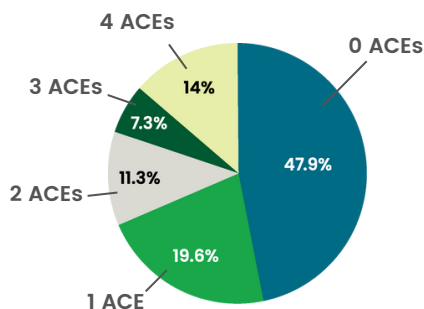




The prevalence of people who have experienced trauma requires work environments that provide evidence-based supports

Over 110,000 people in Shelby County have had four or more traumatic childhood experiences, increasing the probability of negative employment outcomes as adults. This makes trauma-informed practices critical to career success.

Prevalence of adverse childhood experiences
State of Tennessee (2012)



Adverse Childhood Experiences (ACEs) are traumatic events, such as physical and emotional abuse, neglect, caregiver mental illness, and household violence



A strong correlation exists between the number of ACEs experienced and the **probability of several negative life outcomes**



Over half of adults in Shelby County (360,000) have experienced at least one ACE, with **at least 12 percent experiencing four or more ACEs**



A person with four or more ACEs is **over twice as likely to earn less than \$10,000** and nearly 2.5x more likely to be out of work than a person who did not experience ACEs



The most prevalent ACEs in Shelby County are **substance abuse, emotional abuse, and violence** between adults in the home

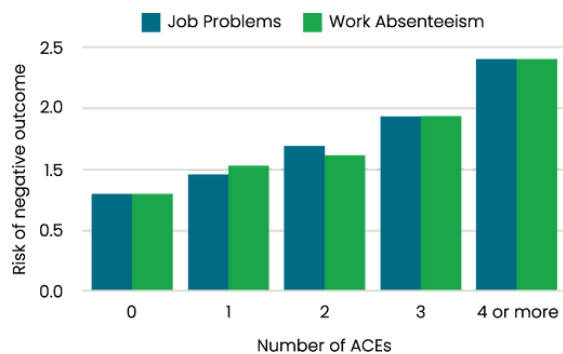


A person with four or more ACEs is nearly **2.5x more likely to experience job problems** such as absenteeism or job performance challenges than a person who did not experience ACEs



1 in 5 adults in Shelby County (140,000) were **sexually abused as children**

Impact of Adverse Childhood Experiences on employment



“Children growing up with toxic stress [from ACEs] may have difficulty forming healthy and stable relationships. They may also have unstable work histories as adults and struggle with finances, jobs, and depression throughout life.”