







HOW TO FIND THE BEST CLINICAL FELLOWSHIP EXPERIENCE

Presented by EBS Healthcare

1

THE EBS HEALTHCARE MISSION



EBS is dedicated to improving services and support within the birth to 21-year-old population and the communities in which they live. It is our responsibility, as the global leader in our field, to share knowledge and create awareness within the speech-language community.

Our goal is to make a difference in every life we touch, every day.

GOALS OF THE EBS UNIVERSITY OUTREACH PROGRAM


- Ⓢ Provide valuable services and resources to new and future graduates
- Ⓢ Offer graduates the necessary tools to make informed decisions prior to selecting your CF Experience
- Ⓢ End result is a CF Experience that meets your individual needs

2


WHERE TO GO FROM HERE?

- Resume Preparation and Review
- Employment Search Strategies
- Interview Checklist
- Comparing Opportunities
- Licensure and Certification
- Current ASHA certification requirements for CF completion
- How can EBS Help?



“Now that I’m graduating, how do I find the right place to start my career and grow professionally and personally?”

3




RESUME PREPARATION AND REVIEW


- Easy to follow, professional format
- Include specific responsibilities and accomplishments
- Use strong action statements - *collaborated, developed, implemented*
- Showcase talents
- Present skills as transferable as possible – *A team manager, board member of an organization*
- Length: one to two pages
- Consult with your references prior to citing them on your resume
- Be aware of TMI

**Your resume will open doors...
 your interview allows you to SHINE!**

4




WHEN SHOULD I START MY SEARCH?



As soon as possible!


5




EMPLOYMENT SEARCH STRATEGIES

Ask yourself important fact gathering questions that will make your CF experience a valuable one.

- Geographic location
- Type of setting
- Full-time or part-time hours
- Population
- Potential for Career Growth
- Support and Mentorship




6




EMPLOYMENT SEARCH RESOURCES

- 📍 University & Clinical Supervisors
- 🌐 ASHA Website
- 📖 ASHA Leader and ADVANCE Magazine for Speech and Hearing
- 📍 ASHA convention and state associations/conferences
- 🔍 Online search engines
- 🌐 Social network
- 👤 Your EBS Representative!



7




THE INTERVIEW CHECKLIST

- Become familiar with the potential employer
- Write down the names and titles of individuals you speak with
- Maintain professionalism; no unnecessary distractions
- Demonstrate flexibility; Stay open to new experiences
- Ask questions, but be a good listener


...most importantly, relax and be yourself!

8



	Phone interview	In-Person interview	Web interview (Skype, Face Time)
Set your clock! Be prepared for the agreed upon time	X	X	X
Present yourself in a professional manner	X	X	X
Dress for success	X	X	X
Avoid background distractions/noise	X		X
Bring several copies of your resume		X	X
Turn your phone off/silent		X	X
Be sure your battery is charged	X		X
Take notes	X	X	X
Ask about a follow-up timeframe	X	X	X

9



PREPARE FOR YOUR INTERVIEW

Anticipate questions from these categories:

- Organizational skills
- ASHA Scope of Practice
- Experience
- Personal qualities
- Goals/Job Outcome
- Knowledge base

10



COMPARING OPPORTUNITIES: *Do you know what to ask?*

Follow ASHA Requirements?

Access to Materials?

24/7 Support?

Full Benefits?

International Opportunities?

Housing & Relocation Assistance?

Specialized Trainings?

Growth Opportunities?

An Established Reputation?

Bilingual Certifications?

Provide CF Mentor?

Licensure & Certification Assistance?

CEU Opportunities?

Scholarships or Grants?

11



WILL YOU HAVE OPPORTUNITIES FOR PROFESSIONAL CAREER GROWTH?




12



BUT PLEASE, DO NOT FORGET TO ASK ABOUT...

SUPPORT!

13




SOME HELPFUL SUPPORT RELATED QUESTIONS YOU MAY WANT TO CONSIDER:

- Who will be responsible for providing me with support? Mentoring for ASHA certification? Supervision for my state license?
- Are field experts available to offer support?
- In what form and from whom will I receive support?
- When will support be available to me?
- Does the mentor meet ASHA requirements to serve as a mentor?
- Does the mentor/supervisor hold state licensure in the state where I'll be working?

Go to <https://www.asha.org/certification/Clinical-Fellowship/> to search ASHA resources for CFs.

14




POSSIBLE RED FLAGS!

- ✘ Are you responsible for finding your own CF Mentor?
- ✘ Are you being offered what seems like a comparatively high salary? Carefully compare all benefits for each opportunity.
- ✘ Do you have to *build your own* caseload?
- ✘ If you are interested, are you able to speak with another CF or SLP who currently works for the company/facility?
- ✘ Are they willing to put everything that was discussed in writing? Do you feel like you can have an open dialogue?


15

LICENSURE & ASHA CERTIFICATION

State
Licensure



Other
Certifications



**ASHA
Certification**

Ask potential employer...
*"Do you have a licensure/certification
 department that can assist me with
 this process?"*

16

STATE LICENSURE AND REGULATORY REQUIREMENTS

- Become familiar with the requirements for licensure in the state where you will be working – they vary from state to state. Go directly to the state licensure board website or ASHA's State-by-State site www.asha.org/advocacy/state/.
- Keep in mind that most states differentiate between licensure to work in settings other than public schools, and educational credential (i.e. teacher certification) to work only in public schools; the terminology for the credentials may also vary from state to state.
- Completing your Clinical Fellowship without also meeting your state licensure/credentialing requirements may jeopardize your ability to practice.

