



CLINICAL FELLOWSHIP CREATING YOUR PERSONAL PATH TO SLP PROFESSIONAL

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THE STEPPING STONES GROUP/EBS HEALTHCARE

Transforming Lives and Making a Difference Together

GOALS OF OUR UNIVERSITY OUTREACH PROGRAM

- The Stepping Stones Group and EBS Healthcare are now one family!
 - 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
 - Have a CF Experience that meets your individual needs
- Opportunity to give back to the profession
- Help you and other graduate students launch a successful career



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THE JOB MARKET FOR SLPS

- The opportunities are limitless!
- Current trends and forecasts
 - The US Bureau of Labor Statistics reports excellent job opportunities in speech-language pathology with expected growth of 27% from 2018 to 2028!!
 - The reality is there are more jobs than SLPs!
 - Find out what first year SLPs earn in your region!
 - www.salary.com



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PREPARE YOUR RESUME



- Clean format; easy to read; outline with bullets and no pictures!
- Use strong action statements - *collaborated, developed, implemented*
- Include specific responsibilities and elaborate on your unique experiences
- Showcase talents: Include special skills that employers would value to demonstrate how you stand apart from others
- Get a second opinion from a respected mentor or professional

Your resume will open doors...

your interview allows you to SHINE!

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WHAT ABOUT A COVER LETTER?

- If a potential employer requests a cover letter:
 - Keep it brief – no need to reiterate your resume
 - Say something unique to show why you are interested in a position with this particular employer

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WHEN SHOULD I START MY SEARCH?



*Start early so
you can ease
yourself into the
process*

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THINK ABOUT WHAT IS MOST IMPORTANT FOR YOU!

- Location?
- Population and Setting?
- Full time or part time?
- Compensation and Benefits?
- Professional Growth and Continuing Education Opportunities?
- Supervision/Mentoring?

*Remember that this is your foundation year and you don't have to accomplish all your career goals during your CF!
(In fact, that goal may not work out too well!)*

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EMPLOYMENT SEARCH RESOURCES

- ❖ University faculty, clinic supervisors, extern supervisors
- ❖ Publications: ASHA Leader and or other professional magazines
- ❖ State Speech and Hearing Associations and Departments of Education



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MORE RESOURCES

Online Job Searching: (You can search by city/state/population)

- www.asha.org Career Center
- www.speechpathology.com Career Center
- www.indeed.com
- www.healthjobsnationwide.com (More medical and adults)
- www.glassdoor.com
- www.linkedin.com – Create your professional profile!
- Social Media – Use discretion! Beware of how your personal social media may look to employers!

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YOU GOT AN INTERVIEW! NOW WHAT?

- Be Prepared
 - First focus on learning about the job and employer
 - Later you can ask compensation and benefits
 - Visit website
- Show Your Enthusiasm!
- Maintain Professionalism



[YouTube Interview Video](#)

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	Phone interview	In-Person interview	Remote Web interview
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

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PREPARE FOR YOUR INTERVIEWS

- The Icebreaker Question
 - Tell me about yourself
 - What attracted you to the profession?
- Most Frequently Asked Question!
 - What are your Strengths and Weaknesses?
- Be aware of the types and purpose of questions they may ask
 - Scenario-based questions
 - Personal/professional skills
- Be prepared to ask your own questions too!

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ANTICIPATE QUESTIONS FROM THESE CATEGORIES:

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



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BE PREPARED TO ASK YOUR OWN QUESTIONS!

School or Pediatric Settings

- Who will be my mentor and will my mentor be at my same site?
- How many schools will I cover? What is the caseload (type and number of clients/students?)
- Ask about specialized classrooms, Rtl, Workload/caseload – Show your knowledge!
- Training and orientation for new employees?

Adult Settings

- Who will be my mentor and how will they support me?
- What type of facility would I be placed in? (Rehab? Acute Care? Outpatient? Skilled Nursing?)
- Feeding protocols? Memory care strategies? Show your knowledge!
- Productivity expectations or building your own caseload?

*Remember that you are getting to know the employer as well –
the interview is a two-way street!*

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Employer Benefits: What matters to you?



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AND PLEASE, REMEMBER TO ASK ABOUT...

SUPPORT!

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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?

<https://www.asha.org/certification/Clinical-Fellowship/>

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ONE PROFESSION: POSSIBLY 3 CREDENTIALS

- ASHA Certification
- State Licensure
- State Department of Education Certification or Credential



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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.

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ASHA CF EXPERIENCE INFORMATION IN RESPONSE TO COVID-19

- Speech Language Pathology Clinical Fellows
 - ❖ After the CFCC's review of the feedback received and further discussion related to the preparation of entry-level professionals, the following updates were made to 2020 SLP Standards V-C and VII-A, effective with applicants who begin their graduate programs and/or **CF experiences on or after January 1, 2023**.
 - ❖ Mentoring must include on-site and in-person observations; however, the use of real-time, interactive video and audio-conferencing technology (telesupervision) may be permitted as a form of observation. At least three (3) observations per segment must be completed on site and in person with the Clinical Fellow and clients/patients (not through telesupervision).
- <https://www.asha.org/certification/covid-19-guidance-from-cfcc/>

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CFCC Changes to the 2020 SLP Certification Standards—Summary of Updates

