



# GRADUATION TO EMPLOYMENT: TEN HINTS NEEDED TO KNOW

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# Disclosures

**Financial:** Dr. Stonestreet is an area supervisor/mentor in the Florida/ Georgia region for EBS Healthcare and teaches part-time graduate classes at Valdosta State University.

**Non-financial:** Dr. Stonestreet is the President of the Board for the Lowndes County Advocacy Resource Center and is Past President of the Board of Directors for Georgia Parent to Parent. She is a member of the ASHA Committee of Ambassadors representing Georgia.

# Learning Objectives

- 1. Discuss the procedure for licensure
- 2. Describe the components of Asha certification
- 3. Name five (5) of the ten (10) hints described in this presentation.

# Introduction to Presentation



- Congratulations! You have now reached a major milestone in beginning your career.
- We will discuss hints that may be useful for you in beginning this exciting time—the beginning of your Clinical fellowship (CF) and your state license and hints that will be helpful.

# Differences in ASHA Certification, State Licensure, State Certification

## ASHA

- Goal: is to transition to becoming an independent provider of services
- Mentored professional experience
- CF experience: minimum of 1260 hours and a minimum of 36 weeks of experience or a part-time equivalent
- 3 equal segments of 12 weeks per segment ( 420 hours per segment)
- Full time is 35 hours per week; Part time will extend the number of hours and weeks
- Part time must be a minimum of 5 hours per week in order to be counted toward the total 1260 hours.

# ASHA

- Eighty percent of the work week must be spent in direct clinical contact that follow the *Scope of Practice*.
- Twenty percent of the work week may be spent in other activities.
- Requirement is to complete the CF experience within 4 years or less from the date the CF began.
- It is the responsibility of the CF to ensure that the mentor meets ASHA required qualifications and has completed the 2 hours of professional development for supervision.
- ASHA website: ***A Guide to the ASHA Clinical Fellowship Experience***

# Completing the 2020 ASHA Clinical Fellowship (CF) Experience

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## EARN A GRADUATE DEGREE

- Transition from being a student to becoming an INDEPENDENT provider of clinical services.
- Apply for certification any time before, during, or after your CF experience. Thoroughly review the ASHA Certification Standards that are in effect at the time that you apply for certification.

2



## FIND A CF SETTING & MENTOR

- Ensure the facility is able to provide you with the opportunity to evaluate, habilitate, or rehabilitate individuals with speech and language disorders.
- Verify that your mentor holds the CCC-SLP.

3



## CONTACT YOUR STATE BOARD

- Familiarize yourself with your state licensure requirements; licensure and certification are separate!

4



## SET EXPECTATIONS!

- Confirm that each mentor will complete 6 hours of direct and 6 hours of indirect supervision per segment.
- Establish with your mentor what kind of CF experience you are looking for; what do you want out of the CF?
- Know the ASHA Code of Ethics and understand your responsibilities and your mentor's.

5



## REVIEW THE CF SKILLS INVENTORY (CFSI)

- Review the CFSI and Guide to the ASHA Clinical Fellowship Experience with your mentor.
- Document any changes in mentor, setting, or average hours worked per week on a separate online CF form.

6



## IDENTIFY STRENGTHS & AREAS FOR IMPROVEMENT

- Focus on areas that need improvement based on feedback from your mentor.
- Use your mentor as a resource; after all, he or she was once a clinical fellow!

7



## CONFIRM YOU ARE ON TRACK

- The CF experience is a minimum of 36 weeks of full-time clinical work, totaling no less than 1,260 hours.
- Confirm your mentor will complete the minimum hours of direct and indirect observation.
- Participate in feedback sessions with your mentor at the end of each segment of the CF.

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## FINAL FEEDBACK SESSION

- Earn a rating of "2" or better in the final segment for each of the skills to qualify for an approved CF Experience
- Review the CFSI form to make that all skills have been rated and all information is accurate and that all information is accurate!
- Make a copy of the all documentation form for your records.

9



## SUBMIT COMPLETED CF EXPERIENCE INFO ONLINE

- Enter your Clinical Fellowship experience information into your online application. Your CF Mentor will receive a notice to log in to verify your experience. Note that the CF will not be reviewed until you have applied for certification.
- Understand that processing your application for certification can take 4 to 6 weeks.

10



## CONFIRM WITH THE NATIONAL OFFICE

- Begin signing with the CCC-SLP only after you have received written confirmation that your certification has been awarded.
- Continue paying annual dues and fees while you are an applicant in the process for certification.

# State Licensure

- May vary from state to state regarding requirements so check with the state in which you decide to become employed.
- In GA: **[www.sos.ga.gov/plb/speech](http://www.sos.ga.gov/plb/speech)**
  - Apply for a provisional license –Paid Clinical Experience or PCE when you accept employment. (Apply by application examination)
  - You **cannot work** until the PCE is granted.
  - Complete a professional experience of no less than nine (9) months of full time or 18 months of part time paid clinical experience and can be completed along with the ASHA CF experience.
  - May have the same supervisor and mentor for both or can be different.
  - Have passed the Praxis.
  - If working telepractice, must be licensed in each state in which you are serving clients/students/patients.
  - Requirements are from the Professional Licensing Board of the Secretary of State—Board of Speech-Language Pathology and Audiology



# State Certification

- From the Professional Standards Commission in Georgia
- S-5 Certificate
- Many universities/colleges will have requirements in the curricula that will meet the certification.
- Your college/university will meet with you prior to graduation to sign the form for granting the certification.
- In some areas, this is required for work in the schools, but check with your employer. By no means should this hinder you from obtaining state licensure and ASHA CCC's.

## Helpful Hints

- 1. Know your requirements and responsibilities for certification and licensure.
- 2. Be organized!
- 3. Use time management skills.
- 4. Communicate on a regular basis with your mentor/supervisor.
- 5. Collaborate with your colleagues and families.



## Helpful Hints

- 6. Be a team player.
  - 7. Seek learning opportunities.
  - 8. Keep current on new regulations, requirements, and policies affecting your job.
9. Be creative and flexible.
10. Work at the top of the profession!

# Conclusion

- Enjoy! You have chosen an exciting and changing career where no day is ever the same.
- Take care of yourself and practice mindfulness.

# Questions and Answers???

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