17



ASHA GUIDELINES FOR CF EXPERIENCE

The purpose of your CF is to develop and refine clinical skills to advance from your graduate school training (competent) to independent practice (proficient)

Helpful hints:

- Discuss time constraints & schedules with your mentor and/or provisional state license supervisor (may be two different individuals) to ensure your needs are met, without jeopardizing contact and on-site visit requirements.
- Verify your CF mentor holds current ASHA certification requirements through the duration of your CF experience.
- Keep a log/record of all contacts and on-site visits.



18

LENGTH OF THE ASHA CLINICAL FELLOWSHIP

- The ASHA CF experience is a minimum of 1,260 hours **and** 36 weeks.
- The CF experience is divided into three equal segments, and each segment represents one third of the total experience, or 420 hours per segment.
- Full-time CF experience is considered 35 hours per week for 36 weeks, for a total of 1,260 hours. Working more than 35 hours per week will not shorten the length of the CF experience; however, working fewer than 35 hours per week will extend the number of weeks required to reach 1,260 hours. Part-time experiences must be a minimum of 5 hours per week in order to be counted toward the total 1,260 hours.
- Travel, lunch, vacations/holidays, leaves of absence, and other forms of paid or unpaid time off cannot be counted in your number of hours worked per week.
- Eighty percent of the Clinical Fellow's work week must be spent in *direct clinical contact* related to the management of disorders that fit within the ASHA Scope of Practice for SLP.



19

EXAMPLES OF *DIRECT CLINICAL CONTACT* INCLUDE THE FOLLOWING:

- Screening, Response to Intervention (RtI), and/or observations of the client/patient
- Assessment/diagnostic evaluations
- Treatment
- Writing of reports, notes; billing
- Family/client consultation
- Family/client counseling
- Individualized Education Program (IEP) meetings, Individualized Family Service Plan (IFSP) meetings, rounds, or other meetings related to the management of a client/patient's diagnosis and treatment plan
- Twenty percent of the work week may be spent doing other activities such as attending in-services or providing trainings and presentations.

20



 

MENTORING REQUIREMENTS

- Complete at least 3 formal evaluations of the clinical performance using the Clinical Fellowship Skills Inventory (CFSI) Report and Rating Form; this is designed to be used as a self-rating tool with feedback and input from the Mentor.
- Conduct at least 18 hours on-site, direct observations (6 hrs/segment)*
- Conduct at least 18 hours monitoring, indirect activities (6 hrs/segment)*
- Establish outcomes and performance levels to be achieved during the CF
- Upon completing the CF Experience, both the mentor and clinical fellow will need to complete the SLPCF Report and Rating form.

*some state provisional licensure requirements exceed those of ASHA; in those cases, ASHA defers to state requirements.


21



APPLICATION FOR ASHA CCC & LICENSURE

- ✓ Completed on-line application with appropriate fees/payment (may be done any time during the clinical fellowship)
- ✓ Completed on-line SLPCF Report and Rating Form
- ✓ Official transcript with your degree conferred sent to ASHA
- ✓ Letter from university Program Director verifying practicum hours sent to ASHA
- ✓ Passing score on the Praxis Exam (reported directly to ASHA by ETS)
- ✓ Any additional required documentation needed for provisional licensure to be issued, and full state licensure to be awarded upon completion

Always keep a hard copy of all submitted documents for your records!



22



 

CHANGES DURING THE CLINICAL FELLOWSHIP THAT MUST BE REPORTED:


- ✓ Change in clinical site/employment
- ✓ Change in mentor
- ✓ Change in category of hours worked per week (ex. Going from full-time to part-time position)

You may also need to report these changes to your state licensure board

23

MAINTAINING YOUR CCC... LIFELONG LEARNING!



- Your 3-year certification cycle begins January 1 after you are awarded your CCCs
- ASHA requires 30 hours (3.0 CEUs) of continuing education during your certification cycle (every 3 years), including 1.0 hour (.1 CEU) in ethics (effective 1/1/2020)
- Know your state licensure requirements for CEUs needed to maintain licensure; they may vary from ASHA's certification requirements

*Hint: A good interview question...
"Are you an ASHA approved CEU provider?"*

24

HOW CAN EBS HELP?

- ✓ A comprehensive CF support program
- ✓ Nationwide opportunities in a variety of settings
- ✓ International Outreach & Spanish Immersion Programs
- ✓ Scholarships & Grants
- ✓ Personal and experienced HR Representatives
- ✓ Professional support from field experts
- ✓ Resource library
- ✓ Professional resume insight and assistance
- ✓ Ongoing support as part of a collegial team

...and more!



25

WE ARE EBS HEALTHCARE



- Exceeds ASHA Requirements
- Provide CF Mentor
- An Established Reputation
- Immersion Programs
- Nationwide Opportunities
- Resource Library
- Housing & Relocation Assistance
- Continuing Education
- Scholarships & Grants
- Licensure & Certification Assistance
- 24/7 Support Line
- Full Benefits
- Growth Opportunities
- Bilingual Certification
- Specialized Trainings

26

THE EBS FAMILY OF SERVICES

 <p>EBS Healthcare • 800-578-7906 • www.ebshealthcare.com</p>	 <p>EBS Pediatrics • 866-459-5320 • www.ebspediatrics.com</p>
 <p>EBS United • 855-251-8776 • www.ebsunited.com</p>	 <p>EBS Learning • 800-340-9020 • www.ebslearning.com</p>
 <p>EBS Early Intervention • 866-459-5320 • www.ebssei.com</p>	 <p>EBS Children's Therapy • 610-455-4040 • www.ebschildrenstherapy.com</p>
 <p>EBS Children's Institute • 800-578-7906 • www.ebschildrensinstitute.com</p>	

27
