the structure set up in the home by the parents and the support team. The in-home specialist will:

- provide agreed upon hours/week in-home depending on the contract and needs of the family being serviced
- help the youth within the community develop social skills, volunteer, and structure family projects (after 60-90 days of intensive in-home services)
- attend staff meetings via telephone or in person to collaborate information with the interdisciplinary team
- keep notes congruent with hours spent with the family and/or youth
- be able to drive to the family's home
- be willing to follow the Family First Plan and the structure set up by the parents and the lead counselor
- encourage the parents and the youth to follow the structure throughout the day
- provide added adult support if youth is struggling or if parents need backup
- participate actively with the family as they follow the schedule; participate in sensory activities, chores, social language practice, and other activities as instructed by the therapist
- work closely with the therapist throughout the program, calling or texting with questions or if issues arise, and coming up with additional activities and ideas to better serve the family
- be willing to help in the home with other children or perform light household duties if the parent desires time with the youth and/or a short break is needed
- be flexible to support the needs of the parents and each particular family

### **Qualifications and Education Requirements**

Family Support Specialist must have:

- a bachelor's degree in Social Work, Sociology, Psychology or a related field.
- current resume
- experience in working with youth and/or families
- clean background check processes which include reference checks and criminal history checks
- training in the Family First Program under the guidance of a certified Family First Counselor
- willingness to attend additional training classes
- current driver's license and automobile insurance in your state