



HOW TO FIND THE BEST CLINICAL FELLOWSHIP EXPERIENCE

Presented by EBS Healthcare

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

WHERE TO GO FROM HERE?

- Resume Preparation and Review
- Employment Search Strategies
- Interview Checklist
- Comparing Opportunities
- Licensure and Certification
- Current ASHA Guidelines 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?"

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!**

WHEN SHOULD I START MY SEARCH?



As soon as possible!

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



EMPLOYMENT SEARCH RESOURCES

- University & Clinical Supervisors
- ASHA Website
- ASHA Leader and ADVANCE Magazine for Speech and Hearing
- State associations/conferences
- Online search engines
- Social network
- Your EBS Representative!



THE INTERVIEW CHECKLIST

- Become familiar with the potential employer
 - Write down the names and titles
 - Maintain professionalism
 - Stay open to new experiences
 - Ask questions, but be a good listener
- ...most importantly, relax and be yourself!**

	Phone interview	In-Person interview	Web interview (Skype, FaceTime)
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

PREPARE FOR YOUR INTERVIEW

Anticipate questions from these categories:

- > Organizational skills
- > Theory
- > Experience
- > Personal qualities
- > Goals/Job Outcome
- > Knowledge base

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



WILL YOU HAVE OPPORTUNITIES FOR PROFESSIONAL CAREER GROWTH?



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

SUPPORT!

SOME HELPFUL SUPPORT RELATED QUESTIONS YOU MAY WANT TO CONSIDER:

- > Who will be responsible for providing me with support? Mentoring?
- > 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 have a current ASHA CCC and State Licensure in the state where I'll be working?


Go to www.asha.org to search ASHA resources for CFs.

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 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 it in writing? Do you feel like you can have an open dialogue?

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?”*

STATE LICENSURE AND REGULATORY REQUIREMENTS

- Beginning your CF experience is NOT a license to practice.
- Become familiar with the requirements for licensure in the state that you plan on working in – it varies from state to state. Go directly to the state Department of Health website or ASHA’s State-by-State Guide www.asha.org/advocacy/state/.
- Completing your Clinical Fellowship without also meeting your state licensure requirements may jeopardize your ability to practice.

ASHA GUIDELINES FOR CF EXPERIENCE

The purpose of your CF is to develop and refine clinical skills to advance from graduate school training into independent practice.

Helpful hints:

- Discuss time constraints & schedules with your mentor to ensure your individual needs are met, without jeopardizing contact requirements.
- Verify your CF mentor holds current ASHA certification and State Licensure through the duration of your CF experience.
- Keep a log/record of all visits.



LENGTH OF AN ASHA CLINICAL FELLOWSHIP

- The clinical fellowship experience must total **1,260 hours** accumulated **within 48 months** of initiation, completed in 9 months and up to 4 years.
- Full-time is equivalent to **35 hours per week** for a total of 36 weeks if working in a setting at 80% direct contact hours.
- If working part-time, a minimum of 5 hours per week must be maintained.
- ASHA requires 80% of CF experience to be in direct clinical activities.



MENTORING REQUIREMENTS

- Complete at least 3 formal evaluations of the clinical performance using the Clinical Fellowship Skills Inventory (CFSI) Report and Rating Form
- 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 requirements exceed those of ASHA*



APPLICATION FOR ASHA CCC & LICENSURE

- ✓ Properly completed and signed application
- ✓ Completed SLPCF Report and Rating Form
- ✓ Official, sealed transcript with your degree conferred
- ✓ Letter from University Program Director verifying practicum hours
- ✓ Score on the Praxis Exam (reported directly by ETS)
- ✓ Appropriate fees/payment
- ✓ Any additional, required documentation needed to be awarded full State Licensure.

Always make a copy of all paperwork submitted for your records!



CHANGES DURING THE CLINICAL FELLOWSHIP THAT MUST BE REPORTED:

- ✓ Change in clinical site
- ✓ Change in mentor
- ✓ Change in category of hours worked per week

You may need to report these changes to your state as well.

MAINTAINING YOUR CCC... LIFELONG LEARNING!

- ASHA requires 30 hours (3.0 CEUs) every 3 years
- This begins January 1 after you are awarded your CCCs
- Know your state licensure requirements for CEUs needed



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

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!



**WE ARE
EBS HEALTHCARE**

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

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>	