- ❖ **SLP Clinical Fellowship Direct Client/Patient Contact Hours**
 - Must include at least 75% direct, on-site, in-person care and care management activities.
 - **May include up to 25% telepractice and telepractice-related care management activities. (New/Update)**
 - *Requests for CF experiences with more than 25% telepractice can still be made to the CFCC.*
 - Must include *at least* 3 hours of in-person, direct supervision per mentor, per segment.
 - **Up to 3 hours of direct supervision per mentor, per segment may occur via telesupervision using a video conferencing platform. (New/Update)**

<https://www.asha.org/certification/2020-slp-certification-standards/#7>

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TELEPRACTICE CONSIDERATIONS

- Some states have restrictions on telepractice which may impact supervision time and hours that you can accrue as a CF
- ASHA provides national professional guidelines but remember that each state has jurisdiction due to state licensure laws so we must follow the regulations in the state
- If you are considering a telepractice position, be sure to check the regulations for clinical fellows in the state where you will be living **and/or** working

<https://www.asha.org/siteassets/uploadedfiles/state-telepractice-policy-covid-tracking.pdf>

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THE CLINICAL FELLOWSHIP EXPERIENCE

WHY DO WE HAVE A CF?
THE ASHA CERTIFICATION PROCESS
FINDING THE RIGHT POSITION AND BEST MENTOR

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ASHA DEFINES THE CF AS...

“The transition period between being a student enrolled in a communication sciences and disorders (CSD) program and being an independent provider of speech-language pathology clinical services. The CF involves a mentored professional experience after the completion of academic course work and clinical practicum.”

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*WHAT'S THE DIFFERENCE
BETWEEN MY CLINICAL
SUPERVISORS FROM
GRAD SCHOOL,
AND MY CF MENTOR?*

Your CF Mentor:

- Serves as a coach or guide with less direct style of supervision
- Acts as a facilitator of professional growth rather than evaluator
- Promotes independence rather than the creating a “mini me”!

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FROM COMPETENT TO PROFICIENT



When you begin your Clinical Fellowship Experience, you have attained knowledge and skills that are at a “Competent” level. Then you will progress to the “Proficient” stage by the end of the CF experience.

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THE CLINICAL FELLOWSHIP – FROM COMPETENT TO PROFICIENT

- Integration and application of the theoretical knowledge from academic training
- Evaluation of strengths and identification of limitations
- Development and refinement of clinical skills consistent with the Scope of Practice
- Advancement from constant supervision to independent practitioner

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LENGTH OF THE ASHA CLINICAL FELLOWSHIP

- The ASHA CF experience is a minimum of 1,260 hours **and** 36 weeks.
- Part time experiences are allowed – be sure to check with your state
- The CF experience is divided into three equal segments, and each segment represents one third of the total experience, or 420 hours per segment.
- 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 SLPs

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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.

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ASHA MENTOR REQUIREMENTS

- Holds a current CCC-SLP;
- ASHA certification is maintained throughout the entire CF experience;
- Not related in any manner to the clinical fellow
- Complete at least 3 formal evaluations of the clinical performance using the Clinical Fellowship Skills Inventory (CFSI) Report and Rating Form - a self-rating tool with feedback and input from the Mentor
- Establish outcomes and performance levels to be achieved during the CF

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ASHA MENTOR REQUIREMENTS

- Must have .2 CEUs (2.0 clock hours) in supervision training
- Must have minimum 9-months certification
- Must provide a minimum of 6 direct and 6 indirect hours of supervisory activities per segment (total of 18 hours direct and 18 hours indirect)
- ****Some state provisional licensure requirements exceed those of ASHA; in those cases, ASHA defers to state requirements***

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THE FINESSE OF AN EFFECTIVE MENTOR

- Proactively plan and maintain a successful course for new clinician
- Promotes effective supervisory relationship where supervisees develop both “art” and “science” of clinical work
- Promotes principles of reflective practice by encouraging critical thinking
- Remember what it is like to be a first-year clinician, and creates a safe, non-judgmental relationship
- Instill confidence, empowerment



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MENTOR VERIFICATION

- Verify the current certification and state licensure status of your mentor before beginning the experience. Do not rely on the word of the mentoring SLP that they are certified—confirm it!
- The ASHA Action Center welcomes questions and requests for information from members and non-members
 - Members: 800-498-2071
 - Non-Member: 800-638-8255
 - [E-mail the Action Center](#)



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WHEN SHOULD I APPLY?



- Once academic and practicum requirements have been met, prospective applicants may apply any time before, during, or after the completion of the Clinical Fellowship (CF) experience.
- **Important!** Before you start your CF Experience, go to <http://www.asha.org/Certification/Certification-Standards-for-SLP--Clinical-Fellowship/>
- Here's the link to apply! [Apply for Certification in Speech-Language Pathology \(asha.org\)](#)

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APPLICATION FOR ASHA CCC

- ✓ 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)



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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?



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IMPORTANT REMINDER

You are not ASHA certified or licensed (or credentialed) by your state to practice independently until you are officially notified by the credentialing body.



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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
- 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?"**

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SOME FINAL SUGGESTIONS

- This is *your* CF Experience – be proactive and make the most of it!
- Keep copies of all CF, licensure and credentialing paperwork
- Maintain your CCCs, license and credential current, even when you're not working or in a different work environment where you don't need all of them!

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THANK YOU!

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