

Question: We are in the midst of revising our PT/OT career ladders, and I'm curious if other organizations have mention of APTA/AOTA board specialty certification(s) in their career ladders? If so, for what level/position(s), and is it required or preferred? Do you reimburse for the cost of the certification, both initial and renewal(s)? (sent 6/11/18)

Hospital	Response
ORG A	It's not required for us; but as part of our annual performance reviews, attaining a new certification can contribute to attaining a higher score.
ORG B	No we dont
ORG C	We do not.
ORG D	I am very interested in this as well. We just started conversations about this. At ORG D we currently do not have a career ladder or any incentive for specializations. Org D does pay for the specialization though. We do have "PTOT clinical lead" positions (one per clinic) that are paid more and have some responsibility for daily operational tasks. We don't utilize a traditional career ladder at Le Bonheur, but we do have an incentive program with 4 levels of additional reimbursement. Eligible individuals can choose to participate in this program and are required to performed tasks outside of their normal work responsibilities. The program was designed by front line staff and is run by a committee of front line staff with the Director group within our system providing oversight. Currently, we pay for the initial certification. Renewals are the Associate's responsibility.
ORG E	Specialty certification is definitely preferred, to move to Level II or Level III. Therapists will generally get their certification and then apply for the advancement. We have several PTs who are PCS or NCS. There are a couple of OTs looking into specialty certification, and a couple of speech therapists looking into dysphagia certification. We only have a couple of ATPs. We have several CBIS. Therapists need to pass the exam and are then reimbursed. We do also reimburse recertification (just had our first two, including me!)
ORG F	We don't have a ladder at this time but is something we are considering, this information will be useful to us!. We have special funds that we use to support certifications. At worst, we might ask someone to delay seeking the certification for a year if we are low on funds. We are having discussions about re-certs.
ORG G	
ORG H	Our staff do get points for various activities. PCS certification for PTs does get extra points compared to some other activities. We have 3 PCS therapists but no OTs at this time. OTs have not yet expressed interest but would be treated the same. We have offered to pay for some of the continuing ed but have not yet paid for certification due to the high cost. That would be under consideration if more staff expressed an interest. Staff do have a small salary increase when achieving levels on the career ladder. We have a "clinical ladder" for PT, OT and ST - Each level has obligations and minimal requirements, then options for additional requirements (choice of 2, 3, 4, sections). Our highest level includes an option for the APTA certification. There is a 1-time monetary bonus for each advancement in our clinical ladder. Overall, as part of our benefit package, we get a sum of money that can be put towards licensure and continuing education each year. It is up to the therapist and the discipline-specific clinical educators to approve the education and allocate the funds for education, license, memberships, certifications. So money could be put toward
ORG I	APTA certifications (initial or renewal).
ORG J	If someone achieves board or specialty certification for PT or OT they can apply for a level III clinician (highest level). There is a certification bonus and they are eligible for a promotion.

ORG K Reimburses for certifications such as Lactation Specialist for SLPs. We also have a yearly stipend for bilingual providers.

ORG L Board Specialty Certifications are not part of our career ladder but can enhance your application. We have a senior one and senior two therapist criteria. Senior 1 is for an exceptional therapist with less years experience. Senior 2 has an additional project whether its certification, screenings, community benefit, project development, etc.

ORG M We do reimburse for certification up to the allotment for the clinician (\$1000 -\$1500 for licenses, certification, CE reimbursement).

ORG N We do provide examples of certification/specialization as a means to demonstrate clinical skill advancement but it doesn't need to be specific to APTA or AOTA certifications. This is preferred at our Level 3 clinicians (we have Levels 1-3 for PT and OT). We also do reimburse for certification tests and recertification so long as this is discussed prior to taking the examinations and approved by the director. We also do not pay for the examinations if the certification is not acquired.

ORG O You get credit for it to promote from one level to another. To be a Clinical Specialist in our system, you must have a Board certification.

ORG P We offer more points for Board Certifications for level 2 or level 3. We will reimburse for the certification if they pass the test!

ORG Q We have a 4 tier clinical ladder - PT and OT I through IV (there are multiple level IV roles with different areas of focus), which I updated this fall (informed in part by the answers above). We opted for specialty certification to be *preferred* for level III and the level IV "Supervisor" position, and *REQUIRED* for the level IV "Clinical Specialist" and "Education & Development Coordinator" roles. We are going to cover the cost of successfully attaining the certification, as well as renewal costs. I'm happy to share additional details on our clinical ladder with anyone that is interested in hearing more.